

PROCEEDINGS  
MEETINGS OF THE COUNCIL  
AMERICAN LIBRARY ASSOCIATION

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October 16 and 21, 1933

Stevens Hotel

Chicago, Illinois

## TABLE OF CONTENTS

	Page
Monday Morning Session	
October 16, 1933	
Opening Remarks, by President H. M. Lydenberg . . . . .	1
Announcement relative to Federal Government Funds. . . . .	2
Panel Discussion: Libraries and National Recovery . . . . .	5
Report of Committee on Public Library Standards . . . . .	39
Report of Committee on Annuities. . . . .	46
Report of Committee on Chapters and Sections. . . . .	55
Report of Committee on Petition to Affiliate with A. L. A. from Association of Research Libraries . . . . .	55
Report of Committee on Proposed Honorary Members . . . . .	56
Saturday Morning Session	
October 21, 1933	
"The Situation in Regard to Unemployment," by Miss Rebecca B. Rankin . . . . .	61
Resolution and discussion thereof. . . . .	61
"Minimum Requirements for the Accredita- tion of Library Schools," by Dr. James Ingersoll Wyer. . . . .	67
Discussion . . . . .	76
Report of the Committee on Book Buying, on the matter of Copyright. . . . .	82
Discussion . . . . .	83
Report of the Committee on Committees . . . . .	85
Report of the Committee on Library Terminology . . . . .	86

## TABLE OF CONTENTS

	Page
Saturday Morning Session October 21, 1933 (Continued)	
Report of the Committee on German Periodicals . . . . .	87
Communication from League of Library Commissions and the A. L. A. Library Extension Board . . . . .	88
Report of Committee on Library Revenues .	89

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MONDAY MORNING SESSION

October 16, 1933

The first meeting of the Council of the American Library Association, held in conjunction with the Fifty-fifth Annual Conference of the Association at the Stevens Hotel, Chicago, Illinois, October 16-21, convened at ten-fifteen o'clock, Mr. Harry Miller Lydenberg, President of the Association, presiding.

PRESIDENT LYDENBERG: It is with real regret that I announce that I had hoped this morning to turn this meeting of the Council over to our Vice-President, Mr. Wheeler, but he unfortunately, to our distress and to his, is recuperating from a hospital experience. Added to that he ran true to form, as do so many of the rest of us, and caught a cold, so he will not be here today. But I do believe that I express the feeling of all of you when I say that you ask me to request the Secretary to express to Mr. Wheeler our regret that he could not be present today and our sincere good wishes for a speedy recovery.

I have only one more announcement to make, and that concerns the work of the Committee on Activities. You all remember the instructive, suggestive, helpful report that our friends from St. Louis, from Minneapolis, from the Library of Congress--Mr. Compton, Dr. Meyer, and Miss Countryman--rendered us when they made that report for the Committee on Activities five years ago.

One phase of that, as you recall, called for a renewal of the study of A. L. A. activities at a certain period forward and, much to our surprise, much to our unbelief, that period has arrived, so we asked Mr. Brown, Mr. Rice, and Miss Countryman to make another study on this problem. This Committee on Activities is meeting here every day between nine and ten o'clock, and it will be grateful if any of you who have ideas on committee work of the Association will express orally what you have had ample opportunity to do in writing--to express to them your suggestions about activities to be emphasized, about activities that may properly be minimized, about any changes. The responsibility rests on your shoulders now. Mr. Rice and his committee have done a sterling work. The hammer falls. Fair warning. The sale is concluded with the third knock!

MR. DUDGEON: I am not a speaker this morning, but a news bulletin. What I, as a news bulletin, am to announce is a report prepared by a committee. The real work was done by Mr. C. B. Lester and Miss Merrill, after a conference held yesterday forenoon, participated in by a considerable number of persons. It reports conditions which we hope will result in two things: (1), the employment of unemployed librarians; (2), the establishment in many public libraries and elsewhere of adult educational facilities calculated to give to the unemployed adults educational opportunities.

Federal relief funds are to be available for the

employment of needy qualified persons for adult educational work when plans prepared by state educational departments and approved by state relief authorities have been approved in Washington.

Each state prepares its own program. The initiative must come from the state. Prompt action is necessary. Several state programs have already been filed and approved. Apparently such funds may be available for the employment of librarians or other qualified persons for adult education work by libraries or, indeed, for other library work directed to the assistance of the unemployed.

Apparently, also, such funds may be available for compensation for unemployed librarians who are in need, for adult education work, whether or not such employment is in the library. Ultimately it will be necessary to have certification from the local relief authority as to the need of relief for employment through such funds.

These projects for adult education work under library auspices must be first an approved local educational program; second, adopted by the state education authorities; and, third, approved by the state relief authorities. Suggestions for such projects which presumably could qualify for use of federal funds are the following: Field contacts with unemployed persons for the development of library service to them; additional readers' advisers to serve additional readers in the unemployed group; organization and conduct of community

adult education programs for the unemployed; surveys of educational opportunities for the unemployed and a continuing service of information in regard to them; organization and guidance for discussion and study groups for the unemployed; continuous solicitation, repair, and preparation of books for the use by the unemployed; extension of open hours in the library, or reopening of closed library facilities to meet the needs of the unemployed; provision of library service for organized educational efforts for the unemployed; provision of readers' advisers or consulting service to Citizens Civilian Camps; provision of readers' advisers' or consulting service to the new transients' camps; assistance to librarians for non-professional work to release professional workers for direct service to the unemployed; provision of similar service by state libraries to the unemployed not reached by local public library effort; for relief to librarians who may qualify for such employment due to unemployment and need.

Obviously, the state library agency must be the clearing house for information relative to such librarians within the state. Such information may be available to the state library agencies from the following sources, in addition to the information already on file with them: (1), pertinent records available in the A. L. A.; (2), library school records relative to unemployed graduates; (3), individual records of local libraries relative to former staff members and other un-

employed librarians in the community, and, (4), records of the city and county relief agencies.

This is a rapidly-moving, rapidly-changing project. We may, before the conference adjourns, be prepared to report later developments. May I ask, meanwhile, first that you be prepared when appealed to to give names of unemployed librarians in your vicinity who are to be considered as subjects for emergency employment involving a certain amount of need on their part; second, that you look over your own city to determine what library projects aimed at giving library service to the unemployed public can be established in your locality.

PRESIDENT LYDENBERG: Thank you, Mr. Dudgeon. There is no need to call to the attention of the Council the importance of this. There is no need to point out to you how happy an introduction this is to the remaining part of our program, a panel discussion of the relation between the library and the "New Deal."

Mr. Mitchell has been good enough to consent to conduct this panel, and I will ask him now to take the floor and introduce his panel to you.

... Mr. Sydney B. Mitchell, University of California School of Librarianship, Berkeley, California, took the Chair ...

CHAIRMAN MITCHELL: It seems unnecessary to introduce them, but as they come forward may I mention their

names?

... The following members of the panel were introduced:

Miss Mary U. Rothrock, Lawson McGhee Library, Knoxville, Tenn.

Mr. Carleton B. Joeckel, Graduate Library School, University of Chicago.

Miss Rebecca B. Rankin, Municipal Reference Library, New York City.

Mr. Charles S. Ascher, Assistant Director, Public Administration Clearing House, Chicago.

Mr. Michael F. Gallagher, Chairman, A. L. A. Trustees Section, Chicago.

Miss Gratia Countryman, Librarian, Public Library, Minneapolis, Minn. ...

CHAIRMAN MITCHELL: This technic, of course, is not adapted to a room of this size. We are supposed to be sitting around a fireplace, or something of that kind and, unless you really lose your temper, you are not likely to shout loudly enough, under those conditions, to reach an audience of this size.

About three weeks ago I received a letter from Mr. Milam asking me to take charge of a panel discussion. Under the old dispensation I would have received a telegram, so this was the first evidence of the library and the "New Deal." Being,

myself, from what you might call the "outskirts of empire," I was a little gentle with myself, because, actually, on the receipt of the invitation I found that my knowledge of the meaning of the words "panel discussion" was that of the beasts that perish. I had never heard of it before but, being an advocate of living dangerously, particularly when the danger was going to be shared by the audience and the other members of the panel, I agreed to take charge of this discussion.

Later I learned, through Mr. Milam and through Morse Cartwright, that actually the first effective use of a panel discussion had taken place in my home town of Berkeley, where Professor Overstreet had used it in a summer session meeting.

Mr. Cartwright sent to me a very interesting article which he had written for the Journal of American Adult Education, in which he described the technic and in which, among other things, he gave the qualifications of the chairman. I am glad he sent it afterward, because if I had read all of the things that were to be expected of the chairman I certainly would not be here today.

I think my friends will exonerate me from the charge of being a modest violet; yet, when you realize that, to start with, a person of my temperament had to abstain from participation in the discussion, that all he could do was to try to bring out some of the thoughts that he might have, by questions, that, being comparatively without sympathy to the police

under certain conditions he had to promise to keep the audience from interfering and the participants in the panel from fighting, you will realize why I found I had a rather difficult job.

Now, let me say that this group has been unrehearsed. I was especially enjoined (and I have taken all the advice given me--even where it is conflicting) not to have a rehearsal. We are like a bunch of bottles and we are going to be uncorked now. We would be stale if we had been uncorked last night or this morning, so I haven't the remotest idea what the members of the panel are going to say, and I have a strong suspicion that they don't know either.

By temperament and by race I look with disfavor on any discussion or any fight in which I can't be a participant. I have, therefore, the utmost sympathy with the audience in that, for the first forty-five minutes, they must sit in their seats and keep a leash on themselves. The audience is not allowed to participate for that length of time, but there will be a period of about fifteen minutes during which they will be unleashed and will have an opportunity to say those things about which they have been thinking for the previous forty-five minutes. They will have that advantage over the panel, I may say.

An examination of what I suppose you would call the agenda of this panel would indicate that we have enough topics to discuss so that we could have a sort of panel marathon here. We could keep you here days, and the one who talked the

longest would win.

Therefore, we have to center in some way our discussion, and we are going to center it around these three topics: The Government's Relation to the Library and the N. R. A.; the Consumer's Relation--and the consumer, of course, is the reader or the borrower, the person who uses the library; and, lastly, the Producer's Relation. The producer is the library--the relation of one library to another and, lastly and quite as important as any of these topics, the individual librarian. What is to be his position under the N. R. A.? Is he, as well as the consumer and the government, to come in under a new and fairer deal?

We will start, then, with the question of financial aid, and I will call on Mr. Ascher to begin the discussion with some comment on the possibility of federal aid. Of course, a little of his thunder has been stolen. I realize that, but still he will have at least a pop gun to fire on the subject.

MR. ASCHER: I am glad that Mr. Dudgeon did start as he did, because I have now learned that there seems to be a possibility of federal aid for libraries. I don't profess to have just come from three days at the White House, but I buzzed around a number of different important governmental departments, and I will say that the government itself, the Federal Government, seems to share some of the difficulty that Mr. Mitchell just attributed to the librarians and the citizens. I

don't think they are quite clear about where they are going.

The first thing that occurred to me in hearing Mr. Dudgeon's report--either I wasn't listening very carefully or he didn't make clear what his authority was for all his statements about what the Federal Government was going to do. But I will assume that his statements were inspired, in any case. It almost looked for a moment as though the unemployed readers and unemployed librarians were going to come off better under the "New Deal" than those who still had jobs. I haven't heard from Mr. Dudgeon whether they were going to build special library buildings for unemployed librarians to dispense books to unemployed readers under the Public Works Administration.

MR. GALLAGHER: What did you actually find out in Washington that would be of interest to those connected with the library?

MR. ASCHER: I am glad to have a chance to answer that, because it hitches in very closely with the thoughts that were aroused in my by Mr. Dudgeon's remarks. I find at least two attitudes among leaders in government work in Washington. This is entirely unofficial; it simply represents, as a matter of fact, having had dinner with old friends who now turn up in this or that government department--some of them moderately high up, as it happens.

By the way, did you hear President Roosevelt last night, opening the campaign on the radio for the Mobilization

Human Needs? He made the statement which he has made numberless other times, as to a formula for proceeding, and the formula is well known, that we begin by straining to the uttermost private facilities; then we strain to the uttermost local municipal facilities; then we strain to the uttermost state facilities; and then, at the very end, the Federal Government comes in to supplement, to aid, to implement--not to take the initiative or to assume the burden. That is certainly one trend of thought in Washington, the attitude that the Public Works Administration seems to be taking, and groups of that sort.

I find a group of people in Washington whom I can't designate as "brain trusters." I have no direct evidence that they have the confidential ear of the President, but they certainly are in a position to make things hum, and they are just completely "New Deal": "Why in the name of heaven hasn't the Federal Government gone in and done this job right from the start? Why are we fiddling around waiting for local groups ineffectually to try to do this and that? Let's get going, is the important thing."

The resolution of those two points of view, of preserving our historic attitude that there are certain important spiritual values, certain important political values, to be preserved by following along in the relationship that has always existed between local, state, and Federal Governments and their publics, with this rampageous feeling that the important thing

to do is to get people to work and to get the wheels moving again and, if necessary, forget all about these historic attitudes, causes me to come back a little dizzy, I must confess, and I am far from prepared to say where we are going to come out, but I certainly, in three days, got a feeling that there were two strongly different attitudes in Washington.

I wonder if any of you people who have been down there get any of that feeling, of a certain lack of unanimity in philosophy. I wonder if that answers your question at all, Mr. Gallagher.

MR. GALLAGHER: Don't you think there is some danger in those responsible for public libraries to place too much stress on the probability of federal aid? Libraries are essentially home rule institutions. They always have been, and their sources of revenue are local and always have been. Now, if they look too much for federal aid, isn't there a chance of a serious disappointment?

MR. ASCHER: I have been trying to analyze the different ways in which the Federal Government is getting into the business of supplementing or taking over what have been previously recognized as local functions, and I, of course, agree with you 100% that libraries have, in the past, been local functions, although I suspect that Miss Rothrock and some of the others are going to be prepared to argue with us as to the extent to which that should be true in the future.

I would like to throw into the discussion these two thoughts: The Federal Government, as I see it, has stepped into the picture in two ways. One is to relieve distress. That, in its very character, is supposed to be a very temporary, an emergency, thing, and I feel that such suggestions as Mr. Dudgeon may have had as to the manner in which the Federal Government will help unemployed librarians dispense books to unemployed readers must be considered as a temporary expedient; at least, if we are going to slide off that into setting up a new library system whereby the Federal Government pays otherwise unpaid librarians to dispense books to otherwise perpetually unemployed readers, we have a lot of thinking to do before we reach that point.

CHAIRMAN MITCHELL: While we are thinking that over, inasmuch as it is rather evident that we can't come to any conclusions now, perhaps we had better pass on to a discussion of what may be expected of the libraries if the government--we are assuming this--should help in their financial support. Is the government going to take the library as it is now, or is it going to ask for a different kind of library? Mr. Joeckel, possibly, might have something to say on that point.

MR. JOECKEL: Mr. Chairman: If Mr. Ascher was dizzy, I think the best adjective I can apply to myself is that I am punch drunk. After listening to what Mr. Dudgeon had to say, I confess that what few thoughts I had absolutely left me,

and the one thing that seems possible and apparent to me is that libraries may be going to get what the Chicago Tribune calls some "easy" money. I don't think, as a matter of fact, that it makes a great deal of difference exactly how we get it. So far as I can see, it seems to me that the important thing is to have a lot of ingenuity in setting up a reasonable program and then hoping that it will be telling enough (which it will be), if it is at all good, to get some money out of this, and to answer your specific question, I would say that I hope they don't start up another "A. B. C." organization for libraries, manned by unemployed librarians, for the sake of unemployed people.

In other words, I think that whatever money is available, whatever organization is set up, should be attached to the existing scheme of libraries, and I hope, therefore, that whatever money is available in this way will be direct federal subsidies to existing public libraries.

CHAIRMAN MITCHELL: Do you assume that the libraries might, under these new conditions, have to emphasize adult education? Libraries have "gone" adult education recently. Will they be allowed to provide recreational reading? There are still some people who want recreation, including a large proportion of those who pay for it.

MR. JOECKEL: I would say that the libraries have not only "gone" adult education, but to a large extent I think

they have "gone" high-brow, to use another slang phrase, and I am inclined to believe that to a considerable extent the fact that libraries have done that is due to making a virtue of necessity.

The income of a library is considerably cut. We will say we will reduce the amount of service we are giving and put it on the highest possible level. All the time certain of our critics are digging into facts in New York and other states and showing that a great many of our library statistics as to the number of people who are using our libraries are considerably inflated and, to a certain extent, somewhat dishonest; and, therefore, it is rather dubious whether they are doing enough.

I look back to the war days. Some of you may know that I was not a librarian in those days, and I have a feeling that the A. L. A. war service--and I don't mean to be too critical in this, although I could be somewhat, perhaps--to a certain extent missed its target because it was just a little too high-brow. I don't mean that from the point of view of overhead direction, but certainly in a good many of its applications. It was put somewhat on too lofty a plane, and while I don't want to make the libraries low-brow, I hope they will not give up entirely their recreational aspects. Not all of these unemployed want to be educated. They want to be amused, just as the soldiers during the war needed to be amused.

MISS ROTHROCK: I would like to ask Mr. Joeckel if he really thinks the libraries are in for some "easy" money.

I am reminded of a little boy who was plowing a field of corn this spring in the region which is ultimately to be flooded by the building of the Cove Creek dam. A friend of mine, who was driving by, stopped and said, "What are you plowing that field for. You know that that is all going to be under 200 feet of water."

The little fellow said, "Dam ain't built yet," and kept right on plowing.

I come from a section of the country which needs to be told more than once before it will believe that any "hard" money is to be forthcoming.

MR. ASCHER: I am not telling you whether there is going to be "easy" money or not, but I would like to add the second thought I had in trying to show us what the Federal Government has been doing to date. On the one hand, as I suggested a moment ago, it has been relieving distress, which is admittedly on an emergency basis. The other thing it has been doing is to prime the pump for industry. If we can get construction going, get men employed in the trades in which there isn't now employment, that will help materially. That money, of course, comes through the \$3,000,000,000 Public Works Fund.

Now, I don't think I need elaborate the point to point out that that is mostly capital construction, isn't it?

They are not undertaking to pay ordinary annual operating expenses. Those seem to me to be the two chief things that the government has done.

Now, I wonder if that doesn't fit in with Miss Rothrock's question about the extent to which libraries, or schools for that matter--and the school people are going down with just the same program, that the Federal Government should pay unemployed teachers to teach the children of unemployed parents--will be aided.

MR. JOECKEL: I am going only on what seemed to be a semi-quasi-official announcement by an officer of the A. L. A.

CHAIRMAN MITCHELL: Let's get back to the question of whether it is going to change the library.

MR. GALLAGHER: An unconditional donation of federal funds to public libraries, I think, is a rosy dream that will never be realized. If any funds are given by the Federal Government to public libraries, it will be for some specific purpose closely connected with the promotion of the "New Deal," the so-called "New Deal."

The Federal Government, I am inclined to think, will use public libraries. I think that is the best we can expect, and I am enthusiastic about that, without many concrete ideas, because it is inconceivable that the new regime can succeed without a greater diffusion of information and ideas among

people. Here they have an institution, the public library, for that purpose. But I think that will be done by the present organization, the present public library, and not at the expense of the Federal Government.

MISS ROTHROCK: I would hope that the libraries would be different in their attempt to make use of the new funds to meet the new situation. I would regret to think that the existing libraries, with their existing standards and ideas and ideals of service, would try to allocate public funds through what is more or less a bottle-neck now. I think we need a much broader conception of public library service.

MISS COUNTRYMAN: I would like to supplement Miss Rothrock's statement. It seems to me that if we believe in progress we have to accommodate our enterprise to any change. Changes are here and they are coming every day, and we don't know from day to day what the next change is going to be. We have to be prepared to accommodate our enterprise to these changes just as every other enterprise is accommodating itself, and it means we have to be broad minded. What is more, we have to be very flexible.

CHAIRMAN MITCHELL: Now, in this discussion so far we haven't considered the producer. Yet, if the Federal Government gets into this matter, isn't it rather likely that, it will be looking to see how far employment is affected. We have been used to assuming that, as educational institutions and

publicly-supported institutions, we were never going to be under the N. R. A., but some of us who read the papers occasionally notice the American Federation of Labor has urged on the Federal Government that all federal employes be put on a thirty-five-hour basis, and recently they got behind a code, or a proposed code, for the teachers of the United States.

Now, even though we are not at all faced with the immediate necessity of the compilation of a code for librarians, would you, Mr. Joeckel, think it appropriate or desirable for the American Library Association to consider such a code, to think over, through perhaps a committee, the provisions, the content, of a code so that we will not go into a series of spasms if that matter comes up?

MR. ASCHER: Who will bring the matter up?

CHAIRMAN MITCHELL: It might be brought up by the Federal Government.

I am not in a position, of course, not having recently been to Washington, to say what the Federal Government will do, but as an intelligent or reasonably intelligent bystander I have been, again like Will Rogers, reading the newspapers, and I am not willing to assume that the government may not do a great many things, that among them. But even if it doesn't, aren't there some arguments for looking into our own profession and the conditions under which we work?

One of my students recently took a position--let

me say this was not in darkest California, but this side of the Missouri River--at \$60 a month for a forty-eight-hour week.

That is less than a chain store operative gets for a shorter week. Isn't that something for us to think about in relation, not only to unemployment, but also to how effective such a person is going to be in doing this higher type of library work which, of course, isn't done by chain store employes? They are too tired after their day's work. That is the point I wish to raise for any member of the panel to discuss.

MISS RANKIN: It seems to me that our lever in this whole problem is unemployment, that that is the thing which gives us an opening upon which to make a demand upon the government, either federal, state, or city, because of this unemployment problem and because it is so marked at the present time in our own profession, as it is in all others. But, we as a profession have done nothing that I know of to alleviate it.

Have we any lever on our government at present? That is the problem that the librarians need to face. We may all be public librarians, but do many of us consider ourselves part of the government? I am afraid many of us think ourselves either below the government or above the government, but certainly not a part of the government.

Is the question, then, for the library profession, how we shall make that relationship to the government--and I mean local government, because each of us must first approach our local government--more pronounced? If this problem is to be

solved it will eventually go through the state and Federal Governments, but our lever is unemployment. How are we going to meet that and where and how should we apply it? It seems to me that the lever gives us a very unusual opportunity as a profession. We have not been close enough to our governments. Will this not give us an opportunity to make our approach?

When we make the approach, can we and are we big enough to have a program that will so appeal that the government will not forget us again? Do you realize that, so far as I know, we are not at present represented in any demands at Washington? They don't know the libraries are on the earth, so far as I can find out in anything that I have asked about at Washington. We are still a profession. We are a necessary part, from our standpoint, in any community. But are we yet effective enough so far as the community knows?

It seems to me that here is the point. So far as your code is concerned, if I may deviate from the unemployment standpoint, that, to me, is still an open question, because it is not forced on us, as I understand the proposition, from the industry standpoint. It is not yet a professional matter. The question is, shall we make it a professional matter and perhaps in that way make an additional appeal to our government through the willingness that we will display? It has only, from my standpoint, from the unemployment question, the great advantage of being able to give us shorter hours and hence to absorb more

unemployment. That is the big point upon which we need to focus our attention.

CHAIRMAN MITCHELL: This is not a purely academic question, as I see it. A small city on San Francisco Bay recently went under the N. R. A. code and the librarian announced at a recent meeting there that the working hours of the library there had been reduced from forty-four to forty per week, and that that had resulted in the employment of extra people. The City Manager, of the usual hard-boiled type, had nevertheless found the additional money to put the librarians on the same basis as other city employes.

Would you say that that might be effective elsewhere, Mr. Joeckel?

MR. JOECKEL: Well, I think it would. This matter of the code leaves me just a little cold, because I am afraid of the effect of this sort of thing--the limitation of hours, etc.,--to a certain extent on the service which libraries might render.

I would hate to see a code set up which would stimulate salaries and hours and leave nothing over for the purchase of books and giving library service. On the other hand if, as in this particular case you cite, the City Manager puts in enough money to carry the additional load, then I certainly have no objection.

MR. ASCHER: Aren't most local governments in a

slightly different situation from the business enterprises in that respect? You must have in mind one of the few cities I have heard of in the United States that can say, "Bully; we will go to the bank and borrow a lot of money and increase wages and shorten hours."

I am entirely in favor of librarians and every group extracting everything it can from the present slinging around of the words "N. R. A.", "Code," and "New Deal," but I wonder if our thinking is clear, if we think that this problem Miss Rankin has raised is one to be solved by going to General Johnson and having a consumer and the employer represented.

As to the effectiveness of that, I can't resist interjecting a completely irrelevant anecdote of an associate of mine, now teaching. He is a very masculine Professor of Public Administration who was summoned to Washington to help on some of this code work, reported at the Department of Commerce, and was sent out immediately to represent the consumer at the hearing on the corset code.

Miss Rankin is raising a question which could fairly have been in your minds a long time before codes were thought of, and that is the relationship of municipal employes to their government, and there again I don't think librarians are any different in that relationship than are policemen or firemen.

MISS RANKIN: There is nothing a librarian can do

to receive the recognition accorded a fireman.

MR. ASCHER: I leave it to you to think whether the policemen or firemen are more effective than librarians.

MISS RANKIN: That is the point.

MR. ASCHER: They aren't going to Washington for any codes that I am aware of.

MISS ROTHROCK: May I ask for information? What about this teachers' code? Have they taken one to Washington? Have they drafted one?

CHAIRMAN MITCHELL: I know only what I read in the papers, and they haven't said that it had gone to Washington. They said that it had been approved by the American Federation of Labor, which is somewhat more articulate as a body today than are the teachers or the librarians.

MR. ASCHER: I think that if we can keep it just a secret between ourselves, to decide deliberately that we are going to use the code situation to improve our status under color of that, that is all right; but I think, at least in this little group here, that we ought to see clearly what it is we are doing and be perfectly Machiavellian about it.

CHAIRMAN MITCHELL: Mr. Joeckel may remember the voluntary salary code which he and Mr. Ferguson and I battled all through the night at a meeting of the California Library Association some decades ago to get--and really in the midst of a depression. The Association finally adopted a code for

salaries which they actually got into effect, though the state or the cities, the political organizations, had nothing to do with the formulation of such a code. What it merely did was to give an injection of energy or goat glands or whatever it may have been to the head librarians to get a program, a schedule, before their Boards.

What some librarians have had in mind by a code is a voluntary agreement on the part of librarians to do certain things and to abstain from doing certain things. This doesn't mean altogether in relation to their staffs, but also in relation to each other. Librarians in a small area are foolishly buying the same books when those books are expensive. Even today they are doing it. They are competing in their services, sometimes, so Mr. Joeckel tells me.

Being a Library School Director, of course I have many troubles thrust upon me, and I know that some librarians refuse to allow their staff members leave of absence to go to library schools and that some of them have refused to allow Library School Directors to offer positions to members on their staffs, on being requested politely to do so. There are a lot of things that don't come under a government code that might come under a librarians' code.

MR. GALLAGHER: But, Mr. Chairman, that has nothing to do with the N. R. A. There is no such thing under the N. R. A. as a voluntary code. A code is a very serious

thing. When it is adopted by an industry and approved by the government it has the force of a statute. It is a misdemeanor to deviate from a code. One can be both fined and incarcerated for deviating from a code, the same as under a criminal statute.

I think that if a code for libraries were worked out and presented to the Federal Government it would be met with the objection that the present law doesn't contemplate a code for public institutions. Of course, that law could be amended, and I am not passing on the question as to the wisdom of a code for public libraries, but a voluntary code would have no effect and would not, in any way, be considered in Washington. It must be mandatory.

MR. ASCHER: It has occurred to me that one of the most likely ways in which the Federal Government would aid, if pressure enough were brought to bear to make the matter one of federal concern, would be the time-honored precedent of the grant in aid. I agree thoroughly that what is going to be done will be done through the present library system because, all other things being equal, nobody in Washington has the time to invent another or better library system at the moment.

I agree with Mr. Gallagher that there won't be any unconditional grants from the Federal Government. I personally think it is a very effective way to have the Federal Government step into the picture, if it is going to: "We will spend so much money if it is to be spent in accordance with the regulations we prescribe."

I throw that out as an idea. Why can't your group see that the right standards go with any federal moneys that are put into the library systems?

MR. JOECKEL: And one of those standards, of course, would be the standard of personnel, in that the personnel should be qualified. It seems to me, in these days, that the thing we have to worry about a good deal is the question of the entering in of political influence into our personnel. Heretofore library positions have not been particularly attractive to the politician. At the present time any job is a job, and even if it is only a small job, poorly paid, in a library. It seems to me the corollary to what Mr. Ascher said would be the enforcement of something that is similar to certification of libraries or at least standards of training and efficiency.

MISS RANKIN: It would seem to me that a visit of mine to Washington gave me this impression, very decidedly, of all people, that the great and beneficial feature of the N. R. A. is self-analysis of each industry. Everyone is not agreed that the N. R. A., as now constituted, may be successful in the way it works out, but everyone in Washington who is participating in these hearings and investigations was positive that the great advantage was the investigation that each industry was making of itself. Certainly that feature of N. R. A. could also apply to the library profession.

CHAIRMAN MITCHELL: Would you assume that this

means an examination of our functions in the community today?

MISS RANKIN: Under changing conditions; that is the important thing. The changing conditions make our library problem very different, and as such a re-expression of ourselves, a re-searching of our own souls under present conditions, may develop better means than we have been using in the past.

CHAIRMAN MITCHELL: To explain the function of the public library and the status of a library profession to a group of young college graduates today is, I think Mr. Joeckel will agree with me, a rather difficult proposition, even for people as capable as we are. Wouldn't you say so, Mr. Joeckel?

MR. JOECKEL: Decidedly so--for you, at least.

MISS ROTHROCK: I have been disturbed by Mr. Joeckel's declaration that maybe libraries were a little high-brow. Mr. Joeckel, do you think we ought to keep on circulating recreational reading?

MR. JOECKEL: The answer is, "Yes."

MISS RANKIN: I should think even more. The recreational aspects of the library profession are among the most progressive ones at the present time. That is where we must develop if we are to develop.

MR. MITCHELL: Would you suggest anything that we can drop?

MISS RANKIN: Let's grow, instead of dropping anything.

CHAIRMAN MITCHELL: Well, under the stress of financial conditions, you can't go without food.

MISS RANKIN: The same as in all other professions this is a time of emergency, and we can not expect to maintain the same standards in a time of emergency that we can in prosperity. There is no doubt about that. I think we have to accept sacrifices in the library profession the same as every other profession is accepting them, and we must do with less but still do more.

CHAIRMAN MITCHELL: Now the time has come for me to unleash the audience. I hope that all of you are feeling strongly about this matter, that you will participate in it and be angry enough about something or other to raise your voices.

DR. A. E. BOSTWICK (St. Louis, Mo.): It would seem to me that this very interesting discussion has been shot through with a great many old-fashioned misconceptions about libraries. If anybody ought to know how distinguished a public library is in the United States it ought to be American librarians, but I have found all my life that there was a great deal of misconception.

We have no library system in the United States of America. We have, instead, forty-eight library systems, some of which are similar, some of which are very, very different. I constantly have people talk to me with the idea that in every library in the United States the income of the library is decided

by the municipal legislature, whatever it may be called, and a great proportion of those who here my voice know that in many states that is not the case. It is not so in our state. The municipal legislature has nothing whatever to do with the money that we get. I seem to have felt that creeping into the discussion, the idea that we are all under the same laws, instead of forty-eight different laws.

Then, I don't like any discussion which seems to draw a hard and fast line between recreation and education. There is lots of education in recreation and lots of recreation in education, and personally I don't know where to draw the line. Everybody who thinks we ought to throw out all fiction because fiction is entirely recreative, and keep all the so-called non-fiction because it is educative, it seems to me is absolutely barking up the wrong tree.

MISS COUNTRYMAN: May I ask Dr. Bostwick if he feels it would be desirable to have one American library system in the forty-eight states?

DR. BOSTWICK: Possibly, just as it would be desirable to have one divorce law for all the United States, and we are moving a little bit in that direction. But still I am enough of a states rights man to think that we might go too far, and I have no opinion on the library question.

MISS COUNTRYMAN: May I ask if you think that federal aid applied through states will bring about a standard-

ization that is desirable?

DR. BOSTWICK: It might bring about a standardization. Whether that standardization is desirable or not I don't know. If you are going to take the ground that standardization in everything is desirable, you are one of those very few people in the United States who wants to abolish the states and have a unified government. If you are going to bring that about, short of having a revolution, I don't see how you can do it.

CHAIRMAN MITCHELL: Dr. Bostwick is from Missouri, of course. May we hear from some other state?

DR. HERMAN H. B. MEYER (Library of Congress, Washington, D. C.): Mr. Chairman, it seems to me that there is a little question of ethics coming into the matter of getting funds from the Federal Government. We ought not to be governed by the rapidly uttered slogan-like rule, "Get while the getting is good." It seems to me that librarians who are asking money of the Federal Government should not be actuated by that principle. We see too much of it in Washington now, and it discredits the whole movement.

If I were a librarian I would have something pretty definite in mind as to what I wanted to do, and then I would present it to the upper authorities in the Federal Government, and let me assure you that you will stand much more chance of getting it than if you are tied up with a lot of politicians

and simply trying to get whatever you can.

Tied up with that there is another question. Miss Rankin said that she thought the best appeal that could be made was through the matter of unemployment. I rather disagree with her on that. It seems to me that the best and first appeal by the public library authority should be that the public library and other libraries, to a less extent, are the best instruments through which to get the new ideas to the public. I don't even admit that the radio is better, because you can't get that intimate contact with your constituency in the radio that you can over the desk in a public library.

If I wanted funds I would go to the officials in Washington and tell them what an important thing, what an important factor in this whole question, the public library is, and would tell them some of the things that I wanted to do. They would naturally ask, "Well, do you want some assistance for this?" and there you could come in with your question of unemployment. It should take a second place in the logical development of any discussion with the Federal Government.

CHAIRMAN MITCHELL: Dr. Meyer has referred to the library leading in new thought. Would we assume by that that perhaps more attention would be paid to providing in adequate quantity for books, oh, let us say, like Strachey's "Coming Struggle For World Power." I find it easier to get the latest Agatha Christie, let us say, than to get that kind of book.

I am merely raising the question, Dr. Meyer.

DR. MEYER: If the question means, would I confine the request for funds simply for assistance in the way of more members on the staff I would say "no." The appeal should be for both books and material.

CHAIRMAN MITCHELL: Mr. Milam, I am wondering whether you would be willing to make a statement regarding the exact status of federal aid.

SECRETARY MILAM: I have also been in Washington, and one thing I learned in Washington is this (and I think there are misconceptions which need to be cleared up): The Federal Relief Administration has authorized the use of relief funds for adult education activities. The plan for the program of adult education will be prepared, must be prepared, by the State Department of Education. It must be approved by the State Commission on Relief, representing the federal relief. It then goes to Washington for O. K.

The administration in Washington--and by that I mean the office of educational adviser on the educational aspects of the program and the Federal Relief Administration--appears to be in favor of interpreting liberally all of the regulations which are included, all of the statements which are made in the regulations authorizing the use of federal money for this purpose.

For example, the order says that "qualified persons on relief may be used to teach the unemployed." "On

relief" will be interpreted as liberally in Washington as you can get it interpreted by your relief administration locally. "To teach" will be interpreted, I think, in Washington, liberally enough to include advisory service and counseling service; in fact, that has already happened in a few states.

The important thing is that the purpose of this is to provide relief for unemployed persons qualified to participate in an adult education enterprise. That is the purpose. They are going to make it educationally useful if they can.

Finally, so far as we are concerned, we think some librarians are qualified to participate in such an adult education program. There is no "easy" money offered to libraries in Washington. There is simply this opportunity to use unemployed persons if you can get by your local authorities as an educational institution.

MR. G. W. DICKINSON, Jr. (Richmond, Va.): Could I ask whether the librarians must be certified as in need and worthy of relief?

SECRETARY MILAM: The individual employed, apparently, must be certified by the local relief commission as in need of relief. In one very conservative New England state the commission said, "We won't allow anybody to be employed under those circumstances until he has already received \$10 in cash for food." I am told, quite without any direct knowledge that

it is true, that when that word reached Mr. Hopkins he hit the roof, that he is actually hoping that these state administrative units will interpret that thing liberally. He would like to find out if Mr. Dickinson is sitting off in his little room, too hungry and too proud to ask for relief. He wants to find those people, unemployed persons, I am told, who need relief, but he will not be able to control that absolutely. It will depend, first, on your local educational authority, your local relief authority, and then on the state authorities in the both divisions.

MISS ELIZABETH SMITH (Albany, N. Y.): I would like to ask a question, and possibly I can do it best by telling the instance which brings it up. New York State has had this plan in operation for a year, as you may know, and when it was put into effect I tried to see if something could be done in Albany, but I found out that we couldn't do anything at all effective because we had no unemployed librarians in Albany in need of relief, whereas there were hundreds of them in New York City. We were not able to employ them locally because they were not residents of our area. Has that been thought of?

CHAIRMAN MITCHELL: Will Mr. Mason answer that question? Pennsylvania has already undertaken a program of relief.

MR. C. W. MASON (Pittsburgh, Pa.): The rule in Pennsylvania is that the state is the unit, and a person may be

shifted from one point to another within the judgment and jurisdiction of the state authorities. So far as I know, they may not move from state to state, but the relief is not limited to local unemployed.

MRS. HERBERT L. BAKER (Mt. Vernon, N. Y.): There will be some shifting from one state to another.

MISS SMITH: How do you manage that?

MRS. BAKER: We arranged that simply by asking our local people to shift the unemployed receiving state aid to our local board for unemployed people.

MR. F. L. TOLMAN (Albany, N. Y.): Mr. Chairman, I don't know whether I have any definite information that will throw light on that problem, but I do know that we have had, in New York State, a very different interpretation of that requirement in different localities. There are employed in New York State, and there have been employed, about a dozen librarians on unemployment relief in various parts of the state. Not many of these have been employed directly in library work, but we have had calls for librarians in connection with the colleges for the unemployed, particularly the two colleges established on Long Island, one at White Plains and one at Garden City.

It so happens that there was an unemployed librarian in White Plains and there was no difficulty whatever in getting him assigned. The difficulty was that he was absolutely incompetent and that we did not want to get him assigned, that

we would rather have had somebody else. I speak subject to correction, because our travel money didn't allow me to go down there, and I am taking the report of an assistant as being fairly accurate.

In Garden City there was no unemployed librarian, so we had to take a teacher and give her some elementary instruction in the administration of a college library. She is doing much the better job of the two.

In other cases there would be no difficulty, I think, in getting from the emergency work relief the permission to employ, from these funds which are combined county, state, city, and federal funds, a resident of the state who would actually move and take up residence in a different community.

MISS LINDA EASTMAN (Cleveland, Ohio): Following Dr. Meyer's and Mr. Milam's remarks, it seems to me that there is an opportunity for the libraries of the country to do a wonderful service in the present situation by making available all government information on the "New Deal." We found, in Cleveland, that there was no source--not even the government office--that had the up-to-date information, and we found that we had to write to at least a dozen, I think, of the different divisions in Washington and ask to be put on the mailing list so that we could assemble and have available for the City of Cleveland the latest information.

If that could be done and advertised thoroughly

throughout the libraries of the country I believe it would be a very great service and that it would be one of the things which would insure attention being paid to requests for the employment of additional help through this new plan of relief.

CHAIRMAN MITCHELL: You would feel that much the better service and the more economical service could be handled by the public library, rather than by innumerable trade associations, I judge.

MISS EASTMAN: So many of them do not have the information themselves and do not know where to get it, and it could be assembled for all in that way.

CHAIRMAN MITCHELL: This would seem to provide a great opportunity to do, at a lower cost and greater efficiency, a service which is to be absolutely essential.

As there is no one now on his feet, this seems to be the best time to announce that the period allowed for this discussion has been exhausted. It is not incumbent upon us to render any verdict. This is one of the least painful processes for stimulating thought.

With that, we leave it with you. (Applause)

... President Lydenberg took the Chair ...

PRESIDENT LYDENBERG: Mr. Mitchell, and members of the panel, let me assure you that I am sure there is no doubt that we all realize that seven bottles were uncorked, and I hope that the next time a loving cup with seven different

bottles' products is mixed we shall find it as stimulating, as helpful, as healthily heady, and as sure from ill effects, as this has been.

We now come to less effervescent, shall I say, but possibly equally important, matters of routine. We have a statement from Mr. Munn, of the Carnegie Library, of Pittsburgh, on, "Public Library Standards."

MR. RALPH MUNN: Mr. President and Members of the Association: This is a report of a special committee composed of the Chairmen of eight other committees or boards of the American Library Association, appointed to revise and codify library standards. We have in mind that we are dealing with such common standards as you use every day--\$1 per capita, five books per year per capita--and things of that type.

Mr. President, this report was mailed to all members of the Council two or three weeks ago. It has been in the seats this morning, and I wish to know whether it is your wish that these four pages be read now.

PRESIDENT LYDENBERG: My wish is that we get what the audience wants, but my suggestion is that I am sure you can summarize in a few brief words, with your usual cogency, the essence of the report, because some of us are more moved by an appeal to the ear than to the eye, and some of us, I am sure, have not seen the report. If you will give us the gist of it we will be grateful.

MR. MUNN: You will find this report in the seats. It starts with a general statement in which we attempt to tell something about the scope of library service and its aims and directions.

On page two there is something said about library staffs, the desirable qualifications of staff members, and something about organization. At the bottom of page two we have set a new standard in regard to book collections, a standard which the A. L. A. has never had before, although it is quite common in some individual states.

Throughout this explanation, when I say "standards" I think it should be explained that these are not standards which have been arrived at in any scientific way whatsoever. They are really averages. To take you completely into my confidence, let me say that the committee, after trying everything else, simply listed libraries, starting with those of the greatest accomplishment. We disregarded the lower half completely and, as a rule, took as our average the median of the upper half of the group, attempting to set standards or averages which might reasonably be attained.

Page three covers, "Measuring the Use of the Library." For the first time the A. L. A. is asked to approve a standard of circulation which depends upon the size of the city. We have broken up the five per capita into these various groups, as you see, on page three.

On page four, the recommended minimum income is retained at \$1; not that the committee thinks for a moment that a library can give the sort of community service toward which we aim on \$1 per capita, but \$1 per capita today is a reasonable goal, I am sorry to say, and we felt that with things sliding down rather than going up to raise that standard would seem impossible and discouraging, and we felt it better to leave it as it is.

As the committee says in its letter of transmittal, "It should be emphasized that these standards were formulated during a period of violent change. Your committee does not believe that a public library can maintain a completely developed program of community service upon an income of \$1 per capita. In view, however, of the drastic reductions in funds which have already been made and the threat of further decreases, it seemed unwise to raise this amount to a figure which would now seem discouraging, if not prohibitive.

"Standards by which the use of the library is measured were made during the peak of unemployment. They may prove to be too high, or with the adoption of shorter working hours in industry they may soon be too low.

"For these reasons the committee recommends that these standards be subjected to further study as soon as conditions become more nearly stabilized."

Mr. President, with that recommendation I move

that the report be adopted and the committee discharged.

... The motion was seconded ...

PRESIDENT LYDENBERG: The motion is before the Council for discussion.

MR. TOLMAN: I appreciate the very valuable work that has been done by this committee. I had the honor of serving as a member of this special committee and, in general, I voted for the recommendations of the committee.

I do feel, however, that some definite action should be taken to follow out one of the recommendations of the committee which is entirely inconsistent with the last recommendation. As you just heard Mr. Munn say, the committee recommends that these standards be submitted to further study as soon as conditions become more nearly stabilized. That can only be done with reasonable efficiency and promptness if either a permanent committee takes over this work, or if this committee be continued.

In order to illustrate what I have in mind, the committee has very definitely stated that it is recommending, in connection with adequate support, a standard that is entirely inadequate. Now, while it does definitely add that statement to its figures, the figures will go out as the opinion of this Association, without carrying that qualification to the people who use them, and the only way to put a qualification into such a standard is to provide either a maximum or some figure in

between the maximum and the minimum that is considered as a reasonably adequate per capita income.

There are certain economic facts that are developing, certain trends that are developing, that ought to be taken into consideration in connection with the recommendations of \$1 per capita. When this committee started work \$1 was approximately \$2 of pre-war income. At the present time it is somewhere between fifty and sixty cents, so that we are not, today, asking for \$1 when we ask for a dollar, but we are asking for something like fifty cents in purchasing power.

It is entirely probable that by the time these are printed and distributed prices will have gone up so that our fifty or sixty-cent dollar will be a twenty-five-cent dollar, and we need to safeguard that in some way, either by using a standard of real value or by indicating that what we are asking must be reinterpreted in terms of real value and purchasing power.

This organization, I take it, is also profoundly concerned with the development of a more complete statement of standards that will be based on unit costs of the various services. This committee, of course, has no facility, no possibility of basing its standards, on adequate research, adequate studies of various types of library service. That is a very large and a very important task, but must be left to some future committee or board.

For all these reasons it is my feeling that some provision should be made by the Executive Board or by the Council by which this very valuable but very incomplete--admittedly incomplete--report of standards can be continued and an adequate set of standards, based, as the committee recommends, on normal economic conditions, developed.

I would therefore move, Mr. President, an amendment to the motion of the chairman of the committee, to provide that the committee recommends to the Executive Board that some permanent organization be provided to continue the study of these standards.

PRESIDENT LYDENBERG: The motion was to accept the report and discharge the committee. An amendment has been proposed requesting the Executive Board to continue this study through some appropriate channel. Do I hear a second to that motion?

... The motion was seconded ...

PRESIDENT LYDENBERG: The amendment is now before you. Those members of the Council who are in favor of the amendment will signify by saying "Aye." Those opposed, "No." The amendment is unanimously carried, and you now have the motion as amended, to accept the report, discharge this committee, and request the Executive Board to take such action as in its judgment is wise to continue the study and investigation. Is there discussion?

MISS EASTMAN: As I read this splendid work of the committee it seemed to me that there was one omission that was rather too important to overlook. Should not the first paragraph contain a mention of the provision of recreational reading as well as educational material?

PRESIDENT LYDENBERG: Mr. Munn, would your committee accept that suggestion?

MR. MUNN: I wonder if that is covered in any way by the sentence, "It offers opportunities for constructive use of the new leisure." That is what is in our minds.

PRESIDENT LYDENBERG: Would that statement from Mr. Munn answer your question, namely, that they had it in mind but did not use the phrase?

MISS EASTMAN: It seems to me that there ought to be a definite recognition of it in setting up these things.

MR. CHARLES H. COMPTON: Would it meet the need if we said, in the first sentence, "may have the means of self-education and recreational reading"?

PRESIDENT LYDENBERG: Mr. Munn, as Chairman and representing the committee, may we have your answer?

MR. MUNN: Why, Mr. President, I have no basis whatever upon which I could speak for the committee. I judge that it is in the hands of the Council now and that time for committee recommendations has perhaps passed.

MR. S. H. RANCK (Grand Rapids, Mich.): I move

that those words you suggested be added for the sake of clearness to that sentence.

MISS JOSEPHINE A. RATHBONE (Brooklyn, N. Y.): As another member of the committee, I am glad to second Mr. Ranck's motion.

MR. COMPTON: As another member of the committee, I made the suggestion.

PRESIDENT LYDENBERG: It seems marvelous pre-anticipation. The question then before you is on the motion as amended, and the members of the Council who are in favor of the motion as amended will say "Aye." Those opposed, "No." The motion is carried.

It is now my pleasure to announce a statement by Mr. Brigham on the question of, "Annuities." I really feel that here is one case where I may claim some reason for distinction. I think Mr. Brigham and I are on a par, here, in knowing, in watching, in observing and appreciating the work that Mr. Brigham's committee did. It is a great pleasure for me, on this occasion, to welcome Mr. Brigham and give him an opportunity to make a statement.

MR. HAROLD F. BRIGHAM (Louisville, Ky.): Mr. President, on behalf of the committee may I say that we appreciate those remarks.

To the Members of the Council and the Association:

The Committee on Annuities and Pensions wishes to

present, first of all, a very brief statement of what has happened since the last Council meeting in December, at the Mid-Winter Conference. At that time you will remember the new A. L. A. Retirement Plan was officially announced and launched. It had been previously formulated by the committee and acted on by both the Council and the Executive Board.

The job, after that Council meeting, was to promote its adoption by libraries throughout the country. The work was begun, and by April 1 a sufficient number of members of the Association and of libraries joined the retirement plan in order to put it fully into force, so that the date of April 1 is the official date when the A. L. A. Retirement Plan was actually in force.

The committee is happy to announce that as of today there are approximately ninety libraries represented in a membership of 250 librarians, that this membership represents practically every type of library and every class of librarian, bearing out the thought which the committee had in mind in the beginning; namely, that the retirement plan which the A. L. A. should adopt should be designed definitely for all classes of librarians and all types of libraries.

Response has been most gratifying. The committee sounded out members of the plan very recently, those who had joined, to ask why they had joined and what it meant to them, and we received a large number of testimonials that were the

most reassuring thing given to the committee that has happened since the plan was launched.

May I just mention some of the responses we have had, as a résumé: Some of the responses are from members who joined the plan after a careful comparison with other plans which they were considering, and they were convinced that the advantages were distinctly in favor of the A. L. A. Plan. Others had suffered loss from gilt-edged bonds and bank savings and they, on the advice of people who had had similar experience, saw in the A. L. A. Retirement Plan an opportunity to invest funds which were safe and which would assure them the results which they wanted from that investment.

Many saw in the plan the only easy way to make themselves save money, realizing how difficult this is, and they joined because in many libraries the plan of payroll deductions was put in force to make savings a very simple matter.

Many others saw the promise that their library would, sooner or later, join in sharing the cost with them. They were willing to come in and pay their five per cent of salary in the hope that this would encourage their own library soon to come in and pay its half of the cost of a retirement annuity.

It will interest you, I know, to learn that one librarian, at least, has made up to today a lump sum payment of \$5,000 to take care of past service, and another librarian has

made a lump sum payment of \$11,000 from savings, expressing their confidence in the retirement plan. All of the responses were most enthusiastic, and the committee invites members of the Council and the Association to see and read the letters which we have on display in the booth in the Exhibition Hall downstairs.

The most welcome news that the committee can offer the members of the Association about the retirement plan is the fact that while other annuity plans which are available to all who seek them have recently changed and increased their rates, the rates of the A. L. A. Retirement Plan remain unchanged, and this is a very significant statement. Not more than seven months ago all of the large insurance companies offering annuity plans increased their rates appreciably. Most of the smaller companies have also done that, because experience made it necessary; but our plan was entered into by contract with the Metropolitan Insurance Company, and that contract provides for a continuation of the original rates, and that means that the A. L. A. Retirement Plan offers to librarians rates that on the average are twenty-five per cent lower than the rates available to librarians who would buy a retirement policy independently from their local insurance agents. It is an average of twenty-five per cent. The range would be, actually, from ten per cent to above forty per cent in the cases of some of the youngest librarians.

I say that that is the most welcome news we can offer. We can add that the Metropolitan Life Insurance Company has refused to one concern that has 50,000 employes an annuity contract on the old rates, showing that the new rates are positively in effect, and we have come in under the tape at the eleventh hour to get the advantage of the old rates.

We may add, too, that there is one professional group which has made application to the Metropolitan for a plan similar to that which the A. L. A. has adopted, and the Metropolitan has been obliged, again, to refuse that request, because they are not in position now to offer the terms of contract such as the A. L. A. was able to obtain six months ago.

This emphasizes the importance of all of us considering the membership in the A. L. A. Retirement Plan in spite of economic conditions. We feel that the advantages are so pronounced that they outweigh financial embarrassments.

Let me recite briefly the advantages to the individual member: First, its low cost, because of increase in other rates; second, it is a safe investment, the safest kind of investment in one of the strongest financial institutions in the country, the Metropolitan. Third, it is an easy savings plan, by the salary deduction arrangement especially, and it offers life income for old age. Those are the financial advantages.

Professional advantages are that it offers

security in employment, it offers retirement income that is assured even though we may transfer from library to library or though we may leave library work entirely. We can keep in the retirement plan and, by joining, we definitely improve the interests of the profession at large.

This statement, I think, is particularly important, that the A. L. A. Retirement Plan represents the first case of a professional group which has secured a national retirement plan for itself without outside financial aid. The teachers and the college professors received aid from the Carnegie Endowment. The nurses received aid from the Harriman Foundation, and so on down the line. But so far as I have been able to determine, the A. L. A. is the first instance of a professional group which has obtained a retirement plan for the entire profession without outside aid. Someone has said it is an exact instance of a group lifting itself by its own boot straps.

The chief emphasis, perhaps, of the remarks of the committee, is addressed to administrators of libraries; that is, librarians and library trustees, and we wish to drive it home so far as we are able. May we put it this way, that if it is recognized that retirement is a serious administrative problem in every library--small as well as large--retirement annuities are the only solution of this problem. If we can recognize that the A. L. A. Retirement Plan is the only annuity

plan designed specifically for librarians and accepted by them, both by the profession and by 250 individual librarians, and finally, if we recognize that the A. L. A. Plan is more than ever advantageous because of the increase in rates for other annuity policies, then the committee feels that administrators of libraries have a very serious obligation, a double obligation, and that is, to present the plan to their staffs and to stand squarely behind its promotion as an administrative concern of the library.

The staff of the library is dependent upon the administration to have the plan made available to them, and we feel that the administrator owes it to the library and to the staff to present the plan, not as something that is merely a good thing for those who want it, but as a thing that is absolutely necessary for all who are possibly able to join in it. Personally, I would go so far as to suggest that it is a necessary thing for all who can be persuaded by administrative interest to join the plan, because of its peculiar advantage to the individual librarian, not to mention the great advantage to the library itself.

We are frank to say that some of the present members of the retirement plan have not had quite the administrative encouragement that they might have had to increase their confidence in the plan. We feel that the plan can not succeed without this administrative support, without the whole-

hearted support of the administrators of the library, that the staff has no doubts in its mind that the librarian believes in the plan as a thing that is good for the staff members and for the library as a whole, and necessary to the profession at large. We urge on the administrators to take this particular suggestion to heart, that they think of the retirement plan in these terms, present it to their staffs, and stand squarely behind it.

May we suggest to administrators again that they accept the representatives of the Metropolitan as, in fact, representatives of the American Library Association, for this reason, that the plan is distinctly an A. L. A. project. It was formulated by a committee of the A. L. A. with the help of representatives of many insurance companies. It was approved by the Council; it was adopted by the Executive Board of the Association, and the Metropolitan was invited to underwrite it after all these things had been done by the Association, so it is distinctly a project of the A. L. A., and a representative of the Metropolitan who may come to a library does, in fact, represent the A. L. A. We bespeak for that representative the acceptance of him as a representative of the A. L. A. The Metropolitan is using only special field representatives, not local agents.

May we urge, also, that administrators consider the payroll deduction plan as by all odds the best system for

adopting the plan in the library; that is, where the premiums are deducted from staffs; but the committee calls to the attention of the Association that where this is impossible in a local situation, there are many alternative arrangements that would make it possible to adopt the plan even though payroll deductions are impossible.

We call attention again to the booth on the floor below. Representatives of the insurance company and the committee will be there to advise and for personal interview with both administrators and individual librarians.

In conclusion, we feel that the A. L. A. Retirement Plan--we know now--is in full operation, that its present members are convinced and enthusiastic about it, that the real success of the plan depends on large membership and, may we insert here, that the larger the membership in this plan, the greater the dividends, and that means still greater benefits in larger annuities in the end.

Rate increases in other plans make ours more advantageous. Advantages to individual librarians are so great that in the opinion of the committee they outweigh financial embarrassment, unless it is very serious. The attitude and cooperation of the administrators of libraries are the factors most vital at present to complete success of the plan, and the success of the plan means personal independence and real professional achievement.

PRESIDENT LYDENBERG: Thank you, Mr. Brigham.

We now have a statement from Miss Culver, on behalf of the Committee on Chapters and Sections.

MISS ESSAE MARTHA CULVER (Baton Rouge, La.): Your Committee on Chapters and Sections has given careful consideration to the applications for local chapters from the Lansing Library Club and the Atlanta Library Club. These applications conform to the constitutional requirements and we wish to recommend these applications favorably for your consideration.

I so move.

... The motion was seconded, voted upon, and carried ...

PRESIDENT LYDENBERG: Dr. Keogh has a statement to make on behalf of affiliation of the American Association of Research Libraries.

DR. ANDREW KEOGH (New Haven, Conn.): I shall read two documents. One is the letter of application signed by Mr. Gilchrist, as Executive Secretary of the Association of Research Libraries, directed to the Council of the American Library Association, and the other is the report of the special committee appointed to consider this application and report to you.

... Dr. Keogh read the letter of application referred to ...

DR. KEOGH: Mr. Lydenberg appointed as a commit-

tee to consider this application and report to you at this time Mr. Mitchell, of California; Mr. Wheeler, of Baltimore; and myself, and this is our report:

"The Committee appointed by President Lydenberg to consider the request of the Association of Research Libraries for affiliation with the A. L. A. reports as follows:

"The committee has carefully studied the request signed by Mr. Donald B. Gilchrist, Executive Secretary, and has read with care the Constitution of that Association adopted on December 29, 1932. The committee recommends to the Council that the Association of Research Libraries be welcomed as an affiliated society, and expresses the hope that its meetings may often coincide with those of the American Library Association.

"It is the hope of your committee that every facility will be provided by the American Library Association for the new Association."

PRESIDENT LYDENBERG: The report is before you. Do I hear a second to the recommendation for affiliation?

... The recommendation was seconded ...

... The motion was voted upon and unanimously carried ...

PRESIDENT LYDENBERG: Miss Rathbone has a statement about proposed Honorary Memberships.

MISS JOSEPHINE ADAMS RATHBONE (Brooklyn, N. Y.): This is a report of the Committee on Honorary Membership. This

Committee was appointed to consider certain names that had been recommended for Honorary Membership in the American Library Association.

The Chairman tried first of all, but in vain, to discover what, if any, policy had been followed in the awarding of such distinctions in the past, and could not find that any definite policy had ever been formulated or followed, nor that any committee had ever been appointed to consider the subject.

It seemed, therefore, wise to submit to the Council a suggestion for a policy to be adopted by the Association, as well as a list of names chosen by the unanimous vote of the committee for this distinction. The committee, therefore, presents its report in two sections, which it would like to have voted on separately. I will read them first, and then ask for a vote upon each, if that is satisfactory.

First: "Honorary membership in the American Library Association may be conferred on the recommendation of the Council by the vote of the membership at large. Such membership should be confined to persons distinguished for service or scholarship in the fields of education, bibliography, and letters, who have contributed directly or indirectly to the advancement of library or book interests."

Then, second, "The committee unanimously recommends for Honorary Membership the following names:

"Richard Rogers Bowker, Founder and Editor of the 'Library Journal.'

"William L. Clemens, Collector and Donor of the Clemens Library of the University of Michigan.

"Wilberforce Ames, Scholar and Bibliographer.

"Charles Evans, Bibliographer in the field of Americana.

"Daniel Berkeley Updike, founder of the Marymount Press, in Boston."

I move the adoption of the first paragraph.

... The motion was seconded ...

MR. CLARENCE EDGAR SHERMAN (Providence, R. I.):

Could that be passed at this time without proceeding through the formality which must be passed regarding constitutional revision?

MISS RATHBONE: This is not a change of the Constitution. The Constitution provides for Honorary Membership. This merely gives the Council the right to vote upon such names before they are presented to the Association to be voted upon. It doesn't limit the Association's right to vote.

MR. SHERMAN: In answer to that, it seems to me it would be very helpful if it did define it more clearly. I see no objection to having it become a part of our Constitution, but it seems to me that the statement as made might need that clarification.

MISS TYLER: It occurs to me to ask if this recommendation would probably be considered by the Committee on Committees as the expression of the duties of this committee.

PRESIDENT LYDENBERG: Is there further discussion?

The motion before you is to adopt the recommendation of the committee setting forth the principles to be followed for recommendations to Honorary Membership in the American Library Association.

MR. RANCK: As I understand it, that does not change the constitutional provisions. The Council is the policy-determining body, and as I understand the recommendation of Miss Rathbone's committee, it is simply setting up for the Council the line of policy it should pursue, a definition of policy, and the Council would have a right to change the definition at any time. Therefore, I think it is appropriate that we should vote on this subject as it is.

... The motion was voted upon and carried ...

MISS RATHBONE: I move the adoption of the recommendation of those whose names were read for Honorary Membership.

MR. SHERMAN: I second the motion.

... The motion was voted upon and unanimously carried ...

PRESIDENT LYDENBERG: Thank you, Miss Rathbone.

Will you please send to the members of the committee our expression of appreciation of the thought and time they gave?

That ends the formal list of topics for discussion, and unless someone has new business to bring forward the Council Meeting will stand adjourned until Saturday morning next, at ten o'clock, in this room.

... The meeting adjourned at twelve-fifteen o'clock ...

## SATURDAY MORNING SESSION

October 21, 1933

The Saturday morning Session of the Council of the American Library Association convened at ten-fifteen o'clock, Mr. Harry Miller Lydenberg, President of the Association, presiding.

PRESIDENT LYDENBERG: Let me call this meeting to order, please.

We have five matters of business for consideration this morning, and the first will be presented by Miss Rankin, of the New York Public Library, "The Situation in Regard to Unemployment." Miss Rankin.

... Miss Rebecca B. Rankin presented her prepared paper ...

MISS RANKIN (Continuing): This is a summary of the report given yesterday, and there followed a very lively discussion. The actions which have been taken by the Federal Government, or the news of those actions which we have received here at this convention during this week, show you immediately that our last proposal in our sub-committee report is the one which is actively taking shape immediately. Therefore, Mr. President, if I may, I wish to include in our report this resolution:

... Miss Rankin then read the resolution ...

MR. MATTHEW S. DUDGEON: I rise to second the

2  
adoption of this resolution and to remind you that the action proposed calls for the widest cooperation both within and without the library. It involves four distinct points that are essential in every case: First, we must bear in mind that these funds which may be available do not constitute in any sense a windfall to libraries to carry on their usual activities. I understand there is a good deal of hot air going on in Washington but I don't think the strength of it will result in a windfall to libraries. We must hold in mind that this is no general subscription for general library activities.

Second, the plan, whatever it is, must be aimed directly at library service to the unemployed public, not to the general public.

Third, the librarians affected must be (a) unemployed and (b) in need of relief, to some extent. How much they must be in need is a question for the state to decide.

The fourth point is that any plan to be effective will not originate in Washington but must originate within the state, and there is no general federal plan. This plan must, then, originate in the state; must be approved (a) by local relief authorities, (b) must be approved by the state educational authorities and (c) must be approved by state relief authorities.

I desired to make those points so that you will know we are all in hearty sympathy, but there are certain

3  
limitations. I am certainly in favor of this resolution to call for this cooperation.

PRESIDENT LYDENBERG: The statements of the mover and of the seconder of this resolution are both so plain as to invite discussion, not elucidation. Do you have anything to say?

MR. SAMUEL H. RANOK: I rise to ask the question as to whether that contemplates the setting up of an additional organization independent of the local library to take care of the unemployed.

MISS RANKIN: I am not in a position to make a statement, Mr. Ranok, but it would seem to me my interpretation of the way things are developing, based on the definite statement that Dr. Zook made here yesterday, is that anything we do, if we expect it to be accepted, must be over and above what we are doing at present. It must be a new agency of some kind. It can not be the local public library. It may be backed, of course, by the local public library, but the organization which is set up must be an emergency organization and not a part of the existing agencies.

SECRETARY CARL H. MILAM: Mr. President, I think what Dr. Zook said yesterday was something like this: that it is very important to avoid having the Federal Government come in and take over the regular activities of the local government. That does not mean, I should say, that the library can not do

4

the job which belongs to the library, but in making your proposals (I am now speaking to librarians of local public libraries for a moment) the day after tomorrow to the superintendent of schools who will forward them to the State Superintendent of Education, you will probably have greater success, in most cases, if you set up your little project so that it looks like a relatively new and additional undertaking and not simply a reaching out of your hand to get some money to do the work which your own city ought to be doing under normal circumstances. That may not be perfectly clear to you. If so, it is because it is not perfectly clear to me.

MR. FRANK L. TOLMAN: I am, of course, very vitally concerned with this project. I think that it is without doubt the most significant activity that the Association has ever embarked upon, even if it is an emergency proposition. Therefore, I am particularly anxious to see the Association as a whole organize and control this development in the cities and the states of the country.

I think there is one aspect of this problem which has not been considered, and perhaps the experience of our own state in connection with similar work will have some point. This work can not be done, as Mr. Ranck suggests, without very careful guidance and supervision. The plan under which the state of New York has worked during the last year has been to obtain supervision of definite classes in the locality from the unem-

5  
ployed. That was entirely inadequate. We had to go somewhere else, and we went, first, to the local educational authorities and got them to exercise what supervision they could over these various enterprises and projects, and that helped some. But it was still left very largely up in the air. The consequence was that the State Department of Education had to assume the organization work, the planning work, the general supervision of the work, the actual payment of all the unemployed, all of the administrative work in the matter of records, qualifications for degrees and the like on the part of the students.

I don't think we have had time to look at this problem in detail so as to determine what sort of supervisory control should be set up. I am not prepared at this time to indicate what kind of control should be set up, except that it should command the very best brains and the very best organization ability that this Association possesses.

PRESIDENT LYDENBERG: So far as Dr. Tolman is concerned, I think it not improper for the Chair to call attention to the fact that the resolution lays down no details. It merely requests the Council to endorse the plan of setting up work relief projects for unemployed librarians in connection with the state and community adult education and leisure time programs for the unemployed. After that general statement it comes down to particulars thus far, that we instruct the subcommittee on unemployment, the Board on the Library and Adult

6  
Education and the Library Extension Board, those three, to take immediate steps to further such a program, and request prompt action on the part of the state and local library and educational bodies to cooperate in the formulation and approval of such a plan.

Are you ready for the question? Those in favor say, "Aye"; contrary, "No." The "Ayes" have it and the motion is carried.

SECRETARY MILAM: As this may be the last time when the adult education work relief subject will be before us, I wish to repeat the announcement which was made the other day. The best advice which the various boards have been able to assemble to individual librarians was put in the form of a brief statement of two pages, of suggestions, and distributed at the second or third general session. Additional copies of that may be had at the publicity booth in the exhibition hall. My impression is that the most important thing in this connection is for each individual director of a library, each individual administrator of a library, to do something quickly in order that these programs of adult education in the various cities and states may not be completed without including those aspects of adult education in which we are interested.

PRESIDENT LYDENBERG: The next article on the program is a statement from Dr. Wyer on "Minimum Requirements for the Accreditation of Library Schools." Dr. Wyer.

7

DR. JAMES INGERSOLL WYER: There is in every seat, I believe, a copy headed, "Minimum Requirements for Library Schools." It is not expected that this body will take it up in detail paragraph by paragraph as if it were revising the Constitution of the A. L. A. The document before us is highly technical and involved. It is believed that a statement indicating its genesis, the progress through several years of revision and consultation and cooperation with the interests affected will be a sufficient approval to the Council of its readiness for approval here and promulgation.

About ten years ago the Board of Education was created. It, within a year, established the first and still the only draft of minimum requirements for the approval of library schools. Within those ten years times have changed greatly; conditions are very different from what they were. It became apparent within four or five years that revisions were necessary in this draft, and the document before you represents four years of effort and of hard work on the part of the Board, not only the Board through its various committees, but in its efforts to do several things to improve the draft of tentative requirements for library schools, which gets its sanction from the Council.

These four years of effort have been directed toward harmonizing all the interests that are concerned intimately with the content of these requirements and with their

8  
administration. These interests are, first, the schools that are to do the training, and, second, the students who are to be trained, and, third, the profession for which both schools and students are engaged in supplying personnel.

It has not been altogether speedy work; sometimes not all easy work, to get expressions from these various interests to harmonize little differences that were bound to arise, but we are now ready to present this draft with the following statements that I shall make as to its satisfaction to these various interests, and we hope to the profession at large.

These efforts for four years have been directed to keeping in touch with accrediting thought; I mean by that with the thought of other accrediting agencies, professional, usually, that have been, some of them, for ten years intensively studying the purpose and principles and methods of accrediting institutions, colleges, high schools, professional schools, and so forth.

We have been interested somewhat in studying the theory and the practice as it has developed from the experience of other institutions, particularly professional schools, somewhat comparable to the library schools. Particularly we have watched the work and the publications of the North Central Association, for colleges and preparatory schools. It has had a number of committees at work for ten years. It does not pretend to have arrived at definite conclusions. It is still

9  
studying, but the trend of its work has been in the direction of qualitative requirements rather than quantitative. That will be given further attention in a moment.

Further, these four years of effort have been given to keeping abreast of new standards and interests in our own profession, and particularly these: the movement of schools toward degree conferring institutions; the movement of schools toward a graduate basis, and the specialization in library training.

Another point that the Board wishes to submit concerns the efforts that have been made to keep in close touch and to harmonize interests and opinions and views with the Association of American Library Schools, which represents the organized group of those institutions that do the training. It is of more importance to that group than to any other of the interests involved and it is with that group that the Board has worked more closely than with any other committee or individual or interest.

When the Board of Education first began to formulate standards for library schools, it at once invited the cooperation of the Association of American Library Schools. Interim drafts, and there have been several of these new requirements, have invariably been submitted to the Association for American Library Schools. Its representatives have more than once met with the Board of Education for personal conferences,

10 and through mutual committee work a vast deal of correspondence and comparisons have been made.

This cooperation, the closeness of it, may perhaps be best illustrated by a brief statement of what has taken place at this very conference. Last December here in Chicago the Board of Education for Librarianship completed a draft tentatively and submitted it at once to the proper committee, appointed for that purpose, of the Association of American Library Schools. That committee, because of the absence of its chairman, gave semi-instructions, or, at any rate, referred the matter back and said to the office force of the Board of Education, "You send this out to all the library schools. Kindly do the office work, if you will. Get their opinions individually as schools and incorporate them after consideration by your Board in a new draft."

That was done and in June a new draft was ready, but could not be presented until this meeting because the Board was unable to hold a meeting until that time, and the vacation period was a slack time, and the conference with the library schools was not so easy to achieve. However, a draft was prepared and completed here a week ago yesterday. So early meetings of our Board had it all ready, and when the Association of American Library Schools came, they had the draft incorporating much that was in the suggestions received from the schools during the early part of the year. It was discussed in that

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meeting of the library schools for an afternoon. That meeting inevitably developed suggestions and sometimes comments and sometimes disagreement. The Board of Education had conferences immediately following on the next day with the new president of the Association of American Library Schools, with the gentleman who had represented the committee whose chairman was absent when we presented the draft on the preceding day.

Before our Board this gentleman presented all the points that had been the subject either of active discussion or of action by resolution or formal vote of any kind at the library schools' meeting. The draft that he had submitted two or three days before was amended during that conference so that the Board was assured that all points that had come up for either action or extended discussion were covered, smoothed out, and it would be satisfactory to that Association to have it passed on to the Council at this time.

A word of the need for the present action: The Board of Education is continually embarrassed in dealing with schools by the fact that the old but present and existing draft of requirements, which is eight or nine years old, is inadequate and is too definite in certain places. It is too procursive and, if possible, it needs more liberal provisions to meet the different classes of schools and the different classes of instruction. That is why we have been anxious for two or three years to get all interests harmonized, and we have been anxious

12  
to be able to come before the Council with the draft that we are submitting this morning.

The set of requirements of eight or ten years ago is practically obsolete because they reflect considerations and conditions of a decade ago. No statement, the Board admits and agrees heartily, submitted today or any other day can be final. A perfect draft is short lived. Perhaps it is possible. Experience is always a better test than discussion or forecast. Therefore, the Board of Education has assured the Association of American Library Schools of its continuing readiness to consider at any time further points which operation may suggest as capable of improvement.

The Board is equally ready at any time to receive suggestions for improvement from any representative either of this Council or of the Association at large. It is not unlikely that the Council may be asked oftener, perhaps, than it has been in the past, since conditions are changing so rapidly, to consider amendments. We hope they will always be salutary.

Now a few words as to how this draft differs from the one that it amends or replaces: It is, as indicated a moment ago, qualitative rather than quantitative; that is, it stipulates, for example, only what rather than how much should go into a curriculum. It does not attempt to make by credit hours or by class hours or by any quantitative statement what should constitute a curriculum. It is more concerned with what

13  
goes into it than how much. These requirements are also more concerned with who rather than how many should constitute the faculties of library schools, and, I think, those concerned immediately with the administration of library schools will appreciate the difference between the two and the significance and advantage of the point of view that we hope is reflected, a qualitative point of view, throughout these requirements.

The Association of American Library Schools expressed its appreciation and approval of the distinct trend toward qualitative rather than quantitative standards. Again, the new draft provides for further classes of library schools, and in addition to defining these classes in terms of entrance requirements, it defines each class in terms of the kind and amount of work that is offered or to be done by each group of schools.

The number of classes in the first draft was six or seven. With a terminology of junior, junior undergraduate and senior undergraduate and advanced graduate, that was cumbersome and not always clear. The effort has been made to reduce the number of the types of schools, as noted here on pages one to three, and to make some brief and yet adequate definitions that they should be perfectly clear to any school as to just where it belongs.

The present draft, too, exhibits more confidence in colleges and universities of which the library schools are a

14

part. The Board's earliest draft has very properly been criticized by those concerned in the administration of schools that are connected with universities. As indicated a moment ago, that is an increasing number of schools, because the trend in the last ten years has been toward putting them under the wing of higher educational institutions. But in this greater confidence in the administration of colleges and universities, there is also more recognition that the practices, the established and wholly salutary practices of colleges and universities can not always yield to A. L. A. standards. We have come to agree with that very thoroughly, and they are modified greatly in this draft. They can not always conform to A. L. A. suggestions, and the recognition that college practices may sometimes be better than the Board's own suggestions is admitted and reflected in the draft that is here.

Another thing that characterizes the new draft is that over-standardization or the possibility of over-standardization is minimized. The present requirements tend unduly-- I say the present requirements, not the new draft; the one we are operating under now with great difficulty at the moment--to make library schools more nearly alike or all alike, let us say. There is a tendency in that direction which is unfortunate. The Board has always, during the few years that I have happened to serve upon it and, I think, in the past the same way, wished to allow latitude in its standards and their interpretation for

15 library schools to become different and not alike. So the new standards will, we are assured, through their minimizing of the conditions that make for over-standardization, allow divergencies rather than parallel courses, similar courses, or exactly similar courses or institutions.

We think that the trend toward over-standardization and toward making everyone alike, and enforcing the same standards on each and every school for the number of teachers that have to be provided when the number of students is this number and the other number, the definiteness, the statistics, the binding figures and provisions that have to be concerned with those things have now rather been taken out and are left to the action of the boards and inspectors, and that means that inspection will probably be more thorough.

We will take more time. It will concern itself not only with what is found at the school, but what can be learned from those of the school's graduates who have gone out into the field and whose work has indicated that their judgment, if they have followed as graduates usually do the work of their school, will be of some help in determining that very, very vital point about each school, which will influence the Board's action or judgment of that school on the basis of its output, its product, a point that is not reflected in set terms in these requirements.

I am venturing to outline, although my work with

16 the Board has come to an end with this conference, that that is what the Board will continue to emphasize. It has not so much emphasized that in the past. With that brief statement, which I hope has been informing, the Board of Education recommends the adoption by the Council of the draft of minimum requirements that you have before you.

PRESIDENT LYDENBERG: You have heard the recommendation. Do I hear a second?

MR. SYDNEY B. MITCHELL: I second that.

PRESIDENT LYDENBERG: The question is now before you for discussion.

MR. HERBERT S. HIRSHBERG: I am merely going to make a suggestion, not a speech. Having sat in with the Association of American Library Schools on Monday, I appreciate the rapid action of the Board of Education for Librarianship in meeting the suggestions of the Association of American Library Schools. I am speaking, however, not as an officer of the Association, and it is not for me to make any commendation for the group, but merely from my own standpoint, I find that in rereading the minimum standards they do conform in every particular to the suggestions made on Monday, so far as I recall them.

I find, however, on page three a restrictive clause in the second paragraph under "Credentials", where the reading is, "....if it constitutes a complete curriculum in it-

17  
self, which fits it for general library service." As many of the schools, including the one which I represent, Western Reserve, have over-specialized curricula in the first year, I believe that that statement should be modified, and I suggest the following amendment, if an amendment is now in order, Mr. President: I suggest that it read, "A complete curriculum which in itself fits for general or specialized library service."

MR. RALPH MUNN: I second that amendment.

PRESIDENT LYDENBERG: An amendment has been moved and seconded. Is there discussion?

MR. WYER: I can not speak for the entire Board, but as I saw it in Mr. Hirshberg's hands, the amendment seems to be entirely satisfactory. It is difficult in the present situation to estimate the effect of an amendment of just that character, but I believe there would be no objection to favorable action on the point, if that is the disposition of the Council.

PRESIDENT LYDENBERG: Is there further discussion? The question comes up for the approval or disapproval of the amendment. Those in favor say "Aye"; contrary, "No." The motion is carried.

The report as amended is now before you for discussion.

DR. TOLMAN: Mr. President, Ladies and Gentlemen: I have in mind bringing to the attention of this audience one or two difficulties which may come from what is in essence a very

18  
desirable liberalization of the standards for approved library training.

There has not been, so far as I know, on the part of the Library Board any consideration of the relationship between these proposed standards and those already in effect in various states for the accrediting of these same types of schools; nor has there been a careful consideration of the effect of such a broadening of standards as relating to the state requirements for certification of librarians. While this latter matter may not be of a great practical importance at present, excepting in New York and one or two other states, it is a matter which, of course, will have increasing importance.

I desire, therefore, to call the attention of the Council and of the Board to the fact that in the state of New York we have printed and enforced a requirement for the approval of library schools setting forth standards which, in the main, are the same as those of the whole standards of the Board of Education. Under those standards the leading library schools of the country are now approved. While I have not had an opportunity to examine these proposed standards carefully, it is very evident on very cursory examination that certain schools now approved under the state plan and under the A. L. A. plan can no longer be approved.

To cite only one instance, there is a training school for librarians which offers a course consisting of a

19

major in library science and a four-year curriculum. That major is based on all other majors in the organization of that school, but inasmuch as every person has to carry a minor as well as a major in general work, it is impossible for that major to be of a full year selection. It would be manifestly unjust for the state of New York to adopt the regulation or the suggestion that adequate training of less than one year's work should not be accepted and that the school itself should be deprived of the opportunity to operate under the state laws.

There are a number of other similar difficulties. In liberalizing the rules there is no longer the requirements that the director of the school shall be a full-time employe. The direction of the school is very manifestly the most important question determining the efficiency of the school, and one of the great difficulties is the fact that some schools have a director who is operating in addition at least two full-time jobs. We in New York do not feel that a person is able to carry on at the same time two full-time jobs in a twenty-four hour day.

There are other matters. The matter of the accrediting of a certain library school is now before the state authorities. It has up to this time been refused approval. The reason for that is that the entire school is manned by part-time people, instructors, most of whom have had no professional training. With the liberalization of the rules and proposed

20  
under these new regulations, it would be impossible for us to refuse to recognize this very partial training as adequate for librarians.

I could go on and specify a number of other details in which the very vagueness which is a necessary result of liberalization makes the rules unsatisfactory in the state of New York.

I have, then, just one suggestion. In the rules for the approval of library schools in the state of New York, we start off with this provision: that any library school to be approved by the state of New York must meet the standards of the Board of Education for Librarianship, and in addition certain other standards which are designated in those regulations. It seems to me that as a matter of courtesy as well as policy, the Board of Education might, at least, reciprocate and accept standards that are equally high, or higher, of the state as allowing schools which are adequate in the state plan to continue to operate. (Applause)

DR. WYER: Dr. Tolman's remarks suggest comment. Is that in order, Mr. President? There is no amendment formally offered by the Board, but the Board would like to have it understood that the matter of certification has not been outside its province, its careful study. You are reminded that the only existing annual or periodical statement of certification requirements in all of the states of the country is prepared in the

21  
office of the Board at A. L. A. headquarters, and is one of the most requested publications. The whole matter of the relation of certification to these minimum requirements has frequently come up for consideration in the formulation of this draft. It is deplored a little bit, I think, within the Board that certification requirements can not be more uniform throughout the country.

It has often been suggested in the Board's publications that a careful study of this whole certification question should be made to see if it may not be better to have it uniform throughout the country than differing as they do now differ increasingly in the various states. The whole question is one that instead of being outside the Board's consideration or thought has been very much the other way.

The Board's opinion is that the whole matter will come up for consideration in the future; that the time isn't quite ripe to attempt to fix certification requirements with standards for library schools in the same document. So much for that particular item.

It certainly would be far from the Board's thought, although there is a possibility there, that the word "liberalization" should, perhaps, be applied to these new standards. They are qualitative, to be sure, rather than quantitative. They do not give facts and figures that govern the actual requirements, but it is difficult to believe that any schools that can qualify under the old requirements would

22

ever be dropped out except after the most searching and thorough examination and inspection.

I would like to add, perhaps, that these standards and all the qualitative standards will presuppose the existence of an office code; that is, the practice of standardizing agencies, not to fill their requirements full of detail and statistical requirements, but to present them qualitatively and rather broadly, liberally, if you like, although that word, I think, has never been used by the Board, or thought of, and accompany them with what, perhaps, might be called a pamphlet or a code for the information of schools that are either interested in coming into being or for those actually existing schools that wish to be informed, as they all do, of precisely what details for standardization have been set up by the Board.

That code will contain much of the detail that was in the former requirements to some extent, but that in their operation even has grown up as office practice and reflect in documents and in correspondence sent out from the office rather than in the text of the minimum requirements themselves.

PRESIDENT LYDENBERG: Are you ready for the question? Those in favor of the motion as amended will say "Aye"; contrary, "No." The motion is carried.

Our next topic is a report from Mr. Cannon, representing the Committee on Book Buying, this touching on the question of copyright. Mr. Cannon is not here, so we will ask

23  
Mr. Milam to read the report.

... Secretary Milam read the report submitted by Mr. Carl L. Cannon, Yale University Library, New Haven, Connecticut, "Copyright" ...

PRESIDENT LYDENBERG: Do I hear a second?

MR. MEYER: I second the motion.

MR. SOLBERG: Mr. President, Ladies and Gentlemen: It is my privilege to appear before you to briefly explain the procedure indicated in the resolution which you are now asked to adopt.

... Mr. Solberg then read his discussion of Mr. Cannon's report ...

MR. SOLBERG (Continuing): I hope this Council and the libraries individually will recognize that here is our one chance to secure the greatest advance in relation to copyright within our possibilities, and if you will, as an Association and as individuals, send your approval of the enactment of the bill and the sequence of the transmission of the copyright convention of 1928 to Congress for the Senate's approval, you will have accomplished the greatest advance in relation to copyright that I ever expect to live to see.

PRESIDENT LYDENBERG: Is there further discussion?

MR. A. F. KUHLMAN: I would like to raise one question. As I understand it, this new proposal is in line with what the American Library Association supported some ten years

24  
ago, and on which we had the cooperation of many other organizations. Since then one of the most active agencies in this copyright field has been the American Association for the Advancement of Science, and many of the learned societies have worked through it. Since the Chairman of the Committee on Copyright of the American Association for the Advancement of Science is present this morning, Dr. Raney, I wondered if it would not be to the point to ask him whether this new proposal is in line with what his committee has been working for, or whether he has any suggestions before we vote on this proposal. If it is proper, I should like to suggest that he be given the floor.

PRESIDENT LYDENBERG: Dr. Raney, have you any statement to make?

DR. M. LLEWELLYN RANEY: There is no necessity for my speaking. It is a fact that the Association's actions have been uniform throughout the past eleven years of discussion. We have in this bill that Mr. Solberg is speaking to circled back to the simple proposal on which all of this discussion began eleven years ago, which is simply one thing and one thing only, and that is to remove from the American scutcheon the blot that stays there. That blot, briefly and bluntly, is that we deny title to a writer in the English language to his work unless that work is manufactured on American soil. This measure seeks merely to remove that one problem and to stop there. I think it is time we singled out that one defect in our copyright

25  
legislation, make open confession to the world of what we have been doing for over one hundred years and stop at that.

PRESIDENT LYDENBERG: Is there further discussion? If not, those in favor of that motion say "Aye"; contrary, "No." The motion is carried.

I think it fair for us to rest in confidence that the Association will act accordingly. In addition to that, however, each one of us can aid mightily if when he or she gets home he writes to his Senator, to both Senators, and to his representative from his district, urging the support of these two members of Congress. It is a simple matter. Urge them to support the bill for copyright legislation, recommending adherence to the convention of 1928. It is simple.

The next question is the report from the Committee on Committees, by Mr. Severance, of the University of Missouri.

MR. HENRY ORMAL SEVERANCE: Mr. President and Members of the Council: Mr. Hamilton, the chairman of this committee, was unable to be present today and has asked me to make the report for him.

As you know, the work of this committee is to define the functions of the committees which have been provided by the Council and the Executive Board. We define the functions. We recommend that certain committees be discontinued when their services are no longer needed, and we recommend the discontinu-

26

ance of other committees when their work has been absorbed by some other committee. I will not read the report unless you call for it, because the report has been sent to every member of the Council. If there is a desire on the part of anyone for an explanation of the statement of the functions of any one committee or the reasons for discontinuing any one of the committees, I will be glad to give that. Otherwise, Mr. President, I move the adoption of the report.

MR. CHARLES H. COMPTON: I second the motion.

... The motion was voted upon and carried ...

PRESIDENT LYDENBERG: Miss Akers is to present the report "Library Terminology."

MISS SUSAN GREY AKERS: The report of the Committee on Library Terminology is with the other reports printed in the Bulletin. The recommendations of that Committee have been mimeographed and sent to the members of the Council. At a meeting of the Committee on Tuesday, we inserted about three words in those recommendations, and since the recommendations are short and we have made this insertion, I should like to read the recommendations of the Committee.

... Miss Akers then read the recommendations of the Committee on Library Terminology ...

MISS AKERS (Continuing): I wish to add to the recommendations an invitation to those librarians who do have some time which they could give to what we hope will be a

27  
valuable contribution to library work. If they can help in the work of the Terminology Committee, this committee would be prepared very shortly to make definite assignments of work to individuals or groups who can participate in its work.

The committee also wishes to urge all librarians who have any work that they may be undertaking individually, and all committees whose work involves library terminology, to get and to keep in touch with the Committee on Library Terminology so that the unnecessary duplication of work in terminology may be avoided.

PRESIDENT LYDENBERG: What is your pleasure? Do I hear a second.

MISS RATHBONE: I second the motion.

PRESIDENT LYDENBERG: It has been moved and seconded and the matter is before you for discussion. If there is no discussion, those in favor say "Aye"; contrary, "No." The motion is carried.

Next we have a report from the Committee on German Periodicals, which, in the absence of Mr. Brown, the chairman, I will read.

... President Lydenberg then read the report of the Committee on German Periodicals ...

PRESIDENT LYDENBERG: I hear a second and I assume the matter is so obvious as to call for no discussion, except commendation of the active work of the committee and,

28 particularly, of its chairman. Those in favor say "Aye"; contrary, "No." The motion is carried.

Mr. Lester has a communication from the League of Library Commissions and the Library Extension Board.

MR. LESTER: Mr. President and Members of the Council: This matter, as stated by the President, comes before us from the League of Library Commissions and the Library Extension Board, and was prepared by agents, as it were, of representatives of those two groups. I think it is of particular importance after the first action taken by the Council today with regard to possible relief plans in which state education must play a great part. A statement embodying the resolutions is available to all members of the Council. I will very briefly read it.

... Mr. Lester then read the statement and resolution transmitted to the A. L. A. Council from the League of Library Commissions and the A. L. A. Library Extension Board ...

MR. LESTER (Continuing): Mr. President, I move the adoption of the resolution.

PRESIDENT LYDENBERG: I am sure that that statement and resolution meet so hearty a response from you that formal action is not necessary. For the sake of the record, however, I will ask for a second and a vote.

DR. TOLMAN: As a representative of the League of

29  
Library Commissions, I am particularly pleased to second the resolution.

PRESIDENT LYDENBERG: Those in favor say "Aye"; contrary, "No." The motion is carried.

Mr. Ranck has a brief statement to make.

MR. RANCK: Mr. President and Members of the Council: In the report of the Committee on Library Revenues, reference was made to a rather serious situation that is developing in some parts of the country. We made one recommendation which I will read so that you will all understand.

... Mr. Ranck then read the recommendation of the Committee on Library Revenues ...

MR. RANCK (Continuing): What the Committee had in mind was the encroachment of partisan and political considerations in the administration and control of libraries that has developed in the last few years and which has seriously, already, affected the matter of support and will more seriously affect this matter in the future.

The recommendation of the Library Committee on Revenues was referred by the Executive Board to the Library Extension Board, but too late for that Board to take action. However, the chairman of that Committee, of that Board and the Chairman of the Committee on Library Revenues drafted the following resolution, which we shall ask you to adopt this morning to strengthen those states and communities that are having

30  
difficulties or that may have difficulties along the lines suggested. This is, therefore, personal rather than coming from the committees direct.

... Mr. Ranck then read this resolution ...

MR. RANCK: (Continuing): Mr. President, I move the adoption of the resolution.

DR. MEYER: I second the motion.

PRESIDENT LYDENBERG: There is no need of repetition from the Chair. Do you wish to discuss this? If not, those in favor say "Aye"; contrary, "No." The motion is carried.

This ends our regular schedule. Is there any new or unfinished business which any members of the Council wish to bring up? Apparently not.

MR. RANCK: I would like to express my personal congratulations to the Secretary for his most admirable report as printed in the reports of the Association. I think it is one of the best reports that ever came from a Secretary of this Association. (Applause)

PRESIDENT LYDENBERG: I will instruct the Secretary to see that that is properly entered in the records.

There being no further business to come before us this meeting stands adjourned.

... The meeting adjourned at eleven-fifty o'clock ...