

C O U N C I L M E E T I N G

M I D W I N T E R C O N F E R E N C E

A M E R I C A N L I B R A R Y A S S O C I A T I O N

December 29, 30, 1936

The Drake Hotel

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B O N A F I D E

TABLE OF CONTENTS

Page

Tuesday Morning Session
December 29, 1936

Report of Committee on Racial Discrimination by Carl B. Roden	1
"Salaries, Staff and Service" Discussion by: Lucy L. Morgan, Paul North Rice.... Dr. Bostwick..... Matthew S. Dudgeon. Paul Howard	2 13 15 15 16 16 17 20 22 23 24 25 27 27 28
Address "Problems of Local Support" by Mr. Purdy	29
Report of the Committee on Chapters and Sections by Secretary Milam	30
Report of the Committee on the Fiftieth Anniversary of the Establishment of the First Library School by E.M.Fair	31
Resolutions presented by Mrs. P. S. Smith, Chairman, Trustees Section	32

Wednesday Morning Session
December 30, 1936

"Federal Relations"--Discussion
of A. L. A. Experience with

TABLE OF CONTENTS

Page

Wednesday Morning Session

December 30, 1936 (Continued)

Congress, and the Present Status of Federal Relations, by: Carleton B. Joeckel, Forrest B. Spaulding, Dr. John W. Studebaker	34
Report on State Aid Proposals, by Louis R. Wilson	56
Resolution on W.P.A. Recommendations from Federal Relations Committee presented by F.B. Spaulding	64
Discussion by: Mr. Munn	65
Resolution on Index to Historical Records, presented by Charles E. Rush	68
Resolution on Index of American Design, presented by Etheldred Abbot	69
General Discussion on three resolutions by: Mr. Munn	74
Mr. Spaulding	75
Mr. Goree	76
Secretary Milam	77
Dr. Bostwick	77
Mr. Ferguson	77
Dr. Hirshberg	81
Dr. Raney	83
Miss Robinson	84
Miss Hasse	85
Action	87
Report of Committee on Constitution and By-Laws by Dr. Louis Shores ...	87
Discussion by: Mr. Roden	89
Mr. Rice	90
Secretary Milam	91
Mr. Shaw	91
Mr. Ferguson	92
Dr. Wilson	92

TABLE OF CONTENTS

	P a g e
Wednesday Morning Session December 30, 1936 (Continued)	
Report of Committee on Library Cooperation with Latin America- Latin American Library Fellow- ships by Carl H. Milam	94
Action	95

TUESDAY MORNING SESSION

December 29, 1936

The first session of the American Library Association Council of the Midwinter Conference, held December 29-30, 1936, at the Drake Hotel, Chicago, convened at ten-fifteen o'clock, Mr. Malcolm Glenn Wyer, Denver, Colorado, President of the Association, presiding.

PRESIDENT WYER: The Council will please come to order. The first item of business this morning is a report of the Committee on Racial Discrimination, which will be presented by the Chairman, Mr. Carl B. Roden, Public Library, Chicago.

MR. RODEN: This report was written and it was considered through correspondence by all of the members of the committee which is comprised of the following: Mr. Baker, of Texas; Miss Barker, of Atlanta, Georgia; Mr. Dickerson; Miss Dunlap, of Ohio; Miss Rankin, of New York City; Mrs. Peacock of Oklahoma City; Mr. Hadley, and the Chairman. Of the eight members, six are here and they agreed to a revised report after some discussion. In case you feel this report is abrupt or a little disjointed, I might say that the final revision was undertaken only a few moments ago. We trust, however, that our meaning is clear and we know that our purport is emphatic.

... Mr. Roden read the report of the Committee on Racial Discrimination. (Paper Marked No. 1 accompanying this report) ...

MR. RODEN: I might add, Mr. President, that this report has been accepted by the six members of the committee who are present. I move the adoption of the report.

MISS WHITCOMB: I second the motion.

PRESIDENT WYER: You have heard the report of the Committee on Racial Discrimination. Is there any discussion?

... The motion was put to a vote and carried ...

PRESIDENT WYER: The next item on the program is an informal conversation on the subject of Salaries, Staff and Service. This conversation will be carried on by Mr. Paul North Rice, New York University Libraries, New York City, Chairman of this Committee, and Lucy L. Morgan, Public Library, Detroit, Michigan, member, Committee on Salaries, Staff, and Service.

MR. RICE: President Wyer suggested through Mr. Milam that such report as the Committee on Salaries, Staff and Service had be made in the form of an informal conversation, and he also suggested that the report center itself particularly on the question of how salaries could be raised. Miss Morgan and I shall converse on that subject stressing three points: that salaries should be raised, that in our opinion it is up to the American Library Association to do something about it, and what we think the A. L. A. can do to help this situation. When we have finished our informal and, I am afraid, our rather inadequate conversation, we hope there will be many volunteers from the floor either to disagree or to say the things that we should have said.

President Wyer has assured me that the conversation from the floor will not be limited to Council members, so we hope that you will have something to say when we finish.

We do not believe it is necessary to say much about the first point -- that library salaries are low. We all recognize that. For years every independent investigator has assured us that library salaries were very low in consideration of the work libraries were doing and in consideration of the caliber of the staff. If library salaries have been low in the past, the committee is afraid that they are actually going to be lower in the future. We are apparently headed for inflation. We are apparently going to have increases in the cost of living. Nobody knows for how long or to what extent, but as long as we do have higher costs of living with salaries remaining stationary, in effect it means that salaries are going down.

Then the committee feels that with the bettering of industrial conditions there will be more and more librarians attracted into industry where salaries are already increasing, unless we respond with better library salaries. During the depression we lost a great deal of ground. With many unemployed, salaries naturally went down and down. One of the members of this committee was to make some sort of a survey on unemployment and I am wondering, Miss Morgan, whether you can say something about the report that is in the hands of that member of the committee.

MISS MORGAN: As of November 1, 1936, the report on employment indicates that 578, or about five per cent of the active librarians, are now unemployed and seeking employment. On November 1, 1935, 680 librarians were unemployed and seeking employment. The peak of unemployment was reached in 1933 when there were almost 1,600 librarians unemployed. Of the 578 unemployed as of November 1, 1936, 224 are reported as difficult to place because of personality, age, disabilities of a physical nature, or some other such reason. That number is practically the same as it was a year ago. So the unemployment situation has improved somewhat according to this report.

The situation in regard to salaries is not so encouraging. The report states that the minimum average salary for those completing first-year curriculum in 1936 is about what it was in 1935. The maximum average salary for that period is about \$100 higher. The minimum salary for those completing the advanced curriculum in 1936 was about the same as it was last year. The maximum average was about \$300 higher than last year but that figure is based on the findings of two positions only. So on the whole the report states that while those graduating in 1936 were in some instances, able to start at higher salaries than in 1935 the rank of salaries of all librarians is approximately the same as it was a year ago.

Mr. Rice spoke of the librarians already in the field. What about those librarians that we hope to recruit to the

profession? We cannot hope to attract the people we want in the profession unless our salaries show signs of advancing as they do in other fields. We are now doing a great deal of talking about new conceptions in library work and if those conceptions are carried out, we are going to have to exact in education and training and experience and understanding a great deal more from our staffs than we have ever done in the past and if we are really sincere in our advocacy of such a new program in library work, it seems to me that we must be prepared to pay for it with higher salaries.

MR. RICE: So much for the need of higher salaries which, I expect, we do not really need to stress at all.

Now as to our feeling that it is up to the A. L. A. to do something. We feel that since the A. L. A. is the national organization, in fact it is the only organization that represents all sorts of libraries, it is the natural organization to take the lead in this matter. We also feel there is real danger, if we do not take the lead, that many of our younger members will feel, and in fact have already felt, that perhaps the A. L. A. is not doing enough to better their salaries and working conditions. If we do not do something, I believe there is real danger that attempts will be made by organizations which we believe would be less satisfactory than the A. L. A. in making such attempts.

MISS MORGAN: I do not believe that you should limit

your inclusion to the newer members of the profession. I think that a good many of the older members of the rank and file feel the same way. In any case, the spirit of the day being what it is with collective bargaining and organizations of labor to the fore, I feel there is a possibility of library workers organizing along the lines of union labor unless the Association shows that it is doing something for them.

MR. RICE: Well now if the Association is going to do something, what can it do? We believe that the most important thing for it to do is to make library administrators salary conscious. We believe that library administrators ought to realize that they have an ethical obligation and an economic obligation to do something to raise the salaries of their staff; an ethical obligation partly because of the duty to the staff member and partly because of the duty to their profession to attract the right sort; an economic obligation because if they do not do something, there is sure to be an increasing labor turnover and that is bad business economically for the library.

MISS MORGAN: There are, of course, many reasons for our low salary scales. Many libraries pass budgets that are too low to give adequate service to a community or to a school. They will sacrifice and have sacrificed themselves and their staff in order to provide books and other necessary services. Whether such a policy is one of wisdom in the long run is neither here nor there in this discussion, but at least one can understand

and respect the motive behind such a policy. One has the feeling that such a library administrator would pay a higher salary if he could. On the other hand, some library administrators are willing to hire the very best available assistants at the lowest possible prices in order to be considered a shrewd administrator. It does not help the profession to advertise for library school graduates to whom you are offering fifty dollars a month, nor is our cause advanced when a librarian fails to take advantage of every opportunity that comes his way to restore a portion of salary cuts that have been enforced during the past lean years. During the depression years salary cuts were unavoidable, but it seems to me it is the responsibility of the administrator to see that such cuts that have not been restored are restored at the very earliest possible moment.

MR. RICE: I believe there is another point which perhaps is still more a reflection on some administrators and that is the tremendous difference in salary of the administrator and the first assistant or department head when that first assistant or department head must have very much the same training, the same sort of experience and the same ability that the head administrator has. There is certainly not as much difference in the qualifications as there is in the salary. I am told that, on the average, the first assistant receives not much more than half as much as the administrator. I recall having seen statistics from one library where the librarian went to that library

receiving a salary more than twice as high as the next person and during the two years he was there received two raises in salary. Of course we do not know the special situation. Perhaps the person who was receiving the lower salary was receiving all he or she was worth. I think that if the librarian had refused to accept an increase in salary until an increase had been given that member of the staff, he would not have suffered and his staff could have been paid more what they deserved.

MISS MORGAN: I do agree with what you have said, but I think we have a further opportunity of working in a really very fertile field if we will work through state library associations. I think they should be encouraged to set up committees similar to our own committee. As I understand it, there are only six or seven such groups working now among the state associations.

The national interest in certification has certainly been fostered in state library association meetings and I believe they can do a great deal to further a better salary program. We are meeting with representatives of library associations later on this week and I feel sure that we shall be in position to start such a program after having had the benefit of this discussion.

MR. RICE: I hope very much that we shall be able to persuade a number of state associations to have some kind of a personnel committee. We felt the need of that a few weeks ago. The Executive Board definitely referred the matter to our

committee, suggesting that we make investigation in some of these cases where there are flagrant discharges being made. In New Brunswick, New Jersey, the librarian was discharged, chiefly because the president of the board, a former tailor seventy-five years old, desired the position. We knew nothing about it until it was too late to help the librarian but we managed to persuade the Board that it was their obligation to appoint a trained librarian and not a seventy-five-year-old ex-tailor who needed the money. We felt that if there had been a committee of the New Jersey Library Association to look after such things, they could have acted very much better than we because they would have been on the ground and would have known the case better. They would have been able to bring influence to bear where it should have been brought to bear more effectively than a national organization. In such ways as that, as well as activities to raise salaries, a personnel committee could function and we believe that every state should have some kind of a personnel committee. We hope our meeting next Friday will help to bring that about.

Now, if we are to work through administrators and through state library associations, what else can the A. L. A. do? There are certain concrete things we can do. The most obvious is our continuation of salary statistics that the committee has been compiling and publishing for many years. We feel that those statistics are not as helpful as they might be. There is an increasing tendency for the better paid libraries to either

refuse to give salary information or to say that information is confidential. The committee believes that if the library where the salary scale is fairly good would feel it is obligated to give out that information, it would help the library where the scale is very poor.

MISS MORGAN: I feel, too, that we might make more use of those salary tables than we do. In using them one must be very careful to pick like libraries for comparison, and it is frequently well to study the reports of given libraries in order to make sure the set-up is comparable. However, I believe that as the tables stand now we could use them more than they are used.

Another point that we should consider has to do with the preparation of statistics covering the cost of living. With the cost of living on the increase, it would be well if the A. L. A. could sponsor studies on the cost of living. The more extensive those studies are the more helpful they will be to this committee. It might be well to discuss some possible way of arriving at such a study. Do you think that is pertinent at this time? How would we go about it?

MR. RICE: I presume we would adopt somewhat the same procedure that was adopted the last time, circularizing a large proportion of the members. One thousand members were chosen at random and were asked for a frank statement of just how far their salary went; what proportion of it went for food, what for clothing, and so forth and then the results were published. I do

believe something of that sort should be done. The last time we had a high living cost the A. L. A. did nothing about it until it had reached the peak. Now most of us believe that we are entering into a fairly long term of higher costs of living; so if we could start our investigation at once, perhaps we could convince trustees and administrators that salaries must be increased at least as fast as the cost of living.

There is another thing I think the A. L. A. could do and that is to encourage certification. Certification will help to raise the standard of library personnel. When we have low standards or not fixed standards, it is difficult to fight for high standards. I believe one thing the A. L. A. should certainly do is to continue the fight for nation-wide certification.

MISS MORGAN: Right along with that there is the question of personnel classification and pay plans for which both national and state schemes should be worked out just as fast as can be. Such schemes will help to assure people doing similar work in various portions of the country of being paid reasonably similar salaries.

MR. RICE: It would do more than that. One of the difficulties that libraries are going to face in the next few years is the rising tide of civil service. Unless we have some sort of a classification, pay plans, and compulsory certification, I do not believe we are going to avoid being forced into civil service. The Salaries Committee has been considering some sort

of scheme of pay plan and classification ever since Miss Rathburn made her report to the Council and it was accepted as the report of progress in regard to salaries. We are a little afraid that it is too big a job for any committee to do in spare time. What we hope is to secure some individual who, for a fellowship or a scholarship, will devote perhaps a year's time to working up a scheme of nation-wide pay plans and classifications that can be used as a model for different state schemes.

MISS MORGAN: I should like to make the suggestion that in helping to work out many of these schemes which have been suggested this morning that staff associations might well find their place. A staff association organized with objectives that are professional and social as well as economic may be of very great help in furthering the program we have in mind.

MR. RICE: I certainly agree with you. As you know, we are going to have a sub-committee who is to foster staff associations and we hope in this meeting of the representatives of the state library associations to persuade them that their personnel committee should also foster staff associations in their state.

That represents in a rather scattered way the thoughts of the Committee on the subject of what A. L. A. can do to raise salaries. They can make administrators realize that they have an ethical and an economic obligation to do what they can to raise the salaries of their staff. They can work through the

state library associations and encourage them to have personnel committees that will do what they can to raise salaries throughout the state. They can continue the publication of salary statistics and make some kind of cost-of-living survey and publish that. They can work toward certification. They can hope to work out some sort of a scheme of pay plans and foster staff associations. We believe that if the A. L. A. does these things that it will be making a contribution toward higher salary scales for its members. We hope many of you will have additional things to say on this subject.

SECRETARY MILAM: You have not answered one question which has disturbed me. We are constantly pressed to do something about salaries. We are constantly eager in the Executive Board and in the staff of A. L. A. to do something about salaries. These things that you have mentioned, I think, are all good and I think they are moving in the right direction, but one thing we are overpressed to do is to give more publicity to library salaries and to use the public press to campaign for increases in the scale. Is that wise or is it not?

MR. RICE: If we believe, as we do, that library salaries are low, I think we also have to believe the more publicity we can give to that fact, the more chance there is to get better salaries.

MR. BOSTWICK: It seems to me that we are in danger of putting the cart before the horse. It seems to me before you

raise salaries that library incomes must be increased. If incomes are not increased and salaries raised, the money for the salary increase would have to come from some other necessary library expenditure, for instance books. Are we doing to raise our own salaries and take it out of the public service? We cannot do that. I believe that one of the first things the A. L. A. should do would be to formulate a well-considered plan for increasing library incomes. At the present, library incomes are derived very largely from real estate taxation and real estate taxation is very unpopular at the present time. In our own state the State Board of Equalization has several times lowered the rate of assessment and every time that rate has been lowered the library income has been lowered proportionately. Then there is an enormous amount of delinquency -- millions of dollars, and the library has to stand that sort of thing. What can be done to raise the library income?

MR. RICE: I am sure our committee will echo everything Dr. Bostwick has said. We feel our committee is covering a great many things without attempting the problem of raising library incomes. We do feel, however, that whether the total amount of library income is increased or not, library administrators have a real obligation to make sure that they are using as much of the funds they receive as they possibly can to pay adequate salaries. We do believe that too many administrators have, in the past, sacrificed salaries for the sake of other

obligations.

MR. MATTHEW S. DUDGEON: I do not think that Dr. Bostwick and I ever disagreed very vitally but what he said reminds me of one point that comes out of observation and experience which is that one of the best possible means of getting increased appropriations is to convey the knowledge to appropriating bodies, as well as to the public, that the library salary scale is low as compared to teachers' salaries, city-hall salaries and others. For some mysterious reason people are interested in people, and I think in general, a member of an appropriating body, if he is a conscientious, thoughtful man, is tremendously appealed to by the fact that a low appropriation has made low salaries necessary. It seems to me that one way of getting better appropriations is to make the human comparison and get into the consciousness of the appropriating bodies that the public library in general is suffering from very low salaries. I think that side of the question should be considered.

MR. PAUL HOWARD: I do not believe that we have as yet gone deep enough. I believe that the value which the people set upon our services is determined largely by the extent of the need they feel for them. If we get the people to realize they need our service and want to use our service as much as they want to see Micky Mouse, we will get better salaries. We have to convince the users of the library. I believe you will find in our large cities that probably thirty to forty per cent of

the population are registered borrowers at the library and so use the library, therefore, we have to go deeper than that. We have to have more library extension and more library intensification to get at the root of it. Then another thing we will have to do, I think, is to set a value on our own services. We will have to establish a professional classification of our membership. I believe there is a proposal before the Membership Committee for that very purpose and it seems to me if we go into it on a more basic line than just talking to library boards and talking among ourselves, that we will get farther in the long run. It may take us a little longer to get there but when we do we will have something permanent.

MISS REESE: The library report was not mentioned in this report and I wonder if it would not be a good idea to send the proceedings of the report of this committee to the Board of Trustees. They are the people who hold the purse strings.

MR. RICE: The committee feels that after all the library administrator is the one who must be convinced first. The Board hires the administrator to run the library and unless he is going to fight for increases, it is a most unusual Board that will authorize them.

MISS WINSLOW: I may be speaking out of the depths of ignorance, but it seems to me that we can do a great deal more than we have done with comparative salary statistics; not statistics confined to the library field but statistics showing how library salaries compare with those of city employees of similar

rank, county employees or whatever government unit you happen to be using for comparison. I do not know whether it is possible or not but I should like to see the A. L. A. publish at intervals comparative figures of that sort. I should think local administrators could do a great deal with such figures. For instance, if you could say a certain group of library employees were receiving less pay than school janitors, it would make a very good human interest story at any rate.

I was glad to see the committee endorse staff associations. I think we have been rather reluctant to admit staff associations into our ranks, particularly when they used the word economic in their platform, fearing perhaps a little loss of dignity or something of that sort. But the only experience that I have had with staff associations leads me to think that such a group really increases the dignity of the staff and its approach to economic problems. The one case with which I have had to deal definitely shows that. When cases have been under consideration which affected the staff before the organization of the staff association, there were various members of the staff running hither and yon speaking to city officials or people who had influence and I suspect creating rather a bad impression. But since the staff association, there has been an increase of dignity in the approach and a pooling of whatever wisdom there may have been available.

MR. MITCHELL: I do not think I need a microphone to

reach you if I am talking on the subject of salaries. My parents started me out in life with the initials "S.B." If I had had my way, I would have asked them to have made it "B.S." -- in other words, "be specific", because it seems that we all run to generalities. We will talk about salaries here today and probably not get anything done that we can put our teeth in afterward.

The law of supply and demand is unfortunately pretty effective in library work and it is very effective with these administrators that we have been hearing about. Allow me to give a specific instance. A young library-school graduate entered one of our best public libraries at seventy-five dollars a month. She worked up to one hundred dollars a month and then received an offer to go somewhere else for one hundred and twenty-five dollars. The immediate result was that she was worth twenty-five dollars a month more to that particular library. I do not know where they got the money but they found out she was worth that much more to them. She did not say there, I am glad to say, because she owed something to the institution that had recognized she was worth more than \$100.

Let me get back to the matter of being specific. I do not know whether an organization the size of this will ever consent to be specific. You get that much better in small groups where your conditions are more common throughout the group and throughout the area which that group represents. It is a long while ago since the time of an experience that I am recalling

now, but I will relate it as it will bring out the effectiveness of being specific.

About twelve years ago there were three rough guys in library work in California. They were not native Californians but they got rough being out there. For several years they had been watching and listening to such discussions as have been going on. It was during the time of the rising cost of living and each year a salary committee reported how little was being done, and then one of these guys became president of the association and he got together with the other two and said, "Let's do something". They sat down and made a schedule of widely-spread positions that they thought would cover the profession. That is, they indicated classifications such as the head librarian of a certain size library and of another size, and so on, and gave certain specifications. You could have kicked lots of holes in them but this thing was put down on paper and a minimum salary recommended for each one and, as the state association gathered, each member was presented with this slender sheet of dynamite. Now, that hurt an awful lot of people. When that report was presented to the Association you would have thought that you had retired from a meeting of librarians into a congress of dentists. This paper had printed on it a resolution to the effect that librarians pledge themselves to present these schedules to their Board and recommend them for adoption just as soon as that could be made financially possible. That was the dynamite in it.

Then the "dentists" got busy and started to draw the teeth. Instead of carrying out the pledge, they withdrew from the resolution everything that would make it effective, and when they got through we would have had a plate of mush, but fortunately there were some there who felt we had to have these specific things. We battled far into the night and eventually that particular schedule was accepted. In the next three years it became very widely used, so much so that when an inquiry was made of me I could say to certain people, "You can figure on \$1500 as a beginning salary if you have had four years of college and a year of library". I do not think that we have sent anyone out for a lesser salary.

What I want to suggest is that, when you get through talking about this, if you will take steps to be specific, you will be accomplishing something.

MR. HENKEL: I should like to discuss a few points that have come to my mind. The first point has to do with the possibilities of the rank and file of librarians becoming interested in questions that apply to so-called radical organizations whose objectives are to raise the salary standards of working people, such as the American Federation of Labor. I would not attempt to say whether or not librarians are going to give any extensive support to such organizations, but I do know that I have found since I have been back here in the Middle West and attended the A. L. A. meeting at Richmond last year, that there

are many younger librarians who are definitely sympathetic and some have affiliated themselves with the American Federation of Labor. I just put that point out for your consideration.

The second point is one on which I should like to say a word relative to staff associations. Personally, I happen to be sold on staff associations, but staff associations are not going to solve this problem. A staff association is all right for this particular problem if you have a group of people, but what of the hundreds of librarians scattered over the country who are working alone or in twos or threes? What sort of an organization is going to support the need of those people which is exactly the same as those librarians who are working in large public libraries and large University libraries? Now whether this is speaking out of complete reason, I do not know, but it seems to me that the day is coming when the American Library Association is going to have to definitely adopt some such standards as those referred to by Mr. Mitchell and to set up those standards with some sort of teeth in them. I do not know how.

We speak of the library group as being too big ever to get specific, but when we take the library group and compare it with other large groups, we do not look like such a large group. For instance, when we compare it to the medical profession, we do not seem so large. The American College of Surgeons rate their hospitals. They set up certain standards for a Class A hospital and until those standards are met that hospital is not

certified with the American College of Surgeons as being a Class A hospital. Such standards, without any question, have served to raise the equipment standard and quality of service in hospitals in this country. What do you think the possibilities might be of the A. L. A. adopting some specific salary and service quality standards for American libraries, putting them down in black and white and going on record as approving that as standard, and then set about accrediting different libraries where they are willing to meet those standards? Personally, I think the possibilities might be very great.

The Telford Report has been on the table of the American Library Association for over ten years and we have done nothing about it. It may not be an ideal rating for salary but the A. L. A. has taken relatively little cognizance of it except to get excited about it at the time it was made, talk about it and then do nothing more. It seems to me that we should take some definite action.

MR. RICE: Is not the first step in such a program, classification and pay plans, and perhaps the second step, compulsory certification? Those two steps would have to be taken before the A. L. A. would attempt to classify libraries.

SECRETARY MILAM: It seems that Mr. Henkel is suggesting one other step which might be an in-between step. Once you have some standard of salary set, Mr. Henkel then said the A. L. A. should organize the machinery for accrediting or certifying those libraries as grade libraries if they meet the

standards. That is something which the A. L. A. might do for the State of New Jersey or the State of Indiana if those states did not have certification. It might be all the more useful until they get certification.

MR. HENKEL: I see no reason why the A. L. A. cannot take immediate steps. I do not see why it has to wait before it makes any recommendation regarding salaries and pay plans. I do not see why the machinery cannot be set up now to adopt recommendations on classification and pay plans so that something can be done about it. I do not see that there need be any one standard plastered on the country as a whole. It might be that certain economic conditions in different parts of the country would necessitate some differential between North and South and East and West. Perhaps \$1500 as a minimum salary in California is easier to meet than \$1500 as a minimum salary, say in your state. I do not know. The point I am trying to make and which I wish to stress, and for which I now cast my vote, is to form some kind of organization to put teeth into these standards when they are set up. (Applause)

MR. SHAW: It is gratifying to two committees to have Mr. Henkel's discussion brought up at this time because there is one sub-committee, at least, working out a possible classification scheme for members of the Association professionally, along with which might go recommendations for salaries in each grade, and another committee has started to work on setting up

accrediting agencies as a basis of institutional membership. Therefore, I am glad to hear from Mr. Henkel and I am sure the Committee will be glad to hear from any other members.

SECRETARY MILAM: I would be interested to know which is the second committee.

MR. SHAW: The Constitution and By-Laws Committee.

MR. STUART SMITH (Milwaukee): It seems to me that one thing has been ignored in this discussion. I am completely sympathetic with the discussions so far, but one fundamental thing has either been neglected or forgotten. The library profession generally has failed to convince the general public and the governing bodies which are responsible for making its budgets that we are worth what we think we are. We are living in an age in which economic conditions have required the figuring out of just how much our time is worth. That is carried on down the line from the time we are in college. We are told that for such-and-such a job our time is worth so much.

Since our appeal for public support in the past has been based on the idea that we have dispensed culture and cheap recreation, and have not progressed, I would suggest that we attack this problem from the economic angle. I am convinced that the average fair-sized library, by making a survey of the service it performs in the course of the year, which has economic value, could in a rather effective way present an argument in the picture which would help to convince the authorities of their

responsibility for making out the public library budget in proportion to what we are worth.

I should like to suggest that a series of studies be financed in libraries, either in various parts of the country or at certain places, attempting to prove the justification of the salaries that we think should be paid through the value of the service that is rendered to the public. I believe there is no argument stronger than that which would teach the public the value of their public library system and value of books, particularly in times such as these.

MR. LESTER: I wish first to speak in regard to some comparison made by Miss Morgan. I wish to bring out the fact that practically all the discussion has been concerned with public libraries and that we are public employees, that the financial return represented in salaries is lower in public libraries than in private service in meeting the changing economic conditions, and that a comparison between 1935 and 1936 is not as valid as a comparison of either of those years with 1937 which, I suspect, will show some change.

I should also like to suggest that a separate study of our own of the cost of living is not worth while. That sort of thing has been very much better done by others. There is no great difference between the cost of living of the librarian and other people, and I think we can make use of the work done by others without wasting our time doing all that over again.

I am concerned a bit more with what has been suggested by Mr. Smith and several others, namely, the question of pay for what. We have talked about pay systems, organization pay systems. We are talking about salaries. Mr. Dudgeon spoke of the conscientious members of the Board who hear the arguments presented by the administrator and realize that something needs to be done, but I think both Dr. Dudgeon and I have had experience with the other kind of member who sees it differently and says, "Why are they worth any more than the cheapest kind of clerical help anyway?" "What is it anyway but the job of passing books over the counter?"

What happens when librarians go into civil service? We know something about it because ours are in civil service and have been for four years. The first thing is the presentation of a duties report. We have talked about standards of work. We have gotten ourselves completely bewildered by the detail of the whole thing, but those who look at us from the outside can pick out the essentials from the duties statement and in broad terms make up statements of the duties required in the various kinds of positions. Then we can go to the next step, which is the statement of qualifications of the people who can do the work in those positions, and there of course we have the detail of certification.

I am quite in accord with the remarks of several that our first step must be along the line of a definite statement of

what we are asking the money for. (Applause)

MR. RICE: Would Mrs. Smith, the Chairman of the Trustees Section, be willing to say something on this matter?

MRS. P. S. SMITH: I am, of course, very interested in all that has been said. I think most of your boards would take suggestions from the librarians as to their needs. I think that Mr. Henkel's suggestions as to specific reports and specific plans are wise and would prove helpful in raising salaries. I do not understand, if you are talking about public salaries, how anyone in a public library could refuse to give data as to salaries because you are getting money from the public and you have a responsibility to report to the public how you are spending its money.

This is a very large question and a mere trustee is not a person to give inspired suggestions, I think. Perhaps the next time I come, Mr. Chairman, I shall be able to give you some really valuable thoughts on the subject. (Applause)

MR. STROHM: It is my intention to support Dr. Bostwick's report, which I think is very important. There are statutory or legal limitations on the amount of money that can be given to librarians. Should you not go about this in a legal way and have the proper amendments and legislation passed for a New Deal? Everybody should be interested. Staff associations are certainly one of the most essential things to educate the librarians, the citizens or the fellow-citizens. It is not a question of

militant action. To the contrary, it is a question of great social fellowship. I, personally, feel that the future of the social justification of the library is based on the new type of librarian.

We have increased the salaries in Detroit and we feel that perhaps we are probably going to do so further. We feel they should be doubled, and in so doing we feel that we can interest the better type of men and women to become associated with the library.

MISS HOWE: One of my friends said to me some years ago that library work is a woman's profession and not being a feminist, I said, "No, it is not." She asked me on what I based my statement. I had nothing in fact on which to base my feeling except that is the way I felt, so I went to the tables and found my facts which substantiated my sentiments.

When you take the men by themselves, you have a medium salary of \$2,000 more than the medium when you include women's salaries. I think any figures that we get out should make a distinction between the sexes. We should be sure that we are comparing the salaries for the same sex. I think you can find those same figures for yourselves if you wish.

Also, in regard to those tables, I have found there is no correlation, or at least a very low correlation between the size of the town and salaries paid the head librarians. Whether that is still the simplest way in which to give the tables I am

not sure, but there is no correlation between the size of the town and the size of the salary of the librarian. Those are figures which you can work out for yourselves from the figures that are worked out by the American Library Association in its bulletins.

MR. RICE: The committee is very grateful for all the concrete suggestions that have been made and I am sure the officers of the Association are likewise grateful to you.

PRESIDENT WYER: Mr. Purdy will now present a paper on the subject of "Problems of Local Support".

MR. PURDY: I should like to preface my paper with the statement that I am appearing this morning in the capacity of a pinch hitter. About a week ago I received an air mail epistle from Mr. Milam informing me that the gentleman who was to appear on the program to discuss this subject had defaulted and informing me further that I was the logical goat, so here I am.

... Mr. Purdy read his prepared paper, copy of which was mailed to Mrs. Sill on January 4 ...

PRESIDENT WYER: Mr. Purdy has pointed out one of the most serious problems before our libraries, that of taxation. I think it would be better to postpone discussion of the points brought out by Mr. Purdy until tomorrow because the time is late. There are two or three matters that can be disposed of quickly this morning and the discussion can come tomorrow.

We shall now hear the report of the Committee on Chapters and Sections.

... Secretary Milam read the prepared report, copy of which he retained...

SECRETARY MILAM: I move the adoption of the report.

MR. RODEN: I second the motion.

... The motion was put to a vote and carried ...

PRESIDENT WYER: Miss E. M. Fair now will read the report of the Committee on the Fiftieth Anniversary of the Establishment of the First Library School.

... Miss Fair read her prepared report. (Paper Marked No. 2 accompanying this report) ...

PRESIDENT WYER: Mrs. Philip S. Smith, Chairman of the Trustees Section has two resolutions that she wishes to present.

MRS. SMITH: Mr. Chairman, the Trustees Section endorsed these two resolutions. We bring them to you hoping to have your endorsement also.

First: "The Executive Committee of the Trustees Section of the A. L. A. heartily commends and endorses the policy of local library Boards taking out individual memberships in the A. L. A. for each trustee, the annual membership fees being paid from local library funds."

I move the adoption of this resolution.

... The motion was properly seconded, put to a vote and carried ...

MRS. SMITH: The second resolution is as follows:

"The public library is recognized by American leaders as the foremost potential instrument of popular continuing education in America. If it is to fulfill its function, however, more widespread understanding of its services and functions must be effected.

"With this object in view, the Executive Committee of the Trustees Section of the A. L. A. recommends the policy of including in local municipal library budgets an item to carry on reasonable activities in connection with community relations. These activities should become the future basis of better

understanding of the services rendered by the library to the citizens.

"Such activities should be in addition to the usual cooperation received from the local press, and should serve as a means of direct approach in the community to individuals and groups who may particularly benefit by the library's services."

I move the adoption of this resolution.

... The motion was properly seconded and put to a vote and carried ...

... Announcements ...

... Upon motion, properly seconded and carried, the meeting adjourned at twelve-forty o'clock

WEDNESDAY MORNING SESSION

December 30, 1936

The meeting convened at ten-twenty-five o'clock,
President Malcolm Wyer presiding.

PRESIDENT WYER: The Council will please come to order. I think the program this morning presents an unexpected pleasure by the presence in Chicago of a very good friend of librarians and of the American Library Association who will take part in the discussion which will open our program. This discussion is on Federal Relations and the bringing out of some of the problems of presenting the importance of libraries and provision for libraries in our relations with the Federal Government.

Dr. John W. Studebaker, United States Commissioner of Education is with us to take part in this discussion. Dr. Carleton B. Joeckel, Graduate Library School, University of Chicago, Chairman, and Forrest B. Spaulding, Public Library, Des Moines, Iowa, member of the Federal Relations Committee, who are on the program for this discussion, will be joined by Dr. Studebaker in this informal conversation on the problems which they meet. I shall turn the meeting over to this committee.

DR. JOECKEL: Mr. President and members of the Association, I am not sure we understand the technique of this. My own feeling is that this is perhaps an advance demonstration of television. I am not sure whether it is television at its best

or at its worst. That depends on how my colleagues perform. As the President said, this was intended as a duet between Mr. Spaulding and myself but now it has become a trio. Three large men met one small man at the Baltimore and Ohio Railroad Station last evening and practically kidnapped him. We did not find that he had any large amount of money so we decided not to hold him, but we did take a promissory note for his appearance here this morning. I think we shall let him go after it is over.

We are very happy, Mr. Studebaker, to have you here and we count on you to tell us some things which are on your mind and heart about this subject of the library and its national aspect. They have told us that we are to be absolutely informal. We have no program. The whole idea was that we would say what came into our minds on the spur of the moment but I think, in order to be coherent, we ought to have some general outline blocked out and I suggest that we talk about the past, the present and the future of Federal Relations and Mr. Spaulding, you will come in fairly heavily, I think, on the past. Mr. Studebaker will come in a bit on the present and very heavily on the future, and if any member of the audience is inspired at any time to interject a question, I am sure the committee will appreciate it. Our outline then is, Past, Present and Future of Federal Relations.

Mr. Spaulding, if this whole activity on Federal Relations has done nothing else, it is responsible for making a

reputation for you as a lobbyist. I still remember a year ago when we hailed Mr. Spaulding before us at the unseemly hour of eleven o'clock here in the Drake Hotel and told him he was to go to Washington in an hour and a half. Mr. Spaulding made an unfavorable comment to the committee but he left for Washington and in a daze. Mr. Spaulding, what did you do when you got over your daze and reached Washington?

MR. SPAULDING: That train trip certainly helped that daze and when I arrived in Washington the first thing that happened to me was a great disappointment. I called my fellow townsman, the Commissioner of Education, because I wanted to talk this over with him first and he was in Des Moines. I might have done better had I gone right home. Then I called Senator Murphy and he was out of the city. I finally got some good advice from one of our Senators from Iowa, Senator Dickinson, now no more in the Senate, and from the Congressman from my district. When I made my first appearance on Capitol Hill, I was certainly awfully green and needed a lot of advice.

DR. JOECKEL: What do the members of Congress think about libraries, if they think at all?

MR. SPAULDING: By making a lot of contacts, we did get some to thinking more than they had before. I was rather amused when I called on the Chairman of the Senate Sub-Committee on Appropriations for the Department of the Interior. He looked at me and said, "So you are a librarian. I have never seen a

librarian before". I assured him I was a librarian. He said something that opened my eyes. "What you want seems to be all right but why do not you librarians come down here and tell us what you want?" And he repeated, "I never saw a librarian before in all my years in Congress". That was Chairman Taylor.

DR. JOECKEL: Does that mean that A. L. A. needs a Library Bureau at Washington?

MR. SPAULDING: If you will examine the directories of the office buildings around Capitol Hill, I think you will find in the lists the names of almost every organization which ever wanted anything at Washington excepting the A. L. A.

DR. JOECKEL: Do you think, Mr. Studebaker, that it is best to have a professional secretariate in Washington, it would have to be small, or is it best to send naive country boys from Iowa to represent us?

DR. STUDEBAKER: If you can find any more as naive as my fellow townsman -- naive in the same sense I mean -- well, I do not know. I would not be in too much of a hurry about trying to set up a secretariate in Washington until we get this other organization going in which we are all interested. Then, you people will have some individual down there on the Government payroll who is responsive to your needs and is studying all these problems constantly and you can have contact with that person. After that, I should say some decision might be reached as to how aggressively you have to work through some so-called

lobbying organization for further advances that you may desire in the field of library work.

DR. JOECKEL: In other words, do not press our luck too far?

MR. SPAULDING: Dr. Studebaker just mentioned further advances. What do you think, Joeckel, about some of those further advances? I am thinking of the resolution passed by the Council at Richmond which, it seems to me, indicates the desire of the A. L. A. for further advances.

DR. JOECKEL: You are jumping from the past into the future thereby destroying our order a little, but I shall have something to say about that in just a minute and I hope you will all keep that question in your minds. I hope I shall not speak too strongly on it. I want to clean up on the past a bit by asking if you will tell us the names of some of the individual members of Congress that survive at the present moment after the events of November, who are especially friendly toward library work.

MR. SPAULDING: I should like to mention first that there has been an unfortunate mortality among our best friends in Congress. Notably Senator Peter Norbeck of South Dakota and the Congressman from my own State, Mr. Jacobsen. I am sure they will be missed by any librarian who may be in Washington this next session. But I think on the two committees of the House and Senate, both dealing with the appropriations of the Department

of the Interior, we have some very good friends in Senator Carl Hayden of Arizona, Chairman of the Senate Sub-committee and Senator Frederick Steiwer of Oregon.

Some of the older members of the Association will be interested to know that the former State Librarian of Oregon, Miss Cornelia Marvin, as she was known to us, is in Washington as the assistant secretary and wife of Congressman Walter Pierce of Oregon, and though he was not on the committee concerned with our work, he was of great help in Washington and Miss Marvin is still vitally interested in libraries and everything that she can do she is doing.

DR. JOECKEL: Is that famous keynoter Senator Steiwer still there?

MR. SPAULDING: I think he will be there for two more long years at least.

DR. JOECKEL: As I remember he did something important for us at the last session.

MR. SPAULDING: He helped us along and Senator Barkley of Kentucky was the man who finally introduced on the floor of the Senate the amendment to the bill which gave us our place in the sun and really saved the day for the Federal Library Division.

In the House we had a great many friends. These friendships were the result of activities of librarians back home.

I think one of the most pleasing things that happened to me, outside of the contact with the Iowa Congressmen, was my

first visit to Congressman Robert Secrest of Ohio. I went to him as a perfect stranger and he said, "Mr. Spaulding, anything I can do I will. I know all about it. The Ohio Library Association is behind this. All the librarians in my district have written to me and spoken to me about it. The President of the Ohio Library Association has kept me in touch with it and I shall surely do everything that I can for you". And he stuck to his word and was really helpful and still is greatly interested.

If librarians would see their congressmen and senators before they go to Washington (of course it is too late now for this session to give that advice) to keep them informed and let them know that we want them to be interested in certain things, I know that we could put anything across that was reasonable.

I did not do a thing in Washington except where I had the way paved for me by the activities in personal conferences, by letter, or by telegram, by the librarians from the various districts.

DR. JOECKEL: So you think Mr. Wyer is more important in his own district than as President of the A. L. A. ?

MR. SPAULDING: I could not say just that but Congressman Taylor would never have given us as much if he had not heard from Mr. Wyer from his own home state.

DR. JOECKEL: I was of the impression that when a Congressman read his mail he was all jittery as to what he was going to hear from his own constituents but did not care what

he heard from the organizations unless they were large enough to be politically important.

I do not want to stress this matter of lobbying too much. I think we can sum up the past by saying that the help of librarians throughout the country was very important in the passage of an amendment to the Appropriations Bill carrying the small but important appropriation of \$25,000 for the creation of a Library Service Division in Washington and that money became available, of course, at the beginning of the current fiscal year, July 1.

That brings us down to the present and I wish to bring in Mr. Studebaker at this time. I shall begin by saying that quite a lot of librarians have been writing to me asking me to use my influence in getting them jobs in this new Library Service Division. I have felt a little like a second Jim Farley. I have been a little embarrassed since there are only seven or eight places to fill and since there is no Division as yet and the work has not been started. It has also caused us to worry some about the establishment of this agency because obviously, if the money has not been used, it may lapse and that of course to a librarian is a perfectly terrible thing to contemplate, and we may be put in the position of arguing the whole thing over again.

Tell us briefly, just what has happened with regard to the creation of the Division.

DR. STUDEBAKER: It would be interesting if I had the

time, to take part in some discussion of the past. I just wish to say in passing that I think you did a magnificent piece of work. I could not quite figure out what the attitude of officialdom in Washington would be when I saw on the Senate floor as the chief lobbyist for this great organization, my own fellow townsman. I thought perhaps somebody might suggest at least that I had something to do with bringing him down there and we are not supposed to do that. When an item does not appear in one's budget before a Congressional Committee, one who is there to defend that budget is not permitted to bring up that item. I had had the item in my budget and it was taken out in the Bureau of the Budget in the proceedings before the budget ever got to Congress. But long before I got there you people had been on the job and some members of the Committee innocently asked me if I had asked for anything else that was not in the budget. Of course, I had to answer that I had asked for a good many things.

I am glad to say that I did say that if I had to pick any one thing out of all of the things I asked for that were not in the budget, the one rather modest request that I thought I would want first of all was this request for an appropriation for a Library Service in the Office. I am glad to be on record on that. I am on record many places on that. I was glad to get myself on record before the Congressional Committee.

So far as the present is concerned about the status of this money, we asked for \$40,000 for personnel. The amend-

ment to the Appropriations Bill presented by Senator Barkley from the floor requested \$25,000. It was a sort of compromise. Now, note that I said we wanted \$40,000 for personnel. In addition to that we wanted, of course, money for other expenses such as travel, conferences, printing and other office incidental expenses, totaling \$55,000. That is what I had in mind. We got \$25,000.

Last August when preparing the budget which is to be considered this winter I asked for the additional \$30,000. We probably will not get it. It probably will not appear in the budget when it comes before Congress and then Spaulding can come down again. But we have already \$25,000 to spend and I have already spent some of it.

The first thing to do when one gets an appropriation in the ponderous Federal Government with which to establish a new piece of work is to start the procedure required to get positions established through the civil service. That is always a rather long drawn out process, but it is particularly difficult now inasmuch as the Civil Service Commission itself has a very restricted budget and is overworked and is trying to blanket into the civil service literally thousands of people who have been at work in the various emergency organizations such as the Soil Conservation organization or the Resettlement Administration and others.

I think you know that we had planned to have one

person heading up this division. Then there were others in the list representing the various phases of library work. There is an opportunity in the handling of civil service procedures to use some discrimination. That is, first of all, someone uses judgment in drawing up the specifications, so to speak, for the position. The Civil Service Commission then, once it agrees upon these specifications, advertises the fact that examinations will be given -- examinations in terms of those specifications. Someone has to help prepare the examination. When the examinations are given, the head of the office concerned is sent the names of the three people who rank highest for any particular position and then the head of the office selects one person from those three persons named.

Having been in administrative work for a good many years, I realize the importance of having the proper person heading that division of Library Service. I wanted to get that position established and that person selected before we undertook to write the specifications and to select the other people because I wanted the head of the Service Division to help in doing that.

I consulted Mr. Milam and others on frequent occasions and we finally wrote the specifications for the head of that service and put those through. Now those specifications provide a grade in the whole hierarchy of governmental classifications which is at such a level that the starting or minimum salary for

the grade is \$6500 a year. Well, we have been hung up on that ever since last July when the appropriation became effective. The reason is that around Washington that particular grade is generally known as one which represents the head of a Bureau or organization department such as the Bureau of Plant Industry in Agriculture, or the Geological Survey in the Interior Department, a person with supervision of maybe 100 or 200 persons in that bureau.

I sensed at once when we got into that difficulty one of the real problems of the Office of the United States Department of Education as well as the problem of other offices in Washington. After further consultation with Mr. Milam, I decided to still stand by our request. It would have been easier to get the position established if we had lowered the grade but I have up to date been unwilling to do that. However, we may have to do that.

I talked with a man the other day about it and when Mr. Milam was in Washington I introduced him to this man who is a member of the civil service. Mr. Milam had a very interesting conversation with him. He was Dr. White of the Civil Service Commission. I think it is quite important to try to make that if we can but if not, we will have to do the next best thing.

DR. JOECKEL: I hope you put up a good fight. We think libraries have an important function and should be graded high in the Federal hierarchy. I cannot help feeling that put-

ting libraries on a divisional status is not fully commensurate with their actual importance in the scheme of things and therefore, we are fairly modest in that respect but, of course, we understand our limitations. I have gone over the salaries and there are plenty of division chiefs who carry that salary who do no more important work than this will be and we feel we are justified.

Will you not carry on this matter of organization detail and tell us perhaps, a little about your plans and hopes for a Library Division. You have some ideas for the Office of Education in general. Just where does the library aspect of the thing fit in that whole picture?

DR. STUDEBAKER: I think you people are very well acquainted with the purposes which were presented publicly and to Congress with respect to this Division. I think probably you are really more familiar with the details than I. It is inconceivable to me that a Federal Office of Education can perform its function of promoting education throughout the country, and when I use that phrase, I am using a phrase which is a part of the organic law which established the Office of Education in 1867. Another part of that law has reference to gathering information about education and disseminating it and conducting researches. I am interested in research. I have always been interested in research, but only as a means of suggesting what the next steps can be to advance the cause with which the

research is connected. Not merely research for the sake of research. Therefore, ever since I have been in Washington, I have been taking seriously this provision in the law, namely, "to promote education".

During the past three months I have been out in the country more than any time during the two years I have been Commissioner of Education. I have spoken, I would guess, to one hundred thousand people personally -- not on the radio -- in the eleven states. About twenty-five per cent of them are laymen. The others are more or less connected with education. I think without exception, I have mentioned the library service and the need for it and I have noticed that as I have stated a few facts, one in particular that came out in lobbying and in our arguments for the Division, how people in the audience would look at one another. And I have always noticed this in Washington also, when I have said forty million people in the United States are without public library service that it seemed to shock most of the people to whom I talked, practically all of them, and then I would always add that many other millions are without adequate library service and I would ask, "How can we have the kind of civilization in the United States that we really want with literally tens of millions of people without public library service? It is impossible." And, so far as I am concerned as United States Commissioner of Education, I am going to keep on talking that way until we get an adequate office in Washington to

promote the cause of public libraries everywhere in the United States so the time will come speedily when every single person in the United States will have available regular and adequate service in the field of libraries. (Applause)

Now I think my conception about that will mean eventually a scheme that we perhaps do not visualize today. We have been working on several fronts, so to speak, on this great problem of education in Washington. One scheme is a series of public forums. We want people in public forums as another organization in the field of education, to read. We know that a great many people do not read. But what do we discover? We are operating on a rather wide scale. In ten places, covering a total population of about four million people, in these centers as we call them, what happens? It used to happen right in Des Moines, Forrest, when we got our forum scheme going and I want to say that Mr. Spaulding has been a mainstay in that thing in Des Moines and he has had his problems to fight. The forum leader of a group of citizens in a community discussing a vital subject would describe a little outline that they expected to cover and regularly the library would provide bibliographies to fit the subject but also it constantly was necessary for them to say, "These are good books to read, and if you will go three miles from here to a branch library, you stand a good chance of not finding the book that you want when you get there." Now, that is, in effect, what we are really saying to many, many millions of

people in communities where there are libraries.

When I think of the library business as it is now conducted, I am reminded of the old days of ice boxes when the only way you could get refrigeration was to have a man nearly break his back getting a big cake of ice in your ice box. We have not only now eliminated the ice box but also we have eliminated the ice man. We now have only to run a wire in to take advantage of the power to have our ice delivered.

In some way we have to get these books and pamphlets and material into the hands of people and have them available when they want them. Then we will have millions and millions of people conscious of their own personal growth as the result of the service of libraries. That is going to take some promotion, some surveys. It is going to take some gathering of exact facts about library situations. It is going to take radio programs. It is going to require dissemination of large quantities of interesting literature showing how certain communities have done the thing and how other communities that have not, can do it.

Those are some of the general conceptions I have. Of course, I do not need to say to you that it is of great importance that in this vast scheme of education ranging all the way from the nursery school to the grave, involving some thirty-three million people, young children, adolescents and adults in organized education in the country, involving all these school fronts that there should be an aggressive and intelligent Division in

the Office of Education exerting its influence as a division in the same office, having to do with stimulating progressive methods of planning school buildings themselves; in relation to a division promoting this thing that we call forums, adult civic education. Mr. Milam and others have been helping in connection with that forum project and shortly we will issue a little document showing some of the help they have given us on that in connection with pamphlets.

I was with several groups last night meeting here in a national convention in connection with music. Music teachers they were, and I spoke to them about the need for a Division of Fine Arts in the Office of Education. And we are going to try to get that too. We need a Division there on Conservation Education. We need a Division on Safety Education. A part of this Division, by the way, on fine arts, would have to do with creative writing and literature. I could mention many others. Crime Prevention. Those people were very much interested. Consumers Education. Now, can you see how important it is that as all those people work in a Federal Office of Education with their lines out touching literally hundreds of thousands of people in all the American states and communities, there be the impact upon the influence of persons who are really leaders in the field of libraries? I think if we do that, we are going to see library stock going up tremendously and I am looking forward in the immediate future to the time when we can have that division

set up. There is so much for it to do that the \$25,000 will not go more than half way and it will be so well spent I am sure, we will have every proof within a year after it gets going that will enable us to go to Congress to get them enthusiastic about what they themselves are doing in supporting this program.

DR. JOECKEL: I think we will consider the ransom as paid Dr. Studebaker. You certainly have encouraged us all a great deal. I know we have only a minute or two but there is another question about the future that I suppose should be asked. One other embarrassing thing to me has been the people asking, "When does that gentle rain of Federal aid library checks begin? Didn't we take some action on that point at Richmond, and are we going to get any Federal money for libraries?" Forrest, how about it?

MR. SPAULDING: I asked the same question a few minutes ago because I do not believe I have the answer to it. May I suggest this one thing. Are we not stepping up a rather uniform flight of steps and must we not have in Washington first, this Federal Library Division actively organized and at work before we are in a position to think of the first steps to it? You may suggest one other step and I think you have a thousand.

DR. JOECKEL: I think you are quite right and, of course, that is one reason we have not been fool-hardy in pushing Federal aid. Also I have heard something about reducing the Federal budget and I am not sure this is a particularly good

time to start anything but I do realize that as one reads the history of Federal aid he finds, in the case of vocational agriculture for instance, the fact that it took them twelve years from the time they began to initiate their program until the appropriation was actually made. It is not something that is going to be done next month or next year but it is something we should start and I merely want to go on record with all the force I have (and I am saying this mildly because I do not want to lose the effect of the thing by being too outspoken about it) in reminding the A. L. A. and particularly the Executive Board that a resolution was adopted at Richmond endorsing Federal aid and calling for a general study of the finance aspect of library support so far as it affects Federal aid for libraries.

I can see no way in which that program can be begun until we have enough facts to provide a basis for our request. We cannot go and lay something on the table until we have those facts.

SECRETARY MILAM: I have an idea. Dr. Studebaker wants to use some of the \$25,000 without waiting too long. He cannot speed up too much the appointment of the chief of the Division. He, therefore, needs somebody who can supervise the activities in the division until that time. I am wondering if the Federal Relations Committee could volunteer to supervise some preliminary investigation of the kind the Federal Relations Committee wants if Dr. Studebaker could get in on a temporary

appointment basis some librarians competent to work under such supervision? We would not need to advertise the fact that the A. L. A. was doing this. We would be as tactful and discreet as might be necessary. I am asking Dr. Joeckel this question and not Dr. Studebaker.

DR. JOECKEL: I am not sure that I want to answer it. But I can say that the idea in general is good. However, you heard what Dr. Studebaker had to say about how careful he had to be with respect to saying anything about items that were not in his budget. My own feeling is that it is our own approach and it must be subjective. It must be based on getting something for libraries. I do not mean to say we are going to falsify facts, but we are going to use those facts undoubtedly for certain purposes. We have certain hypotheses in mind which we think are correct. I believe there can be a reasonable compliance with the Office of Education through the approach through libraries. We may provide information that would be more helpful. It is conceivable that information will not be quite as helpful in that it may tend to weaken our hypothesis at certain points but I believe that we could get some data from the Office of Education that would be greatly helpful.

DR. STUDEBAKER: I should like to add first that we expect to spend the money this year. And I do not see anything in the situation in Washington that endangers our position in view of the delay in selecting a chief of the Division. I think

that will work out all right. It was only about a week ago that we had additional contact with the civil service commission and came to the conclusion that probably it is wise to move forward in using some of the funds for the purpose of putting at work some people on a temporary basis and we are going to do that now. I am going to ask for some help from Mr. Milam.

The situation is this. We shall have to employ those people on a temporary basis, exhausting the civil service lists first. And those civil service lists have been made up in terms of specifications for existing positions in the library field in the Government. Whether they will fit the particular places that we eventually want in the division in the office I am not sure. I doubt it. I do not think they will but I think we can under the specifications which do exist, select on a temporary basis some people who can come in and during the remainder of this year, undertake pieces of work which will advance the general cause of libraries and in doing that, of course, we shall have to have the advice of any committee you set up.

DR. JOECKEL: I think it is about time to close but I should like to get in one more shot on Federal aid. And that is to say that when you ask if Federal Aid is available, I scarcely need remind you that we already have Federal aid. We have a great many governmental projects. The number of them is tremendous and the trip that I made recently through the West was very illuminating. I wish I could tell you something about the Federal

projects that I have seen. Particularly building and service projects and other kinds. A great deal is being done. It is my feeling that we may possibly shade gradually into a Federal aid system by gradually adopting the tactics of present functions. I hope that all librarians who are concerned with this sort of thing will be aiming toward looking at activities which may become more or less permanent.

PRESIDENT WYER: I should like to extend this discussion to the audience. Are there any questions you would like to ask.

SECRETARY MILAM: Joeckel, was it made perfectly clear that all the appointments are to be on the civil service basis?

DR. JOECKEL: I think it was implied but perhaps people do not understand. All the positions in this new division will be under civil service, both the professional and the clerical positions. That does not mean, necessarily, that the requirements are going to be tremendously difficult in terms of set examinations, particularly for the chief of the office. The specifications will be general and it will not be any more than the appointment of a person after careful consideration of the records, except, of course, it is a free for all.

PRESIDENT WYER: Are there any other questions?

On behalf of the A. L. A., Dr. Studebaker, I express appreciation of your coming to give us this attention.

The next item on the program is a report from

Dr. Louis R. Wilson, Graduate Library School, University of Chicago, Chairman of Library Extension Board on State Aid Proposals. Dr. Wilson:

DR. WILSON: Mr. Chairman, Members of the Council, Friends: I want you for the next few moments to keep in mind as a background the fine presentation of Federal Aid and also keep in mind the imaginative qualifications presented by Dr. Studebaker with respect to the national picture as applied to the various states which you represent. That is, I want you to keep that background in mind and direct your thoughts toward planning more definitely for state participation in library development within the individual states.

Last winter at the Midwinter meeting, the Council provided for a meeting of the Extension Board together with other groups considering the subject of state aid. Here in one of these rooms we came to the conclusion that we were interested in state aid and that we were going to work for it.

At Richmond in a preliminary meeting we tried to see what there was in the experience of other state agencies and state activities which might be of value to us, by way of example, in seeing how to proceed in the development of state aid programs for libraries. Naturally, we looked at the public school situation and saw how state aid has functioned in that field. We looked at the public health program in various states and wherever there were activities of state aid, we took whatever

we could get from those examples and tried to apply them to our thinking with regard to state aid for libraries.

On Monday morning we had a third meeting in which a number of representatives from various states presented the concrete thinking of those states with regard to specific programs for bringing about state aid through legislation during the year 1937. There were seven or eight states which made specific reports and there were certain themes which recurred in the proposals which are being made in the form of bills for introduction in the legislatures of the various states throughout the nation.

Now, there are certain patterns that I think it is worth while for us to think about for a few minutes. The first item in that pattern is that in most of these proposals it was suggested that there be a matching provision if the state is to be asked for assistance by the locality which asked for the provision of some financial support for the program. It was interesting to me to note that this matching of proposals was not to be a flat basis necessarily, but that it was to be a sliding scale so that those states which are less well off than others, or those counties that are less wealthy than others might not be shut out of participation in the state aid if they were not able to meet a flat level requirement made of all of the counties of the state. I found that an interesting suggestion and one that seemed to prevail in a number of the proposals presented Monday morning.

A second item in the pattern was that regional libraries were generally proposed. There was a rather curious suggestion, that in speaking of regional libraries or of that idea, that we stay very definitely away from the expression "branch library". No county or group of counties organizing a library wanted to be thought of as a "branch library". Whatever the psychology back of that is I do not know but that was generally in evidence in the statement. It was an interesting thing to us to hear the representative from Texas make the point that a regional library might include as many as some fifty counties. Some other regional libraries might include seven to ten. Also that provision had to be made for the inclusion of various regional groups such as the Negro, Mexican, Spanish-speaking element, white, and so forth and that this proposal had to be confronted as definitely in rural counties as in metropolitan areas.

The third item in the pattern was appropriations -- whether or not the request would be for ear-marked revenue. The State of Washington at one time proposed having \$800,000 for the biennium ear-marked from the inheritance tax. The discussion seemed to go in the direction of favoring support from the general appropriations made every two years rather than ear-marking some special fund which might be high one year and low another.

Fourth, that as to what the expenditure would be for. Would it be for salaries or general operating expense, or would it be restricted to books and periodicals and if restricted to

books and periodicals, might they have to be provided from a state list. I would not say there was any unanimity of opinion on that point but several of the states are proposing the expenditures, having them restricted to expenditures for books and periodicals rather than for salaries and general operating expenses.

The fifth item in the program relates to whether or not state aid would go only to those libraries which are already in existence or whether it would go for libraries in areas which do not have one at the present time. The interesting thing to me about the Indiana proposal is that the state is to give existing libraries an amount equal to one-sixth of their present operating fund. That would seem to me to exclude unserved areas and I think I should make the point there that that suggestion was out of the general pattern envisaging support to libraries already in existence or particular library services in areas not now served. I do not think we got very far in our discussions with regard to a formula of needs. Possibly, that is going to be pretty difficult to arrive at.

Illinois has been struggling with its formula. Its formula during this present biennium has been on the basis of population and existing libraries. The Illinois committee is thinking not only in terms for the next biennium of population but also of unserved areas.

A sixth item in the pattern was that the per capita

expenditure when the entire population of the state was considered was comparatively small. In a number of instances it would represent on a state basis only five or six cents. I think the highest proposal that was presented was thirty-five cents. So it was evident that the requests from that point of view would be comparatively modest.

Another point that we gave a good deal of consideration to was who should sponsor this program within the state. Shall it be the library extension agency? Shall it be the State Library Association? Shall it be the Citizens Library Committee, or what organization shall it be? I think it was generally realized that that would vary from state to state, and that all of the organizations ought to be sponsors plus as many others as might be brought into a cooperative program.

If you will think back a moment to Mr. Spaulding's statement with regard to lobbying, you will be thinking in the terms of another item in the pattern. We discussed how to go about lobbying. Whether or not there should be a paid lobbyist as there was in Indiana or whether there should be a lobbyist as in Illinois who was not paid but who was constantly on the scene participating any way that he could in securing favorable action. There again, there is no set pattern. I think there was a fairly definite pattern with respect to money. The treasurer of the State Library Association might say there was not much money there. That is, if you were going to pay for a lobbyist

you could not get very far. You might be able to take care of travelling expenses and things of that sort.

Mr. Spaulding made another point which I think is worth repeating because it applies in the case of legislators as his activity applied in the case of Senators and Representatives. He said, "Catch your U. S. Senator and Congressman at home and present the library idea to him before he goes to Washington". It seems that is good practice for us in dealing with our Senators and Representatives in the State legislatures. It was brought out in several states that the Governors were being seen and being asked to include in their inaugural addresses next month a statement favorable to state aid within their respective states.

That, I believe, about summarizes the principal points that were brought out in our discussions. We thought of these as being concrete and practical and that they might have application not only in the seven or eight states that reported but they might have application in the other states that were considering legislation.

There are two additional points which did not grow out of Monday's meeting that I should like to speak of in just a word. One is that we hope shortly after this meeting that there will go to representatives of the state committees and library associations a statement prepared by the Board and we hope approved by the Executive Board, with respect to the state agencies.

We should like for that statement to have a general paragraph with regard to the importance of the kind of library referred to by Dr. Studebaker. We should like to indicate in a rather broad way the function of the state agencies so you will have a document in your hands that can be given to newspapers or legislators or interested people as to the function of the state agency. The document ought to contain also some statement with respect to the general form of state agencies and the actual forms in the forty-eight states. It should also include a statement of principles which should prevail in the administration of the agencies.

Of course, these are all suggestions. They would have to be modified in different states but we are hopeful they will be of value to those into whose hands they come.

Now the first point takes us back in a sense to another aspect of Federal -- I will not say "aid", but Federal interest and participation. Dr. Studebaker talked about the forum movement. It is interesting to note that this forum movement in a good many instances finds its way into rural areas and that the Department of Agriculture of the United States is very definitely involved in a forum program. It is interesting also to note that the Department of Agriculture has 8,200 home demonstration and farm agents who operate in those sections of America which contain forty or forty-five million people without library service and the fact that the Department of Agriculture, itself, is organizing forums today, has brought very vividly home to the

country the idea of greater use of library materials. I think the fact is becoming rather keenly recognized that if the forum within rural areas is to be effective, that these people who heretofore have not been as much interested in libraries as they might have been, will have a very much keener interest, and therefore, they may be looking to more of us to supply library service than they have in the past. And if they do look to us, I hope that they will not get the impression that Dr. Studebaker referred to when he referred to the ice man with the 100 pounds of ice on his back and the possibility of coming to the library and not being able to find the thing that is really needed to promote that work. I think we would be particularly distressed if, in addition to not finding the materials, he should find no sympathetic and responsive interest in the proposal.

Dr. Brunner of Columbia, who has worked in this field considerably, wrote me when I was trying to stir him on speaking more definitely with regard to library service that he had made a statement in one state to rural workers and they said their experience and their contact had not been so happy.

This is just a running report on some of the activities of the Extension Board in an effort to extend the field of library service and make it richer and more fruitful in the life of the United States.

PRESIDENT WYER: We hope that these various proposals may result in some definite action in many states during the

legislative year to come.

Dr. Joeckel mentioned the importance to libraries of the various opportunities offered by the numerous Federal projects and the Federal Relations Committee has taken this subject up and will present a resolution. I think Mr. Spaulding is prepared to present that resolution.

MR. SPAULDING: At a meeting of the Federal Relations Committee on December 27th, the following resolution was adopted for submission to the Executive Board and Council and it was requested that the Council adopt it.

... Mr. Spaulding read the resolution ...

MR. SPAULDING: In moving the adoption of that resolution, I should like to quote you from a report that was recently handed to me by Mr. Frank March, Director of Projects for the Women's Projects Branch of the W. P. A. Mr. March was here at our meeting yesterday and the day before. Unfortunately, he was unable to stay over until today due to an engagement in Washington this morning. This is a W. P. A. director writing and not a librarian, but it opened my eyes as to the possibilities of library extension work in rural areas through W. P. A. assistance.

"Under this W. P. A. Library Program, reading materials have been carried not only to many urban communities which previously lacked this advantage but to remote mountain, mining and other outlying districts, the residents of which, prior to the W. P. A. project seldom ever saw magazines or newspapers.

In one county in Mississippi, a W. P. A. library worker plies a boat along the Yazoo River, distributing reading material to various districts where the homes of the residents are inaccessible to highways. Also W. P. A. library workers have been using horses and going afoot to take books and magazines to approximately 100,000 residents of remote communities in ten counties in Kentucky.

"One of the W. P. A. packhorse libraries sponsored by the Whitley County Board of Education operates with headquarters in the Court House at Williamsburg, Kentucky. Each of the four packhorses carries an average collection of books and other literature from the main center in Williamsburg and they must travel to other centers in the mountains. This sub-center is some times a church, some times a country store and some times just a cross roads or a bridge. In all, approximately 800 pamphlets or at least more than 5,000 individuals in the mountains of Whitley County availed themselves of the packhorse library service".

That is only a brief section from the report Mr. March handed me but I think it opened my eyes to some of the possibilities of the W. P. A. in real library extension other than the more familiar projects to many of us of mending books and redecorating buildings.

I move the adoption of the resolution.

MR. HIRSCHBERG: I second the motion.

MR. MUNN: I recognize at once that you can make a

beautiful sentimental story on what is being done on the Yazoo River and a great many other places. There is, however, very considerable doubt as to the wisdom and the effectiveness of a great deal of this W. P. A. work. In most cases, they are scarcely scratching the surface and I do not know and I think you do not know, whether the final effect on library development is going to be favorable or otherwise. I think it is just as likely to discourage development through the fact that these W. P. A. efforts are so sketchy and, in many cases, so wholly unsatisfactory. I suspect, Mr. President, that we shall have to fight off the W. P. A. authorities rather than to encourage them to come in. I think that if we vote down this resolution, it will not keep Yazoo or any other section from having such library service as has been mentioned, but I question very seriously whether the American Library Association should officially go on record with the very little information that we have as far as we have gone in this sort of thing.

MR. SPAULDING: I do not share Mr. Munn's views with regard to W. P. A., particularly at the time when we are telling the world that we want to get some help financially from various bodies, local or Federal, to carry library service to forty million people now without library service.

I have been in rather close contact with higher officials of W. P. A. both in my own state and in Washington and

they cannot understand the views of librarians who are constantly calling attention to their failure to reach a large number of people and then when asked if they want to accept some W. P. A. help, say, "Why yes, we have several thousand books that we should like to have mended".

Mr. Munn infers that we may have to fight off the W.P.A. I think I can assure him this, and I am trying to quote the exact words that I heard the other day. The W. P. A. in some of its branches is under attack right now as the new Congress convenes. W. P. A. funds appropriated by the last Congress are practically exhausted. There will be an attempt made to reduce those funds in the next Congress. The easy thing for the W.P.A. to do would be to lop off all the help that it gives those groups, or, we will say, professions, which have failed to state that they want to receive help or at least, have not said anything but the scattered criticism here and there. There has been in our library publications of late considerable criticism of the W. P. A. aimed primarily at book binding activities. That is a small part of the W. P. A. but it has been misunderstood by many people to be a criticism of the W. P. A. as a whole.

When this resolution is offered by the Federal Relations Committee after considerable discussion, I wish to point out that it refers to W. P. A. help to libraries as a whole. Personally, I can say that our existence through the last three or four years of the depression in our library would have been

very precarious indeed, without the help of the W. P. A. in carrying on the project which they did not impose upon us but which we outlined and asked their support in.

I again reiterate that the W. P. A. has not forced itself on any library association or library as some recent editorial material in the Library Journal has inferred. The W. P. A. has either approved or disapproved, and I think for the most part, approved and welcomed every project originating from a library ready to sponsor it, and I can say further, where the W. P. A. has not been successful, it might be because the sponsoring library has not backed it up to the point that it would other ventures which it wanted to make particularly successful.

(Applause)

PRESIDENT WYER: There are two other proposals relating to specific activities under the W. P. A. and the suggestion has been made that resolutions in regard to them be presented before taking a vote on the resolution from the Federal Relations Committee. I shall ask that these other resolutions be presented. The Historical Records Survey is doing work that is very helpful to libraries and I believe Mr. Rush has a resolution relating to Historical Records Surveys.

MR. RUSH: Mr. President, this resolution is so simple that I think even Mr. Munn will approve it.

... Mr. Rush read the resolution, (Paper Marked No. 3 accompanying this report) ...

MR. RUSH: I move the adoption of this resolution, in conjunction with the one previously read.

MISS BEAL: I second the motion.

PRESIDENT WYER: There is one other. The Index of American Design. Miss Etheldred Abbot will present a resolution in relation to this work and perhaps a division of it.

MISS ABBOT: Mr. President, Dr. Bowerman was unable to be here and they have asked me to present this resolution to the Council for him.

I do not know how many of you have seen the examples of the Index of American Design. Some of them are near the door outside here. I have more information about it at the Art Institute. Dr. Bowerman said the word "Index" is slightly misleading. It does not refer to printed matter but to actual reproductions of works of art. It is a Federal project, a project organized to give employment to artists in need of work.

The aim of the Index is to plan and do the groundwork for a nation-wide pictorial survey of design in the American decorative arts -- furniture, silver, pewter, and other metal work, glass, ceramics, costumes, textiles, toys and objects of everyday use -- from 1620 to about 1890. Basic material is being assembled for a series of portfolios of American design similar to the European publications on decorative design which are constantly used by students, artists, designers, and the general public interested in the development of the arts as ex-

emplifying cultural traditions.

Our artists are making record-drawings, in black and white and in color, of objects in public and private collections. These drawings are made under trained supervision. Where a photograph seems preferable, the photographic division of the Federal Art Project is called upon to supplement the graphic rendering. All drawings will be made available for study, but none of them will be given for publication or reproduction without the specific consent of the owner of the object. In no case will our drawings furnish specifications for manufacturers.

Each record-drawing is accompanied by a data sheet, filled in by research workers and trained supervisors, which shows the type and materials of the object, the date of making and the locality from which it comes, the names of the maker and of the original owner, where these are obtainable. As background material, our research workers are gathering much information of general use. For example, a complete list of craftsmen and an exhaustive list of books and articles on American design are being compiled, also specialized studies on New England textile designers, Shaker handicrafts and Spanish-Colonial material are being made.

Throughout the country we have artists working in the more important public and private collections and our research workers are in many of the chief museums and libraries. It is the aim of the Index, however, to record not only the pieces in

the museums and private collections but also scattered pieces that are treasured as family heirlooms.

In presenting this resolution the following may be of interest:

Holger Cahill, National Director, Federal Art Project, in the introduction to "New Horizons in American Art", 1936, thoroughly commends the Index and the manner in which it is being carried on. "At the present time (September, 1936) approximately thirty-five hundred plates in color have been completed. An ensuing problem is that of adequate reproduction at a moderate cost, so that art schools, public schools, libraries, colleges, and universities, may acquire sets of the portfolios What is desirable, if the work of the Index is to come into active use, is a fairly inexpensive form of mechanical reproduction. At the workshops of several of the Index units experiments are now under way as to the use of the color lithography process for printing the Index in sets of portfolios for museums, libraries, and schools. Plans for publication on a broad scale are now being considered. In the meantime, admirable plates are now steadily accumulating in many parts of the country. These will represent a permanent body of invaluable work, which can be deposited in museums where artists and students may have access to them."

The Project is also approved by Daniel Catton Rich, Associate Curator of Paintings, Art Institute of Chicago.

On the Library side, the publication of the Index meets with the approval of Dr. Leidenberg, Miss Winser, and Miss Flexner.

Dr. Bowerman writes, "Time has been lacking to canvass the other members of the Committee on Visual Methods. However, I think that they would heartily approve of the endorsement of the project by the A. L. A. Council." Therefore, I am presenting the following resolution:

"WHEREAS, the work of the Index of American Design, a Federal Art Project, is being carried on with high standards of artistic rendering and scholarly research;

"WHEREAS, this nation-wide enterprise has already proved its worth by its pictorial records of thousands of objects, many of them little known, that reveal American traditions in the useful and decorative arts;

"AND WHEREAS, these source materials are not fully available in any other form;

"BE IT RESOLVED: That, the Council of the American Library Association endorse the work of the Index of American Design as an important contribution to artists, designers, teachers and students of our history;

"AND BE IT FURTHER RESOLVED: That, the Council urge the continuance and publication of this extensive work in forms which will make these materials generally available."

I move the adoption of this resolution.

... The motion was properly seconded ...

PRESIDENT WYER: Is there any discussion?

DR. LOUIS R. WILSON: I want to speak to the first part of this resolution. I am not thinking, necessarily, of the Yazoo River story. I am thinking of an entirely different aspect of W. P. A. activities.

Before the Federal Archives Program was worked out, at North Carolina University, there were a million and a half letters and documents that had been assembled over a number of years. When the librarians thought of getting money during the depression for bringing those million and a half documents into form they had an absolutely sinking of the heart, because they knew there was no possibility of dealing with materials of that kind but by the utilization of W. P. A. help. Those documents, covering in the main historical resources throughout the whole southern area, are available to American scholars today under a proper index.

In Philadelphia we have had promoted one of the first regional catalogs embracing the holdings of some two hundred libraries. Local librarians and historians and others there raised \$17,500 to \$20,000 in order to project that activity. Then W. P. A. came in with \$110,000 to make that regional catalog possible, with the result that the libraries within the Philadelphia area are going to have shortly a tool for scholarly work.

In the City of Cleveland, the same kind of thing has been done based upon Western Reserve University Library with,

of course all the libraries cooperating in the area and in that instance, the cost to the locality has been limited. Here in Chicago we have done the same kind of thing with respect to the newspapers of this area and I am sure that kind of service could be referred to throughout the whole United States. That is, the Committee on Resources of the A. L. A. has been able to get at resources for research in a way that could not have been possible had there not been this aid at hand.

MR. MUNN: I doubt if there is anyone here who would hesitate to endorse the W. P. A. wherever it has done a good job or wherever there is a suitable job that it can do well. I certainly want to vote for such projects as have been mentioned and I think this first resolution should be separated so we can endorse the W. P. A. where its work is acceptable but not the case which is covered by the first resolution.

This Association has been endeavoring for years to raise standards of training, to get people throughout the country to understand that library work requires trained personnel, real equipment and book funds and I protest against our passing any resolution which encourages the W. P. A. to do what it is now doing in the State of Pennsylvania. Namely, rounding up untrained, uneducated, unemployed people who do not seem to fit on any other project and send them out to the locality with a few mimeographed sheets of instructions and ask them to raise funds or put on book drives locally, to set up a library in an

unused store or church basement and to parade that kind of service as library service. I do not know, as I said at the first, but I seriously doubt whether the effect of that will be favorable. It can be argued that these W. P. A. projects will give just a taste of library service which will lead to the desire for real service. It is just as likely, however, to my mind, to result in an entire disgust of library service with the idea that we had a library in 1936 and heaven knows it was no good, so why should we now respond to the project that is being sponsored by the State Association. I think it is dangerous for us to pass this blanket type of resolution.

MR. SPAULDING: Mr. Chairman, I should like to ask Mr. Munn a question if I may. Who is the sponsor of these projects in Pennsylvania that I feel that I would not want to endorse myself?

MR. MUNN: I cannot find that anyone accepts the responsibility. The State Administrator, who is responsible for putting so many people to work in the field, I have no doubt, uses the name of the State Library as the sponsoring agent. In Pennsylvania that means nothing at the moment and I challenge you to name more than ten or twelve states in which that would mean anything.

MR. SPAULDING: My understanding of the whole W. P. A. set-up is that somebody has to sponsor every project before it is approved in Washington. Now, if projects like that are going

on in Pennsylvania sponsored possibly by a town council or a ladies' aid society or Y. M. C. A. or Y. W. C. A. or some organization other than a library or sponsored by a State Library Association in name only, I do not feel that condemns the operation of the W. P. A. in its various branches of library service in forty-eight states. I think that points to the inactivity of the Pennsylvania Library Association, because I know if the Pennsylvania librarians are vocal, there will be no project of that sort in that state.

May I call attention to the resolution which was originally read, since which there have been two other resolutions read and I think you will agree with me that as this was worded by the Committee on Federal Relations, it does not endorse such projects as Mr. Munn describes. In fact, there is a particular statement with respect to such -- "for the extension and improvement of service" and that has in mind plans of the W. P. A. to permit the employment of teachers next year if an amendment can be passed to train the librarians for the lower grades of the service. Will this resolution be read again by the Secretary?

MR. GOREE: We have in Texas 109 counties in which county projects are being set up and from \$8,000 to \$17,000 a year is being spent on salaries with no books and I feel they are destroying more than we can build up. I wish the resolution might include some provision for proper sponsorship.

PRESIDENT WYER: I should like to call on the

Secretary to read the resolution again.

SECRETARY MILAM: I am happy to read it because I think you missed some parts of it.

... The secretary read again the first resolution ...

SECRETARY MILAM: I have been wondering if you would like to define the library agencies. Is somebody clever enough to indicate what a respectable library agency is? I would condemn nearly everything that has been condemned here. I happened to walk in when this resolution was being discussed and the Committee was saying "We must be careful not to endorse the bad, not to say anything that may make anybody think there is a possibility that the A. L. A. wishes to cut off criticism of those things which are foolish and absurd and bad and poor". They thought, evidently, that they had done that by putting in the words, "sponsored and supervised by library agencies".

MR. BOSTWICK: Why not say "by accredited libraries"?

MR. FERGUSON: I think a great deal of the difficulty arises as a result of the example that was given. If the money were to be spent for the kind of library service he has mentioned, I would be decidedly against this measure because I think the charges would be very serious if Federal money were to go to that sort of thing rather than be spent through accredited library agencies. Certainly, we have got far beyond the pack-horse stage of library work. I hope the lobbyists can be given better examples than that, because that is not really library

work. It is moving picture stuff and it should be taken to Hollywood. (Applause)

PRESIDENT WYER: Is there any further discussion? I have complicated the situation from a parliamentary sense because I wanted these three resolutions to be before the Council at the same time as they related to the same large Governmental program. I think now, that each one of them should be voted on separately and with the consent of the Council, I shall call for a vote on each resolution separately when you are ready.

MR. BOSTWICK: I wish to offer an amendment to the first resolution. I wish to have the word "accredited" inserted before "library agencies" in the resolution.

MR. MUNN: I should like a really honest opinion from our chief lobbyist as to whether this thing is necessary at all. It is my impression from our own locality that any library which does not put up a ten-foot fence is going to find itself persuaded to take on all the W. P. A. 's and N. Y. A. 's that can be foisted upon them and I doubt if we are going to suffer if we simply say something about accepting federal relief when we endorse the specific projects which are covered in the two last resolutions.

MR. SPAULDING: In answer to Mr. Munn's question, I feel very strongly that such a resolution is advisable at this time and highly desirable to say the least. W. P. A. officials have shown on every hand a keen desire for the library type of

project. I was quite surprized to hear how they had been working in Pennsylvania because I do not think that state is typical. I know, at first hand, how they have been working in Iowa.

With reference to Dr. Bostwick's amendment I should like to ask in what manner can we distinguish between an accredited and a non-accredited library and who accredits one library agency as against another?

DR. BOSTWICK: Accredited means officially acknowledged by the A. L. A. and I presume it would mean the same here.

MR. SPAULDING: Do you mean by that, being a member of the A. L. A. or being passed on by the Council?

DR. BOSTWICK: Not necessarily. Accredited may not be the best word. I think you should have some qualifying word.

PRESIDENT WYER: Dr. Bostwick made an amendment to insert the word "accredited". Is there any further discussion?

SECRETARY MILAM: I think your second-string lobbyist should make a remark or two. Some of your employees, including myself, were instructed by action of this Council a year or two or three ago in effect, to go to Washington as often as it is possible and stay there as long as necessary to be sure that libraries got their share of the attention which they should have. That resolution has been passed several times. We have been instructed and urged by first one committee or one group and another to see to it that libraries were adequately understood and represented by the relief agencies. We have tried to carry out

your instructions with reasonable restraint and I hope, reasonable dignity and certainly with professional standards. The Association has negotiated informally for months, not to say years, to secure the appointment on the W. P. A. staff itself, of a reputable librarian, in fact, a distinguished librarian, if we could manage, who would be on the spot to advise against absurd or ridiculous propositions which might come from unaccredited libraries. That has progressed to such a point that one member of this council, a highly esteemed member of the Association, has been asked by W. P. A. officials whether he would be able to serve in that capacity for some months. There were two or three representatives of W. P. A. at this conference. Dr. Evans came of his own volition, sought a group of your associates for a conference and for advice and asked me to present certain requests for information to the Resources Board. Representatives of the Works of Art project saw Mr. Leidenberg. However, the Committee on Visual Methods came to see us in Chicago following the drafting of the resolution by Dr. Bowerman with respect to that project.

What I am trying to convey to you is that I wish you to appreciate the position in which your representatives are placed. If this resolution is introduced and fails, just where does that leave your representatives in dealing with these people? If Mr. Blank says, "Is the A. L. A. in favor of library projects by W. P. A. or is it not?" we should like to be able to answer

in the affirmative. At the same time, I should think personally it is decidedly important that we should have certain standards in our dealing with them, although it is not necessary to say so much in our resolution if you are willing to have those resolutions interpreted by their officers.

I thought when I read this resolution this morning that it was a pretty carefully worded statement which need not prevent me or anyone else from saying that a particular project is rotten no matter what the local library says about it. I think we have succeeded in attaining a very good position whereby we can give advice. We have gone so far, in fact, that we do not have to proffer it -- they ask for it. We wish to represent you in a friendly collaboration with those people. Of course, a lot of the things they do are silly. Perhaps a lot of the things we do are silly. This resolution states that we do not endorse anything of which we do not approve.

DR. BOSTWICK: I withdraw my amendment. I am convinced it might introduce some confusion.

DR. HIRSHBERG: It seems to me, in the first place, this admitted inability to use help freely offered is a confession of weakness and that librarians who do not take advantage of the gift which is offered, perhaps, lack administrative ability which someone else might exercise.

It has been my individual experience to be concerned in the union catalog project in Cleveland and in order to supplement Dr. Wilson's statement, I wish to tell you just a word on

the advancement of that project.

Up to now 1,500,000 catalog cards have been filmed. It is practically complete in the Cleveland region and in addition includes the catalog of the College of Oberlin. Besides the filming of these catalog cards, the copying of the cards on the standard-size catalog cards of standard weight has been completed to the extent of six or seven hundred thousand. The filming has been begun. The use of the catalog has also been begun and within four or five months I anticipate the practical conclusion of the original project, and the ability then to carry on in the future through the cooperation of the libraries included.

It is our hope, if funds are available, the union catalog may be extended to the entire state of Ohio including, of course, only the important libraries of the state and perhaps also the University of Michigan, our near neighbor.

Besides the union catalog project, I have rather intimate knowledge of the Cleveland newspaper digest project which is also rapidly advancing and of which one volume has already been published. This newspaper digest contemplates the indexing and digesting of all of the Cleveland newspapers from their beginning to the present date. The volume completed represents an excellent piece of work, faulty in some respects, but good and useful. One of our own graduates, fairly recent but an able young man, has been assigning subject headings on the newspaper project.

The other project in Cleveland with which I am not so familiar is the indexing of historical records. Now all of these projects have been properly supervised. Able people have been found for them and I think that they are recognized as successful. I happened to sit in with the Library Binders Institute which convened in Cleveland about a month ago and I heard echoes of the discontent concerning the binding and mending projects going on within the libraries of the country. From what I could gather the mistake was not, perhaps, in the assigning of people to these projects, but in the method of handling those people by the libraries concerned. To come back to my original statement, I feel if you vote down this resolution, it is a confession of weakness. (Applause)

DR. RANEY: We are so near this problem, we are apt to lose our perspective. If we could be transported some three thousand miles away to some foreign country and then look back on the American scene, I think we should stand in amazement at the opportunity that is being willingly and enthusiastically opened to library control.

The question is whether or not we shall reject a force that may be benevolent. There may be lying on the ground a wire which has death in it because of the force it carries. That force, however, may be benevolent if we have courage and vision enough to take charge of it. I do not think we should blithely reject this thing and not allow this force to be brought into

benevolent channels. It would certainly look very poor in our subsequent records.

MISS ROBINSON (Mississippi): I should like to speak on behalf of my state in this program just to say that the work has been sponsored from the beginning by the Mississippi Library Commission and is still being sponsored by the Library Commission directly through myself. We have in the six W. P. A. districts four completely trained librarians and another that has all the library courses. In the sixth position we have planned to train a library person for this position. The policy has been from the first to have the project sponsored by the State Library Agency and directed by trained librarians and the work has had the expressed interest of the A. L. A.

Miss Rothrock, who is not here, went to a meeting of the Mississippi Library Association last year and said after that meeting, that she had not been for some time in a state that seemed as library-conscious as Mississippi. Miss Rothrock has just been with us again at a meeting of the eighty-two county library directors under the W. P. A. and continued with us for several days giving us the benefit of her library enthusiasm. I feel, therefore, in speaking of Mississippi that I am not speaking of Hollywood stuff. The project in Mississippi which has been operating through the W. P. A. and the C. W. A. has had the backing of as much professional spirit as we have been able to give it. We have failed to do all we should have liked to do

on account of the lack of time and money, but we have had a provision for books. Our present allotment is \$92,588 and while we know it is going primarily to untrained and inexperienced librarians, still the work has been professionally supervised from the first and I believe that if any of you had been at the meeting we held recently of the county directors, you would have admitted that there was much sympathy and that there is much opportunity for development of a very definite library program in Mississippi. A great many books have been bought and read which would never have reached the people there if it had not been for this program.

In many counties appropriations are being made for the library work and while they are small, they are doing good work. We admit at any time the A. L. A. or any group can put forward with state or Federal aid a reasonable service of regional library work it is worth while. I think what has been done in Mississippi in making the people book-conscious and library-conscious will be of inestimable help in a permanent program there.

DR. BOSTWICK: A group of great minds in this vicinity have finally agreed upon a good word and we offer the word "competent" to be inserted where we had been considering using the word "accredited".

MR. SPAULDING: I accept the suggestion.

MISS HASSE (Representative of the W. P. A.): I rather hesitate to get to my feet but I feel I should because I belong

to the W. P. A. too. I feel it is rather unfortunate that this organization in one breath should request Federal aid and in another breath disparage Federal aid when it is given to you.

We have employed in the W. P. A. a great many professional librarians that you have not been able to take care of. I have myself employed many and I employ some now. I am not going to defend the W. P. A. here before you. I regret to have heard some of the things that I have heard, but I would like to call to your attention the fact that these projects of which you speak are some of the minor projects of the W. P. A.

The W. P. A. has been making rural area problem studies with which you may not be familiar but in your extension work you would greatly benefit by these projects. If you are interested and would make a trip to the Stevens Hotel, you will see there examples of the reports of these investigations that have been made in the rural problem areas of this country.

I do not intend to make a speech. I simply wish to say that I regret to hear from one of my organizations some of the things said about the organization with which I am now connected. Mr. Spaulding is quite right in speaking of sponsorship of W. P. A. projects. I have had the privilege of participating in the editorial work on the new manual and I know very well how careful these gentlemen are to maintain standards and if some of these things that have been said do take place, there is a margin between headquarters and where these things do take place.

the fault does not all lie with the W. P. A. I come in contact with the gentlemen at headquarters and I know that never in my whole experience have I been in contact with as high-minded and fine a group of men as they are. I am sure that Mr. Milam will substantiate that fact. (Applause)

PRESIDENT WYER: Are you ready to have the resolutions acted upon? Mr. Milam will read the first resolution as amended.

... The Secretary read the first resolution as amended...

PRESIDENT WYER: This is to be a vote of the Council members only. Will all those in favor of this resolution please stand? (Thirty-nine arose).

Will all those in opposition to the resolution please stand? (Two arose).

The resolution is adopted.

The next resolution is that relating to Historical Records Survey. Will all those in favor of this resolution please stand? (The entire Council arose).

The resolution is adopted unanimously.

The next resolution refers to the Index of American Design. Will all those in favor of this resolution please signify by saying "aye". Opposed, "no".

The resolution is unanimously adopted.

Now we shall have the Report of the Committee on Constitution and By-Laws for information and discussion. Dr. Louis Shores, George Peabody College for Teachers Library School

will present this report.

DR. SHORES: The Committee on Constitution and By-laws has been asked to present for further discussion the proposed amendment to Section 10 of the Constitution which was voted on for the first time at Richmond. Under the provisions of the Constitution a second favorable vote in New ~~Jersey~~^{York} this June will result in the adoption of this amendment.

As you recall, Section 10 is concerned with the composition of the Executive Board. At present, Section 10 provides that the Executive Board shall be composed of thirteen members as follows: the president, the president-elect, two vice presidents, the treasurer and eight elective members. The proposed amendment provides that the board include a president-elect who shall serve as vice-president for one year before assuming the office of president.

In preparation for the discussion here the Committee invited expressions by members of the Association. All of these expressions, except two, were favorable to this amendment. The two exceptions indicated specifically that they were not opposed to the amendment but wished only to have further discussion.

In answer to the question, "Why have such an amendment?" the answer is offered: Because of the size and complexity of the organization it seems desirable to give the incoming president one year's preparation for the duties of his office. The only objection we have received is a half-serious one that this is

evidence of Fascist trend in the organization. An opinion which was stated out of misunderstanding and which may be answered by saying the size of the board is not decreased by this amendment.

As no vote is to be taken at this meeting, the subject is now open for discussion and in the absence of the chairman, the members of the Committee will try to answer any questions that may arise.

MR. RODEN: That facetious remark about the Fascist trend is mine. I thought there was a chance for a pun. It was conceived in a whimsical frame of mind because that is the only one in which I can regard this whole amendment. I think it is rather funny to imagine that the president of the A. L. A. has to have a one-year's novitiate before being conducted into the mysteries of his office and that when I vote for a president this year I am voting for a president for the year after next. It all seems sort of complicated and, as I say, I have been unable to consider it in any mood but the reverse of serious. I wish someone would explain to me the origin of this set-up. I do not see it. I do not think it is necessary. It is, in part, a reversion to a practice that was in force in the A. L. A. many years ago when it was not constitutionally provided but was always understood that the vice president would be elected the next president. He was not, however, initiated into the mysteries of his office or subjected to the novitiate which we are now proposing. Neither was he to continue to give the Executive

Board the benefit of his wisdom, distilled through two years as a member of that body, for a third year.

Mr. Shores has pointed out that this does not decrease the membership of the Executive Board. It does, however, decrease the number of positions on the Executive Board open for election and to decrease the number of elective jobs is always a serious matter in Chicago.

PRESIDENT WYER: Mr. Rice, can you speak in regard to the origin of this suggestion?

MR. RICE: I am a little embarrassed after an ex-president has stated that it is not necessary in order that an individual be an efficient president to have the experience of sitting in the Executive Board for a year before he assumes office. The Activities Committee was very much impressed with the tremendously complicated business that is now handled by the A.L.A. Executive Board. They did feel that it was most unfortunate to have a president elected who had not been in a position to know just why things had been started which were started. We felt that a president could be very much more efficient if, before he became president, he had had the benefit of sitting in the Executive Board and hearing the discussion there. I think we made the original suggestion and I am very glad to say the Activities Committee were unanimous in that opinion as was not the case with many other matters which we discussed.

PRESIDENT WYER: Is there any further discussion?

SECRETARY MILAM: I do not want to discuss the proposal but I wish to say simply that this amendment to the constitution has been approved once as Mr. Shores said. It will come up automatically for approval at the meeting of the Association in New York where there will be perhaps three or four thousand present and the natural tendency will be for those three or four thousand to say "aye" and get it over with. I asked the Committee on Constitution and By-Laws to bring that matter to the attention of the Council at this time because there was some objection expressed at Richmond and I thought we should force it out into the open. I also asked the Committee to announce in the Bulletin that criticisms were solicited and I believe that has been done. I do not care whether it passes or not but simply wished it to be brought before this body so that if anyone cared enough about it to oppose it that he would have the opportunity to do so.

MR. SHAW: I do not understand just how we reduce the number of elective offices on the Executive Board. We take one vice president off and elect this man who is to be president the following year to take his place. I cannot see how that is a trend toward Fascism. It seems to me all we are doing is to make it constitutional to go back to what was a good practice a good many years ago -- training our presidents in the mechanics of the Association. If my mathematics is not right, I wish you would explain. I do not see how you lose an elective position.

MR. RODEN: I am not sure of it. However, I do not

think that affects the merits of the argument. I honestly cannot see the necessity for this long succession. It seems to me one of the most important qualifications of a president is a sense of humor and most of our presidents have that. The only definite argument I have heard in favor of this with the exception of the general statement is that it requires a vast amount of intimate knowledge in order to attend to the committee appointments which confront a president immediately after his election. In fact, the committee appointments have been postponed for that reason until the fall so he can prepare himself and secondly, the committee appointments are not very important as we all know. I am treating this thing as a joke. I know it is going to pass in New York.

MR. FERGUSON: It is not a joke. The Federal Government might even adopt it if this thing goes through and then think where we would be.

MR. SHORES: One ex-president has spoken somewhat against this amendment. I wonder if I may ask for an expression from Dr. Wilson.

DR. WILSON: I do not know whether or not I have anything to say on this. I would have been mighty happy to stop last year after the Richmond meeting and not labored too much this year with the Executive Board. I mean to say a year as president is hard work. If we could be picked before we got so old, it might not be so bad. I am still recovering and I

have no particular opinion because I had two periods of vice presidency in an elected way before I came to the presidency. They were separated and I did not feel as if I were on the spot for two or three years. If I had been politically-minded, I do not believe I could have played politics on a one-year appointment as well as I could have in a three-year connection. You can take that speech for or against.

MR. SHORES: May I read one more expression made by Dr. Bishop?

"With all my heart I support this amendment out of my own experience. I was called to the presidency of this Association in the midst of war work, with no possible opportunity to familiarize myself with that work because of my own occupation in some related fields in July of 1918, I was forced to work day and night for six weeks merely to discover what had been done officially in the previous year. Had I been a member of the Executive Board in this relation during the previous year, I could have stepped into office prepared, on the first day, really to assume what was a very heavy responsibility at that time. It seems to me this is a plain, common sense proposal and I hope sincerely that the Association will adopt the amendment."

PRESIDENT WYER: There is a lot of opportunity for a lobbyist between now and June.

The next item on the program is the Report of the Committee on Library Cooperation with Latin America - Latin

American Library Fellowships, Secretary Milam will give the report.

... Secretary Milam read the report, copy of which he retained ...

SECRETARY MILAM: The Executive Board has taken no action on it.

The Committee now presents the following resolution:

... Secretary Milam read the resolution, copy of which he retained ...

SECRETARY MILAM: Mr. President, I might say that instead of using the word "created" in this resolution that it be changed to the word "authorized". We do not have the money yet, although the committee has been doing a great deal of negotiating and is very much encouraged. However, we might never get the money so I think we should not "create" until the money is available. In any event it is safe to say "authorizes the creation of Latin-American Fellowships".

PRESIDENT WYER: Is there a motion to adopt this resolution authorizing the creation of ten Latin-American Fellowships?

MR. FERGUSON: Will not such a resolution if adopted, be rather disconcerting to the public? It seems to me there should be more explanation or a clause referring to the funds which would be necessary to make this thing operate.

SECRETARY MILAM: This matter has been pending in the

Committee on Latin-American Relations for a year and a half or two years. It has been on the docket of the Executive Board during that period but the Committee has never been ready to make its final report. The Committee apparently solicits some sort of general endorsement and that is why the resolution was presented to this body.

MR. FERGUSON: I move the adoption of the resolution.

... The motion was properly seconded, put to a vote and carried ...

MR. DUDGEON: I move that there be a rising vote of the Council to express its high appreciation for the splendid program presented at this Midwinter Meeting and to extend its thanks to all those responsible for it and to those contributing to it.

MISS BEAL: I second the motion.

... The motion was put to a vote and carried ...

... Announcements ...

... The meeting adjourned at twelve-forty-five o'clock ...