

P r o c e e d i n g s

COUNCIL MEETING

AMERICAN LIBRARY ASSOCIATION

October 13-14, 1944

Drake Hotel

Chicago, Illinois

JOYCE PIPER
CHICAGO, ILLINOIS

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FRIDAY MORNING SESSION

October 13, 1944

The first session of the Council Meeting of the American Library Association, held at The Drake Hotel, Chicago, Illinois, October 13 and 14, 1944, convened at ten-fifteen o'clock, Miss Althea Warren, President of the Association, presiding.

... President Warren read her prepared address entitled "Changes Ahead," and presented the gavel to incoming President Vitz ...

(Insert paper No. 1)

... President Vitz assumed the Chair ...

PRESIDENT VITZ: Madam President and Very Good Friends, Members of the Council and of the American Library Association, and Guests: For long I have wondered at my lack of success in bringing down the moon with my poor blunderbuss, but Miss Warren has just given me the recipe. I now realize that the trouble was with the moon as I had conceived it, and hereafter by making my moon more attainable, I hope to attain it. And in the role of jester and from the human approach perhaps we can bring down the moon which apparently I was unable to do under the capacity of magician and wizard and high court chamberlain.

I receive this gavel, Madam President, with a real sense of humbleness and with a decided quaking of the knees. The activities of the American Library Association are many, varied and large. This gavel represents a relation to them of great responsibility.

Had this ceremony occurred last July, I would have faced the future with even greater concern. In the time since then, I have, however, experienced the very real support that the members of the association give to their President and have seen how the great tasks of the Association are performed by many groups and individuals.

Miss Warren has been a wonderful coach this past year and the very efficient staff at headquarters reminds me of the various duties and deadlines in ample time. With your help

I hope to get by.

... President Vitz read his prepared paper entitled "The Time to Plan is Always Now," copy of which is submitted herewith ...

(Insert paper No. 2)

PRESIDENT VITZ: It is a great pleasure that the first official use of this gavel which was a gift some years ago at an earlier A.L.A. meeting (it is made from a tree that grew centuries before Columbus discovered America, in the western part of this country, so we have here the oldest portion of the American Library Association) to introduce a part of the program that recognizes the importance of trustees in library development, and specifically, to recognize the achievements of particular trustees. At this point I would like to turn the meeting over to Mr. Laurance J. Harwood, Chairman of the Jury upon Citation of Trustees, and he will give us the next step in the proceedings.

MR. LAURANCE J. HARWOOD: Mr. Vitz, Mr. Lemke, and Friends: It was a genuine thrill to the Jury to note the constant and sincere efforts put forth by many trustees of our country to improve their libraries during this war-cursed year. We must not forget that their effort is without compensation, and not without outside disrupting influences. Mrs. Leonore W. Smith, member of the Board of Trustees of the Public Library of the District of Columbia has received one of the 1944 awards. During twelve years of service as a trustee of the Public Library of the District of Columbia, Mrs. Smith has accepted as first in importance the responsibility of public library service to all of the people in the District of Columbia. She is tireless in her efforts to widen the scope and increase

the usefulness of the public library of our nation's capitol. As a member of the Library's Planning Committee she has studied and helped prepare a long-range program covering both capital improvements and the development of services to the public. She is a member of the library's Building Committee which is planning the new library building, the first unit of which is already built. She brings to trustee meetings the understanding of both technical problems and staff welfare.

Mrs. Smith directed the Victory Book Campaign in Washington, D.C.

Mr. B. F. Coen received the other of the 1944 awards. Mr. Coen is interested in library service to all the rural people. Mr. Coen's interest in library service to all the rural people has grown out of his own experience as an Indiana farm boy. As a member of the faculty of the Colorado State College of Agricultural and Mechanical Arts at Ft. Collins and his work as a rural sociologist.

Before library service can reach everyone, Mr. Coen has pointed out, state legislatures must become library-minded. In many states the handicap is poor library legislation, either for setting up specific libraries with funds for their operation or for passing permissive laws enabling counties to set up libraries according to their needs. The departments of education in many states need to realize their responsibilities toward state-wide library service. State library associations

need to wage aggressive campaigns for constructive library legislation. Teachers' associations, superintendents of public instruction, county superintendents - all need to be informed of the value of rural library service. The cooperation of all groups dealing with the problems of libraries is needed.

Mr. Coen's lifelong interest in good books is expressed by John Milton - "Who kills a man kills a reasonable creature, God's image; but he who destroys a good book kills reason itself, kills the image of God. Many a man lives a burden to the earth, but a good book is the precious lifeblood of a master spirit embalmed and treasured up on purpose to a life beyond life." (Applause)

PRESIDENT VITZ: Thank you, Mr. Harwood.

And now it becomes my pleasant responsibility and in the exercise of the new authority to award these citations to the trustees who have just been referred to by Mr. Harwood.

First, if Mrs. Smith will come up here, I would like to present to her in behalf of the Jury of Awards and in behalf of the American Library Association this citation, and I will read a portion of it to indicate again and to repeat why the citation is merited and why it is awarded.

"In recognition of her service as trustee in securing funds, gifts and strengthening cooperative relationships between the schools and the library, promoting the library's activities through civic and Friends of the Library groups, and

advancing library development by unremitting interest and wise and liberal policies."

And so, both as an alumnus of the District of Columbia Public Library Association, and also as President of the American Library Association, I am particularly happy to present to you this citation.

... Presentation of citation ...

PRESIDENT VITZ: And now, Mr. Coen, to quote from the citation, I am very happy to make this award to "Mr. B. F. Coen, who is a trustee of a public library and who is also a trustee of a county library and who has been very, very much interested in the development of library extension in his own state. In recognition of this service as a trustee, friend of libraries, believer in the value of books, especially for boys and girls, and trail blazer in his efforts to secure books and library service for all of the people in Colorado, I am glad to present to my pal, Mr. Coen, and as President of the American Library Association and in behalf of the Jury of Award, this citation. (Applause)

... Presentation of citation ...

... Recess ...

PRESIDENT VITZ: When Mr. Ulveling saw this schedule of Council meetings, he said, "This is worse than any railroad schedule. We know that railroads try to and often succeed in keeping to scheduled time of departure and arrival.

They sometimes fail in these crowded days. We hope that we can be more successful than the railroads in starting and in closing, but it will take more than the officers or the presiding officer. It will take the cooperation of everyone participating. So, while we want free and full discussion and friendly discussion, we also want it prompt and snappy; because to cover the program we have to work fast. Without further preamble we will go to the scheduled program.

Now I will introduce the discussion leader for the first group of topics through the word "discussion" on your program. The Adult Education Board Statement is a separate item in the docket. Mr. Brigham's responsibility will be to conduct the discussion, to keep his speakers within the time set down after their names, and I will keep Mr. Brigham rigidly to getting his express at the point of arrival at twelve-thirty-five. Mr. Brigham:

... Mr. Harold F. Brigham assumed the Chair ...

CHAIRMAN BRIGHAM: Mr. President, Members of the Council, Members of the Association: I felt that our President's generosity indicated very remarkable optimism when it comes to this program that follows the recess. The topic for discussion is "Demobilization and Postwar Opportunities in Adult Education." The discussion will focus on adult education as it relates to the returned servicemen and to returned workers from industry and others, all as it relates to

the opportunities of libraries. We will lose no time in getting into our talks. We will remind our speakers now about the time limits and hope that they may find it possible to hold very closely to them without any embarrassing activities on my part. The speakers will represent very different points of view. The first point of view is that of the library to be presented by Ralph Ulveling, librarian of the Detroit Public Library. Mr. Ulveling.

MR. RALPH ULVELING: Mr. President, Mr. Chairman, Ladies and Gentlemen: I have been reminded about twice within the last three minutes of this railroad schedule, and if you look at it, you will see that there are underlined sections which are the main stops and in between are the way stations. When you are really pressed, you can sometimes skip a way station, and I give you that chance now.

Following every major war in which this country has taken part, there has been a great resurgence of adult education. It has not always come under that name, but the movement has always appeared. That pattern is so well established that any library which hasn't taken that into account in its planning at this time is definitely off the beam. But even without that historical background there are plenty of signs out that the movement is coming. It is on. I could give a great deal of evidence with regard to that, but I am going to confine myself to one, two or three scattered items.

From the Sydney, Australia Morning Herald I have a clipping that came out two or three weeks ago, headed, "Growth of Adult Education," and the article starts with this: "Demands for adult education in New South Wales, now far greater than ever before, more than justify the increased expenditure by government for that purpose."

In the state of Montana the Rockefeller Foundation recently has made a grant of more than \$25,000 for a big state-wide adult education program. In my own state something even more significant has taken place. At the last session of the legislature \$250,000 was appropriated to do the exploratory work for a tremendous state-wide adult education program that they see growing into far larger terms than the present appropriation would provide for.

New York, Connecticut, Wisconsin - all have taken action of one sort or another along this line. That movement will spread. Things that start in one legislature move to others. And I think I am on reasonably safe ground when I say that by next January when the legislatures again convene, that this movement is going to blanket the country.

Now the emphasizing of adult learning is not the outgrowth of pious hopes on the part of reformers. It is being pushed to avert a national crisis. Within the next two or three years ten to eleven million men and women will be returned from the armed services to civilian life. Twenty-one or

twenty-two million civilians in war work will within the next short period drop the things they are doing and be trying to find themselves in a peacetime society. For these thirty-one to thirty-three million people who are directly affected and for thirty or forty million other people who are indirectly affected this will be a very serious problem. The competition that this great mass of people unlooses will be quite likely to bring out some of the worst that is in men. We know too that the evils which brought on this war will not stop when the peace is signed. The attitudes in people, rather deep seated attitudes sometimes, are responsible for the inter-racial and the inter-cultural and the inter-group conflicts that are manifest too frequently. Hitler's efforts to make scapegoats of one part of the European population is something that has its counterpart in a somewhat milder form in this country. We need only look at the records of teachers' agencies and find the frequency with which a footnote is appended that catholics and Jews need not apply. That sort of discrimination is rather startling.

Now if I take Mr. Vitz' word of counsel that we be prepared to take our own medicines, let me ask the librarians here how many of them have deleted the innocuous-sounding little phrase, "Religious preference"? I will go further than that. I know that there is no interest in this at all on the part of the Association, but has the American Library Association in its personnel office had the courage to strike that out from

the data that they maintain in their records? Granted that employers want to know it at times, don't we have the responsibility, if we are pushing this kind of effort, to do some of the things that we are preaching to the others?

Now this sort of discrimination becomes highly intensified when the subject at issue becomes the Negro. There is a very serious problem to think about there, and something that the nation will be more and more concerned with as the years go on. I won't dwell on that point, but I do say that it invites serious consideration and attention of every person who is in any way responsible for contributing to the educational work of this country.

Parenthetically, I would like to add that I think it is up to each of us to clarify our own thinking on some of these things. In other words, we can't just preach adult education; we have to practice it. And let me ask this: How many of you know exactly how far you are willing to go in the matter of giving to the Negro the rights that he is justly entitled to?

Now, so much for the intercultural problems in our adult education program. Let's turn now to the problem of the individual, whether he be coming out of the Army or out of the factory. The need for vocational readjustment is of course the most obvious thing. I don't underestimate the importance of it. I think it is extremely important. But because it

is more clearly seen, I am going to pass over that rather quickly. Fully as pressing a need and quite as vital to the happiness of each of those individuals who require vocational help is the matter of giving them help on personal problems which are attached to their home and their family life. Now, because this will not be as readily recognized by the individuals themselves, it behooves us to act more vigorously in bringing the problem to their attention that they may understand and anticipate and prepare for it. When I say that, I am speaking of, for instance, something that happened last night. Someone immediately jumped to the conclusion that I was referring to parent education. I am not referring to parent education. That may be a part of it, but in order that I may more clearly set out the things I am talking of, I am going to mention a few of the problems that I see.

First of all there is the estrangement that years of separation and the vastly different experiences bring to a man and wife. These must be overcome and the two individuals brought together on the basis of a new understanding. There is the newly found economic self-sufficiency which thousands of home women developed during the war time because of war time conditions. That may represent a vast change from the situation that prevailed before the war.

The young man who returns from service matured beyond his years, but returning to a home where that fact is

not understood. There is the adolescent who has had an unsoundly high war wage and with that the independence that comes to these youngsters, all of a sudden out of a job and again dependent on the home. There is a terrific readjustment involved there, both for the child and for the family. Then of course there is the withdrawn, defensive attitude which so frequently develops in the maimed and physically handicapped.

These are just a few suggestions of an area of service in which we should be working.

The last great area for our service is the field of leisure-time interests. Yesterday morning, if you remember, the newspapers reported Leon Henderson as saying that within sixty to ninety days after the war closes there may be five to six million unemployed in this country. For these people intelligent recreation - and I pick that statement from the Australian paper because I think it is good - intelligent recreation must be provided. This can be cultural or it can be something a little bit less than that, but it should not be aimless pastime. Because unless a person has a sense of accomplishment, even play can become a bore.

These things bring us to the final point, and that is how we shall go about doing the job and what we shall do. There are three things that to me seem basic. First of all, libraries must build their activities entirely around the idea of serving human needs and at no point should they ever start

with the notion that we must look to see what we have in stock that we can sell on this new market. That approach is entirely unsound. Second, our institutions must adopt a brave policy with regard to the educational work that they have to do - namely, we must forsake our time-honored neutrality on all subjects - rather, on some subjects - and take a positive position on issues that threaten our society. Even the most objective organization can scarcely be criticized for promoting justice.

Last, we must find the resources for this program within our present organizations. We can't wait to rebuild our staffs and we can't wait to increase our book funds. The job is here now and it has got to be done. This may require readjustment of staffs and it may require the doing away with certain things that have been time-honored practices; but if the need is paramount, we can do it, provided the administrator has the courage and the will to do it. Thank you. (Applause)

MR. BRIGHAM: Thank you, Ralph.

Our second speaker will present the topic from the point of view of the medium-sized public library, and the speaker will be Richard B. Sealock, Assistant Librarian of the Gary Public Library.

... Mr. Richard B. Sealock read his prepared paper, copy of which is submitted herewith ...

(Insert paper No. 3)

CHAIRMAN BRIGHAM: The point of view of the smaller library will be presented by Ruth Gregory, Librarian of the Waukegan Public Library.

... Miss Ruth M. Gregory read her prepared paper...
(Insert Paper No. 4)

CHAIRMAN BRIGHAM: I am going to jump into the field of the college and university library opportunities by calling on Arthur McAnally, Librarian of the State Teachers College in Milwaukee.

MR. ARTHUR McANALLY: Mr. President, Mr. Chairman, Friends: Unlike the three librarians who have preceded me on this program, I do not speak as a representative of an autonomous library, but as the librarian whose policies are established for him by the larger educational institution of which his library is a part.

... Mr. McAnally read his prepared paper, copy of which is submitted herewith ...

(Insert Paper No. 5)

CHAIRMAN BRIGHAM: Mr. McAnally has thrown some bombs at us which I am inclined to believe we should begin to discuss as soon as possible. The program called for a statement from the point of view of the state agency, and that reflects a point that Mr. McAnally said. I will reserve my comment until we are in the discussion. At this stage we will turn to what the program has designated as the discussion period. My original thought was that all of us, the panel before you and the audience itself, might well consider as a sort of theme what Mr. Ulveling seems to imply, that out of all wars, certainly out of the last war, a recognized adult education movement came as a movement. What, we may ask, is coming out of this war that is different, that gives us new channels of action, that gives us new emphases, new opportunities? Can we think along that line and at the same time discuss some of the problems that have been presented?

There are two people at the speakers' table who represent different points of view, and I will first get their points of view into the picture. The point of view of labor as it relates to library opportunities is extremely important now. That point of view will be presented by one speaker, and the point of view of business and industry by the other. But we will try to make these more abbreviated talks or statements with the inter-play of questioning between those on the platform. We ask particularly that Miss Manley and Miss Shapiro help me to

ask questions of the preceding speakers while they are presenting their own points of view.

So may I ask Miss Shapiro if she will indicate several of the special problems confronting labor today that point to adult education opportunities for libraries?

MISS RUTH SHAPIRO (Public Library, Milwaukee): When I was asked to participate in the discussion, I became a self-appointed inquiring librarian. Although I have constant and very frequent contact with labor groups and individuals, I approached them with two questions: 1) What do you consider the primary problems that will face labor after the war; and 2) how do you think libraries and librarians can help you to solve them. Of course the outstanding problem that will face labor is the maintenance of full employment and unfortunately libraries can't do very much for that particular problem. However, to most of them the maintenance of full employment does not mean maintenance as it has been in the last two or three years on a 50-, 60- or 70-hour a week basis. They don't want that type of full employment. What they want is employment of a reasonable number of hours at a high enough hourly wage that they can maintain a decent standard of living and still have enough time for leisure-time activities.

Mr. Ulveling will be glad to know that in almost every case every person I spoke with felt that the library had a very real place in helping them solve their leisure-time

activities by furnishing them adequate reading material, particularly on hobbies and vocations and the library should stress the leisure-time activities.

Another way that they thought libraries could help them in their various problems would be in making labor more library-conscious, through publicity, through labor channels. Many of the ideas that they have put out were not new and were things that libraries have been doing and are doing constantly, but the fact that they came from labor groups and labor individuals interested in workers' education or educational committees of labor groups makes them important. They felt that libraries should use union offices and meetings for frequent circulation of books and that labor publications and films relating to labor or social problems, pamphlets and other union periodicals should be made more easily available.

Many of them felt that there should be closer cooperation between the libraries and labor education committees. Many of you will say that we have offered that service and it has not been accepted, which is true in some cases; but I think if you keep at that, it will help.

Something else that was brought out which was very important was the fact that they must feel a sympathetic attitude on the part of librarians. I quote several people in that instance. They felt that probably librarians were not sympathetic towards labor and approached them in a spirit of

uplift rather than of real cooperation. They felt that probably libraries could help lead discussion groups or help plan discussion groups which would deal especially with labor and social problems, and that some direction could be offered to labor speakers. Something that several of them thought was a very worth while activity was the sponsoring of a labor week, such as is done here in Chicago each September around Labor Day, and something that Elizabeth, New Jersey has done quite recently, setting up collections of books and pamphlets in cooperation with the Labor Education Conference.

They also felt - this came from someone who is active in the Labor Press - that librarians were not conscious enough of what the labor press was doing, and of how its influence was growing, and he felt that it was important that librarians become more conscious of the labor press.

They also felt that libraries should provide more adequate and more readable material on labor legislation, on tax policies, on international relations, and on the tariff situation, all of which have a very great influence on labor.

CHAIRMAN BRIGHAM: Thank you, Miss Shapiro. Now we will have the point of view of business and industry as presented by Miss Marian Manley of New York.

MISS MANLEY: Well, I had some adult education applied to me last week. I don't think that the group that was doing it would be pleased to have it called adult education.

They would be horrified. They are past that age.

We had in New Jersey a state meeting of the Committee on Economic Development. The Committee on Economic Development, as you know, is an organization that has been developed, to use the current phraseology, on the national, state and local levels. The national group now has a library committee, an advisory committee. In Newark there is also a local committee. That committee was associated with this state meeting. So this time all the librarians in New Jersey were invited to attend that meeting for two purposes: One, so that business men would become accustomed to seeing a few librarians in the flesh; and so librarians would have some idea what terminology business men used. It was a most liberal education to me. As I say, the words "adult education" applied to it would certainly have caused a riot.

I was asked to talk for two minutes on our library exhibit and what it means, and I talked for one minute; but they were so impressed by what we had out there in our exhibit and I was so much more impressed by the fact that on every one of the posters up on the wall there were pictures of how print was applied to business. It is the thing that is coming out of the current mental turmoil, business men's understanding of the fact that they have to examine their own business in the light of analysis of needs, and they have to go after the printed information to get the background for that

thing. They are the ones who are doing it. They are the ones who are really coming to us. And so far I have not heard one word about that being an area that we need to attend. Even Mr. Ulveling fell down on that. And yet that is the thing that is going to provide the jobs that make for economic security that will give us a comfortable and happy psychological climate. (Applause)

CHAIRMAN BRIGHAM: I am going to ask the members on the platform if they would like to use a minute or to to address questions to those who have spoken before, for purposes of clarifying points that may not be clear or for taking up challenges.

I would like, for example, to hear Miss Gregory, as she is from Wisconsin, speak on the point made by Mr. McAnally that refers to the place of the state agency in this picture of adult education.

MISS GREGORY: I come from Illinois, not Wisconsin. Waukegan is in Illinois. I feel that all libraries, both small and large, public libraries and those in the scholarly field, can have a very much closer relationship with the state agencies than exists today. It is all very well to make this adult educational program a part of the university setup, but there are many people who are not going to come within that field and who are definitely going to be in the province of the small and medium-sized library. And there

is where the state agency is going to be one of the greatest helps that we can possibly have, because there are many situations in which the local power is not great enough to put across some aid to either an individual or a group in a city, and we must appeal to some organization larger than ourselves. There is only one logical place to go, and that is to a state library association or extension agency.

MR. McANALLY: I want to clear up what seemed to me to be a misunderstanding. I spoke about the place of the extension division. Now that is not the type of extension division - I was not speaking of the type of extension division that Mr. Brigham is in. I am speaking of those divisions in universities, primarily state universities, that conduct extension service. There is no relation at present so far as I know between those and other state-supported, not university-supported, extension services. I think there will be coordination in the future. They will probably be in one central board, but at present there is no relation between them, and my comments did not refer to the state extension division.

CHAIRMAN BRIGHAM: I think this may be an appropriate time to inject here a couple of thoughts that had occurred to the speaker through his connection with state agencies that relate to the place of the state agency in adult education.

I tried to take for granted the continuing services of the state agency in cooperation with state library

association and with the national library association, and in presenting ideas - in this case, in adult education - and suggestions, and in helping to promote special projects through conferences and publications.

We can assume that when we look at the state agency from the point of view of direct services. We could assume also this lending service to libraries, specially smaller libraries, to supplement inadequate local resources. And, assuming that that lending' service will present a new opportunity for the state agency in connection with adult education, we can assume that the state library agency will also find new opportunities and new demands that relate to unserved areas, to provide service for individuals and groups in unserved areas. But when we get to that point, it does raise the question: To what extent shall these direct services of the state agency go? And it brings us right up against the need for concentrating the efforts of the state agency in connection with the efforts of the state library association, directing those efforts toward the strengthening and extending of local facilities, not to let the state agency keep on accepting these unserved areas as their children that must be served, but trying always to get service in those areas, to concentrate on the larger units of service, not the multiplication of small, weak libraries, so that the units that are established will be strengthened, and then finally to recognize that the responsibility for this local

service - we know we are thinking now of adult education service - is not a thing that a state agency can assume indefinitely. It is a local responsibility, and it would seem therefore that state aid and perhaps Federal aid, but certainly state aid, is the next continuous emphasis to provide service in the unserved areas; and that the state agency, while it is doing the things it has been doing in support of adult education, is at the same time trying to make it possible to have services at the local level strengthened and, where there are none, have them established.

That looks like a program that relates to the state agency from the point of view of one who is engaged in that service.

Now, is there some question about the future of adult education as it relates to the university library and the public school? I wish someone would comment on that?

MR. HARWOOD: I am not capable of discussing this, but I would like to ask you a question. Mr. Ulveling started it. It pertains to returning service men. Having been on the draft board for four years, having taken part in sending 11,600,000 men into service and displacing more than double that number in the way of changed vocation, I recognize this as a cultural and educational emergency quite as great as the war emergency that our War Department met through the Selective Service. I am wondering if Mr. Ulveling has a definite suggestion about what to do?

CHAIRMAN BRIGHAM: Mr. Ulveling, would you care to amplify your remarks that relate to that?

MR. ULVELING: The question is a little bit like being confronted with: "What is a good book?" There are so many things you can scarcely have a number one to begin with.

With regard to the service man, we started perhaps a year ago to build up enormously our vocational material and to get the staff ready in branches and the main library, all places, to handle that. We have been conferring with the groups that are uniting their efforts to meet the service problem and a centralized information bureau has now been worked out, whereby any service man with any problem that he has may go to the thing. That is being broadcast through all sorts of publicity channels, including the shop stewards in the factories. It is being put into the hands of all the draft boards and given to the vocational counselors. The vocational counselors, by the way, are working very closely with us on it. So we believe we are reasonably prepared to reach that problem. We do not expect to do any counseling. That is out of our field. But we do expect to aid the counselors and in turn to have the counselors aid the individuals.

With regard to the other aspect of the problems which I referred to before, in connection with the state's adult education program - and by the way, I would like to say on that subject, to Mr. McAnally, that President Ruthven recently

said that the dead hand of the academician must not be put on this adult education program - if the schools are going to do something, they have got to do it by other means than the things that they have done before. That comes from the President of the University of Michigan.

The movement is spreading out, but in that program funds are being provided - at least, we expect them very shortly - for having at every one of our branch libraries experts on these family life problems. It won't only be there. It will be in all sorts of agencies throughout the city. But the branch libraries will be in that picture and the materials that they have to help with it will be made available.

With regard to the race tensions and so on by which the service man will be affected, I heard just the other day that the Chicago Public Library is going to have the Races of Man exhibit very shortly. We had it a few months ago, and I believe there is nothing that will go farther towards stirring a person than that particular exhibit. I hope that you in the Chicago area will see it. I don't know that I have answered your question, but I do want to say one thing to Miss Manley, and that is that with regard to the business men, last year we ran an important series on Detroit Plans Its Future in which representatives of all groups, business, labor, citizens, government, were asked to give their views of the things we should do as a community to better ourselves in the postwar period. By

popular demand that is being extended, continued this year in a second edition, though along somewhat different lines. Industry was heavily represented on that as were the other groups that I mentioned.

That group, I am happy to say, a little but unlike the Newark crowd, are not alarmed by the term "adult education" at all, and I don't think it matters whether people are alarmed by that term. That term has come to mean something definite, not only in this country, but throughout the world. We are past the point when we should even discuss the term any longer. It is here. It means something to the people. It is going to stay. Now you can run a very good adult education program without ever naming it. But those are a few points to answer your question.

CHAIRMAN BRIGHAM: The time table makes it necessary to bring this discussion to a close with just a few remarks by way of at least partial summary.

I think first we can recognize the resurgence of adult education activities and interests and needs as a result of this war, the development or movement which will be greater than anything that has been observed or known before. The things that have taken place in the war have disturbed everything to such an extent that the needs now facing the world have educational implications that focus on the value of opportunities that libraries can look at today.

We have even suggested in the discussion some of the differences that relate to this war - questions of labor, of Negroes, of more leisure time. Those are some of the suggestions that have come out of the discussion indicating the differences that apply to opportunities after this war as compared with the last war.

There was apparent in the different statements made several things that seemed to me to be particularly significant: ' One, that we must not assume that we need new staff, new money, materials that we do not now have, but that our first obligation is to convert and adapt the resources at our command and make them work for the realization of these opportunities in adult education that are here now. The needs and demands are already becoming acute and will become more so. We cannot wait. There is the problem of adaptation and conversion right within our own organizations today.

Second, there was recognition of the need of cooperation on a new plane, on a broader basis than ever before. We have seen in the war new and broader bases of cooperation as represented by the United War Fund, for example, and the USO. We expect and already see needs for that same kind of broader cooperation in adult education, cooperation that recognizes the libraries as only one agency among many that has opportunities of this kind, that the library must integrate its efforts with those of other agencies at all levels, and the cooperation

therefore must begin locally. It must extend up to regional, certainly state and regional and even national levels. Those two things appear to me to be perhaps the most important points coming out repeatedly in the discussions within the panel. With that I think I will turn the microphone back to the President unless there is some other question.

MR. SEALOCK: A new member of the Adult Education Board cannot let one statement of Mr. McAnally stand unquestioned, and that is this: Too much of his statement concerning adult education implied formalized education. The library has and always will serve the individual, and adult education can be directed to the individual without formal organization.

CHAIRMAN BRIGHAM: Is there any other urgent feeling of addition to the discussion? That was a point well taken. If not, I will turn the Chair back to the President.

... President Vitz resumed the Chair ...

PRESIDENT VITZ: Thank you, Mr. Brigham, and your associates on the panel. I think that you made a real contribution. I wish much more time than was allotted had been available; even as it was we took ten minutes away from a later stop by arrangements with the passenger agent located at that station. I restrained myself unusually during the discussion, but I do want to add one thing, which I think is urgent, to the discussion, and that is to call your attention to a recent

publication of the American Library Association. The author is Mary A. Sweeney, and the title is Handbook for Librarians.

The title is a little bit revealing because Miss Sweeney who wrote the book is a vocational adviser on the staff of the St. Paul Public Schools, who has office hours in the St. Paul Public Library and works as a member of the staff of the St. Paul Library in the field of vocational guidance. She wrote the book and she put all her "know-how" on vocational guidance to returning servicemen into a handbook for librarians and in that sense it is a handbook for librarians, but the subject matter is information of all kinds to help librarians do their part in the demobilization responsibility as it relates to the returning servicemen. It is a very timely book and full of up-to-date information. It will go out of date, I know. That is one reason why you should buy it now. And to indicate the faith we have in it in our own library, we already have twenty-four copies working.

The next order of business is a statement from the Adult Education Board. My excellently compiled handbook of how to conduct the meeting does not say who is going to present this, but I see Mr. Compton is coming to the platform.

MR. COMPTON: Before I present this statement, I would like to say a word in regard to the place of the American Library Association in adult education. There was, two years ago, an adult education specialist on the staff of the American

Library Association. There is not one at present. The members of the Adult Education Board feel there should be. We feel that many members of the Association feel that way likewise. The following is a letter which the Adult Education Board presented to the Executive Board of the Association. I think I shall take the liberty of reading this letter.

... Mr. Compton read letter from Adult Education Board to the Executive Board ...

· (Insert letter)

I shall read the statement which you have before you. It is a statement proposed by the Adult Education Board to be adopted if the Council sees fit.

... Mr. Compton read statement of Adult Education Board ...

(Insert paper)

MR. COMPTON: I move, Mr. President, the adoption of this statement by the Council.

PRESIDENT VITZ: You have heard Mr. Compton's motion that the Council adopt this three-page mimeographed statement just read.

MR. COMPTON: Four pages.

PRESIDENT VITZ: All right, all four pages. You meant the portion read before the mimeographed portion in your motion?

MR. COMPTON: I think not.

PRESIDENT VITZ: Then I stand pat at three pages - which has just been read by Mr. Compton, and its adoption moved by him. Do I hear a second?

... Motion seconded ...

PRESIDENT VITZ: Is there any discussion? We are here in three categories, but any member in any category may have the floor and will be recognized.

MR. JOHN S. RICHARDS (Public Library, Seattle): Mr. President, I assume that this does not include the letter.

PRESIDENT VITZ: That is my understanding. We are voting on the three pages that were at your places.

You are in three categories - voting councilors, non-voting councilors and other members. In a formal vote of the Council the voting shall be by voting members of the Council.

... Motion voted upon and carried ...

PRESIDENT VITZ: We now come to the next matter of business which is a report by the Committee on Chapters by its chairman, Mr. Lowe.

MR. JOHN LOWE (Public Library, Rochester, N.Y.):
Mr. President and Members of the Council: The Committee on Chapters recommends that in accordance with Article X, Section 2 of the Constitution and Article V, Section 1 of the By-Laws, the Council grant affiliation with the American Library Association as a chapter to each of the following organizations: The Ontario Library Association; the South Carolina Library Association; the Vermont Library Association; the School Library Association of California; the Illinois Association of High School Librarians; Nassau County, New York Library Association; Western New York Library Association.

Mr. President, I move the adoption of the recommendation of this Committee.

PRESIDENT VITZ: Mr. Lowe has recommended the adoption of this report of the Committee on Chapters. Is there a second?

MR. ULVELING: I second the motion.

MR. ALEXANDER GALT (Public Library, Buffalo, New York): I am representing the New York State Library Association. I was instructed by the Council of the Association that they would prefer that any organizations within the state of New York should come in through the New York Association and

not individually into the A.L.A. The reasons I think are rather self-evident. It works out for either of these groups. They have their choice of representatives on the Council in A.L.A. through the state association and then for themselves to come out separately and have separate representation on the Council of A.L.A. we think is a little too much, and it would be much better organization nation-wide if the state organizations are represented or the regional organizations, but not the small regions within the state or other similar regions.

PRESIDENT VITZ: Your remarks apply, then, to both the Nassau County Library Association and the Western New York Library Association?

MR. GALT. That is all that we feel directly that we have a right to say anything about, because they are within the area of the New York State Library Association. We have no objection of course to any other state association or large regional or larger than state association.

PRESIDENT VITZ: My question was about Nassau County, a county of the state.

MR. GALT: That is within the New York area and is a member of the state association.

PRESIDENT VITZ: Have you a comment, Mr. Chairman?

MR. LOWE: It is excessively bad taste for New Yorkers to come to Chicago to air their difficulties and differences of opinion. The Committee has acted in perfectly good

faith. The Committee wrote to the Council of the New York Library Association and made its recommendation. No action was taken according to the president of the New York Library Association on the matter, and in the absence of any divergence of opinion being expressed by the president of the Council to me personally as well as in writing, the Committee makes the recommendation. The Committee is well amplified by precedent and the Committee stands on its recommendation. The gentleman who has spoken from the floor has nothing whatever to say regarding the Nassau County Library Association other than to express an opinion. He does not speak for the Association.

MR. GALT: I would like you to understand that I was in error in saying that the Council instructed me. The Council did not instruct me. The Council, in talking it over, though, - that was the individual opinion of all of the members of the Council present, the last Council meeting of the New York Library Association.

PRESIDENT VITZ: That is, you are presenting opinion, but not official action.

MR. GALT: A little leeway there.

PRESIDENT VITZ: The motion before the house is to approve the recommendation of the Committee on Chapters; to put into effect Mr. Galt's suggestion would require an amendment eliminating certain names, and this would be the time to move such an amendment if anyone wishes to move the amendment.

MR. RALPH L. THOMPSON (Public Library of the District of Columbia, Washington, D.C.): What are the precedents that Mr. Lowe mentioned?

MR. LOWE: The precedents are other organizations of the same sort that are part of state or regional associations. I was going to read you the list of the names, but if you will consult the Handbook, you will find that there are sufficient chapter representations or affiliations of organizations similar to the Western New York Library Association and the Nassau County Library Association to warrant our recommendation, and they are both covered by the articles I mentioned in the constitution and in the by-laws. There is another argument that I thought you would all bring up, which to me is very vital and very fundamental in this recommendation, but I am sorry it has gotten sidetracked on what I consider a very minor point. Do you want me to read the names to you from the Handbook?

MR. THOMPSON: No, that answers my question.

MR. ALFRED D. KEATOR (Director of State Libraries, and Museum, Harrisburg, Pa.): In the number who desire affiliation of chapters, is there a minimum? I can see where that can be multiplied greatly in Council membership if every organization, regardless of size, desired to become affiliated.

MR. LOWE: If the gentleman will read the Constitution - may I read the Constitution, beginning at Article X, Section 2. "By action of the Council, state,

provincial, territorial and regional library associations and other library groups and organizations may be associated with the American Library Association and receive recognition in such a manner and under such conditions as may be provided in the by-laws."

And, if I may continue the reading, under the By-laws, Article V, reading only Section 1 for the present: "State, provincial, territorial or regional chapters of the American Library Association may be established by the Council at the written request of ten members of the Association residing in the territory within which the chapter is desired."

The Committee has been very astute and very objective in finding ten names on each charter petition. Does that answer your question?

MR. KEATOR: That does, thank you.

MR. LOWE: There is another very vital question which you might like to have read. May I read you one other on my own?

Article V, Section 1, in the next to the last paragraph, reads, "Local chapters may be authorized by the Council, but such chapters shall not have representation in the Council."

And therein, ladies and gentleman, is the joker; and therein, is the provision which makes the distinguished

gentleman from Buffalo in the wrong, for it covers his objection. The Western New York Library Association, with a few other appendages thereto, has no vote in Council. Therefore, from my point of view, after giving this matter a great deal of prayer, thought and deliberation, it is well established and does not violate the integrity of the Constitution or the sanctity or power of this distinguished body.

LT. FRANCIS ST. JOHN: There is one point very closely connected with this library association. As I have been getting some of the comments which Miss Manley's committee has gotten or sent out for the discussion of the A.L.A. on a national basis, it seemed to me that we were probably going to have to discuss sometime today a question of whether or not the organization as it is now set up is satisfactory. And in view of that, may I move that the final vote on the question of these chapters be held off until after the discussion which will be brought up this afternoon in regard to Miss Manley's report.

PRESIDENT VITZ: You move a postponement to a later session of this conference?

LT. ST. JOHN: Yes, I do.

PRESIDENT VITZ: Is there a second?

... Motion seconded ...

MR. LOWE: There are two matters here. One, the state organizations and the provincial organizations about which there is no question and can be no question even in the proposed

reorganization of divisions. I would like to have that sustained, if possible, in action by the Council. They have been before the Association for some time.

If it seems wise, I would like to ask that the original motion be sustained as far as the Ontario Library Association, the South Carolina Library Association, the Vermont Library Association, the School Library Association of California, the Illinois Association of High School Libraries, be sustained. They are state organizations and we have precedents for that for these things. If the new arrangement sees fit to eliminate the small units, as Mr. Galt suggests, Nassau County and Western New York Library Association might well be eliminated. But I think we should keep our state associations quite clear. Is there any objection to that, Lt. St. John?

LT. ST. JOHN: To my mind there would be, because I am not speaking necessarily from the standpoint that Mr. Galt is. It was purely an opportunity to get a further discussion of the whole question of the make-up of chapters throughout the country, whether they be state or otherwise. And it would seem that if it has waited for some time - four hours would not make much difference in voting on it. Because we don't want to take time for that. At least I shouldn't think we would, because this morning session is practically over and this afternoon there is space provided in the train schedule to take care of all of these things to be discussed at the same time. I

do not mean to say that they could not be passed at that time, but, after all, it is only a matter of forty-eight hours.

PRESIDENT VITZ: The motion that we are discussing now is an amendment made by Mr. St. John that action be postponed until a later session of Council during this conference. Is there further discussion on the amendment?

MISS AMY WINSLOW: Mr. President, we are operating at the present time under our existing constitution. It seems to me that we would be discriminating against the associations recommended by the committee. We really are not carrying out the direction of the constitution at the present time if we fail to accept these.

PRESIDENT VITZ: Miss Winslow's comment was that we are presumably operating under the present constitution and whether we should not, until it is changed, operate in accordance with its provisions. Is there any other comment on the amendment? Does somebody want to move the previous question?

... Question called for ...

PRESIDENT VITZ: It is not an amendment. It is a separate motion and takes precedence over the earlier motion. Those in favor of the motion to postpone action until a later meeting will please say "aye"; those opposed, "no." (Divided vote) I think that we had better have a rising vote from the voting councillors.

...Seventeen voted in favor of the motion and thirty voted against it on a rising vote ...

PRESIDENT VITZ: The motion is lost.

We now revert to the original motion, which is that the following seven associations - Ontario Provincial, South Carolina, Vermont State, School Library Association of California, Illinois Association of High School Libraries, Nassau County New York Library Association and Western New York Library Association be granted chapter standing in accordance with the constitution. Is there further discussion?

MRS. ELIZA GLEASON (School of Library Service, Atlanta University, Atlanta, Ga.): What is meant by local - local associations are not to have representation on the Council? What is "local"? I think that is important.

PRESIDENT VITZ: We will have the chairman of the Committee on Constitution and By-Laws answer that.

MR. McDIARMID: The interpretation in the past has been that only one state or region can be given chapter representation. As far as I know, no two groups within an area have been given representation. "Local," then, would apply to anything else. It would apply to the California group as well as the Nassau County Group.

MRS. GLEASON: I think it does make a difference there. What does it mean, then - Regional?

PRESIDENT VITZ: The general acceptance of the word "regional" is an association that comprises more than one state - not a region within a state, but a region that

comprises states. Am I right on that?

So where the word "regional" is, I take it to mean several states. For instance, the Southeastern Regional Library Association has perhaps a dozen states in the region.

MRS. ELIZABETH LITTLE (Library and Textbook Section City Schools Library, Los Angeles, Calif.): I think that is a confusion of terms. The California Association of School Libraries is no more local than the California State Library Association. It is an organization of a different type of people who are not necessarily affiliated with the state association. I would say that a San Francisco Association of Librarians was local but not a California state one.

PRESIDENT VITZ: The speaker has just made the point that a statewide group specializing in some phase of library work is not a local. I will ask Dr. McDiarmid about that point - a statewide organization divided by subject or interest.

MR. McDIARMID: So far as I know, the matter has never been officially acted upon, but at the time of the proposals of the Third Activities Committee from which the present constitutional provisions were made, it was clear that representation was to be given only to a statewide association, that it would not be given to a school library group within a state in addition to the state association, nor to a public library group or a regional group. This applies, of course, only to Council

representation, affiliation of any group which the Council wishes to affiliate is possible.

MR. MILAM: I disagree with Dr. McDiarmid. I can't see anything in the constitution and by-laws that would prevent five associations on statewide basis with being affiliated with the Council. I didn't write the constitution. I am not trying to do anything but interpret it, but I can't find any words in there that would justify the interpretation that Dr. McDiarmid has put on it so far as the School library association of the state goes.

MR. McDIARMID: I agree entirely that it isn't clear. My statement of the interpretation was to the effect that the Third Activities Committee report on which the constitution is based precluded the possibility of representation of more than one group within a state. Personally I think it should be clarified myself by the circumstances at present. No other group has been given Council representation and of course Council has authority to say whom it will represent by councilors as much as any other group.

MR. BROWN: I am not sure about Mr. McDiarmid's interpretation of the Third Activities Committee report, and I want to go on record on that point.

PRESIDENT VITZ: Well, I don't know how we can get into all those ramifications of constitutional law. We have the question before us as to whether to recognize the point of

representation as being less important than affiliation. I wonder whether the Council would be willing to vote on the subject, leaving the matter of interpretation to be taken care of officially later on.

... The question was called for and the motion was put to a vote and carried ...

PRESIDENT VITZ: The "no's" were so faint that I don't think we need to call for a rising vote unless the decision of the Chair is questioned. Is it questioned? It is not questioned. It is a vote. We welcome seven new chapters.

Now, Mr. McDiarmid, we have taken up some of your time. Let's see how rapidly you can come along with the four amendments.

MR. McDIARMID: The Committee on Constitution and By-Laws has four amendments to recommend to Council in the hope that Council will in turn recommend their adoption to the Association. The first deals with representation of state, provincial or regional chapters and is designed to provide that every chapter have representation, every state-wide chapter have representation, even though its membership may fall below the fifty minimum specified in the Constitution.

Mr. Chairman, I move, therefore, that Council recommend to the Association the adoption of the following amendment to Article IV, Section 1 of the By-Laws: "Each state, provincial or regional chapter and each division shall

elect one councilor for its first 50 A.L.A. members or less.

PRESIDENT VITZ: You make that as a motion?

MR. McDIARMID: I do.

MISS MARGARET CLAY (Public Library, Victoria, B.C., Canada): I second the motion.

PRESIDENT VITZ: The motion is to amend the Constitution, Article IV, Representation in Council, to add "or less" at the end of the third line, which means that quite a few associations that have had a long and active life but were not able to achieve fifty members in their community can become councilors with representation - states like North and South Dakota, and so on.

Is there any further discussion?

... Motion voted upon and carried ...

PRESIDENT VITZ: Dr. McDiarmid, it is suggested that in view of the lateness of the hour and the fact that we wish to have the presentation by the Chairman of the Trustees Group, that we omit the three further amendments for later consideration.

The last item of business on the program, then, will be the Report on Continuation of Citation of Trustees, by Laurance J. Harwood, chairman.

MR. HARWOOD: President Vitz, I will guarantee you that the trustees, if there are any left, will not enter into such a controversy, but shall make this brief. This is the

fourth year for the Jury on the Citation of Trustees, which brings to a close the three-year trial period for which the Jury was created and the additional year through which we have come due to freezing of boards and committees because of war conditions. That is why we have extended over a long time.

The Jury feels that through the annual citation of two trustees for distinguished service, new interest has been created in trustees and in library service, and moves that the Council of the A.L.A. adopt a continuing plan to give national recognition to meritorious achievements through citation of outstanding library trustees under the following conditions. I think most of you read those conditions. I will read them if you want me to. They have been trafficked around now for four years. Shall I read them?

PRESIDENT VITZ: I think they can be omitted. Take my word for it - they are O.K.!

Is there a motion that the Committee known as the Jury on Citation of Trustees which has existed for three normal and one frozen year be continued?

MR. LOUIS M. NOURSE (Public Library, St. Louis, Missouri): I move that these recommendations be adopted and that the Jury be continued.

PRESIDENT VITZ: Dr. Harwood tells me that he moved the motion, and I will take your motion as a second.

... Motion voted upon and carried ...

... The meeting adjourned at one o'clock ...

FRIDAY AFTERNOON SESSION

October 13, 1944

The meeting convened at two forty-five o'clock, President Vitz presiding.

PRESIDENT VITZ: The third session of the Council will come to order.

The first part of our program will be under the leadership of Dr. Carleton B. Joeckel, Director of the University of Chicago Library School and Chairman of the A.L.A.'s Postwar Planning Committee. Dr. Joeckel will preside for the first topic, Postwar Library Planning.

... Dr. Joeckel assumed the Chair ...

CHAIRMAN JOCKEL: Mr. President and Members of the Council. You have already heard that this is H plus 30 in the military sense, so I will try to do my part about speeding up. As I understand it, the first part of the report today is to consist of a series of reports by planners for different types of libraries. We will try to proceed rapidly, but I want to assure you that opportunities will be afforded to ask questions and make comments as we go along.

I should not be here today myself if I did not believe that there were opportunities for libraries in the post-war period, greater perhaps than the most sanguine of us have sometimes imagined. It is true that there are many problems confronting us, many great uncertainties, and I need not remind

you of those. We don't know when and how the war will end. We don't know what form of international organization will be established. We don't know whether there will be a boom or a depression, inflation or deflation. We don't know whether we shall retain the present system of free enterprise or move toward some form of socialized regimentation. And of course we don't know what political party will guide our destinies after January, 1945.

To offset these great uncertainties we have at least one great certainty: The democratic form of government in this country will survive and will continue to perfect itself. And we all know that this places a heavy responsibility on all institutions which serve the people of the nation.

All of this adds up, of course, to a clear case for planning. Success will come to those libraries which have their blueprints in order and which are prepared to act promptly and vigorously along carefully predetermined lines. Doubtless the future will not develop precisely "according to plan" - it never does in war or peace. But when objectives and programs are clearly in mind, detailed plans can be adapted quickly to meet unexpected situations or opportunities.

The responsibility for planning rests upon libraries and librarians of all kinds. Much progress is being made in planning by state library agencies and state library associations. However, state planning is not enough. Every city

or county library, every college and school library, should have its postwar plan. It might also be sensible for many departments in libraries to make plans for their future development. Certainly branch libraries in city systems should have their plans ready. And finally, perhaps, every individual librarian ought to make his own personal plan for the future.

The A.L.A. Committee on Postwar Planning has devoted its attention primarily to planning for public libraries, but has also given as much encouragement as possible to other groups engaged in the preparation of plans. In the public library field, as frequently stated, the Committee has had in mind three stages in planning which may be characterized briefly by the three word symbols: standards, inventory, plan. The first stage has already been completed. The resulting document, Postwar Planning for Public Libraries, has been published by the A.L.A. and has been in the hands of librarians for more than a year. The Committee on Postwar Planning now desires to present these standards to the Council for formal approval. I hope that most Council members have read the document. You may refresh your memory of its contents by a quick glance at the summary leaflet which has been placed on your chair.

It should be noted for the record that these standards were prepared originally at the request of the National Resources Planning Board, which paid the travel expenses of the Committee and the group of some twenty-five consultants to a

special meeting at which the preliminary draft of the standards was revised and approved. The cooperation of the Planning Board and of these consultants is gratefully acknowledged.

Perhaps two special features of the standards should be briefly noted. The first is the statement of standards in qualitative as well as quantitative terms. A second feature has been the attempt to state the quantitative standards of service, finance, book collection, and technical processes in considerably greater detail than in previous A.L.A. standards. Not all librarians, of course, will agree with every item in an extended publication of this kind. In defense of the quantitative measures used in the standards, however, it may be said that they were carefully checked before and after the publication of the report and that they seem to have met the tests applied to them.

If it is in order, Mr. President, I should now like to move, on behalf of the Committee on Postwar Planning, that the publication Postwar Standards for Public Libraries, be approved by the Council.

... President Vitz assumed the Chair and stated the motion; and it was seconded by Miss Martha Merrill, Racine, put to a vote and carried ...

... Mr. Joeckel resumed the Chair ...

CHAIRMAN JOECKEL: I am afraid I took my instructions too literally and appeared to be railroading this

whole matter through too fast. Has anyone any comment to make on the Standards?

MISS MILDRED SANDOE (State Library Organizer, Ohio State Library, Columbus): I think it is the best piece of work that has been done in years.

CHAIRMAN JOECKEL: I hope the stenotypist has noted that fact. Has anyone tried to apply the statistics at the present time?

MR. COMPTON: I am trying it at the present time.

MISS MARTHA MERRILL: The ones for the public libraries are difficult to apply.

CHAIRMAN JOECKEL: I have the gentlemen here who are mainly responsible for that statement, and I have a page here that they wrote out for me, so I could answer any questions. I won't read the page, but I assure you that it seems all right. I will be glad to send you a copy, Miss Merrill.

I would like to recall that I said at the beginning that we talked about three stages of planning. The first stage was the preparation of standards.

The second stage in public library planning may be described as an inventory of library conditions in terms of the standards. It attempts to answer the question: How well do libraries now meet the standards? Under the general direction of the Committee a draft of such an inventory has been prepared and is now before the Committee for final consideration. The

statistics collected for this inventory indicate with striking fact that only a very small proportion of American public libraries now measure up to the best standards of library performance. However, it is equally clear that the standards are not goals impossible of achievement; a number of libraries already meet or surpass them in most particulars.

The third stage in planning is the actual preparation of a postwar plan for American public libraries. A draft for such a plan has already been prepared for the Committee by Paul Howard, of Gary, and is also under consideration. The Committee will do its best to push these two projects through to completion.

Mention should also be made of the publication by the A.L.A. of the monograph on Library Planning by Dr. Louis R. Wilson. This is an important survey of past and present planning activities of the A.L.A. and libraries generally. While not in itself a plan, it provides information of much value to all library planners.

From this point on, we go into a series of reports by different groups regarding planning in various stages and in various types of libraries. The first one is the statement by the Library Extension Board, Mrs. Loleta Dawson Fyan, Chairman.

MISS JULIA WRIGHT MERRILL: I am pinch-hitting for Mrs. Fyan, the Chairman of the Library Extension Board, who was laid low by a cold a few days ago and could not come.

The resolution was sent to Council members in advance. It is based quite obviously on the standards, but it also reflects the long-time objectives of the Library Extension Board.

"The Council of the American Library Association believes that national, state, and local plans for educational and social progress in the postwar period can set no less a goal than public library service for all the people of the United States and Canada.

"Books and library service have demonstrated their value to the armed forces, to war industry and to civilian understanding of war and postwar problems. They can contribute also to the readjustment of the returned serviceman and industrial worker, and to the transition from war to peace.

"To achieve complete library service in the near future, bold library plans are needed. These should be developed state by state and adapted to the particular state situation, through cooperation of official planning agencies and interested citizen groups with library leaders. United effort to put the plans into effect is the next step.

"Basic in such programs are state acceptance of responsibility and leadership by a strong state library agency; legislation adapted to modern times; provision for adequate financing from local, state and federal sources; and organization of public library units large enough to provide good quality library service. For new library units the minimum recommended

is \$25,000 annual income and a population of 25,000. The most effective units will be much larger. Existing smaller units may well cooperate in some form of regional service.

"The Council calls on librarians and friends of libraries to plan and work for equalization of library opportunity and complete public library service."

CHAIRMAN JOECKEL: As I understand it, this statement has been presented to the Council in the hope that the Council will adopt it, and I therefore move that this report by the Library Extension Board be approved by Council.

PRESIDENT VITZ: You have heard the motion that this statement just read be approved by Council. Is there a second?

MR. McALLISTER: I second the motion.

PRESIDENT VITZ: You have heard the motion and the second. Is there comment? Dr. Joeckel thought I was stepping on the gas a little bit too much. This time I will be a little more leisurely before suggesting that the question might be asked for.

MR. B. F. COEN (Board of Trustees, Larimer County Library, Fort Collins, Colorado): I am just a trustee raising this question. Every American Library Association meeting that I have attended has had discussion along this same line. It has not been quite so definite, and yet so far as I can see they do not do anything about it. And speaking from the standpoint of

rural areas, I wish the librarians and trustees of the big cities and communities would get interested in us out in the country. It seems to me that they are chiefly interested in their own jobs and, after all, in the long run their own jobs are ours too and ours are theirs, and I wish that a group like this would really get genuinely interested in that thirty-five million of us who do not have a chance.

PRESIDENT VITZ: It is a very good point.

CHAIRMAN JOECKEL: I think the last speaker must have read the paper which I read at the Institute on Library Extension this summer. I really tried to put some emotion into the idea of library cooperation between large and small libraries. In other words, I think honestly that many of these problems of library extension really do not mean an awful lot to some of the big city libraries. I don't mean to say that they do not pay some attention to it, but actually, as you say, they do not do enough about it. Of course, to put the shoe on the other foot, I am not at all sure that men like yourselves always do enough too. You must not expect too much of the A.L.A.

PRESIDENT VITZ: I think Mr. Coen's point was not pointed so much at the A.L.A. but at us librarians in the states. I think that the Minneapolis Public Library, for example, should do a good deal more than it is doing in the state. The cure is in the states. The A.L.A. can't do much.

MR. COMPTON: As a librarian of a large library,

I should say that perhaps we do not do enough. But without divulging what it is, I am going to say that there is proposed action tomorrow which I think would please Mr. Coen. I hope he will be there.

PRESIDENT VITZ: Is there further discussion?

MR. CLARENCE SHERMAN (Public Library, Providence, R.I.): I hope I won't be misunderstood, but as a librarian in a fairly large city, I find it, in my incompetence, rather difficult to run my own library these days without worrying about the university. Perhaps there are geniuses in the association that can ride two or three horses at the same time, but I find it very difficult indeed. I think it should be said in passing that through the spread of taxation, through the rural areas in one's own state - and a lot has happened through Federal taxation - the larger cities have been glad to pay their share for what has been done in rural areas.

MR. COMPTON: I think it should be pointed out that Sherman is from Rhode Island.

MR. SHERMAN: I don't resent it.

MISS SANDOE: May I make one suggestion? Personally, I feel the resolution is fine so far as it goes. It did seem to me that the resolutions that were written up after the Country Life Association were stronger and more pointed than the one that we are presenting here for the approval of Council, and I am wondering whether more concreteness could not be put into this

statement. I would like to see it still better.

PRESIDENT VITZ: Miss Sandoe's comment was that it will have more punch in it if it is more like the statement prepared for the Country Life Association. Do you wish to speak to that, Miss Merrill or Mr. Joeckel?

CHAIRMAN JOECKEL: We do not know anything about library extension. We bend an ear toward Miss Merrill. I do not believe I have anything to say except that I would agree that more punch might be put in some of these statements. This is pretty general. I am sure that nobody would disagree with that. Are there other questions?

PRESIDENT VITZ: I will assume that the question has been asked for. Am I right in the assumption? I seem to be.

... Motion voted upon and carried ...

CHAIRMAN JOECKEL: We shift now to the field of planning for college and university libraries. For quite a long time there has been a joint subcommittee representing the A.L.A., Committee on Postwar Standards and the Association of College and Research Libraries under the Chairmanship of Mr. Carlson of the University of Washington Library. Unfortunately, Mr. Carlson is not able to be present today, so a statement from him, representing work that is being done by that committee, will be read by Miss Hanna Krueger of Western State Teachers College, Illinois. Miss Krueger.

MISS HANNA KRUEGER: This is in no sense a

statement. It is simply a progress report of what has been done so far and the work is still in its preliminary stages.

... Miss Krueger read the prepared statement on Postwar Planning for College and University Libraries, statement prepared by Mr. Carlson, copy of which is presented herewith ...

(Insert Paper No. 7)

CHAIRMAN JOECKEL: If I understand it correctly, the report that has been made on behalf of Mr. Carlson is in stage two - that is, Mr. Carlson says that the report on Classification and Pay Plans for College and University Libraries is in essence a standard publication and the report that he is working on is a report to explain the situation in which the college and university libraries of the country are now. So we will still hope possibly for the publication of something in the way of a definite plan.

Are there any questions or comments on the report read by Miss Krueger? Unless I hear other questions, no action is required, Mr. President, and we will pass on next to School Library Standards. In the field of school libraries we have had a joint committee of the A.L.A. Committee on Postwar Planning and the A.L.A. Division of Libraries for Children and Young People. And the Chairman of that committee has been Mrs. Mary Peacock Douglas of North Carolina Department of Public Instruction. The standards about which she will now talk to you briefly were prepared at the request of the Committee on Postwar Planning and are recommended to the Council for approval. I will call upon Mrs. Douglas.

MRS. MARY PEACOCK DOUGLAS: Mr. President, Mr. Joeckel, Friends: At the first meeting of the A.L.A. Postwar Planning Committee there was a discussion of areas in which planning materials should be developed. In addition to postwar

planning for public libraries, which was given first emphasis, it was recommended that a study of standards for school libraries be made and that a bulletin in this area be undertaken. This recommendation from the A.L.A. Committee was accepted by the Division of Libraries for Children and Young People and by the American Association of School Librarians, a section of the Division. A joint committee was appointed, charged with the preparation of standards for school libraries and this committee became a subcommittee of the A.L.A. Postwar Planning Committee by approval of the A.L.A. Executive Board.

The committee began a tentative draft of standards which was submitted for criticism to nearly 100 people, including members of the A.L.A. Postwar Planning Committee, members of the boards of directors of the Division and of the Section, members of related A.L.A. committees, and a large group of school librarians. Extensive and concrete suggestions were received from many of these consultants and a second draft of the school library standards was prepared.

This second tentative draft was considered in detail by members of the committee and about twenty consultants who met here in Chicago for a three-day conference at their personal expense - for we were not so fortunate as the group working on the standards for public libraries who were able to meet with expenses paid by the N.R.P.B.

As might be expected, there was variation of

opinion on some points when we began our work, but our discussions demonstrated that the group considering the contents were in general agreement on the factors involved in good school library service. A knowledge of the entire program and an insight into both sides of some questions demonstrated to us that we were much like the knights of old who argued as to the material of a beautiful shield. On the one side the knights argued that it was silver and on the other they argued that it was gold. When things came to a white heat, they changed sides to prove their point and both found that they were right, for on one side the shield was gold and on the other side it was silver. We, too, found our differences were not differences at all when we looked on the other side of the subject.

Considerable revision of the material as well as discussion was completed during the three-day conference. The draft of School Libraries for Today and Tomorrow: A Statement of Standards, which was sent to members of the A.L.A. Council prior to this meeting, is the revision which came out of the July conference. High Lights from the bulletin which tell something of its contents will give this group a fair understanding of the aims and objectives of the bulletin and of its recommendations.

A statement of school library standards includes both qualitative and quantitative analyses of those characteristics so necessary for effective school library service, but our

emphasis is upon the qualitative aspects. The bulletin has been prepared to present objectives of school libraries in the light of educational trends, to suggest standards for efficient service based on the best practices and experiences of school librarians; and to indicate those phases of library service which help children and young people to gather ideas, to interpret facts intelligently, and to become more skillful in the use of printed and auditory materials. The following quotations from the proposed bulletin entitled School Libraries for Today and Tomorrow: A Statement of Standards show its implications and general recommendations:

1. The school library, having emerged from its pioneer stage - the mere provision of materials - now signifies the effective participation of the library in the achievement of the general educational objectives. Because the school library has become a forceful agency in developing pupil growth, it has been increasingly recognized as an essential part of the educational program by both administrators and the general public.

2. The school library exists as a part of a broad educational program designed to develop social, intellectual, moral and physical growth among boys and girls. It is an instructional agency designed to give service without regard to grade levels or to subject matter fields.

3. The school library is specifically concerned with providing opportunity, inspiration and guidance to pupils

and teachers in the use of materials related to classroom and personal interests.

4. The school library should serve as a laboratory for reference work in school. The ability and habit on the part of pupils and teachers of using library facilities may well be major criteria in evaluating the effectiveness of the reference service of the school library.

5. The school library has a distinct contribution to make to the social and occupational development of pupils.

6. The school librarian, working with all pupils and teachers in the school, is able to give valuable assistance in curriculum development.

7. The successful school librarian is at one and the same time a dynamic librarian, master teacher and practical executive.

8. To the school librarian alone, however, cannot be ascribed the total obligation and responsibility for making the library function. Without administrative provision for library service and without teacher and pupil utilization of library resources, an effective library program, coordinated and integrated with the total school program, cannot exist.

9. The selection of library materials should be the cooperative effort of those who anticipate using them -- pupils, teachers and librarian -- with the final responsibility for selection resting on the school librarian.

10. A wide selection of materials is now required for a good learning situation. Films, film strips, slides, museum objects, radio programs, recordings and transcriptions, flat pictures, maps and other non-book materials as well as books have now become a necessity.

11. Satisfactory school library service is dependent upon adequate financial resources. The school administrator cannot expect maximal results with minimal expenditures. Provision for financing the school library should be included in the school budget.

12. As a general consideration, school libraries in any school administrative unit, particularly a city or a county, should be coordinated with a central school library office from which direction and supervision can be given.

13. The school library quarters should be designed and equipped with their functional purpose in mind. The school librarian should be invited to work with the architect when plans are drawn for such quarters.

14. Supervisory service on the state level should be provided. It is recommended that a program of school library supervision with qualified personnel be included in every state department of education to the end that more adequate library opportunity for every school child may be promoted.

In summary, it may be said that in order to be a contributing factor in the learning processes of boys and girls,

the library must be staffed, equipped and organized in such a way as to be commensurate with the requirements of the educational philosophy of the particular school which it serves. A completely successful library requires a budget adequate to provide:

(1) A staff of librarians and clerical assistants sufficient in number to administer the library and provide consultant or advisory services to the student body and faculty group.

(2) Materials to form an initial collection of books and of printed and audio-visual materials and to insure a continuous flow of up-to-date and suitable materials.

(3) Space extensive enough to allow children to carry on the exploratory work with printed, visual and auditory materials which individual interests and classroom problems require.

(4) A program with a plan of continuous appraisal of materials and services to keep the library collections vital, fresh and useful; and to meet constantly changing needs of the school.

The A.L.A. Division of Libraries for Children and Young People and the American Association of School Librarians, a section of the Division, have accepted the bulletin for presentation for Council approval in principle and have voted funds to assist in the cost of printing this bulletin, School Libraries for

Today and Tomorrow: A Statement of Standards, if it is so approved.

I present this material to you with the recommendation that School Libraries for Today and Tomorrow: A Statement of Standards, submitted by the A.L.A. Division of Libraries for Children and Young People be approved in principle and at the discretion of the A.L.A. Executive Board it become one of the bulletins in the series Planning for Libraries.

CHAIRMAN JOECKEL: I think you will all agree with me that this is an excellent report, and therefore I take pleasure on behalf of the Committee on Postwar Planning in moving the approval of this document by the Council.

MR. KEATOR: I second the motion.

PRESIDENT VITZ: The question is before you.

MISS MARTHA MERRILL: First, let me say that I have had the report only twenty-four hours, so I realize that my knowledge of the contents is very superficial in comparison with those who have prepared it, but a couple of things did occur to me in reading it. First of all, on page 13 I have objected to the statement that the school librarian is first of all a teacher. I think first of all she is a librarian. And then I got the impression (though I thought it was excellent as far as it went and I may be looking only at the silver side of the shield) that there was no consideration given to the public library branch in a school serving both the school and the public and the fact that there are very good arguments for that

arrangement in communities of probably smaller size, particularly Racine rates as having not a very large library, and the reasons I think should be given consideration.

MRS. DOUGLAS: Mr. Vitz, may I speak to that? The relationship of public library service through a school building or school branch was definitely not taken into consideration because we felt that if a bulletin on that topic would be developed, it should be developed by a committee composed of administrators from public libraries and school administrators and school librarians rather than by a committee that had been appointed of school librarians to prepare school library standards. It is true that according to the statistics from the United States Office of Education, 96% of the school libraries in the United States are under the administration of the school board. We also have had a bulletin, Schools and Public Libraries Working Together, which is a report of the A.L.A.-N.E.A. joint committee, giving some very good examples of the thing that you spoke about, which gave a picture of that particular phase.

Now you say that a school librarian is first of all a librarian. Anybody who is employed on the school staff is first of all educational personnel. It has been true that the school librarians as a whole who were employed as members of the school staff have had salaries higher than those who were employed as separate persons and not on certification plan or not as one of the teaching personnel. The responsibility is for working with the school children as school children, and

while that phrase might be reworded, we had a letter from Miss Hammond which called that same statement to the attention of the committee, and the committee is doing some editorial work tomorrow morning. We appreciate those suggestions. We would like to explain why that phraseology has been used.

MISS MARTHA MERRILL: To go back to the question of the public library branch serving in the school, I just thought while reading this that if this got into the hands of the superintendents in my city, the whole impression is that the board of education can do a better job in a school library than a public library can.

MRS. DOUGLAS: You know, of course, don't you, that there seems to be a trend where the public library has had the direction of the schools to be requesting that it be put into the hands of boards of education. The Portland Library Association, as one example, has just made that request in connection with high schools in Portland, Oregon.

MISS MERRILL: I don't know of such specific requests, but I feel that there is danger in divorcing the school and public libraries more than they already are. I think the closer cooperation we can secure, the better it will be.

MRS. DOUGLAS: I think our committee would be quite enthusiastic about cooperation. Cooperation implies two equal groups working together, doesn't it?

MISS MARTHA MERRILL: Yes, and I feel the

cooperation has been one-sided.

MISS NELL UNGER (Library Association, Portland, Oregon): We have made that request because we have felt that so long as the authority is divided, the school libraries will never have any more than they have now, because neither the board of education nor the public library is willing to appropriate very much more out of our two budgets. We do believe that the schools will have much more adequate service if the board of education will face the fact that it is really their responsibility.

MR. GALT: I have no objection if the Committee recommends that this report be approved in principle. As the motion was put "in principle" was left out. I would like to quote from the remarks of a professor of Teachers College, Columbia, running some time ago in the ATLANTIC MONTHLY. He said that "the object of the school library is to assist the instructor in inculcating into the minds of the students the subjects of the curriculum."

That is not the idea of the public librarians or of even the school librarians. And I do think that there are statements in this report that would render things somewhat harder for us in Buffalo and in the state of New York where we are trying very, very hard to have the commissioner of education realize that public library work has anything to do with education. Although he is in charge of the public library, he has

not yet agreed to the idea that public library work has anything to do with education, and in conversation at least he has rather set it up that the schools can take care of all of this education and all of this book service much better than the libraries can anyway.

MRS. DOUGLAS: I don't know that school librarians would agree with the statement that you have just read as the function of the school library, but I don't think that that is the question:

MR. GALT: I wrote to the man and told him that I didn't agree, and he said that he didn't, but that was unquestionably the idea of the teachers, teaching profession, not particularly of the school teachers, but the teaching profession.

MR. SHERMAN: Mrs. Peacock, I wonder if your committee would accept a suggestion which came out of the requirements of my city on qualifications of the school librarian? They went through this question of whether the school librarian should first be a teacher and second a school librarian and decided to ignore the question. They voted to leave it in such a way that it is required that the person should qualify both as a teacher and as a librarian. It seemed to me that ought to be the spirit of the thing.

MRS. DOUGLAS: That has been the intent, Mr. Sherman.

MR. SHERMAN: It isn't so stated here.

MRS. DOUGLAS: We thought it was. We have said that she qualifies for both.

DR. WHITE: I would like to raise a question. I have the mimeographed statement open at page three, the last paragraph. It reads as follows: "As a means for promoting improved school service, many states have passed legislation on regulations relative to certification of school librarians. At least thirty states and many cities have certain educational requirements," and so on.

I like the spirit of the report and this is merely a suggestion, really: Would it not be a good idea, assuming that the report is approved in principle and you prepare the final draft, to have a further analysis made of the certification requirements, the differing standards and practices?

MRS. DOUGLAS: Dr. White, they were already in print in the Forty-Second Yearbook of the National Society for Civic Education.

DR. WHITE: Now, if you mean to take over bodily that work, would it not be a good idea to say so? If you have in mind something different, it strikes me that there should be some connection in this report. That is a suggestion only.

MRS. DOUGLAS: It was assumed that the states might be free to make various certification plans. The statement that is in the National Society's Yearbook is a statement

of existing situations; it is an inventory.

DR. WHITE: What I have in mind might come at the inventory stage, I am aware, but all of us, as you know, are wrestling with this problem of the standards in practice for the certification of librarians, and it strikes me that it would be useful if this report itself from the A.L.A. had some pronouncement to make on that subject.

CHAIRMAN JOECKEL: Mr. President, I am not very good as a mediator, but I suggest three items: That my own motion be corrected to include the words "approved in principle," which I omitted in my statement; two, that the statement regarding the character of a librarian as to whether she is a teacher or a librarian first, be modified in some way in revision; and third, if I understand Dr. White correctly, that a full footnote with the essential facts be inserted at the proper place with regard to certification requirements. I think I could promise that the committee would take all of those things into consideration in editing the manuscript.

PRESIDENT VITZ: Is there further discussion? I have tried to be an impartial moderator and referee, but I am afraid the public librarian in me will kind of creep out, and I must confess that I have always been one of the silver-sided believers who have never fallen on the other side, so I haven't seen the golden side as much as I should. But I was wondering whether a scrutiny of the pamphlet is not an essential, keeping

that point of mind in view and changing a word here or there, perhaps. I am thinking particularly of the situation in Pittsburgh where they might very well question some of these things. As I see it, the difficulty where there has been public library and public school cooperation has been that the board of education has not recognized the financial responsibility that it bears in the situation and that it takes a drastic solution to make that point clear.

Excuse me for stepping outside of character.

MRS DOUGLAS: I might say that there are a few of us school librarians who cannot swallow everything in the public library bulletin, but we are so pleased and proud of the fact that we do have standards that we can use and point to, and we recognize that they do represent the feeling and thought of the public library group, that we very happily have been calling them to the attention of all the people that we deal with.

PRESIDENT VITZ: The motion is still the adoption of the report and the seconder agrees to the adding of the words "in principle" to the motion. Are you ready for the question? There seems to be no objection to putting the question.

... Motion voted upon and carried ...

PRESIDENT VITZ: I think the motion has prevailed.

CHAIRMAN JOECKEL: The next subject is Prison Library Standards, and the Institutional Libraries Committee of

the American Prison Association has prepared a set of standards for prison libraries which has been distributed to all members of the Council. These standards have been endorsed by the Executive Board of the A.L.A. and are recommended by the Committee on Postwar Standards for approval of Council. The standards will be described briefly by Mr. Carl Dahl of the A.L.A. staff, a former prison librarian.

... Mr. Carl Dahl read his prepared paper on Standards for Prison Libraries, copy of which was retained by Headquarters ...

CHAIRMAN JOECKEL: Mr. President, in behalf of the Postwar Planning Committee, I wish to submit these standards for approval; and if you think best, I will add the word "in principle."

PRESIDENT VITZ: You have heard the motion.

MR. ARNOLD TROTIER (University of Illinois Library, Urbana): I second the motion.

... Motion voted upon and carried ...

PRESIDENT VITZ: It is adopted.

CHAIRMAN JOECKEL: Now, out of prison, but in the hospital. The next topic is Hospital Library Standards, a set of standards having been prepared by the Hospital Libraries Round Table of the A.L.A., the highest authority, I understand, in this field. These standards have been reviewed by the Committee on Postwar Planning and are now recommended for Council approval. The standards will be briefly presented by Miss Bertha Wilson of the Veterans Administration, Vice President of the Hospital Libraries Round Table.

... Miss Bertha Wilson read a prepared paper on Standards for Hospital Libraries, copy of which was retained by Headquarters ...

CHAIRMAN JOECKEL: Mr. President, I now make the usual motion that these standards be approved in principle by the Council.

PRESIDENT VITZ: You have heard the motion. Is there a second?

MR. COMPTON: I second the motion.

PRESIDENT VITZ: It is moved and seconded that these standards be approved in principle by the Council, with the understanding that the Council will be glad to receive further proposals on this subject at any time.

... Motion voted upon and carried ...

CHAIRMAN JOECKEL: Mr. President, I think this concludes this section of the program, but I would like to say that if anyone has a set of standards in his pocket, I will be glad to present it.

PRESIDENT VITZ: I will ask Dr. Nourse to take the Chair that Mr. Joeckel has just vacated to act as leader of the discussion on Postwar Library Personnel.

... Dr. Nourse assumed the Chair ...

CHAIRMAN NOURSE: Mr. President, Members of the Council and Members of the A.L.A.: Psychologists tell us that the human mind does not concentrate on any one subject longer than twenty minutes, and I don't know what you folks have been thinking about in the last hour and a half, but in one of my mental lapses I began to wonder where the A.L.A. met forty years

ago and I took a glance at that unexciting publication, the Handbook, and discovered that of course it met forty years ago this month in St. Louis and then I couldn't help but think of the inducement that St. Louis had to offer - the World's Fair, plenty of good food, and then I began to think of all the obstacles that have been placed before us in getting here. And I wound up with this conclusion: That we ought to dub this the Foxhole Conference of the American Library Association.

The next subject is under Postwar Library Personnel. Mr. Martin will give a summary of Postwar Library Personnel reports.

... Mr. Lowell Martin read his prepared paper, copy of which is submitted herewith ...

(Insert Paper No. 8)

CHAIRMAN NOURSE: Since at least the first half of this report concerned the Board on Salaries, Staff and Tenure, I was asked to represent the Board in presenting briefly a sort of report of progress which you might have in mind in your discussion. We have no motions to present. It is merely a matter of record.

The Board on Salaries, Staff and Tenure, which was created in 1936, has been carrying on a number of projects, some of them through the activities of subcommittees. In addition to its regular planned program, a number of things are referred to the Board through A.L.A. Headquarters from time to time.

In normal times the Board meets twice a year, at the midwinter meeting and at the annual meeting, and they can clear the record. But after an interim of fourteen months without a meeting we had thirty or forty items on our agenda this week to clear. For example, one of these was an opportunity to review the standards which you have been discussing. These have cleared Headquarters and have been referred to the Board, and the Board on Salaries, Staff and Tenure, so far as the personnel standards were concerned, sent out communications approving in principle the standards as far as we were concerned, but in some cases wrote a paragraph with specific suggestions.

Among the projects which have been completed the Board feels there have been three which have a bearing on

Postwar Planning. The first was classification and pay plans for municipal public libraries and the classification and pay plans for libraries in institutions of higher education. Informally, I have heard that some of these have been read until the copies are worn out, and again I have heard that they are gathering dust on the shelves of libraries. These may be two extremes, but one problem so far as the Board is concerned is to plan ways of promotion and publicity to see that the profession at large gets the most out of these standards before they come out and have to be rewritten.

A third project is the organization and personnel procedures prepared and published by the subcommittee on schemes of service, with Miss Winslow as Chairman. Here again we feel that this is a vital contribution to any discussion of library personnel planning in the postwar world.

Then we have certain projects in process which contribute to postwar planning. The first is a study of A.L.A. membership records to secure salary and personnel information that will throw light on current personnel problems. A second project in process is a study of education, years of service and salaries of professional personnel in public libraries. This was a joint project of the Postwar Planning Committee and the Board on Salaries, Staff and Tenure. A third project is a similar study in the field of college, university and school libraries. The facts have been gathered, but the final study has

not been completed, and we are also hoping to have similar studies in the business, state and special fields of librarianship.

A fourth project is the work of the subcommittee on service rating forms. The work of the subcommittee has been completed and the forms are being tested, and we hope that a tested form and approved form will be available probably for purchase by libraries sometime in 1945.

A fifth project is the work of the subcommittee on list of job duties and job analysis. We are hoping that two subcommittees in California which have been working on these questions will be completing their work this next year.

A sixth project is on tenure. We have been hearing a lot about tenure and some criticism has been made through other sources on the slow progress of this project, but the Board will have its ideas in print before the year is over as a start.

The seventh project is one of publicity. The Board is hoping to have all of these projects, seven or eight of them, completed and in printed form to make up a sort of publicity packet to distribute to libraries throughout the country and also have a number available for request. We believe this is one method by which actually to get the material used. It is so easy to get studies prepared and in print and then have them gather dust on shelves, and it is equally important that they

be used because the work is only half done unless they are made use of.

With that brief report of progress, we have fifteen minutes allotted to us here for discussion, and the object of the next fifteen minutes is to get expressions from Council and from the floor which will be helpful to the Board of Education for Librarianship and also the Board on Salaries, Staff and Tenure. Is Mrs. Mooney here? Mrs. Mooney is a member of the Board of Education for Librarianship, and I wonder if Mrs. Mooney would be willing to answer questions which come to the Board of Education for Librarianship. (Mrs. Mooney not present) A minority of the membership on the Board of Education for Librarianship is present, so we will have the able backing of the secretary. Would someone like to begin the discussion?

MISS AMY WINSLOW: I have no statement to make. I was very pleased to see that you made a very impressive presentation of the work and plans of the Board on Salaries, Staff and Tenure. It looks as if you really had been busy anyway.

CHAIRMAN NOURSE: If there is a disposition to have a discussion on either of these reports, you are most welcome to use the time. We do have ten minutes. If not, I wonder if we should turn the chair back to the President?

MR. GALT: I would like to ask a question, if nobody wants to discuss this.

One of the great troubles that I find in the

classification scheme is understanding what in the world is meant by "sub-professional," which I think tends to lower the professional status of the librarian. It is used and I have asked any number of librarians of leading large libraries what it means, and I haven't had anybody tell me yet that they fully understand what is meant by that term. The definition itself simply says that a sub-professional is any clerical worker who is doing work in a library. That is about what it amounts to. I think if they gave that up they would get rid of a great deal of the troubles in that regard.

CHAIRMAN NOURSE: I was not on the Board when the classification and pay plan was published, but I do know at the present time there is a conflict. Mr. Galt is right; that is unsatisfactory. Here is one difficulty. There are many conflicts in the definitions in the classification and pay plans report and with the definitions in the annual statistical report that we send in to headquarters each year, and it is one of the tasks of the Board on Salaries, Staff and Tenure some time in the future (we have not been able to set a date, but we will have to do so) to write a definition so that the definitions will coincide. Would you like to add comments to that, Miss Winslow? Is that correct?

MISS WINSLOW: Yes, yes.

CHAIRMAN NOURSE: Is there any other member of the Board who would like to comment on that? We realize that

there are many problems like that, but they take time. This is volunteer work and it is difficult to accomplish all these things at once.

MR. SHERMAN: Not to obstruct and delay, but it seems to me the committee has been very shrewd in pointing out the ex-servicemen and women as a source of supply to meet this whole problem. It points out in Article II, page 1, that their education, both academic and professional, ought to be aided. I assume that ways and means should be found by the committee. I assumed that the GI bill would provide for their academic education if they could meet the requirements. I also assume from my recollection of the bill that their professional training advanced beyond academic would not be included under the GI Bill. Am I right or wrong? Do you happen to know?

MR. LOWELL MARTIN: As to the first comment made, that the provisions of the GI Bill would presumably apply there and therefore the question might be asked, "Why ~~made~~ this recommendation?" really the point is that this recommendation was made before the GI Bill was passed, and I think it is not speaking off the record to say that some of the work of the Committee for which this report was prepared was used in the preparation later of the GI Bill.

Now, as to the specific point, it is my understanding, subject to correction from those who know the situation better, that the provisions for educational aid in the GI Bill

are extremely flexible, and it is our complete understanding in library schools that it could be used for professional or graduate study in librarianship as well as for other kinds of education. In other words, the provisions are very broad indeed, and we believe they apply to study for librarianship.

LT. ST. JOHN: May I ask a few questions? To follow up what Mr. Martin has just said about the G.I.'s, how will they become interested in libraries before they get back into civilian life? Has the committee done any thinking on that particular point? That is, these men are not going to develop suddenly an enthusiasm for librarianship. Are we making arrangements to persuade them that it might be a good idea through the vocational service that the Army is setting up?

CHAIRMAN NOURSE: Mr. Martin, can you answer that?

MR. MARTIN: I cannot answer that question by any means. I have no idea what is being done. Certainly the problem is a clear-cut one. So far as the report that you have been looking at goes, the report was prepared somewhat before anyone was thinking in terms of actually recruiting material, and I know that one of our final thoughts about the report was that out of it might come some recruiting material to be put into the correct hands. However, nothing in connection with the report - and, indeed, nothing in connection with the presidential committee to which the report was made - will have any effect whatsoever on bringing librarianship to the attention of the demobilized service

man and woman. So at that point I bow out and perhaps there is something that can be said about what we are doing.

CHAIRMAN NOURSE: I should like to ask Miss Hostetter to give an answer to that also.

MISS HOSTETTER: The Board of Education for Librarianship expects to use this report as a basis for recruiting material, and one of our efforts will be to make the right kind of contacts for vocational advisers, not only in the schools and colleges, but with the agencies serving the demobilized service personnel. I would like to say that in this whole group of demobilized men there will be not only those who are new recruits to the profession, but those who are perhaps librarians who had started out to become librarians and had their education interfered with. Also, librarians who may want some kind of refresher or advanced training. The Board expects to go into the provisions for education on all these levels and we do plan recruiting materials, as I said, based on this report. I have been in touch with the Veterans Administration officer here in this area and find that the provisions of the GI Bill are so liberal that we can expect, librarians can expect, to receive help on almost any level of training.

LT. ST. JOHN: May I take one more minute? In relation to what Miss Hostetter has said, I wonder whether or not plans were being made for dealing directly through the Army, in

talking to the vocational guidance men that will be helping in the demobilization, because that seems to me to be the key point through which everybody is going to come out in the service, and if we wait until after they get out, it is going to be too late, because there will be a great deal of recruiting and job counseling done in the Army itself before the men are demobilized.

CHAIRMAN NOURSE: Since our time is up, we will have to go on to the next subject.

PRESIDENT VITZ: It is highly unfortunate that these several interesting topics can't be fully explored, but the docket keeps being as crowded, and we must be a little bit hard-hearted and draw this interesting discussion to a close.

The next to report is Mr. Carnovsky, who will speak in behalf of the Committee on Intellectual Freedom.

MR. LEON CARNOVSKY (Graduate Library School, University of Chicago): Mr. President, Ladies and Gentlemen: Since the Committee on Intellectual Freedom is definitely related to the Library's Bill of Rights, I am going to take just a moment to point out the relationship between them. The Library's Bill of Rights was adopted five years ago in 1939, came into being against the background of the German book burnings, and represented a stand on the part of the American Library Association in protest against that sort of thing and an affirmation that we did not want that to take place in this

country. The Bill of Rights was adopted by the Council and was urged upon the boards of public libraries for adoption by them to be used as a basis for action and for policy. A year later, at the Cincinnati meeting, a special committee, a Committee on Censorship, brought in a report which read as follows: "If the library's Bill of Rights is not to be merely a gesture, it seems logical to follow this declaration by the appointment of a standing committee to throw the force and influence of the A.L.A. behind any individual librarian or any library board confronted with any demands for censorship of books or other material upon a library's shelves."

As a result of this recommendation of the Committee on Censorship, the Council authorized the creation of the Standing Committee on Intellectual Freedom."

Now, for several years there wasn't anything for the Committee to do. Apparently libraries accepted the Library's Bill of Rights and presumably followed the principles of the Bill of Rights in their own practices. However, approximately a year ago, within the last year, with the publication of Carlson's Under Cover, some librarians reported to the A.L.A. that they had had pressure exerted upon them to withdraw that book from their library, or not to supply it if the library had any intention of so doing. This problem was placed in the laps of the Committee on Intellectual Freedom, and to cover such cases we suggested that one sentence be added to the first

principle of the Library's Bill of Rights. I won't read the whole bill, but just the first principle. As originally adopted it reads as follows:

"Books and other reading matters selected for purchase from the public funds should be chosen because of value and interest to people of the community, and in no case should the selection be influenced by the race or nationality or the political or religious views of the writers."

To that we propose adding:

"Further, books believed to be factually correct should not be banned or removed from the library simply because they are disapproved by some people."

Further, the Committee decided that it had to follow the suggestion of the Committee on Censorship which indeed led to the creation of the Committee on Intellectual Freedom, and that it ought to draw up some sort of a program to stand behind the Library's Bill of Rights, and so we suggested that the only thing that could be done that the A.L.A. could do to support a librarian who was threatened or who actually did get into trouble by virtue of living up to the Library's Bill of Rights was to adopt a program that would bring the force of public opinion on the side of the librarian. And so we have suggested that the thing that was needed was the collection of facts: How frequently are librarians interfered with? We would like to collect annually the actual or attempted suppression of books in individual libraries. We propose that a continuing record be kept to be

distributed to the library, reviewing and publishing press, to the major metropolitan newspapers and also to the local press. The reason we emphasize all of these areas, and particularly the local press, is this: Whenever any objection is raised against any book, it is most certainly nearly always the point of view or the objection raised by an individual or by an articulate minority, not the great mass of the population in that community. Because it happens to be unorganized, because it has no way of making itself felt and, even though it may want the book, has not a way of expressing itself. In other words, here we have a case of a minority group threatening action which actually, if taken, is against the interest of the majority.

Now, through this action the Committee on Intellectual Freedom and the A.L.A. do not attempt to tell any library what books it ought to supply, what books it ought not to supply. That remains the prerogative of the individual library. The only thing we are interested in is to keep the librarian from being pushed around. We think the librarian has the responsibility of making these decisions. Having made those decisions, we are trying to help him to stand by them. It is not a question of whether we think he did the right thing in selecting that book or not. That is his business and must remain his business. We are trying to formulate a program which we hope in time will bring the force of public opinion on the side of that librarian to keep him from being pushed around.

The history of this action is as follows: The two proposals, first, the addition to Article I of the Bill of Rights, and secondly, the suggested program of action, were submitted to the Executive Board and accepted by the Executive Board. The two proposals were then submitted to the Council for a mail vote. Unfortunately, only sixty-two out of 110 voting members cast a ballot and therefore, since this was less than, I think, the two-thirds that is necessary, the motion was lost. This was in spite of the fact that there were only three negative votes cast.

Mr. Chairman, I therefore propose that at this Council meeting we put both of these propositions to a vote and take them up separately.

First, then, I move that the addition to Article I of the Library's Bill of Rights be added to as follows:

"Books believed to be factually correct should not be banned or removed from the library simply because they are disapproved by some people."

I move the adoption of that addition to Article I of the Bill of Rights.

MISS FLORENCE N. GIFFORD (Public Library, Cleveland, Ohio): I second the motion.

PRESIDENT VITZ: Is there comment or discussion?

MR. SHIRLEY: Mr. Chairman, I don't object, but I do ask that that particular point be phrased in, shall I say,

happier or more dignified language.

MR. COEN: I don't know what I think about this, but in the report on objectives and standards for libraries in prisons, there is a point 4 which bans a great many books, and I just wonder what the comments of the speaker would be about keeping people in prison from getting some books. I don't know what I think but I am interested in the statement nevertheless.

PRESIDENT VITZ: I am sure I can't reconcile the two, not having read this one. Do you happen to be informed on that?

MR. CARNOVSKY: I am afraid not. I don't know that there is any comment that I can make. The Library's Bill of Rights is directed primarily, I think, not to say exclusively, at public libraries, and I think it represents a statement of public library policy. Mr. Coen, are you suggesting that by librarians living up to the Library's Bill of Rights they may find themselves in prison?

MR. COEN: No, sir, I don't know what I think about it. But I was wondering what the librarians think about it; if the same kind of a rule held in public libraries, there might be less persons in prison. I don't know.

PRESIDENT VITZ: I don't believe that point is particularly germane to the question, and we will rule it out of order with your permission, Mr. Coen. Is there any further discussion?

... Motion voted upon and carried ...

MR. CARNOVSKY: Mr. Chairman, I move that the Committee on Intellectual Freedom be empowered to compile a record - or let's put it this way - to invite librarians to report any attempts at suppression of any book which the librarian has supplied, that the name of the library, author and title of the book affected, the agency attempting suppression, whether individual or group, church or club or any other association, the action actually taken or threatened by such an agency and the action taken by the library, all of this information to be compiled in an annual report for submission to the press generally.

I won't elaborate on that unless I am called upon for such elaboration; but, Mr. Chairman, I move the adoption.

MR. COMPTON: I raise a question. Does that imply that the librarian consents to this being given to the press?

PRESIDENT VITZ: The motion hasn't been seconded yet, so it is not open for discussion.

MR. MILLER: I second the motion.

MR. COMPTON: I would like to know whether the motion implies that the librarian consents to giving this information to the press.

MR. CARNOVSKY: I suppose the answer to that is that if the librarian objects to it being given to the press, the librarian will not even report the issue. My point is that

this is futile unless we can bring the force of public opinion to bear, and it seems to me the only way we can bring the force of public opinion to bear is to give the matter publicity. So it is defeating the whole thing to say that we are going to keep a record and then put it on the shelves where nobody can see it. The answer then to your question, Mr. Compton, is that implied, that the librarian is willing to give us the facts in the case, which means that he is willing to have those facts widely known.

MR. COMPTON: My only suggestion is that it would clarify it so far as the consent is concerned, if you would put it in. I quite agree with you that the only way you can take action is by giving publicity, but I think it would help your resolution if you stated that so that it was perfectly clear.

MR. CARNOVSKY: I would say that if this motion is carried we shall invite librarians to report to us any infringement of their freedom of action and we shall certainly tell them what it is that we propose to do with the report. We certainly do not want to hold anything back from the librarians and it would be our hope that as many librarians as are interested with will actually tell us about it.

MISS HAMMOND: I would like to ask if it might be well, instead of using the word, "books," to use the word "publications," because I happen to know of a small public library that for some years has not been allowed to subscribe to NATION.

MR. CARNOVSKY: The point is very well taken.

MISS WINSLOW: I wonder why we need to have the understanding that this is confined to public libraries. Wouldn't the college and university librarians like to feel that they would have some protection too, or isn't it needed?

MR. CARNOVSKY: Certainly so far as the Committee on Intellectual Freedom is concerned, I am sure we should welcome reports from college and university libraries to be incorporated. I said "public libraries" because I really do not see how prison libraries come into this picture. Maybe they do, but it is a rather special case, and I would have to think a lot more about it before I committed myself. I am perfectly willing to have college and university libraries included.

PRESIDENT VITZ: Shall we consider that a part of the motion with the permission of the second?

MISS GIFFORD: I am wondering why Dr. Carnovsky is limiting it to an annual report. Isn't the situation going to grow cold before the committee can do anything about it?

MR. CARNOVSKY: Well, Miss Gifford, I suppose the alternative that you are proposing is that we get out a report any time any one library is interfered with. Perhaps that can be done. It seemed to me that the report would stand a better chance of acceptance by the various agencies I have mentioned if we had one comprehensive report, although I think there is something to what you say; and conceivably we may, if we do hear about

cases, be able to get publicity for them sooner.

MISS MARTHA MERRILL: Doesn't the chairman think that it would nullify the effect of the report entirely if names and places are not always given? I think of instances where some such difficulty has been resolved happily locally without publicity, where headlines would have stirred up a hornet's nest that wouldn't have done any good. Yet those same instances might help in such a report to bolster the report. If it goes to the press with names and places, it is going to get headlines in the local press.

MR. CARNOVSKY: That is what I want it to get.

MISS MERRILL: It is all right if the situation is such that it should have the publicity. But sometimes some of those things are better not stirred up. One or two people get quite violent and if they can be squashed without headlines and the library has complete freedom after that, I can see that it would make the situation difficult to have publicity.

MR. CARNOVSKY: I do not suppose we would ever give the names of individuals.

MISS MERRILL: The names of librarians and places. If it gets headlines locally, they soon will know the individuals concerned.

MR. CARNOVSKY: That is quite true. Most certainly the pressure is likely to be brought by certain groups--the American Legion or the D.A.R. or some particular church group.

It seems to me that this report, if it is to carry any punch at all, would have to mention those things.

MISS MERRILL: I think it would be true if the pressure is continuing pressure. If it is something that needs counteraction, that is true. But if it is an example of a local situation that has been, as I said, happily resolved, maybe the A.L.A. just shouldn't have that in the report. Such instances could bolster the report as to quantity, but it might be bad to have local publicity on them at that stage.

MR. CARNOVSKY: I think it is rather difficult to make a generalization at this point, to say how they would be handled or incorporated in the report. We have no way now of knowing whether libraries will report to us, whether they are willing to tell us what has happened. We hope they will. I simply cannot say just how it would be handled. It seems to me that conceivably in some instances we can merely describe a situation without going into detail as to the name of the community or the library.

PRESIDENT VITZ: Are there other points of view?

MR. McANALLY: I assume that the Committee has thought about the effect of this upon the sale of the books mentioned. In many instances the censorship committee in Boston has made best sellers out of otherwise mediocre books.

MR. CARNOVSKY: The Committee has not taken that fact into consideration, and, frankly, I think it is irrelevant.

It makes no difference to me whether Strange Fruit sells a million copies or 150 copies. The crucial point is that when a librarian decides that he is going to put in Strange Fruit, it is his decision and if we can stand behind that librarian, if we can do anything to protect that librarian, let's do it. If it is going to effect the sale one way or another, that I think is an irrelevant consideration.

MR. BRIGHAM: Mr. Chairman, may I express just a personal inclination, perhaps a conviction, that if the A.L.A. adopts and supports and promulgates the Bill of Rights as revised, that might be sufficient when supplemented by a willingness to stand by an individual library that may be in difficulty, rather than to go further and invite a public fight in the name of the Association by collecting and disseminating a collection of cases. My feeling is that we might hold to the Bill of Rights and not go forward with this second proposal.

MISS CLAY: I would like to suggest that perhaps that savors of appeasement.

MISS SANDOE: Not as another appeasement suggestion but simply as a method of effectiveness, might it not be better if we attacked this positively instead of the other way? We all know the books that are going to be criticized before they are criticized. If the A.L.A. could combine with the Bill of Rights support for the book and publicity for the title that is apt to bring criticism, might we not achieve our objective?

MR. SHERMAN: I would like to speak on this. It seems to me it would be a great pity if we have gone this far that we do not at least experiment and see if some value can come from this publicity followed by the hope that it will bear some fruit and that librarians will have the courage to stand by their convictions and the trustees will support them if they believe they are right, and the general welfare of common knowledge will benefit. But I agree with what has been said, that unless something is done, if we just say that we don't think they should do this thing, we will be where we have been. I hope we will vote to do it.

PRESIDENT VITZ: When you are ready for the question, I will put it.

MR. ULVELING: Mr. Chairman, in the light of a recent experience we had, I am rather inclined to believe that Mr. Brigham's suggestion has some real merit. I think that is the time that help is needed. I think there are causes that simply cannot be publicized. They have got to be handled very delicately. Our own was one. I think the most effective thing we could do at this time would be along the line of Mr. Brigham's suggestion.

MR. COMPTON: After all, Mr. Ulveling doesn't have to report the case. It is the library that voluntarily does it that wants that support. It seems to me that I agree with Mr. Sherman. I would like to try it.

MR. CARNOVSKY: I want to say one thing. I do not believe it is a question of our being faced with a choice between two programs. The only question is that we adopt at the present time this program or we do not. If ultimately we do nothing, then there is nothing for the Committee to do, and we might as well abolish it. I don't quite understand Mr. Ulveling's endorsement of Mr. Brigham's position, because I don't see that Mr. Brigham advocates any position at all. He simply says "Let's adopt the bill of rights."

MR. BRIGHAM: No, I didn't. I said, "Supplemented by a willingness to support individual cases as they come up where support seems desirable." Then period.

MR. ULVELING: In other words, throw the weight of A.L.A. into the fight at the time the fight is on.

MR. CARNOVSKY: Very good. Now I have only one question: How?

MR. SHERMAN: Mr. Chairman, if you do that in the average community, you will arouse a self-defense complex. No community, even though it feels that it may be wrong, likes to have some extraneous organization come in and tell them what they are going to do.

MR. ULVELING: I am sorry to be on my feet so much, but what will you do with the reports you get? I think you will get a feature article in the Sunday NEW YORK TIMES and a few other papers. Isn't that right? In the course of fifty

years you may have made some dent on public opinion, but probably not a very heavy dent in that direction.

MR. COMPTON: I want to remind the Council that this morning we were talking about the old timers and the young men; and as one of the old timers, I am for experimentation. I don't see any objection to this thing. It is nothing but an experiment. It may do some good. The ones that want the general experimentation, I think, should have it.

PRESIDENT VITZ: Are we ready for the question? (Question called for) I don't know whether I could state the specific motion. I imagine we would have difficulty in doing it. But as I understand it, the motion is that we experiment and go as far in any individual case as the individual library would like to have us go, but really go places where there is an opportunity to go places, respecting, however, the wishes of the local librarian in the local situation who, after all, is the person we want to protect. And if he or she doesn't want to be protected, - well, - is that substantially right, Mr. Carnovsky?

MR. CARNOVSKY: The program has been described in the A.L.A. Bulletin, and I think that if you want it in more detail than Mr. Vitz or I have been able to present it, you certainly can read it there. When the article appeared describing this program, I invited comment from librarians. I didn't receive very many. I received about half a dozen letters, all of

them endorsing this proposal. In the last analysis, if this thing is going to mean anything, it will depend upon the willingness of the librarians themselves. It is far beyond the Council. We can vote for this thing, but if the librarian does not give us the information, then, as I said before, it is a dead issue. I think, Mr. Vitz, that the program is well enough understood so that we can vote.

PRESIDENT VITZ: Whether I am in parliamentary order or not; unless I hear objection, I will rule that the question will come up for vote at tomorrow morning's session without discussion, but with a definitely worded motion, because in this kind of a motion words can be important. So if you will draft something that embodies this, that has the exact text, we will introduce it in tomorrow morning's session, but without discussion, and vote it up or down.

... Recess ...

PRESIDENT VITZ: One of our most important committees appointed within the year by President Warren is the Committee on Relations with Local Groups, to which have been added the words "And Membership Participation." Miss Manley has devoted a great deal of time to the preparation of her report and has much of interest on a matter that is vital to the Association. I am sorry that her time has been so cut into. I will not cut into it any more.

MISS MANLEY: Technically the Committee has a very

long name. Actually it is the A.L.A. safety valve committee. No one can say that A.L.A. membership is not interested in the way the Association functions. We have had letters from all over the country. (I just got another one, by air mail special delivery, from San Francisco.) They represent the comments of people in individual communities, groups of department heads talking together, groups of librarians from certain regions talking together. Two of the most noteworthy discussions were these: The University of Washington and the Seattle Public Library staff - not the administrators, but the professional assistants - met and discussed the questionnaire that went out, boiled down the recommendations that came out of this discussion, sent that statement around with a ballot sheet, and the ballots came back marked. They sent the committee a complete report with these questions voted on and the number of votes for and against, and then all the comments. That is the thorough job done by one group.

Another comprehensive discussion was that at the Louisiana Association, the state association meeting last year when one of the members of our committee led a discussion on the problems affecting the A.L.A. They were fortunate enough to have President Warren there in the meeting to discuss the problems with them. As a result of that very helpful approach to the question, a number of interesting suggestions were made to the A.L.A. They were suggestions for discussion, and you have seen them.

You have also seen the statement that I sent out. If you haven't read it, go home and read it another time. We won't go into it now, but it is a sampling only of what has come in, and it is not a complete sample because there is so much material that we could take only the high spots. There is a great deal more that has to be analyzed and broken down before it can be used.

Of course our committee was appointed for one job, but we had opened the door and everyone was - at least a large portion - eager to seize this opportunity to talk about every angle of A.L.A. activities. The Committee is occasionally discreet - not too often - and so has tried to find out the subjects that really belong in our field. We also feel a moral obligation to do something with the other comments that were made to us. People have taken the trouble to go into these problems at great length and if this committee can possibly see to it, those comments are not going to pass into oblivion without action. But we have to find the proper group to give it action.

There were three broad general topics that were covered in these comments. One was a burning interest in the development of the association, of its policies, of its procedures, of its current projects, and a desire for a greater participation in this development of the Association's work. It was felt that there were difficulties in the way of doing that

now, and it is in that group that we feel we really belong. That is, we will probably turn to regional discussions.

The second and very, very burning topic, and one that we have not been able to break down to any great extent was in connection with the functioning of A.L.A. as it stands now - that is, in relation to the committees, to the general members, and in the distribution of activities of Headquarters.

Now that, as I say, is something that is only barely indicated in our topic. It is a field in which there is no bitter or petty criticism but a great deal of constructive concern with the most effective use of the time of the personnel at Headquarters. That is naturally not a subject for general discussion now. For one thing there is too much material for us to have made even an attempt to present it to the Executive Board. The one thing that is certain is that the membership is vitally concerned with that question. It wants no patchwork treatment of it and it does not want any great change until the whole picture has been considered and some efforts to get a better understanding of the A.L.A. picture made for the Association as a whole.

The third group included discussion of two particular problems, and they came up so persistently that we have treated them with separate recommendations. They are not our field, but we have this material that will be valuable in the treatment of these problems. For that reason, in spite of

the fact that Mr. Vitz this morning and Miss Warren gave a good deal of time to these two problems, I am going to go ahead and bring in the recommendations that our committee formulated. I have these recommendations here, and I will read them through once, and then I will go back and ask for a vote on the different recommendations. These are made with the statement that was sent you as a background for the discussion. I doubt if there is time for a discussion of the statement too, but the recommendations are the result of this study and the committee is very eager to have Council consideration to help us in going ahead with this job. I do want to say that never has a committee had more consistent help from all directions. We turned the tables on Headquarters staff and sent them a questionnaire. It wasn't a long questionnaire. It was a leading question or two or three, and did they come through! They did a beautiful job all the way, beginning with Mr. Milam and on through the staff.

I enjoyed reading and rereading those letters and am very much entertained to find the same points brought out last May in the letter that came to us now in August. Certainly the membership has cooperated with us, and the Executive Board has cooperated, and I hope will cooperate to an even more marked degree the next time they meet.

1. That a special committee be appointed at this session to study and report at the next conference on placement work as a phase of Association activity, to recommend its

discontinuance, its continuance under change of conditions, or whatever conclusion the committees may reach.

2. That a special committee be appointed to study and make recommendations for action at the next conference on a public relations program for the Association, taking into consideration the part played by the Public Relations Committee, the Public Relations Division and other interested groups. Our committee's related material will be referred to this committee if appointed.

3. Relation to membership interest. (This is more a pledge than a request for a vote. This is our particular job.) That the Committee, with the cooperation of members, the executive board and council and the headquarters staff plans to have its report ready for the next conference, and in the meantime welcomes all the help it can get.

4. In relation to the re-evaluation of Headquarters methods of functioning, this Committee recommends that on the completion of its work a fourth activities committee be appointed for this re-evaluation, with its members drawn in part from this committee, so that the fourth activities committee may benefit by the related data and experience acquired through this study.

5. To provide opportunity for consideration and action so the Association may be prepared to utilize its present sources of intellect, energy and vision in the postwar world, the

Committee recommends that an A.L.A. Conference be held in June, 1945, in Toronto, if possible, otherwise in Chicago; and that the Council take whatever action is necessary to this end.

These are our recommendations. I will now go back to the first one:

1. That a special committee be appointed at this session to study and report at the next conference on placement work as a phase of Association activity, to recommend its discontinuance, its continuance under changed conditions, or whatever conclusions the Committee may reach."

I move adoption of this recommendation.

MR. RICHARDS: I second the motion.

PRESIDENT VITZ: It is open for discussion. I do not believe it is necessary to repeat the motion. I think you have the substance of it.

MR. CARNOVSKY: Mr. Chairman, I would like to ask if there is anything in the directive to Miss Manley's committee which prevents that committee from doing the work which she recommends be assigned to new committees.

MISS MANLEY: Well, of course this committee does like to take on a lot. We did have a definite name. We expanded it slightly, but it was a Committee on Relations with Local Groups - that in itself is a pretty big job. And I thought of recommending that it be a subcommittee, but it seemed to me that it is a big job. It requires a lot of study and there are so many other very able people in the Association that could give time to that that are not involved in this other particular

committee assignment that it would be one of those spreadings of Association activities that would really be better in the long run. It isn't that we weren't willing to do the work. It just seemed fair to distribute the fun.

PRESIDENT VITZ: We might say that this report of Miss Manley has not yet been considered by the Executive Board at these meetings because we want to have the benefit of the Council discussion. But in another connection the question has come up for some attention, and I would like to have at this time the Executive Secretary acquaint you with action taken by the Executive Board yesterday.

MR. MILAM: At the request of the acting Executive Secretary this summer, Miss Winslow, then chairman of the Board on Salaries, Staff and Tenure, was invited to come to headquarters to take a quick look at the Personnel activities and to make recommendations to the Executive Board. That report was considered at a meeting of the Executive Board yesterday and the major recommendations were adopted. The principal recommendation was that a survey of personnel and placement activities at headquarters be made by two people - a librarian and a personnel or placement expert from outside the library profession; that that survey be authorized with the expectation that the Executive Board would do something about the recommendations when they came in; that a professional assistant be added to the staff as soon as possible in order to meet the temporary situation.

I must refer to someone else from the Executive Board as to whether that particular item stayed in.

MISS WINSLOW: Yes.

PRESIDENT VITZ: It did.

MR. MILAM: It was also understood that the recommendations of the surveyors would be considered by the Board on Salaries, Staff and Tenure before being presented to the Executive Board. Does that about cover the action?

MISS WINSLOW: Yes, except it was recommended that the survey take place before the end of 1944.

MR. MILAM: Right. It is to be immediate.

MISS MANLEY: In that connection, there has been some question in some of our correspondence as to whether the placement service is really a function of a professional association. Is that question going to be weighed by the Board?

MR. MILAM: The surveyors would be free to recommend discontinuance, great expansion, or any modification.

PRESIDENT VITZ: It would be helpful to have an expression of opinion on that point now.

MR. MILAM: Oh, certainly.

LT. ST. JOHN: Will there be any effort on the part of the surveyors (I assume this, but I thought it better to bring it out and have a statement made about it) outside of the purely technical considerations which would be made by a librarian and a placement person, to get reactions such as your

committee has gotten from the membership at large?

MISS WINSLOW: That was one of the items mentioned which should be looked into by the survey committee.

MISS MANLEY: I wonder if, in view of this action by the Board and the fact that our committee will turn over related material that we have to the surveyors for their use, if it might be the proper thing to note the fact that we made that recommendation in all good will, - well, what should I do with it? '

PRESIDENT VITZ: I suggest that you withdraw the motion but have it remain in the records as an indication of what your committee had in mind and something that we perhaps can fall back to if we need to later on. The Executive Board and Miss Manley's committee did not have contact on this particular point and therefore this so-called dilemma arises. But I think we could perhaps suggest withdrawing the motion, at least temporarily.

MR. MILAM: Mr. President, I was going to suggest that there is at least a middle ground that could be taken. If the members of the Council feel that they would like to have their own Council committee consider the recommendations which come out of this survey so that they too could pass on their recommendations to the Executive Board, that seems to me to be an entirely correct and good democratic procedure.

PRESIDENT VITZ: The Council can determine its own

committees.

LT. ST. JOHN: May I so move an amendment to your motion, Miss Manley?

MISS MANLEY: That amendment is entirely satisfactory to the committee, I know.

MISS MARTHA MERRILL: Madam Chairman, this means that this report would go to two committees, the Committee on Salaries, Staff and Tenure and the new committee, before it goes to the Executive Board?

MISS MANLEY: That would bring in all the angles, I should think.

PRESIDENT VITZ: The motion before the house is that there be appointed a special committee, a Council committee, to study this question and which will later on receive the report of the surveyors and pass on it, as will also the Board on Salaries, Staff and Tenure, the whole matter to come for final action to the Executive Board and to the Council. Do I state it correctly? It has been seconded.

Now discussion is on the motion as phrased a moment ago.

MISS PAULINE FOSTER (Department of Library Science, University of Alabama): Will this Council be a sort of fifth wheel committee, or will the chairman of our Council committee be the librarian to investigate at headquarters? Will it be a committee with responsibility?

PRESIDENT VITZ: I would assume that a committee appointed by Council and reporting back to Council could, as Miss Manley's committee did, go to whatever extent it would wish. It would have the cooperation of the Executive Board and the Headquarters Staff for any information it might desire to have and it could independently consult the members. It would be a committee that would determine its own area of function and its own mode of procedure. I don't think it would need to feel hampered in any way.

MISS MANLEY: I was not hampered in any way at all.

... Motion voted upon and carried ...

PRESIDENT VITZ: Now, for my own information, I would like to find out how such a committee comes into being. Council has only two officers, neither of whom is a voting member of the Council, the Executive Secretary and the presiding officer. I am just like Vice President Wallace. I am not a member of the Council but in the case of a tie I can vote; otherwise, not.

MR. MILAM: Mr. President, I suggest that the President and Miss Manley bring in nominations for Council approval tomorrow morning.

PRESIDENT VITZ: Mr. St. John once before objected to action by your President.

LT. ST. JOHN: May I suggest that from a purely democratic and theoretical standpoint, there be at least two

people suggested for each place on the committee, so that there will be a choice by Council as to the people who are on it?

PRESIDENT VITZ: To be decided by balloting.

MR. ST. JOHN: I don't care how you decide it, so long as you have two people for us to vote for.

PRESIDENT VITZ: We will double the number of names to get on the committee and we will let you sort them out.

MISS MANLEY: The next recommendation again I think is being taken care of.

2. That a special committee be appointed to study and make recommendations for action at the next conference on a public relations program for the Association, taking into consideration the part played by the Public Relations Committee, the Public Relations Division and other interested groups. (Our committee's material would be turned over to that committee.)

PRESIDENT VITZ: You have heard the motion. Is there a second?

LT. ST. JOHN: I second the motion.

MR. COMPTON: Do we have a Public Relations Committee at the present time?

PRESIDENT VITZ: Yes, we do.

MR. COMPTON: How will it serve?

MISS MANLEY: Well, that was included because I hastily remembered the Public Relations Committee. It said, "Public relations program to the Association. Take into consideration the part played by the Public Relations Committee." As Mr. Milam said, investigating the Public Relations Committee

and the Public Relations Division, and so on.

MISS ELIZABETH BOND (Minneapolis Public Library): May I ask if the Executive Board is able and willing to finance the recommendations of such a committee? That is, you can make plans forever, but if you have no funds to put them into effect, where are you?

MISS MANLEY: May I speak on that? I don't know what I should be doing. I talked about this at a small meeting in New York the other day and sounded them out on a possible contribution and so on, and Miss Maihl, president of the New York Library Association, was there; and she, I think, will concur in my feeling that the librarians felt that the money could be found through the libraries.

MISS MAIHL: We felt that the libraries ought to subscribe to it, that we ought to have a concerted effort, that it ought to be cooperative on the part of all libraries. It could be a sharing idea and we wanted to have good publicity and we have to pay for it. We felt that it was about time that libraries did pay for the good publicity that they want.

PRESIDENT VITZ: May I ask whether you would be willing to change your motion to studying the financing of an adequate publicity program, not affect the present policy or the present sphere of the Public Relations Committee, but see what can be done to get more money for any committee that the Association may have to spend?

MISS MANLEY: It would also imply that if you make a recommendation you try to find out the way the recommendation would be carried out, not just drop it in the lap of the Executive Board. That would be very rash.

I of course am a firm believer that money can be found when you want it.

MR. MILAM: You will be glad to know, Miss Manley, that the Public Relations Committee and the Public Relations Assistant at Headquarters Office have had a very appealing public relations program and budget before the Budget Committee and the Executive Board for at least the last five years; that the Executive Board has always approved it in principle, has been unable to find the funds for it; but at this year's budget committee meeting there was extended discussion led by the President of means of financing a public relations-publicity program on a self-supporting library-contributing basis.

MISS MANLEY: These letters that have come in have said that over and over, that libraries should pay. I do not think there is any question about public sentiment being behind that sort of a proposal. So the Committee can keep that in mind if such committee is appointed.

PRESIDENT VITZ: Without presuming to hamper the chairman of the present committee, I might perhaps suggest that possibly in view of action contemplated by the Executive Board, that committee could also be held as a club over us in

case we don't do something.

MISS MANLEY: This will be entirely satisfactory to the committee, I am sure, and it will be entirely satisfactory to the membership at large if they are told about it quickly and action follows.

The proper thing is to withdraw that recommendation, leave it in the record.

PRESIDENT VITZ: Leave it as a recommendation.

MISS MANLEY: I am going to pass over our pledge of action, to go back to it if we have time for it; but these other things are more for definite action now.

4. This Committee recommends that on the completion of its work a fourth activities committee be appointed for this re-evaluation of headquarters function, with its members drawn in part from this committee, so that the fourth activities committee may benefit by the related data and experience acquired through this study.,

I move the adoption of that resolution.

PRESIDENT VITZ: It has been moved that the resolution authorizing the appointment of a fourth activities committee be adopted on the completion of this report.

MR. RICHARDS: I should like to second that.

LT. ST. JOHN: Madam Chairman, may I say something on that particular point? It seems to me the appointment of a fourth activities committee now is simply scratching the surface. We had an activities committee that just recently completed its work and they probably did as big and as hard a job as anybody could do and if we simply survey again what we have,

we are probably going to come out with some other plans, but with no more idea that they are going to work than the things that were brought out in the Third Activities Committee.

MISS MANLEY: Could I interrupt just a minute? Because I would like to clear up a little misunderstanding, I think. The Third Activities Committee studied the organization of the Association. This fourth activities committee that we are recommending is to study the way the Association - in particular the Headquarters and committees - functions. In other words, the distribution of effort. It is not the organization of the Association. The point is that there is so much of this criticism, pages and pages of interested criticism that could be sorted out, clarified, a lot of it adjusted; but it does need to be done by a fourth activities committee - at least by a committee not in public session, to evaluate these recommendations and then sort them out in an objective manner. That is the point.

LT. ST. JOHN: That is exactly why I am speaking now because in going over the material which I have seen that has been reported to us, I think that there is an underlying feeling that it goes further than the work of headquarters, a division or of anything else. It seems to my mind, from what I see, that the individual librarian does not really know what is going on. That is, they are not an active part of the Association. And that is a matter of organization rather than of

Headquarters staff. We have built over the years from the top down, rather than from the bottom up, and if we are going to have another committee to investigate us again, it seems to me that we have got to go much further back than that and start with basic principles of exactly what we expect an association to do and then to set out to see how that can be done structurally and then after that is settled, to come in to the point of how it would work in actual operation, rather than simply scratching the surface and going around in circles for another several years.

MISS MANLEY: Does it seem that this particular problem, then, is really the function of the current committee? Is that what the Council members feel? Do they feel it belongs in with the problem of membership participation, expanded regional groups, expanded to membership participation and a clearer understanding of membership relations and headquarters relations?

MR. COMPTON: I think perhaps I could go back to the First Activities Committee, of which I was Chairman. I have seen some of these letters. I have read many of these letters which have come, and you can go back and read the letters which we printed in full in the report, without the names, and you could find them duplicated almost exactly in wording. The only difference, it seems to me, is that the Board of Education this time does not seem to get very much criticism. At that time

it did. It seems to me that perhaps you should wait on making your recommendation on an activities committee until after this committee has made its report. Then I think the Council would be in a better position to decide whether it is necessary. I don't think we ought to have another activities committee unless this report shows quite definitely in May that we need it. It seems to me it would be better to wait until that time.

MISS MANLEY: I will tell you frankly, that there was discussion of a fourth activities committee. You saw that in the Louisiana compromise. I felt that we ought to clarify that point. Personally I did not want any fourth activities committee coming into the field until our committee was through. I want a clear field for disturbing the Association as long as possible. So I was trying to clear up the situation. Now if it seems advisable for us to withdraw that particular resolution and then perhaps bring it up when we turn in our report, if we still feel that it should be made, would the Council like to go on record as being of the general feeling that no fourth activities committee should be appointed until this committee had had a chance to complete its work?

MR. COMPTON: I make that as a motion.

PRESIDENT VITZ: There is a motion before the house. You would have to make that as an amendment or substitute motion.

MR. COMPTON: I will make that as an amendment, if

that is agreeable. (Motion seconded)

PRESIDENT VITZ: It has been moved and seconded that the original motion be amended, that there be no fourth activities committee appointed until Miss Manley's committee has made its final report.

MR. COMPTON: Authorized or appointed.

PRESIDENT VITZ: Discussion is on the amendment.

... Motion to amend put to a vote and carried ...

PRESIDENT VITZ: You are back on the original motion as amended - namely, that there be one appointed, but that it not be appointed or authorized until the Manley Committee has made its final report.

MR. NOURSE: Having just come from listening to a year's session of the state constitutional convention of Missouri, it seems to me that Mr. Compton should have made a substitute motion rather than an amendment; because they are directly opposed.

PRESIDENT VITZ: All right. I am not competent to run the Missouri legislature. I am trying to do my best here.

MR. COMPTON: A correction from my assistant librarian.

PRESIDENT VITZ: You can see that it really reversed the intention, but the motion now is that - well, to short cut it, I will rule that the substitute motion was voted and that we will not have a fourth activities committee appointed

or approved until Miss Manley's report is in.

MISS MANLEY: The last one of these:

5. To provide opportunities for consideration and action so the Association may be prepared to utilize its resources of intellect, energy and vision in the postwar world, the Committee recommends that an A.L.A. conference be held in June, 1945, in Toronto, if possible; otherwise in Chicago; and that the Council take whatever action is necessary to this end.

Incidentally, the idea of the committee in urging that the conference be held in Chicago in case it can't be in Toronto would be to have it a working conference, to decide on questions like this, not to tempt people to come to Chicago with famous speakers, but to settle the business of the Association. That is an interpolation. I move the recommendation, the adoption of the recommendation.

MISS MARTHA MERRILL: I second the motion.

PRESIDENT VITZ: It has been moved that there be held a conference in June of 1945, at Toronto if practicable; otherwise in Chicago. Before this is opened for discussion, I would like to bring to the attention of Council that this decision, by the Constitution, is made by the Executive Board. However, the Executive Board would like to have an expression from Council as to their feeling in the matter because naturally the Executive Board would be guided by the wishes of the Association as represented through its Council representatives. And of course there are other problems involved, housing facilities, transportation facilities, possible directives from

Washington, and so on, that may interfere. I think your vote should be merely one of expression of opinion and guidance, but the decision must be left to a time when more information is available and a great variety of facts that must be kept in mind before a decision can be made.

I wonder whether, out of his long experience the Executive Secretary wants to make further comment?

MR. MILAM: No, I think you have stated it.

PRESIDENT VITZ: Now, is there discussion on the motion?

MR. SHERMAN: Mr. Chairman, I hope that at the end of this busy day, with everybody weakened, we won't take such action as would tie the hands of the Board. It would be much more unfortunate. Moreover, speaking as an interested observer, I think, an impartial friend of the Association sitting here today and hearing the discussion would be doubtful if a conference were necessary next June to solve these problems, that we could not survive the duration perhaps without a conference.

MISS MANLEY: May I comment? This is one of the points that has come up over and over again in the correspondence. I haven't brought it out because it was again one of the things that we have not been able to get to, but many of the members feel that the Association's failure to have a completely or at least 50% attended conference in the Association is due to lack of confidence. Several of them have spoken of the meetings

that the Special Libraries Association has held, its conferences and has carried on more successful work for that reason. The members, as I say, a great many of them, have felt strongly on that point. Of course, I am one of them. I feel that an association that leaves all its business to a few people over a long period of time is not assuming its full responsibilities and not making the fullest use of its capacities.

LT. ST. JOHN: Madam Chairman, may I underline that? The people that I have talked with feel that it isn't so much a matter of having meetings to discuss the business that we have been discussing today to clear it up, but to give the other librarians in the country a chance to get in on what is going on. All the morning I was thinking that we had one of the best groups of reports that we could possibly ask for, but what is going to happen to those reports? We are a mighty small group as far as librarians are concerned. How many of you, as Council members, have some regular means of going back and speeding that in your own communities? Some of you are representatives of state associations, and as such at the next meeting of the state association which may be next year, you are going to report to them. But do you have locals groups that you are definitely going to report back to? Is there going to be some definite action taken on the very fine recommendations that we have had today? I would be willing to bet that not more than 10% of the people here are going to be able to carry back to their

own communities the things that have come out here and take some action on them. One of the advantages of a conference, and one of the things that has been most lacking in the past couple of years, has been the fact that there have been some very few librarians who have been really in on what is going on and there is a whale of a lot going on. We should be bringing that right down to the so-called grass roots so that something can be done about it rather than hearing a lot of fine words and fine plans go into the waste basket because nothing happens to them.

MR. CARNOVSKY: Madam Chairman, I don't think it is so much a question as to whether holding conferences is better than not holding conferences. I think we are all agreed - our whole history argues - that holding conferences is good. The question is: Shall we hold conferences at this time in the light of the fact that the war is still going on and we are asked not to travel? I should therefore vote against this resolution.

MISS MANLEY: I suppose it would be cruel to say: Shall we hold institutes.

MISS CLAY: May I ask a question? I understand that there have not been conferences of the American Library Association due to the fact that the President had asked that such conferences not be held. Does that apply to the Lion's Club and the Daughters of Rebecca and the Rotary Club and Kiwanis? When the Pacific Northwest Library Association met in Spokane, we were simply overwhelmed by the presence at nine o'clock on

Monday morning of women dressed in gorgeous evening dresses. The hotel was jammed with them.

Now it seems to me that as librarians we have just as great a contribution to make toward the life of this country and Canada as any such group, and it seems to me too that if they can hold conferences and they can travel, then a group with the important job that we have in hand can surely travel and hold conferences.

MISS MANLEY: I strongly endorse Miss Clay's views.

MR. MILAM: Mr. President, you suggested that this be an advisory opinion, but that was not written in the motion. I don't know whether they are voting on an advisory opinion or instructions.

MISS MANLEY: I think it should be advisory. Does the seconder accept that?

MR. KEATOR: Mr. President, I think this is a constitutional question. Unless you make that interpretation it must be a motion of that kind. I mean, it is unconstitutional if we say that we are in favor of having a conference next year, because it is a matter for the Executive Board to determine; and all we can do is advise them.

PRESIDENT VITZ: I asked for our own information and guidance to get an expression of opinion, because opinion is sharply and accurately divided on the subject. We would like to get some guidance on it, because it is one of the questions on

tonight's Board agenda. The Executive Board is not through yet.

MR. COMPTON: Just one small question. Shouldn't you say "in June, if possible"?

MISS MANLEY: Yes, it is all "if possible."

MR. COMPTON: It might be necessary to meet in July.

MISS MANLEY: I might say in connection with that that S.L.A. is planning to meet in June in Chicago. I don't think we have even thought of changing it. It would be very convenient for some of us if both associations held their meetings at the same time or nearly so. Our boards would be happier about it.

PRESIDENT VITZ: I am sorry. The question has been called for. I think we cannot continue the discussion. This being not a Council vote, but an expression of opinion, and as all librarians are interested in an Association conference, I would like to have an expression of opinion from everyone in the room except Headquarters Staff. So will those who feel that there should be held a meeting of the Association, not with a program and not a social function, but yet a meeting of the Association this summer, please say "aye"; those opposed, "no." The opinion is divided. Those in favor stand. You see, there is a very sharp division. Those opposed, stand. I would say it is about three to two in favor.

... Motion carried ...

PRESIDENT VITZ: A great deal of history can transpire between now and even January 1.

MR. RICHARDS: I wonder if it would be in order to point out that the people in the remote parts were pretty much in accord in favoring a meeting. I would like to have it noted.

PRESIDENT VITZ: All right. The coasts are strongly for it.

MISS MANLEY: There is one more point on this Committee report, but I do feel that there has been such a long program that we might just let this other question of the committee plans for regional groups and so on go, since they are still being very, very vaguely formulated. Is that satisfactory to the Council? It is, isn't it? (Applause)

MR. MILAM: The President and I think that we ought to report action taken yesterday which is somewhat revolutionary and has to do with personnel, one of the subjects discussed.

The Executive Board has given extensive consideration this week to the problem of improving personnel and placement services at A.L.A. headquarters. It authorized a survey of these services with a view to obtaining authoritative advice. In the meantime, as an experiment, the Board proposes to accept want ad announcements in the A.L.A. Bulletin from libraries seeking employees and also from any individuals who may wish to use such space. This service will be open to persons and to

institutional members, will be charged for at a rate to cover costs, and is intended to supplement other services as we are now able to render. There is no intention of reducing the placement services which are possible under present budgets but through this new device we hope to increase the effectiveness of our overall services to individuals and libraries.

PRESIDENT VITZ: That is just an announcement and requires no action.

I meant to have said to Miss Manley in thanking her for her excellent report that the things which she has been studying and on which she has reported have created a kind of ground swell which has already accomplished some of the things which she hoped would come as a result of her report. It has had its effect because it has stirred us on to more effective action.

The final item of business is the report of the Committee on Divisional Relations. I believe the report can be acted upon in a short time.

MR. SHIRLEY: Mr. Chairman, the Committee recommends that a second vote on the establishment of a Division of Public Libraries be taken at this time. I so move.

PRESIDENT VITZ: It has been moved by the Chairman of the Committee on Divisional Relations that the second affirmative vote by Council on the establishment of a Division - namely, the Division of Public Libraries - be taken now. The first was

taken by mail, and I believe was unanimous, with possibly one negative vote. Is there discussion on the motion?

... Motion seconded, voted upon and carried ...

PRESIDENT VITZ: I want to invite anyone here interested in public libraries to attend a meeting in this hotel on Sunday morning, called primarily to permit a constitution committee elected by mail vote and a board of directors ex officio, being the chairmen of the interested round tables. We will be glad to have any other persons interested in having public libraries helped another step forward.

MR. SHIRLEY: Mr. Chairman, in accord with A.L.A. by-laws, Article VI, Section 2-b, the Committee has recommended that a Division of Hospital Libraries be established, and that the first vote on their establishment be taken at this time. I wish to say only that if this division is established, there is the thought that it will provide a place for other groups of librarians who may be interested in joining, say, the institutional or prison libraries.

PRESIDENT VITZ: The petition has been signed by more than 300.

... Motion seconded ...

MR. BRIGHAM: Mr. Chairman, we had a report earlier this afternoon from the Committee on Prison Libraries. I wonder if it would not be helpful to have some expression from a member of that committee as to whether it would be more appropriate to

have the first vote on a Hospital Libraries Division alone or to let it go until there can be presented a vote on the two as a division to begin with.

PRESIDENT VITZ: If I may enter the discussion, I think not. We need two Council votes. We have a chance to get a vote now which will carry it along. The prison folks can very easily come in as a section if the division is established if twenty prison librarians petition to be a section in the Hospital Libraries Division. It is difficult to get Council action twice on the establishment of a division. I think it would be wise to get the division established and these other groups can or can not, as they choose, be incorporated.

MR. MILAM: Don't you want to add, Mr. Vitz, that the name of the division is not determined by this vote, but is determined by the division itself?

PRESIDENT VITZ: That is right. Is there any further point? This is the first of two necessary votes on the establishment of a Hospital Libraries Division which will be named whatever they decide later on, and will include all who wish to come in under the blanket. I will ask for the vote.

... Motion voted upon and carried ...

PRESIDENT VITZ: There will be another vote, probably a mail vote.

MISS BEATTY: Mr. President, could I ask when it is anticipated that the second vote will be taken? The reason

I ask is that if the Division is established before January 1, 1945, allotments can be made from the dues of the members. While if it is not in existence at the time that these members designate that division for their allotments, we are unable to care for that financial arrangement. Do you anticipate a second vote before the first of the year?

PRESIDENT VITZ: Yes.

MISS BEATTY: Thank you.

PRESIDENT VITZ: We will probably have a mail vote around December 1 if it can be engineered. I have found myself in the position of being an associate of Mr. Shirley in getting ships launched where before launching devices were somewhat lacking. You might be interested also in knowing that the service librarians are hoping to come in as a section of the Public Libraries Division, with a field of 600 to draw from.

One final thing - and you have been wonderfully patient and wonderfully interested, and I believe it must have been a good meeting to have held so many of you so long - I just want to acquaint you officially with the fact, as most of you know, that through the action of your President there has been proclaimed a freedom of the press week to come in November - November 19 to 25. I would be remiss if I did not acknowledge the fact that the idea first came from Mr. Hiller C. Wellman, a former President of this Association, distinguished librarian at

Springfield, Massachusetts. The idea seemed good, cleared through the proper channels, and the announcement was made and publicity has gone out.

Is there any further business, Mr. Secretary or members?

MR. MILAM: No, not tonight.

... The meeting adjourned at six o'clock ...

SATURDAY MORNING SESSION

October 14, 1944

The meeting convened at nine forty-five o'clock, President Vitz presiding.

PRESIDENT VITZ: The final session of this meeting of the Council will come to order. You may have thought that we had full dockets, but you haven't seen this one to its conclusion yet, and I regret of course very much that we are already staked to a loss of twenty-five minutes. So again we need your cooperation, and I hope we can also have your interested and patient endurance in this endurance contest.

I had hoped to say some things preliminary to the International Relations program, but I will have to telescope my remarks very, very decidedly because I did want to have the International Relations Program presented in a sort of frame of reference, (I am trying to use all the current phrases.) and that was the place that it has in the overall picture of the A.L.A. I am one of those who have been vocal at different times, saying that we are neglecting the home front, that there are many things that we should be doing about library extension, about public relations, personnel, relationships with various other library groups in this country, and so on. I want to make it clear my own personal point of view and also to present this great arrears of undone things preliminary to doing a little bit of boasting about the work on the international relations front.

The chief difference from a fiscal point is that home front things have not been financed; whereas the international front activities have been financed and have been financed generously, and I think we should take pride in the fact that private foundations and government have seen fit to entrust us with a half million dollars in round figures for accomplishing purposes that they as broad-minded foundations and as our government interested in cultural cooperation think important, and that they have entrusted to us the responsibility for carrying out in their behalf. I certainly do not think that in any necessary emphasis on the home front we should by any indication create the idea that we are not just as interested in the international front. The two are not mutually exclusive or antagonistic to each other. Rather, to put it very concretely, I have been helped in Minneapolis as librarian of the Minneapolis Public because Dr. Schmeckebier of the University of Minnesota, who has written the best book on Mexican art, discovered for himself the Benjamin Franklin Library in Mexico. It will help us in prestige and public relations, and what we are doing on the international relations front will help us on the home front.

So, while I am very passionate about doing jobs on the home front, I am filled and thrilled by the fact that we as an Association have had the splendid opportunities to do this work on the international front which will very soon be presented to you. I can express my pride with becoming modesty

because I haven't had a single thing to do with it except such little moral influence and support as I could give to it.

With that frame of reference, I would like to present Mr. Keyes Metcalf and his group of people who will present to you very briefly, altogether inadequately, a picture of the splendid cooperation in cultural relations, bringing the idea of the American public library, one of the great inventions that democratic America has achieved, which is having international acceptance. It is a gift from America to the world and we are permitted to have a large part in making that gift.

MR. KEYES METCALF: Mr. Vitz, Ladies and Gentlemen: In introducing me, Mr. Vitz should have said that I come to you as a substitute. Miss Flora Bell Ludington has been the chairman of the International Relations Board, but she has shown how seriously she has taken international relations work by going to Bombay to be librarian of the American OWI Library there.

I am not going to try to tell you this morning everything that the International Relations Board has been doing or is trying to do. Before Miss Ludington left she wrote the annual report for the Board. She and Mr. Lydenberg wrote it. And the report will appear in the annual report number of the A.L.A. Bulletin, which I understand will be out in a couple of weeks.

In many ways the most important thing that has happened to the International Relations Board in recent years

has been the establishment of the Office in Washington under the direction of Mr. Lydenberg. I do not need to tell you how fortunate we are in having Mr. Lydenberg there. I can't imagine a better appointment.

This office has already entered into contracts amounting, not to the half million dollars that Mr. Vitz mentioned, but to ~~some~~ \$650,000 for work - sending books abroad and so on. None of that money comes from regular A.L.A. endowment or membership funds. 'It has all been given to the Association for this particular work.

Now, before trying to go any further, I am going to ask Mr. Lydenberg to tell you something about the work of the office in Washington.

MR. LYDENBERG: Mr. Milam insists that it is to be in English. I happily am still able to talk it, and I am properly appreciative of the daring of all of us in bringing up such a subject within a mile of the CHICAGO TRIBUNE office. I hope that we have taken proper precautions to secure protection. As a matter of fact, I do wish that we had a chance to let some of our nationalists know how we applaud their insistence on native patriotism and how the more we get into this, the more convinced we are of the integral interplay between caring for our own household and helping the fellow across the street. If he has typhoid fever, there is danger. If we can help him, it benefits us. Forgive me for getting into that, but when these

figures were coming along, I just thought of how we feel the most important thing the Board can do is the planning for the future and how inadequate the \$600,000 seems when we see the opportunities that lie before us for meeting this hunger, this world-wide hunger for better contacts with the printed book, the end and aim of our existence. As librarians I am sure you all would share with us the thrill and satisfaction we have felt when the Rockefeller Foundation, soon after the war began, came to us to ask how we felt we could help secure for libraries the resource materials in the shape of periodicals that they could not secure then by reason of the break in international exchange and financial exchange and transportation.

Thanks to John Russell of Rochester, machinery was developed by which we have obtained files of several hundred periodicals for the war period which, when peace permits, will be sent to continue, to perfect and to assure the continuity of the periodicals, this important source of research that these libraries had all over the world.

So much for periodicals. Now this last year we received 100,000 from the Rockefeller Foundation to continue that work in the field of the printed book, to make sure that the results of research and investigation in this country published during 1939 and 1943 were at the command of students and scholars in foreign countries. There again the ultimate action on that will depend on the return of peace.

You have heard enough of what we are doing in China. You see how thrilling is the prospect that opens before us for team play and cooperation with our fellow librarians there. It is good to know that the Coordinator of Inter-American affairs, the Department of State as the continuation, have permitted us to act as agents in supplying books by North American authors, printed in this country, for libraries throughout Latin America. Mr. Milam and I were fortunate this summer to have a chance to see some of those books on the shelves, not so many in the hands of readers as we hoped shortly to see, but to see those books in place and to appreciate how the librarians charged with their control looked forward to their use in the future.

I do not need to remind you of the three libraries in Mexico that are functioning, and there again I wish we could pass on to you the pride and satisfaction. We look at them with just as much objectiveness and just as critical an approach as possible. They are doing good work and those of us here that have had any connection with them may rejoice at the chance of carrying our torch that far.

Then there are the OWI information centers from London to Bombay, Johannesburg to far Australia - active, important enough in their results to make those responsible for their establishment in Washington feel their added responsibility as to the future extension and the future conduct and

development of them.

Then there is the opportunity that we have for taking our part in the rehabilitation of libraries in war areas, covering the popular libraries, the research institutions, the whole field. And that, together with the part we hope to play in the book campaign that Mr. Lord will tell you about is another source of satisfaction - not only satisfaction, but thrills and challenges and daily reminders to us of how far we come from living up to the opportunities day by day the world over.

I have talked about these continuing operations. I wish I could give you a better, more detailed, more entrancing, charming, illuminating picture of our planning. That is, we feel, of much more importance than the mechanical performance of the duties before us. And there is something that cannot be measured in words, something that has to be played with, part of our daily life, part of our dreams as we go to bed and our hopes as we awake. We do feel our responsibility in that respect and we hope that the results may show at a later conference. (Applause)

MR. METCALF: Mr. Lydenberg has told us something of the work that is being carried on through his office in Washington. He hasn't said anything about the tremendous number of things that he is doing right in Washington, dealing with the State Department, the American Council of Learned Societies, and

so on. And he has not mentioned a great many other things that the Board is doing and which we cannot go into this morning. I do wish we had time to hear for five or ten minutes from Charlie Brown, who could tell us about the work of his subcommittee on the Orient and the South Pacific. He could tell us about the proposed cultural program of Sino-American relations involving libraries, on which he has been at work. He could tell you of the plans to send an American librarian to China later this month, of the books that are being purchased in China regularly for American libraries through a group of librarians there that he, Charlie Brown, has arranged. He could tell of the books that Vice President Wallace took to China with him when he went a few months ago, and the books from China that came back with Mr. Wallace. A great deal of the work of the International Relations Board is carried on directly or indirectly through subcommittees such as Mr. Brown's.

Mr. Gjelsness is the Chairman of the Subcommittee on Books for Latin America. Mr. Lydenberg has mentioned some of the work done by that committee or in connection with it, the quarter of a million dollars worth of books that are being purchased or have been purchased and sent to Latin America. He has spoken of the trip that he and Mr. Milam made. I wish we had time to hear a more or less detailed report of that trip, which is, I am sure, one of the most important things that has happened to Latin American libraries in recent years.

He did not mention the library schools that there are or are to be more or less under A.L.A. direction, the one now going on in Quito, the one carried on last winter in Lima, two years ago in Bogata, the ones that we can look forward to in Brazil and Mexico. He has spoken of the three American libraries in Latin America.

Mr. Lydenberg did say something of the work of the Committee that was headed by John Russell, now by Willis Wright, for aid to libraries in war areas. That is a very important piece of work, but that is only part of the problem of aid to libraries in the war stricken countries that we are facing.

And now I am going to ask Milton Lord of the Boston Public Library, who is the Chairman of another of the International Relations Board's subcommittees, to tell of the work that a committee under his charge is about to undertake.

MR. MILTON LORD: Mr. President, Mr. Chairman, Ladies and Gentlemen: We have read from time to time in the press of devastation of libraries with the particularly sinking feeling in our hearts as to what it would have meant had that happened to our own institutions. We know how widespread that has been. We know the extent, for instance, in China to which practically all of the university libraries have been destroyed. We have read of the destruction of a library at the University of Naples. We have read of the destruction at Louvain. We know

that Polish libraries are practically non-existent. We know that in England there has been destruction to many central libraries and to numerous branch libraries of public library systems.

Various library groups in this country have been approached from time to time for suggestions, for aid in the matter of rehabilitation of those collections in so far as our own books from this side of the world are concerned. There have been already one or two interesting little activities which have brought international good feeling to a great height, as for instance when there was needed for the University of Algiers a group of books.

That was made possible in this country particularly through the interest of several individuals and of one college, and those books that went to that particular institution were taken as a symbol for that particular country of France as our interest in their problems which mean so much to us and to them jointly.

Now, just as librarians and library groups are interested in this direction, so, too, are numerous other groups. Some of those groups represent formal relief agencies. There is an interest on the part of the Belgian Relief Administration or whatever it is called in this country, in rebuilding Louvain. There has been interest on the part of numerous other private groups in one country or another. There has been

interest on the part of the formal representatives in this country of governments of war torn areas. Frequently representatives of all of these groups at one time or another turn to the library groups to inquire what the library groups are going to be able to do. And so it seemed in the course of this past year that it would be desirable and a proper responsibility for the library groups to take the lead in developing plans for aiding the devastated libraries.

Under the sponsorship of the Council of National Library Associations an exploratory committee served during the past spring to examine the problem and to make recommendations in the matter. And in July there came into being for the first meeting of the formal organization a joint committee on books for devastated and other libraries in the war areas.

That joint committee is made up of representatives of practically every national library group in this country with the exception of one or two whose fields of action are not closely allied, but there are approximately fifteen different national library groups taking part. You will recognize them all by my merely mentioning a number of them. Some of them are the A.L.A., the S.L.A., the Music Library Association, the Medical Library Association, the Association of College and Reference Libraries, the Association of Research Libraries, the National Association of State Libraries, and so on.

That joint committee believes that it must take

in representation of the library groups the responsibility for organizing a formal program for the gathering of books and other library materials for the libraries in the war areas. Mention has been made this morning of the excellent work which has been done in entering subscriptions for American periodicals and serials of the war area which cannot have gotten to our foreign institutions. Actual purchasing has been under way by some of the private relief groups and now what is envisaged is to provide a frame of reference for an activity which will bring into being joint united concerted action without affecting the individual activities of any one group.

In other words, to use the analogy, something like a national war fund in the general sense to provide us all a chance to keep our own entities, our own individual activities, and yet to coordinate and develop them in such fashion that we will not run afoul of each other and yet bring about united action.

Briefly, our plan is this: We believe that it is now necessary to bring into being a meeting of minds of all of the interested groups, and we are hoping that it will be held in probably the month of December, that we will have a conference in Washington or New York, perhaps sponsored by the State Department, whose Division of Cultural Cooperation has a direct and far-reaching interest in this direction, to which conference there will be invited key representatives of all the