

PROCEEDINGS
MID-WINTER CONFERENCE
AMERICAN LIBRARY ASSOCIATION
COUNCIL MEETING

December 27-29, 1945

Drake Hotel

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TABLE OF CONTENTS

Page

Thursday Afternoon Session,
December 27, 1945

Roll Call	1
Remarks by President Ulveling	1
Remarks by Mr. Richards	4
Panel:	-
Remarks by Miss Nell Avery Unger .	6
Remarks by Mr. Robert Bingham Downs	7
Remarks by Mr. Benson	8
Remarks by Miss Elizabeth Hoyle ..	10
Remarks by Miss Elizabeth H. Morton	11
Discussion	13
General Discussion	20
Report on Social Security for Librarians by Mr. Richard B. Sealock	40
Discussion	42
Proposal for a James T. White Award by Miss Doris Hoit	49
Report of the Committee on Constitution and By-Laws by Mr. Hobart R. Coffey ..	50
Report of the Committee on Boards and Committees by President Ralph A. Ulveling	52
Discussion	53

Friday Afternoon Session,
December 28, 1945

Panel:	
Remarks by Mr. Leon Carnovsky	63
Remarks by Mrs. Lucile L. Keck ...	66
Remarks by Mr. Robert A. Miller ..	70
Remarks by Mr. Ralph Munn	74
Remarks by Miss Helen M. Harris ..	79
"The Expanding Field," by Mr. Andrew B. Lemke	83
General Discussion	90

TABLE OF CONTENTS

Page

Friday Afternoon Session,
December 28, 1945 (Cont.)

Report on Honorary Memberships by Miss Althea H. Warren	108
Resolution on the Creation of a Special Committee to Confer with the Officers with a view to Determining How the Department of Information and Advisory Service can be Reorganized	109
carried	110
Institutional Dues by Mr. Greenaway	110
Report of the Nominating Committee by Mrs. Cowles	112
adopted	113
Report on Relations with Local Library Groups and Membership Participation by Miss Marian Manley	113

Saturday Morning Session,
December 29, 1945

Continuation of Report on Relations with Local Library Groups and Membership Participation by Miss Marian Manley ...	131
Report of the Federal Relations Committee by Mr. Charles H. Compton	158
Remarks by Mr. Paul Howard, Director of the National Relations Office	160
report adopted	167
Report of the Library Development Fund Campaign by Miss Rothrock	168
discussion	170
Report on the American Book Center for War Devastated Libraries by Mr. Milton E. Lord	172
Remarks by Mr. Kenneth Schaeffer	178
Remarks by Dr. Luther Evans	181

TABLE OF CONTENTS

	P a g e
Saturday Morning Session, December 29, 1945	
International Relations by Mr. Keyes D. Metcalf	189
Report of President Ulveling	193
Report on Relations with Business Groups by Miss Marian Manley	194
Works Relief Projects by Miss Althea H. Warren	198
Statement of Principles Governing Relations between ALA and Commercial Organizations by Mr. Thomas Fleming	200
adopted	200
Report on the Committee on Chapters by Mr. Harold F. Brigham	201
adopted	201

THURSDAY AFTERNOON SESSION

December 27, 1945

The Midwinter meeting of the American Library Association Council convened in the Grand Ball Room of the Drake Hotel at two-thirty o'clock, President Ralph A. Ulveling presiding.

PRESIDENT ULVELING: We are about to begin the meeting, will the Council please come forward here? The meeting will now come to order. The first order of business will be the roll call. Miss Beatty, will you read the names?

... Roll call was had ...

PRESIDENT ULVELING: Thank you, Miss Beatty. It has been just a little more than a year since we had our last business meeting, but since that time the entire psychology of all of us has changed. At that time we were in something that might be thought of as an interlude. At this point, we are beginning a new era, and it is a part of that, that every effort is being made now to reappraise the work of the Council and do everything that possibly can be done to have the Council function in the way in which it was intended to, particularly the legislative body of the association, and as such, policy stems not entirely, but largely from this body. For that reason the chairs toward the center have been turned so that you can see each other and can discuss things back and forth.

The discussion, of course, is limited to Council members, not to the audience. The audience may not take part. In effect, you are the leg of the assembly, or the center of the association. You represent the different groups of membership and you are carrying the responsibility of speaking for the membership today. The members who were not a part of the Council can give all the corridor instruction that they like, either before or after the meetings, but during the meeting, for the sake of expediting business, it is necessary that the elective representatives who are here in the center carry the full responsibility. You have carried the full responsibility in the past and I am sure that all of you are as conscious of this as I have been and when I say it I level it as a criticism of myself as a member of the Council, quite as much as at any person who would be here.

There has not been enough participation on the part of the Council in framing a social policy and the piercing kind of discussion that leads to the development of sound policy. I have done everything within my power to develop that and bring it out by seating arrangement, by a brief roll call in which you all became acquainted, I hope, with the few Council members who are here, and by giving everybody a chance, at least, to exercise their voice and get their throats cleared to that extent so that they can be ready to speak when the time comes.

Now, with that very short background introduction to the thing that is being attempted here, which is actually to build up the Council's responsibility for the whole association program, we will move on and I want to call your attention to the fact that the first item on today's program, which is, as you will see listed, "Where do we go now?" "What Library Policies and Programs Does the New World Need?" That subject was discussed at length by the Executive Board in October. It has been epitomized and the gist of it has been sent to all Council members. The Council members have had an opportunity to go over such thinking as came from the Executive Board. Fifteen or twenty have sent in their comments, which were both stimulating and helpful. In fact, so much so that a good many of them, or at least some of them will be carried in the January bulletin, and others, if not all, I hope, will come out in some more permanent and less digested form because it is important. The subject that we have here today is in no sense an intellectual exercise. Out of this meeting the policies to guide the association for the future should come. You are speaking for the membership and I hope that you will realize that.

There is probably not one item on the three-day program which you have before you that will be as important as the thing that we are trying to do today. With that I turn

4

the meeting over at this point to the Chairman, who is also a member of the Executive Board and has sat in on the earlier discussion, Mr. John Richards. Mr. Richards.

MR. RICHARDS: Mr. President and members of the Council: As you know, this subject, as stated before, was discussed by the Executive Board in October. The Executive Board had a very good kind of discussion and it was felt that you should be allowed to come in on it. The plan this afternoon is to devote the first forty-five minutes or approximately that in panel discussion here at the head table, after which time the meeting will be turned over to you and about the same amount of time will be available for your use. We hope that by the time our period is up, you will be popping and just so anxious to get in on it that we wouldn't be able to keep you from it if we wanted to.

I am first of all going to introduce the panel, starting on my left, Paul R. Benson, Vice Chairman of the Trustee's section of the American Library Association, a section of the Library Board, New Castle, Indiana. Next to him is Nell Unger, of the Library Association of Portland, Oregon. On my right, Nancy Elizabeth Hoyle, Field Representative of the Library Committee, Southern Association of Colleges and Secondary Schools. Next is Robert B. Downs, Director of the University of Illinois Library and then Elizabette H. Morton, Executive

Committee of Library Council, Ottawa. As you will see, this panel represents a wide divergence in types of libraries, and wide divergence in point of view. It is a well represented association geographically. Now, let me lead off by saying that this is entirely unrehearsed, and when I say unrehearsed, I mean just that. On account of the late train schedule, two of the panel only just arrived before it took up. Four of us did have luncheon together. I can't vouch for what is going to happen here. I think anything can. As I said before, I hope it will be provocative enough when we finish you will be anxious to take over. I am going to lead off with a statement or two and then I hope to keep out of it.

I would like to raise the question for the panel as to whether or not this topic which we are discussing, "Where do we go now? What Library Policies and Programs Does the New World Need?" - whether or not that subject does not involve a pretty radical change in direction. In other words, I am assuming that it involves, if not an about face, it involves a pretty dramatic change. Assuming that we are still in the negative period where we are disposed to let people come to us. I am assuming that we have to work out very new techniques, very new methods and take the library to the people. Now, I am saying that I hope that is challenging. I hope someone picks me up on it. I can only see this as a revolutionary thing. I can-

not see us accomplishing the job unless we are revolutionary in our method and I mean revolutionary. With that statement, I open the panel with Miss Unger.

MISS UNGER: When a digest of that Executive Committee discussion came to my desk, I almost sent a telegram to say how much I appreciated Mr. Greenaway's saying there is a place for libraries without our turning hand springs. Suppose we have the five dollar per capita today that was mentioned in that discussion, what could we do along the lines which we have at hand now and along the lines which we have not yet covered? I think at this point, I will bring my own library into it. If I had the five dollars per capita, I could use fifteen highly trained professional staff members and I could give Portland, Oregon, a standard of adult education along every line of work, working with labor unions, working with business, working with club women, working with parents, something that we have never even envisioned because we don't have the number of staff and don't have the right kind. I think really, that some of the gentlemen in the profession are too afraid of the word, "handmaiden". It is a good worthy title since Biblical days. We have a new person in charge of our Parent Education classes and for the first time we have been able to send out to about twenty-five groups a collection of twenty-five to thirty publications. Had we the money and staff to do that for every group, we could

accomplish more than we have ever imagined. I think that we are too afraid of being auxiliary institutions. Until we have played that roll more completely than any library I know has played it, we are not yet ready, Mr. Richards, to be revolutionary.

MR. RICHARDS: Will someone pick it up there? I'm not answering. Mr. Downs, will you go on?

MR. DOWNS: I was brought into this panel to represent the college and research library, and that will be my chief aim. The very interesting summary of the Executive Board's discussion which has been previously referred to, "What is ALA's New Emphasis to be?", deals principally with the public libraries and that is understandable, but in view of the fact that about two out of three American librarians are in other types of libraries, I think we also need to stress other types than the public. Or rather, I should say, in addition to the public, and certainly we have enough problems worthy of consideration in the college, university and research library field. Those problems are not new. They may need revolutionary methods for a solution. Just to mention one which we have had with us for a long time and which has not been satisfactorily solved. I believe on every university campus in the United states, there is the question of undergraduates versus graduates and research workers. All too frequently the university library neglects the undergraduate. It doesn't help him to

make the transition between the undergraduate, the secondary school library and the large university library. I do not think it will require new or particularly revolutionary ideas to correct that situation. We already have possible solutions such as separate undergraduate libraries, open shelf collections, browsing rooms, moving pictures on the use of libraries, exhibitions, etc. What we need to do I think, is to apply methods which are now available and which are being pretty generally neglected. So my feeling, Mr. Chairman, is that the problems are not new and that we can solve them with the means which we now have at hand.

MR. RICHARDS: Apparently I am in the minority. I will call on Mr. Benson.

MR. BENSON: In an unguarded moment I consented to participate in this discussion. I did not realize that I would be the only Trustee on the panel. Doubtless it was considered advisable to have one trustee for balance. Let us hope the balance may not prove too heavy. Two questions are presented for discussion, first, "Where do We Go Now?" The answer to that, of course, is forward because we either have to go forward or backward, because we cannot stand still and the mere fact that you folks are present, to me, indicates a resolution to go forward. The second question posed is, "What Library Policies and Programs Does the New World Need?" The answer to that, I think, is that it needs those kinds of policies and programs

that will fit into and meet the needs of this new world which we have been referring to as the "brave world" and which some of us now confront with considerable trepidation. How are we going to do that? I think I will have to side with the majority against Mr. Richards and say that I think we can do it in two ways, first, hold fast to that which is good, and second, realize that there is no security and that there is no certainty except change and be willing to try new methods and approaches to extend and improve existing services and to inaugurate new services. Now, I agree with what has been said here about not doing as well now perhaps as we could, reminds me of the high-pressure magazine salesman who was trying to sell a farm magazine and was making no progress whatever. Finally, in despair he said, "Well, don't you want a magazine which will show you how to farm better?" The farmer flipped his galluses and spat and said, "I reckon I'm not farming now half as well as I know how." So perhaps this idea of improving, extending your services is well worth considering and I will have to say here at this point that if we are going to do that or solve any of the present problems, the trustees must wake up and take a more active responsibility in bringing these things about.

One thing I would like to mention at this time, and that is, that during the years that I have been attending meetings of this kind, I have heard all the time what is wrong with the public library and I presume that is right, but may not it

tell what is right with the public library, because there is a good deal that is right with it. One other point that I would like to make with regard to the cooperation in the adult education program mentioned here, I agree with that too. You know, there is an old saying in politics, "If you can't lick 'em, join 'em," and much can be accomplished along those lines perhaps. One other statement I will make at this time and will conclude. That is this. In Indiana we are now working on a classification of library laws. Sadly, it has been deferred because priority has been given to certification and reaffirming the pension fund. In passing this problem we found we have difficulty finding an objective, to know what kind of code we want, and that presented considerable difficulty. If this meeting could define the objectives of the association, I think that probably much will be accomplished by this meeting.

MR. RICHARDS: Thank you, Mr. Benson. I want to get all the members of the panel. Miss Hoyle, now, if she will take over.

MISS HOYLE: I thought of the school libraries when Mr. Benson told the story of the farmer who wasn't doing as well as he knew how. To me, it would be positively revolutionary if we brought all of our school libraries up to what the best of them are now doing or anything that approximated that, or up to what our theory of what is a good school library, be-

cause there is a long stretch between what we think of as desirable and good and what is the actual practice in many of our school libraries. When I say, "School Library," I am thinking of library service, not only a central library, for instance, in a single high school, but ways of getting books to all children even if they happen to be in one room rural schools. There is a long way we have to go, it seems to me, in realizing the objective of making books available to all children regardless of where they may live. There is a lot of room for cooperation between various kinds of libraries. It seems to me there is room for us to explore what the panel will take up tomorrow on what can be done in terms of training to arouse perhaps more interest in that field. One of the big jobs, to me, is the recruiting, and the point has been made in the brief Executive Board discussion that perhaps we need new goals, revolutionary goals in order to recruit people for library service. I don't believe that it is necessary if we can get a broader conception of what constitutes library service, school, college, public, special library service, whatever it may be. I believe part of our difficulty in recruiting lies in the superficial conception that most people have of what the work of a librarian is.

MR. RICHARDS: Miss Morton, will you come in at this stage?

MISS MORTON: Well, Mr. Richards, I think I'm all for

revolutions, myself. I see those who have spoken between us have all spoken of libraries that exist, and my own point of view is so colored by the Canadian scene in which only three of our nine provinces can boast of libraries at all, except in some of the cities. One minister of education said to me, "I think the people in the provinces had become interested in reading about 1890, and it is up to you to try and persuade us that we even want to read." To meet a situation like that, it seemed to me that the library group would have to cooperate very strongly with every organization that is interested in reading as a tool and in that particular province the Canadian Library Council is providing a portfolio of library information of all types and this portfolio is going forward to Royal Commissions on adult education. The Canadian Library Council rarely is giving leadership in methods of cooperation in which books can be used. The Council, itself, is an example of cooperation. It has been set up by the seven provinces, all library associations and the Advisory Committee on Library Affairs set up by the ALA, and in the past year, by leadership and suggestions, it has been able to bring libraries into the public eye to such an extent that libraries are being discussed by three Royal Commissions and library briefs have gone forward in eight of the nine provinces.

Now, we just can't talk of library service to these people as reading. We talk to them of library service as mean-

ing information and ideas, and to the foreign groups, who don't speak English, for we have many languages in Canada, we suggest that the library service is going to include films, and music, and pictures and then later on, perhaps, in five or ten years, when their children can read, simple books, and then later on, perhaps twenty-five years hence, we will be talking about the type of library service that you can take for granted here in America.

MR. RICHARDS: Thank you, Miss Morton, for coming to my rescue. It appears that the rest of the panel believes thoroughly in the present patterns of library service, and I believe the time has come to carry the burden of proof to them.

Miss Unger, if you had a five dollar per capita, you would use that money to buy more of the same service which you are now giving. Do you have any reason to think that if you extended your service that you would reach the other eighty-five or ninety per cent of your population which may be more or less outside the influence of the library?

MISS UNGER: No, because there are those too young, too ill, or too old to use the library or any of its services. However, I could reach so many more than I am now reaching that I would be better prepared to go on to some of your revolutionary methods. We have not mentioned what I think is the most exciting revolutionary development in the library field

at this time, and that is the position which the adult public library holds as leader in the community in the field of progression of social thinking. It seems to me there is a role which no other library in the country, of which I know, has gone so far and that is a role which every library should be playing. The social, economic thinking, progress of thinking along every line. Perhaps we should not go so far as indoctrination. That involves us in something that would lose time. Mr. Benson, we have a conservative group, that is where the money comes from. If that is true, it behooves every staff in this country to be a progressive liberal staff, otherwise, it seems to me that libraries can never play any role whatsoever as a leader, which is expected by the great population of the entire community. One thing I should like to hear discussed from the floor. People in certain quarters believe that the library should take over certain types of class work now given in communities such as mine by the public school systems and the university extension divisions. Do you honestly think that is the role of the public library?

MR. RICHARDS: Well, now, I think you are less conservative than I thought you were, because I have the feeling if your first statement is carried to the ultimate conclusion, we are going to have library staff members a lot more active than most of them are. Mr. Benson, how do you feel on the matter?

MR. BENSON: Well, of course, we all want to be practical idealists. None of us want to be considered as reactionary. We all want to be liberal and progressive, but the point that we have been making is we do not want to overlook the probability that we already have, as I said before, we want to be willing to be daring enough, if necessary, to try a new method, to inaugurate new procedures to give you service which will give a better coverage of our service and that, of course, requires imagination on the part both of libraries and trustees so we don't want to be classed as reactionaries at all. We are talking about practical idealists.

MR. RICHARDS: The question is, just how far in are we going to wade? Miss Unger is opposed to class work as given by library staff people. Yet, I would assume from her first statement she is very much interested in the library taking a pretty vital, if not dynamic part in the overall adult education program of the community. Could you carry that a little further, Miss Unger?

MISS UNGER: Mr. Richards, so much can be done with the group work which has been tried in a small way by a few libraries at press discussion groups and films and lectures and all of those methods. I am thinking in terms of regular class work with faculty members on the library staff, when I say, do you honestly think that is the role of the library, is that the direction in which we should be moving, if some

more funds are available?

MR. RICHARDS: I think we might come back to Mr. Downs for a minute. There was some feeling on the part of college and university people that the Executive Board discussion did not deal as much with college and university libraries as it should. I was very much impressed with Mr. Downs statement just now this afternoon regarding the problem of general education for the undergraduates and I assume that he is applying that particularly to the very large university libraries. Mr. Downs, do you care to come in at this time and carry this a little further?

MR. DOWNS: Well, I might mention specifically my own university where we are attempting to do some of these things, which I enumerated a while ago, including the establishment of separate undergraduate libraries, two browsing rooms, the use of an educational film on the use of literature, beginning about a year and a half ago of a weekly talk in the library by a faculty member, visiting author and other qualified persons, on various subjects, quite a number of which attracted the undergraduate. Many of our exhibitions are planned with a particular view to attracting the undergraduate. Now, those are some of the things which have been done and which I think can be done in most institutions.

If I might take a minute or two longer, Mr. Chairman, I would like to go into one or two problems facing the research

library, that is, the university research library level. I believe that the American libraries and especially the library as an educational institution, should be much more concerned than they are at present with international relations. I do not have in mind here any vague general interest, but some very specific matters, for example, in the Constitution of the United Nations Educational, Scientific and Cultural Organization, is this statement: "One of the purposes of the organization is to maintain, increase and diffuse knowledge by encouraging cooperation among the nations in all branches of intellectual activities, including the exchange of publications and other material of information by initiating a method of international cooperation calculated to give the people of all countries access to printed and published material produced by any of them."

It seems to me if we could have a library of the world, consisting of scientific, technical and documentary publications, perhaps with government financial support, and that is simply an amplification or expansion of one of our present methods, rather than something radically new, for of course the international exchange of publications is not anything new. The plans under discussion by the Association of Research libraries could be an important part of this program. These call for getting into some American library, at least one copy of every important foreign book, and perhaps this program or any program that is decided upon should not be limited to school library

materials. If we had access, for example, in the 1930s to German text books, we would have known exactly what the Germans thought of us and what they planned to do about us, because it was all set forth very explicitly in the school texts. That is one of the important problems confronting research libraries which I think can be solved by cooperation between these new international organizations which are being set up and our existing library association.

MR. RICHARDS: Thank you, Mr. Downs. I am going to ask Miss Hoyle at this time, if she has anything to contribute regarding new methods or new techniques which the school people have been using, I think, very interestingly. Would you come in on that, Miss Hoyle?

MISS HOYLE: I think what Mr. Richards is driving at is something that grew out of a previous discussion in which I raised the question as to whether libraries are going to accept the opportunity for using audio-visual materials a great deal more freely than we have in the past. Miss Morton mentioned the projected use of both pictures and films and recordings in the Canadian program, even before books would be used with certain groups. That seems a revolutionary technique in this country but some of us are beginning to recognize, in view of what the Army and Navy have been able to accomplish in their training program with the use of audio-visual methods, that in teaching we are going to have much more extensive use of those.

Some of us feel that if we are going to use this in school programs, then the school library will have the responsibility for borrowing, or renting or taking care of those new types of materials. Mr. Downs has mentioned the use of the films in his own university library. Public libraries have been having film forums in many cases in connection with classes or instruction groups. I wonder if we shouldn't, when we have this, have more discussion to consider a little more carefully ways in which we might make greater use of audio-visual materials as equally important with books, rather than auxiliaries?

MR. RICHARDS: Thank you. Miss Morton, as a fellow revolutionary, do you care to get in at this stage?

MISS MORTON: This is going to sound not revolutionary at all, because I think that films can be used for certain purposes, but that they are not as flexible as books. This evening, those of you who see the library films, will see one that I experimented with in Canada, called, "Library on wheels." I had an interesting experience with this in one of the provinces in which I was trying to plant the seed of regional library organization. I was talking to the ward of a small library. It was the natural center for this regional organization and they were not interested. Later on, when he saw the film and afterwards, the man who opposed the regional library most strongly said to me, "We will show that film in every small hamlet and town around here, and when you come back in about

"three years I think you will find our library is going to be the center of a regional organization, because that film showed me what you meant." Now I think that we can make films a very useful tool in that way, but we have to carry on the work with our pictures and pamphlets and of course, finally, with books, and all sorts of books.

MR. RICHARDS: Our time is drawing to a close. I am not going to try to summarize what we have said here. I think we have given you enough to give you a certain cleavage and certain differences in point of view which may or may not be useful to you in the discussion which you will carry on. I believe the panel has failed to prove that if they had five dollars per capita more of the same services would reach as large a proportion of the population. Is there anyone else on the panel now who has something else that should be said for the panel before I call in the Council? If not, the meeting is open. Who will be the first?

MR. NYHOLM: I suppose I should speak mostly about the university, but I do not have much to say because I think Mr. Downs already has expressed what I have in mind. I do think this, that the university library has very obvious objectives and is trying to find a way to reach the objectives. I am not quite so certain that the public libraries are not exactly what their organizations are. I was in a public library myself at one time, and I have always been very much

interested in public libraries. One of the gentlemen members of the panel talked about objectives and I think that the public libraries should redefine and reevaluate their objectives. When I go to the public library and look at the books on the shelves, I recognize perhaps something like ten per cent of the authors. Now, what I would like to suggest is that the public library redefine its purposes. I suppose the purpose is to help people live more intelligent and more useful and richer lives than they do now. In other words, I think the public library ought to stress quality rather than quantity.

I am a member of the Committee on Intellectual Freedom, and I have always violently defended the right to say and print what you please, but I do think, on the other hand, sometimes we have much too much respect for the printed word. Certainly for the purpose of the public library, not everything that appears between two covers is significant. In the library school I was taught that it was possible in selecting materials for people to let them advance from poor books to better books. I think that is an entirely erroneous conception. I say advance from a simple book to a good and more complex book. In other words, to make a start, I suggest that the public libraries try to redefine their objectives. Somebody was talking about social leadership. That should be assumed by the public library. I am quite convinced that when the housewife comes to the library and tries to get home every week with three or four

of the most recent love stories, it reflects an attitude that is not good. They would read less if they would read better books. Stress the quality.

MISS UNGER: I hope that one of the exciting developments is going to be the twenty-five cent book which will be published, which will make it possible for you to be selective in the books that you buy from the public library.

MR. COMPTON: The ten per cent of books that the gentleman just spoke of - it may mean something to him but to a great many people, it doesn't mean a great deal. I made a study plan. Some of you may have seen some of the studies I have made. This year we had a study of fiction. It wasn't the late best seller they read as a whole, there were detective stories, love stories, and who are we to say as to what those books mean. You can't take ninety per cent of the books and be an instructor of the public, or apologize for giving people the books that they want, when they reach certain standards. One man reads a book and it means one thing, another man reads it and it means something else. If you will read my last annual report of fiction read, you will find that those people read a great many of the books that you wouldn't approve, but it means something to them, it helps them in their lives, raises their ideals. I don't think we have any apologies to make as far as objective is concerned.

I want to get enough finances so we can meet the

needs of the people. I want the personnel to be raised, more good people. The personnel is poor today. I have to apologize for it. We are getting better but we need more personnel, there is no doubt of that.

MISS WINSLOW: The public libraries, in their post-war standards, have about five objectives, but we never have, I think, really passed the issue as to what is our main emphasis. In our attempt to supply recreational materials, it seems to me that we do sink pretty low, and I wonder if the time hasn't come, as Miss Unger suggests, when we can face the question as to whether or not we must continue to spend, I don't know what per cent of our budget on most insignificant fictional materials. I am not talking against fiction per se, but you know the type of things which we are supplying. I needn't elaborate. There is a great deal of talk going on now about recruiting for library service, and I wonder just what challenge there is to the young person who has some social vision, when he goes into a public library and sees the per cent of books being circulated which really are absolutely inconsequential.

MR. HALL: Some of you have heard me make this statement before, that it was too bad that some questionnaire was not given to the members of the Army and Navy in which they could anonymously say what was the matter with their home-town libraries, or why they didn't use them, and I think

any librarian who worked in the Army will tell you that those men had stayed away from their home town libraries in great numbers, some of them using it for the very first time. Those boys are coming home, many of them having access to books for the first time in the Armed Forces, and you know the caliber of material in them was excellent. They are coming back to ask for that type of book.

MR. RICHARDS: It is rather interesting that beginning this afternoon we seemed to go into exclusive consideration of the public library. You university and college people have only yourselves to blame if you don't link your libraries up to this discussion.

MR. GREENAWAY: I think we are seizing on some of the high points that we find in one library or another. To emphasize the point we want to make, I don't think, in general, that the better libraries are devoting a very large amount of their book budgets to trash. I think that all of us are human and then we perhaps go a little bit too far in one direction or another, but the general trend has been, over a period of years to buy a small number of fiction titles and to buy a good quality of those. I think that many of the public libraries do come within the category mentioned and they are not too careful in their book buying, but can't we go back a step further and find out perhaps either what is wrong with the community that will stand for that or what is wrong with the

libraries in condoning that policy. I am also a little bit interested in seeing whether or not the objectives of colleges and universities really tie in with broad library objectives. We shouldn't be too far apart. I also note in the public library field that there are far too many college graduates who don't carry something over in their adult post college life to the public library field. That is, use of public libraries. I think some of the statistics will show that better educated communities do use their public libraries more but there are far too many Phi Beta Kappa men who stopped using books and libraries.

MR. NOURSE: I hope when we get this five dollar per capita, we will give the public improved service. The second thought I had in mind was that we were discussing how much money to spend on fiction, and I hope before the afternoon is over, we will get into the "Brave New World" and discuss something else, and another point I would like to make, I should like to see the Gallup Poll technique really developed in the ALA. Members of the Council would very often like to know what the membership is really thinking about on many important questions and if we could get something like the Gallup Poll technique worked out by sending out questionnaires to every ten or twenty-five names on the membership list and repeat certain questions from year to year; for example, at the end

of ten years it would be very interesting and valuable to know how the thinking has changed on one subject and another. But this practice of printing questionnaires in the back of the ALA bulletin is not successful because not enough people answer. I think you have to address a personal letter to individual librarians and I think you get a better percentage. I should like to see that technique developed and find out what the membership is really thinking about many of these questions we discuss.

MR. RICHARDS: Does it matter very much what we spend our book money for if less than ten per cent of the public ever come inside the building. I would like to bring this back to the question of coverage, if I could. I don't believe you are going to get adequate coverage by more of the same type of service we are now giving.

MR. BRAHM: That ten per cent want more coverage regardless of the quality of the books. You want to get more books read by more people. If I had a public library and had five dollars per capita, I would give them a house-to-house library, and I think that might even been a worth while demonstration project now. We would be reaching everybody in the community, not just groups whom we go out to visit or the ten per cent that come to the library. We would be reaching everybody across the tracks, as well as on this side.

MR. RICHARDS: That is revolutionary.

MR. GALD: There are a lot of old people, little children and babies and other types of people that are never going to read anyway, and the percentage of those is fairly considerable.

Public library work has been primarily the question of meeting demands. All in all, we have met the demands as well as could have been met within the funds that we have had. The matter of recreational reading of the light type, as far as percentage goes, amounts to about two per cent of the total amount of books for the library. It is very, very little. Then, it doesn't cost you anything to catalog, it doesn't cost you hardly anything to serve people. They come in and get what they want, there is no expense about it. There is not nearly as much importance as many people give to it, and that is one of the sources by which people do become interested in libraries. The main thing, however, goes much deeper than that, in my opinion, and that is the question of a certain word that we use and that other people use, for which we get no credit whatsoever and that is the word, "Education." In my opinion the public library is a very integral part of the system of education of the people of the country, and we have permitted that word to be stolen away from us. We do not need to define public library work nearly as much as we need to de-

fine schooling and what is the objective of the schooling. In my sincere opinion, one of the great objects of schooling is to get the people prepared for the use of public libraries. It is the only form of education that they really have after they leave school. There isn't anybody in this whole room who doesn't know that their present education is what they have secured since they left school. The schooling is preparation for it, and we should be continually bringing out the fact that the libraries are used by adults. It is that integral part of the opportunity, we don't furnish them with the education, but we do furnish them with the means for the education. As far as the public library of our side goes in Buffalo, we spent a whole lot more for the - I don't know what it was called, a research term, than we did for the popular novel.

I think that when we can get a feeling that we are the culmination of the educational system, that then we really will have our proper place and will be prepared to go somewhere and when we have more money, we won't need five dollars per capita. We will be able to furnish the continued opportunity for the future education with all the available means and those means in the future aren't going to be just exactly what those means are today. We can't have these discussion groups, we can't have the cooperation with all other associations we do today for that matter, but we can do it very much better

and take a lead in it, but I think the main whole thought is the getting together of the schools; that the school is the preparation for the library. It is the library's duty to carry these people through for the rest of their educational lives.

MR. RICHARDS: I wish some of the college or university people would speak on that.

MISS MERRILL: I would like to follow up those remarks. I would like to hear some one discuss Miss Unger's question. The function of the public library to compete with formal educational institutions, such as university extension and vocational schools, as we have them in Wisconsin and I presume in other states - night school classes, and that type of formal education.

MISS UNGER: Why don't you talk?

MISS FIHE: We have come to the conclusion that the library function is not to teach classes, I mean, to conduct classes. The trouble that I find in most libraries is difficulty in getting members on the staff who are authorities on their subject. In the reconversion period we have all gone through, the business men come to the library and hope to get a job description, and job analysis or job breakdown. If I know someone who knows exactly what they want I introduce them to the authority on that subject. You are going to get

every industry that is going to need analysis. The trouble is that most librarians - this is true of small libraries, are expected to know everything and you cannot be an authority on all subjects. The large libraries have found they must have more specialists. If you can advise a group according to their objectives and type of mentality, if you can classify your books and give them the right material, that group is going to be forever your patron. The point is, that most of the public has not looked upon the public library as an educational institution for them. I am sorry to say that they found that when they did go to the library they didn't get the authority that they were seeking, and there is where most libraries fall down naturally because they are not an authority on all subjects. Being interested in adult education work, I have worked through organizations and we find that your best patrons have come through organizations and we find that once they have the confidence and you give them the right material, they are bound to come back. Our policy is never to let anyone go out of the library without having questions answered. Now, that is true, for instance with the labor groups.

When the Labor College started, I immediately approached the head of the Labor College and offered him our assistance. In each profession there were twelve on the board. They came to the library and sat around the table of the staff of the Reader's Bureau and we discussed the books they would need. They gave us

some pointers as to what they wanted to use, supposedly to find an introduction to authorities on that subject. Unless you have made a special study of the things they want, it is impossible to serve them. It is necessary to give them special authorities.

Another point which I feel strongly on is the field of foreign literature. I would like to see the American Library Association give a little bit more attention to the selections of Latin America. We have got the catalogs but are unfortunate enough not to have learned the language. How do we know who are the best writers unless we make a study of their work. The library should give assistance in the choice of foreign literature and that could be discussed by the hour, but there is a way and it should be done.

MISS UNGER: Miss Herbert is one of the few who can ably discuss the relationship between public libraries and universities. She has a class in Washington, D. C.

MISS HERBERT: Answering Miss Unger's question about the relations of the public library activities to the university and formal education, we, ourselves, have come to the conclusion that we are not an instructional organization; that is not our duty. Our duty is interpretation of books and anything that we do that promotes the use of books, the use of the very best books by interpretation or by discussion

groups or by the biographical work which lies within the scope of the public library activity and that you draw a very clear line between the activities of the library, partly supplemental to the formal educational institutions and partly carrying on in a new field, or at least an independent field, but tie in and around it and also the development in the community of the use of the best materials.

I would like to say in answer to Mr. Richards's challenging question about the revolutionary. These are revolutionary times and when we realize that we have three years, according to the scientists, possibly five years, for the world to know how to handle the atomic bomb; that we have all kinds of problems in our own nation, for instance the race problem. Detroit has shown us how the library can be helpful in that field. We know how very difficult the whole relationship of management and labor is. We have millions of men and women coming back to find themselves in what we would like to call a "brave new world", but which is certainly a very difficult world. I don't know what the answer to your revolutionary methods may be, Mr. Richards, but I am sure that we must be very far sighted, as far sighted as we possibly can be, otherwise, we may not have any opportunity to carry on our libraries at the end of five years.

MR. BRIGHAM: I am inclined to join Mr. Richards on the situation of revolution, and I say that for one reason in

particular if for no other, namely; that if we think we can do well enough by simply doing more of the same, we won't go very far in the forward direction that Mr. Benson suggested. We need to reach far ahead of ourselves in order to make some real progress and for that reason it would pay you to be revolutionary, even if we had some doubt about the things we were reaching for.

I would like to suggest several areas in which it seems to me we can find justification for being revolutionary in our library service. First, in the area of publicity and promotional work. This would apply not only to public libraries but to all types of libraries. We have done much within library walls, but we have succeeded in doing very little effectively outside of the library walls. We need to know better how to use the radio and the press and other media that will reach the people. We need to know how to obtain people on our staff to do that work effectively. We have done so little in developing staff talent to do publicity and promotional work.

The second area that suggests itself to me is the field of non-book material. I think all of our libraries, not only public libraries but school and university libraries are beginning to give educational films and recordings and the other non-book materials a place but I would suggest that that place is going to become much larger and much more important and

that suggests again the need of a revolutionary approach. Another field that suggests itself is that of research cooperation and I am thinking here again of all types of libraries and I am thinking of the small libraries as well as the large. There must be cooperation that would involve agreements and real commitments in responsibility that different sized libraries and different types of libraries will take from research libraries. Resources are to be made available all over the country.

Another area that suggests revolution to me is that of adult education, a term which I think none of us would welcome a call to define, but I am thinking here of cooperation in adult education on the part of all of our libraries again. We need to find the place of libraries in promoting adult education in its broadest conception. An attempt should be made to bring in all educational institutions and all civic organizations and fraternal groups and labor groups in a coordinated adult educational program. Government and state libraries need to find their place in that whole cooperative enterprise. Finally, I would suggest one more area that seems to me to call for daring and revolution and that is the field of library training. It seems to me that we need to review our whole area or whole system and program of library training, not assuming that five or six years would produce the kind of people who are exclusive-

ly to be called librarians but we need to find some kind of training on a lower level that will provide competent people in positions - that multitude of positions in all libraries that will require more than a year of college and training, but do not require the kind of training that seems necessary for doctors, for example, for the advanced professions that do perhaps, need six and seven years. If library service attempts to provide competent service to reach all people, it therefore needs a high confidence in its staff. It needs in the twilight zone between the clerical and professional, some kind of training that would be recognized and dignified. We might go to the area of our school library friends and find an example therein that they do provide training within the four years of college which does produce people who are called teacher librarians, but they are dignified by the term of librarian. All librarians need some kind of training in that middle zone.

MR. RICHARDS: Mr. Brigham has brought us right up to the topic for tomorrow's panel. Our time is just about up. Is there another speaker ready.

MR. HAMILL: Mr. Brigham said so many significant things there that he made my head spin. I would like to confine myself to one idea which I don't think has been suggested today and that is, why not try advertising? When we get this five dollars per capita in Kansas City, two million instead of four hundred thousand or one dollar per capita, I think I am

going to ask for at least five per cent of it to be spent on advertising and that would give us one hundred thousand dollars. I know that many of you shudder at the word, "advertising". You think of seeing commercials and Rinso soap and other things along that line, but advertising can be effective and it can be dignified and if we had one hundred thousand dollars to employ on our staff a total of four or five trained librarians who could spend time exclusively in telling the community what we have to offer and if we can have four large-scale lighted bulletin boards or bulletin boards throughout the country and if we could have large ads in newspapers and if we would have effective and well worked out radio programs and if we use all the existing media that exists, I don't think we would have to go from door to door. I work with the Enoch Pratt library and I think they go about as far as anyone in advertising, I believe, that is about the proper wordage, but we haven't gone far enough. We haven't even begun to think what we can do with advertising in our libraries. I say with one hundred thousand dollars that we may not get seventy, eighty or ninety per cent of our people to use the library but we certainly could double the use of the library.

MR. RICHARDS: Is there anyone else who is burning to speak?

MR. KUHLMAN: Legislative group voting should be restricted to the Council, but discussion or ideas of the formu-

lation of public opinion might emanate, I should think, from the membership. I am asking Mr. Richards to rule that the Constitution needs an amendment.

MR. IMMS: The gentlemen brought up the subject of why, when a student is through college, he doesn't go to the public library to read. What I am going to say is probably not going to be highly complimentary to the public library. At Colgate we are planning a new building, it is going to be revolutionary. It is not going to look like a library. As a matter of fact, it is not going to have long rows of tables and chairs, it is not going to be institutional at all. The college students, after they graduate are afraid of anything institutional looking. The atmosphere of the public library is not conducive to reading for pleasure. What we are going to attempt to do at Colgate is to send Phi Beta Kappas to their own private library. We hope to instill in the students a love of books that will make them want to own their own libraries. I think that we have a plan worked out that will help a great deal in that respect. The opportunities there seem idea for experimental work along those lines. It doesn't mean that there will be no place in the public library for the non-Phi Beta Kappa students. I hope that college students will be taught the love of books, the love of possessing books, not only the possession of them but the love of reading them.

MR. RICHARDS: Is there any one else?

MISS VAN DEUSEN: I would like to suggest that the love of reading begins in childhood. When you are talking about adult education or even with college students, they are starting a little bit too late, and as a rather revolutionary idea, I would suggest that the ALA promote a school library from the elementary stage up and that there be more cooperation developed on both sides - school libraries and public libraries.

MISS BRIGGS: I had hoped that the administrators who are looking at our work with friendliness will, in their plans for the future, remember that if you wish to raise the standards of reading, you would have to begin when your public is rather young.

MISS VAN DEUSEN: I should have said school libraries and children's libraries.

MR. HALVERSON: I agree that reading habits are established in early childhood. As a young child, one has implicit faith in one's elders and when one grows up one finds out that the librarian you thought at the age of six, knew everything, was found later on not to know everything. Patrons of libraries are recruited from a very small age and I am so very happy the emphasis is finally turned to the small child where it belongs.

MR. RICHARDS: I think I must return the meeting to the President at this time. I am sure we could go on, but the time is up. In closing may I express my appreciation to the individual members of the panel for their willingness to come up here and participate and also to all of you who have participated in the discussion. We haven't settled anything. It wasn't expected that we would but possibly we have advanced our thinking through this free give and take of discussion. Thank you all very much.

PRESIDENT ULVELING: On behalf of all I would like to say thanks to the members of the panel and I think that it would be definitely improper on my part if I failed to give honorable mention to Miss Unger, whose remarks I hope will come out in large caps so I can use them in the Detroit News at some time.

Because of Mr. Kuhlman's statement I would like to add one word to some of the things I said at the beginning of the meeting. I hope that anything that I have said will not in any way reflect on the audience that is listening. Everything that is being done is being done to dignify the Council and its responsibility. There has been a feeling that it had fallen from the position that it should have had, and that was the intent when the Constitution was written. Now perhaps the Constitution is at fault. But nevertheless, we should give it a try and see if it will work and that is the reason that we

are trying to follow a new plan here, keeping in mind, however, that all the members of the Council are sitting as members of the Council only by virtue of the fact that you have made them your representatives and they are here to speak for you.

You will be interested to know, in trying to further the discussion by the Council, that the roll call which was to bring forward the members of the Council at the start, took just ten minutes, and it is a device that indicates to you all those who are to participate.

I would suggest to members of the Council that we save time for discussion by eliminating the reading of routine reports. It is the privilege of any member to object to that and I would be glad to have it read, but I have seen in the past years, people patiently waiting for something to be finished in the way of a long report. So if there is no objection we will proceed on that basis, but if, at any point, there is anything you wish to discuss or wish to read, don't hesitate at that time to stand up and speak about it.

Would Mr. Sealeck, Miss Holt and Mr. Coffey come forward, please? The next item on the agenda is the report on social security for librarians by Mr. Sealeck.

MR. SEALOCK: Mr. President, members of the Council, I bring a short report which is the result of the efforts on the part of the committee. The first item was a letter ^{written} of Mr. Milam's signature addressed to members of the Council and

to the President of the state and other large library associations in this country. The second item was an informal poll through the means of a blank in the ALA Bulletin. These two searchings for information and help have produced a statement which I shall make now briefly. Mr. President, it seems to me, as a result of these two informal ballots, that this association should go on record at this time backing the extension of social security to all library employees. I think there is some question in the minds of many as to the relationship of social security to existing pension plans. Our summaries are not quite clear on that since our questions were not too skillfully drawn. However, it is clear that the ideal position is one supporting entire coverage with social security supplementing or going along with any existing pension program. Might I say briefly that librarians move too frequently from state to state or city to city and therefore, many of them have lost membership and service in pension programs. I think there is certain assurance for those who hold that your social security be only for those not in pension plans. The federal bills before us in Congress call for exemptions of those state or local units having state or local pension plans.

However, I think the ideal position and the one employed particularly in the ballot to the membership, is one for blanket coverage of all librarians. I think a motion

would be in order at this time for that purpose requesting that your Federal Relations Committee and particularly the Pension Committee, under the continued leadership of Mr. Richards, back the bill which most clearly gives all librarians social security privileges.

PRESIDENT ULVELING: Do you make that motion, Mr. Sealock?

MR. SEALOCK: I am not a voting member of the Council.

MR. COMPTON: I make the motion.

... The motion was seconded ...

PRESIDENT ULVELING: A motion has been made and seconded that the Council endorse and instruct the Federal Relations Committee and the Pension Committee to back whatever bill will bring the greatest social security to librarians. Is that correct, Mr. Sealock?

MR. SEALOCK: That is correct.

MR. COMPTON: It ought to be, "Employees of libraries."

PRESIDENT ULVELING: It should be changed to, "Employees of libraries," instead of "to librarians." Is there any discussion?

MISS NEWBURY: From conversation with members in Ohio, it is evident they feel very strongly about this. We are now paying five per cent of our salary into that. It is matched by our employer, which takes ten per cent out of the

budget of the library. Now you add to that this amount, which would be required by the social security board as it mounts up year from year and I don't quite see how the library budget will stand the strain. I believe the Wagner Bill makes an exception to certain of the states or cities or libraries which have a plan which gives as good coverage as social security, and I also would like to point out that social security takes into consideration no length of service. The person who goes in and has worked for three years and the person who has worked for thirty years receives approximately the same amount. The difference, I believe at present is about \$9.10 in the amount of pension and the pension is in favor of the person who has worked the least time. Most of us librarians are in career service, but I do feel strongly that the places of coverage that are equally as good as, or better than social security should not be forced to enter the social security plan.

MR. SEALOCK: Mr. President, I have read a very fine letter from the Executive Secretary of the Ohio Plan. He states the position as you do. I feel there are several angles to that question. The first one is that we are not talking at the moment of what is desirable from the administrative program, the rejuvenation of the staff, the granting of benefits, pension benefits to those who have labored so long and so well.

It is fitting that we point out that the administrator

and trustees' job is to provide that program. In other words, we are discussing security for thousands of employees who, at this moment, have no chance or opportunity for participation in a pension program. There are many librarians from New York, from Ohio, and so on over the country. Many in correspondence have pointed out that they prefer their pension plan; that it accomplishes certain things which social security will not, but they feel because librarians move from one state to another, because there are so many areas in which there will be no pension, that it is ideal that it should be a widespread social security program, taking in every public employee.

There are five bills before Congress at this moment. Mr. Howard, a Federal Relations man in Washington, reports that there will be little action before next spring, or even later. However, each one of those bills refers to public employees as such. Two of the bills, and you have had copies of these in your correspondence from headquarters, point out that the coverage should be extended to practically all work, a much wider coverage than three of the bills which are limited alone to public employees. Those employed by either state, county or local governmental units. We would not be mentioned as a group, but we would be included in this great blanket coverage.

MISS MERRILL: What is the objection to putting in the exception that Miss Newbury mentioned in the ALA recommen-

dations?

MR. SEALOCK: The point is this: Most librarians recognize the number of people who move from position to position, crossing boundary lines which cannot be crossed by pension programs and there is a certain equality in the way these various local plans provide for the transfer of funds. In other words, your funds come back to you with or without interest, immediately or later. What these people are getting at, they are urging that we have a universal system. I have severed relationships with two different pension programs, both of them extremely fine. I see here before me one who has also severed such relationships and I know that there are a great many. Now social security will not permit a sound retirement program in any institution. It will, however, provide a minimum of security when people reach that age of inability to carry a full vigorous work schedule.

MISS MERRILL: When I got your letter sometime ago I sent notice out to the membership that I represent, and without exception, they came back with the wish that the librarians not now covered by as good or better plan be so covered, and I think that while there are individual cases where such relationships as you mentioned have been severed, I have done it myself, the overwhelming number of the membership that I represent at least would certainly not be in favor of substituting Wisconsin Municipal Retirement Plan for the social

security.

MR. SEALOCK: I don't blame you. I think it is a question of supplementing.

MISS MERRILL: Miss Newbury said it is going to be a whole winter before tax bodies will add another two or three per cent to the five and ten per cent they are paying.

MR. SEALOCK: A permanent contract from most pension plans runs anywhere from three and one-half to four. The employee's contract is approximately one per cent higher in the New York state pension plan, which pays more. Now the social security payment has to do only with permanent disability and the old age survivors clause. It does not take into consideration some of the other elements of the security program. The payment there is much lower and I believe is not too great to be added to those, if you are lucky and one of those fortunate ones who have membership in a good sound pension program.

The latest law which I have constructed in regard to a pension program calls for integration of the two systems. I think Indiana has shown leadership in such matters.

MR. BRIGHAM: The Indiana plan envisioned the extension of social security to public employees and the legislators assumed that if and when that happened, they would be prepared to modify the plans so that social security would come in as the base providing simply minimum subsistence and considered the

benefits of the state plan would be supplementary. It seems to me that is the only wise thing to do, so there is something basic that would take care of library employees who have moved from state to state, but you have a setup here that is within the reach of people. It does not add to the contribution they are now making. That will keep the contribution the same. I think it would strengthen our motion, if there was a statement to that effect in the motion recognizing social security as a minimum base with encouragement that state and local plans be recognized as supplementation to that.

PRESIDENT ULVELING: Do you offer that as a amendment?

MISS DEAN: I am talking to the point. I have asked a great many people in southern California on this subject, and on my own I have asked some private institutions that have pension plans and I don't know anything about the state of the city idea as to a supplementary plan, but the private institutions, I believe, all have them. Suppose we have to go under social security, our present plans will be absolutely null and void and we will lose everything we have. I would like to hear from somebody of a private institution or university.

PRESIDENT ULVELING: Is there anyone who wishes to discuss the amendment which was that the pension or the security should be recognized as the base with local pension plans supplementing. I guess that is as far as we went.

MR. SEALOCK: Miss Dean, I think there are many industries that are supplementing social security. Apparently it is fifty-fifty.

PRESIDENT ULVELING: Is there any further discussion on the amendment? The question is on the amendment which is to specify that the bill should, rather than we should recognize social security as the base and state and local plans are supplemental.

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

PRESIDENT ULVELING: Now, that is the amendment. Now the question is on the amended motion which is that the Federal Relations Committee and the Pension Committee should be instructed to back whichever bill will provide the greater social security to employees of libraries, subject to the amendment just passed.

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

MR. SEALOCK: I should like to make a comment at this time. I mentioned sometime ago the informal balloting by members of our association. One hundred thirty-four returns out of fifteen thousand ballots sent out is not too good a return from our membership. The actual return was overwhelming in regard to the information I have given you, but it seems to me

that members of this association need to take greater action when they are called upon to do so by our officers.

PRESIDENT ULVELING: Next, we will hear a proposal for a James T. White Award, presented by Miss Doris Hoit. Miss Hoit.

MISS HOIT: I have no formal report, but I think I can make this brief. As you know, in October, the American Library Association appointed a committee of three composed of William Hugh Carlson, of the University of Oregon Library and Miss Hanson, who is Chairman of the committee to discuss the proposal of a renewed James T. White award, bestowed on libraries for notable professional writing but later, in 1941, I believe, this was discontinued and it is now recommended by the Public Relations Committee to take the form of a library scholarship. I suppose it is our committee's duty to discuss the feasibility of such an award and how to select scholars worthy of the scholarship. I don't know how far you want me to go into this, Mr. President. We have discussed, as I said, informally. We proposed that all the library schools be written a letter asking for their cooperation and we also proposed to send along a questionnaire showing the fields in which they would be interested. There are a good many points. Do you want me to read those? I assume that the people making the White award have cleared on this and might be willing to make an award

or scholarship rather than a medal.

PRESIDENT ULVELING: Mr. Milam, can you inform us whether anything other than a medal would be considered? Miss Hoit is only reporting the program at this time and is not asking for Council's action in any form, inasmuch as she feels that her committee has had inadequate time to go into the problem thoroughly, but she asked guidance.

SECRETARY MILAM: I can't answer it sir, I probably could if I were at the office.

PRESIDENT ULVELING: In due time you will be advised. *made note will write now*
Is there any discussion or question on it?

Mr. Coffey's report is here. Mr. Milam, would you present it?

SECRETARY MILAM: This is the committee on Constitution and By-Laws.

... Secretary Milam read the report of the Committee on Constitution and By-Laws, by Hobart R. Coffey ...

SECRETARY MILAM: The effort of that is perhaps this, that some years ago, The Executive Board and the Budget Committee put the budget accounting on an accrual basis so that the Publishing Department may spend more money in any given year than it receives in order to issue publications, for instance, an item like Anniversaries and Holidays had come along five years ago, that is had

it come in June, the publication would have been postponed until the following year because the Publishing Department was not able to make an investment of five or ten or fifteen thousand dollars and still keep within the annual budget under the present situation. The Budget Committee has permitted the Executive Board extra leeway to go ahead with its expenditures of that sort in one year so as to have the publication ready to produce income and to be available to the profession as soon as possible.

... Secretary Milam continued reading the report of the Committee on Constitution and By-Laws ...

MR. COMPTON: It will be approved by the Finance Committee.

PRESIDENT ULVELING: Does someone wish to make a motion?

MR. COMPTON: I so move.

... The motion was seconded ...

PRESIDENT ULVELING: Is there a discussion on the question? I will not try to reword it. The only thing is the insertion of the words, "with the exception of the Publishing Budget in the fiscal year." Is there any discussion?

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

PRESIDENT ULVELING: Would the Vice President,

Miss Rothrock come and take the Chair, while I present a report as a committee member?

... Miss Rothrock, the Vice President, assumed the Chair ...

... President Ulveling presented the report ...

PRESIDENT ULVELING: I move the adoption of this report.

CHAIRMAN ROTHROCK: You heard the motion, is there a second?

MR. MILAN: May I suggest that we vote on these separately?

... President Ulveling read Point 1 of the report ...

CHAIRMAN ROTHROCK: Is there any discussion? Are you ready for the question? The question is on the first part. The Executive Secretary raises the point that we are going to require separate motions on each of those. May we have a motion?

(VOICE) I so move.

CHAIRMAN ROTHROCK: You do so move? Do we have a second?

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

... President Ulveling read Point 2 ...

CHAIRMAN ROTHROCK: You so move?

... The motion was seconded, was put to a vote,

and was carried ...

... President Ulveling read Point 3 ...

CHAIRMAN ROTHROCK: Is there a second?

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

... President Ulveling read Point 4 ...

CHAIRMAN ROTHROCK: Is there a second to the motion? Is there any discussion?

MISS MORSCH: As a member of the ALA Catalog Code Revision, I should be more informed than I am. There is a great deal of technical work to be done which would not be a function of the Editorial Committee, and I should like a proposal here that the committee on ALA Catalog Code Revision be discontinued and the functions be referred to the Division of Cataloging and Classification.

CHAIRMAN ROTHROCK: Do you make that as an amendment, Miss Morsch?

MISS MORSCH: I think it should have more discussion.

CHAIRMAN ROTHROCK: Is there a second?

... The motion was seconded ...

MR. NYHOLM: In cataloging the Code, they found there was some disagreement as to what the code really was aiming at. There was a committee on the use of the catalog code last year but that committee was discontinued and the present catalog code was instructed to assume the functions of that committee

on the use of the catalog code. There were quite a number of things to be decided upon. The committee, for instance, had to consider the new code in relation to the recommendations that were made. It was asked to consider the recommendations that were made by the Division on Cataloging and Classification, and to consider others also that have been sent to the committee. They have been asked to consider articles that have appeared in the past and to consider information from the library. There were a number of technical problems which could not, I think, very effectively be done by the Editorial Committee. Since it was necessary to appoint a committee on the use of the catalog code it is perhaps questionable whether those problems can be solved by the Division of the Cataloging and Classification since one of the problems that was raised in the joint committee was that the committee was asked to assume the functions of the Cataloging Code and also consider very important things in the library. In other words, descriptive cataloging and the use of cataloging. They are trying now to discontinue the committee on the Cataloging Code, although they don't have a Cataloging Code and don't know how to use the code, therefore it seems feasible to turn the duties over to the Editorial Committee.

PRESIDENT ULVELING: I must say that cataloging and its intricacies are far beyond my depth and I have been advised by heads far wiser than mine in making this recommendation,

so I would like to ask Mr. Gjelsness whom I think is Chairman of the committee, isn't that true, Mr. Gjelsness, if he has anything to add to the enlightenment of the Council.

MR. GJELSNESS: We have a great deal of material that we would like to offer. The years will have to be taken into consideration with respect to the editions edited and certainly the Cataloging Division would have a major part in determining policy, but I don't know how the new committee is going to be appointed, and whether it will be appointed by the Editorial Committee of the ALA with the advice of the Cataloging Division.

PRESIDENT ULVELING: Nothing was specified with regard to that. The original recommendation was that it be discontinued and that the functions be referred to the Editorial Committee with the recommendation that a sub-committee be appointed to carry out the publication. The sub-committees are also appointed by the committee, rather than by the President.

MR. GJELSNESS: And not by the Executive Board?

PRESIDENT ULVELING: No.

SECRETARY MILAM: I think there are one or two other facts that haven't been brought into this discussion. My recollection is that the Committee on the use of the Catalog Code presented its report several months ago and that the recommendations have been considered by the Executive Board, according to, I think, action of this Council and were referred to

the old AIA Catalog Code Revision Committee to incorporate in the final revision of that code within its own discretion. Mr. Gjelsness, being the Chairman of that old committee, came to the budget committee and the Executive Board saying that "We will need some money with which to finish this job." The Budget Committee and the Executive Board, out of publishing funds, appropriated money to finish the job, and then, in the light of those facts the committee of which the President is Chairman, appears to have concluded that it had gotten close enough to the stage of preparing papers for publication to justify this transfer. I may say just confidentially that this committee has been something of an embarrassment to the President for the past several years because it lasted so long, and one of the objectives of the officers has been to get them to get rid of this committee so far as the hand book is concerned and not have that same group of people appearing there on the same page for so many years and by transferring it to the Editorial Committee, it would accomplish that incidental purpose as well as the main objective. However, the Committee on Committees and Boards arrived at the conclusion, as I said, that this has now come so close to being a publication matter that it could well be transferred to the Editorial Committee, which presumably would continue the same committee to finish the job under its general supervision, but I have no reason to believe that the Editorial Committee has any opinion about

that except a desire to see it finished and presented for printing.

CHAIRMAN ROTHROCK: May I make this observation: This has been bothering us for ten years. It is about time we get it cleared up, especially before five o'clock. Miss Morsch's comment, if I understand it, is in the form of a suggestion designed to carry forward the old experience, the old and mature experience and purposes. If she will phrase her suggestion as amended which will instruct the Chairman of the committee as to what the Council wants him to do, we will try to put it over.

MISS MORSCH: Madam President, I move that the motion on the floor be amended to discontinue the ALA Committee on ALA Catalog Code Revision and that the functions be referred to the Division of Cataloging and Classification.

CHAIRMAN ROTHROCK: Do we have a second?

SECRETARY MILAM: It is not the custom or the policy of the Editorial Committee to act as if it were all-wise on all subordinate technical questions and there is no great amount of enthusiasm, I think, in the Editorial Committee, except perhaps for one member, for entering into it. The technical Editorial Committee takes the advice of the specialists within a profession and doesn't try to answer all those questions itself. So our statement there is correct in the sense that the Editorial Committee could interfere, but after twenty-

five years of experience, I would say it is very doubtful. The only thing they would try to do would be to speed up the publication. As to your question, I can't answer specifically. The Editorial Committee is very eager to see some conclusion reached.

I remember that several administrators, a few years ago were very much disturbed about the situation. A representative came from the Catalog Division and wanted the administrators to have something to say about it. Now they have had something to say about it and the report came back. If it is again referred to the Cataloging and Classification Division, there may be a fear on the part of the Editorial Committee and the Publishing Department that it would get lost again in the arguments and general technicalities and never see the light of day and the money will therefore be wasted.

Now I don't know what the attitude will be with respect to that. The money was given to the Committee without any strings so far as I know, with respect to the jobs to be done.

CHAIRMAN ROTHROCK: You have heard the amendment, is there further discussion?

MR. MACPHERSON: I am the only person who served on both committees on the use of the code and on the revision of the code and it is perfectly true that the wishes of the administrators were asked and expressed in the report on the

Committee on the use of the Code. We sent out letters and we tried every way to reach them. The Committee on the use of the Code has covered the administrative angle, although it can't really go as far as the other committee on the revision of the Code.

CHAIRMAN ROTHROCK: Are we ready for the question? We vote on the amendment first.

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

PRESIDENT ULVELING: If I may carry on. I wonder if we have passed all of the controversial parts and if you would like to take the other en masse.

Our committee recommends that the following committees which have completed their assignment and have presented reports be discharged with appreciation for the service rendered. The Committee on Work Relief Projects. I move that it be done.

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

PRESIDENT ULVELING: The Committee on Public Library, Public School relationship, which carried its final report in the main bulletin, I believe, be discharged with appreciation for its services. I move the adoption of that.

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

PRESIDENT ULVELING: The committee recommends that the Joint Committee of the American Association of Applied Psychology and AIA be discharged with appreciation. I would recommend the adoption of this recommendation.

CHAIRMAN ROTHROCK: Is there a second?

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

PRESIDENT ULVELING: I recommend that the Committee on Library Translations be discontinued because of conditions which are not propitious in attempting to work in this area at this time. There has been an enormous amount of correspondence with regard to that committee. At the advice of the Committee Chairman and various members of the committee who felt that they were not in a position to go ahead with any productive work at this time, this recommendation is brought before you. I move its adoption.

CHAIRMAN ROTHROCK: You have heard the motion. Is there a second?

MR. NYHOLD: Is that a committee charged with foreign literature and also with English literature, or translations of all literature?

PRESIDENT ULVELING: It is a joint Anglo-American Committee to cooperate with the British section in investigating and reporting upon the desirability and practicability

of the regular publications of English translations.

MR. NYHOLM: It seems to me now that the war is over, this is the proper time to have this committee function. It doesn't seem to be the right time to discontinue. I would suggest the Council vote against this.

PRESIDENT ULVELING: The committee, if I recall, is of long standing and before the war I don't believe it was very much more productive than it is now. It was established in 1937, so there was a period of experience before the war.

CHAIRMAN ROTHROCK: The question is before the house. Is there any further discussion?

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

PRESIDENT ULVELING: This recommendation is that the duties of the Committee on Relations with the Business Groups be defined as follows: That its function is to focus attention to ways in which libraries and committees, boards, chapters and divisions of the ALA may extend and improve their relations with and service to business groups, to prepare a policy statement for general association support and seek other ways of promoting and clarifying understanding of the implications of cooperation with business groups. I move the adoption of this recommendation.

CHAIRMAN ROTHROCK: Is there a second?

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

PRESIDENT ULVELING: The committee recommends that this interim committee appointed in December, 1944, at the suggestion of the Library of Congress and the Association of Research Libraries, be made a special committee so far as ALA is concerned, under the title as above and functions as defined below. Here are the functions: To attempt to work out standards and make other preliminary decisions with reference to Mr. Rider's project for the use of micro-cards. I recommend the adoption of this recommendation.

CHAIRMAN ROTHROCK: Is there a second?

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

CHAIRMAN ROTHROCK: Would you like the adoption of the report of the whole? If not, this completes the program for today.

... President Ulveling resumed the Chair ...

PRESIDENT ULVELING: The last item which is listed will be held for a future meeting.

I would like to call your attention to the fact that we are concluding this meeting just five minutes late, and we were ten minutes late at starting. I am going to ask your cooperation in coming in early so that we can start on the dot, and I will do my level best to see that you get out on time.

... The meeting adjourned at five after five o'clock ...

FRIDAY AFTERNOON SESSION

December 28, 1945

The Council meeting convened at two-thirty o'clock, in the Main Ball Room, President Ralph A. Ulveling presiding.

PRESIDENT ULVELING: Will the meeting come to order, please. We are confronted with the problem of looking into the future, and tie together and recognize our needs and see what can be done about it. This afternoon, Mr. Leon Carnovsky will preside at the Panel and explain everything that is encompassed in it. The subject is, "Is Personnel Adequate for the Job? If Not, Why Not?" Mr. Carnovsky.

MR. LEON CARNOVSKY, (University of Chicago): This morning I spent about a half an hour in the room housing the offices of the ALA and read rather a considerable number of letters that had come into the headquarters of the association as a result of the conference. In the mimeographed statement which was sent out to all the Council members, as you will recall the Councilors were invited and urged to comment upon and criticize the positions taken and the conclusions reached. These letters were extremely interesting and almost without exception they spoke rather well of the original conference which had been held. All agreed that the discussion was very stimulating.

The major criticism was that the academic libraries were inadequately dealt with, that it was pretty much a public

library show. That, fortunately, is not our problem this afternoon. In general, the letters agreed with the participants in the original conference that the role of the library would increasingly be one of disseminating information. There was, however, a certain amount of argument about that one letter I recall in particular, which said that the library did have the function of disseminating knowledge but not the function of disseminating ideas.

Perhaps the best way of summarizing the results of the conference is to read two short paragraphs from the conference proceedings.

"It seems to me that perhaps a key word to much of what we are going to talk about this afternoon is information with a capital "I". I have seen a huge development of information services during the war through government agencies and through libraries and other local agencies. I would like to see some consideration given to a re-establishment of the library functions in terms of information, adult education or education and research. We have done a rather good job on research, by and large, and split the educational functions by boards and by a good deal of action especially in the last twenty years, but it was only during the war that the information services of the library reached an almost equal level with the other two functions. If we can exploit the information possibilities of libraries we can reach another fifty

per cent of the people in the community by using new materials, less bookish materials and straight information."

Now I think that we might well take this statement of Mr. Milam if we can't accept it as the summary. We might take that as our point of departure for the discussion this afternoon and consider the question, "Is Personnel Adequate for the Job? If Not, Why Not?" Is our personnel adequate to do this job of disseminating knowledge and of spreading information? If not, what can we do about it?

Our discussion this afternoon will be organized on a slightly different basis from that which was held yesterday. Yesterday the discussion took the form of a Panel. This is called a Symposium. The difference, I think, will be something like this: Instead of a certain amount of cross fire and questioning, we shall have a series of short formal addresses. In no case, however, will any address be permitted to exceed five minutes in length. At the close of each statement, there may be a question if I wish to ask the speaker to clarify any particular point and at the conclusion of all of the statements, we shall give the participants in the symposium an opportunity to question each other and we shall then throw open the discussion to the members of the Council and then to the entire membership gathered here this afternoon.

The first topic then in connection with our consideration of the topic of whether personnel is adequate for the

job is, "Recruiting". We shall hear from Mrs. Lucile L. Keck, Library of Public Administration Clearing House, who will consider this topic from the standpoint of recruiting. Mrs. Keck.

MRS. LUCILE L. KECK, (Library of Public Administration Clearing House): Recruiting is the first step in the personnel program. It is the core of the entire process, the inducing of suitable candidates to train for and compete for positions within the field. It is, in a word, the search for competent personnel. A quest for competence in the library within the library field. As I thought about the subject assigned me, it occurred to me that there is such a similarity between recruiting for library positions and recruiting for public service that I thought it might very well be fitting for me to read a sentence or two from the report of the committee on recruiting American applicants for the public service of the Civil Service Assembly of the United States and Canada, which was published in 1942.

"Recruiting should normally be at the bottom rungs of a well integrated ladder of classes of positions. The higher levels should be filled by promotion. Recruitment should normally be at an early age, making appropriate exceptions in cases of highly specialized positions which cannot be filled from within." I think it is that sentence which librarians view with some consternation. The normal method of entry should be related to the appropriate level or variety of education for the

particular hierarchy involved. It is not enough to relate educational requirements only to those of entrance positions, but to recruit with a view to promotion at a level they may be expected ultimately to reach. Recruiting to top positions within the service is a serious matter for librarians, and is I think one of the things which falls within the exceptions which I read a moment ago. Recruitment for library work as for public service, falls into two chief classes. One, the recruitment or the selections of personnel by an individual employer for an individual job, and the other, the work represented by such agencies as the ALA and other various vocational groups, the library schools and by individual librarians representing large or even small libraries as in the case of county library systems. The media of recruitment are similar, both in librarianship and in the public service such as large pamphlets, magazine articles, talks before vocational groups and colleges and schools with veteran centers. Also exhibits. When I mention exhibits there is always the necessity of throwing out caution to put the exhibit in charge of the person well trained in public relations and very well designed exhibits can fall flat under any other situation and in connection with vocational conferences, a word to the wary is to beware of the competition. Personally, I recall with horror the time I went to a Midwestern university for a vocational conference to

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speak and found that at the same hour in the same building there was scheduled a fashion editor from New York who took two hundred people in our audience and I had four, two of whom I knew were planted. (Laughter)

Mr. Russell called attention to the unawareness on the part of the average college faculty members of librarianship as a possible outlet for people who are specializing within certain subjects. The library has never been able to fill all the requests it has for librarians in the chemistry field and it behooves us, the librarians, to interest our college faculties especially in the specialties in the fact that librarianship offers an interesting outlet and a stimulating career for good, qualified people. The various library schools have been issuing attractive folders and pamphlets to induce people to the fold. Practically all of them make good use of announcements of fellowships and scholarships. For instance, a Michigan library brings selected high school students to the library for a week at a time, allowing participation in various library activities and trying to enlist their interest in that way. They are recruiting through activities of various alumnae groups, and notably the one in Los Angeles. You will find it written up in the September California Library Association book. Those are random examples to show that librarians are aware of the need to induce qualified young people to the field. Another one was in Atlanta, I believe. The Junior Members' Round Table

there takes a very active part in recruiting participation. This morning in the Board of Education for Librarianships section, we learned that certain of the divisions of the ALA are planning to issue recruiting folders and I think that is a challenging idea for other divisions to form. There is a need for more articulate and positive program for the profession as a whole, for instance, improved conditions of the profession, raise the standard of service and of salaries and to improve the caliber of the people attracted to librarianship as a career.

CHAIRMAN CARNOVSKY: I have the impression from your comments that at the present time we are so desperately in need of personnel that we are not overlooking any bets in the way of recruitment. At the same time though, I want to point out that if we are going to tie up problems of recruitment with this central problem which is placed before us for your discussion this afternoon we ought to be thinking about the possibilities if not the necessity of setting up recruitment procedures which will bring into the library professional persons adequate to do the job that needs doing now. It is the same job that always has needed doing and that therefore, we need no new methods of recruitment. We still have the basic question, "How successful have our methods been in the past?" We won't dwell on that particular point now. I throw it out to you as something on which you may wish to comment at a later discussion.

We will move from recruitment to formal library education and to discussing the topic of professional education. We have called on Mr. Robert Miller, librarian of the University of Indiana.

MR. ROBERT A. MILLER, Librarian of the University of Indiana: In this timely discussion of personnel it is my assignment to speak of "Professional Education." I did so with some reluctance because I have not given professional education the time or the thought that I am sure many of you have, and indeed I am only on this discussion because a more qualified librarian is unable to be here.

I am aware of the many searching questions that have been raised concerning the content of our professional education and many of them are very good ones too, and it is not to say that those questions are not important this afternoon, but I would say the most important question to me and many of you is, "Why can't I get a graduating member from some library school to work for me?" The obvious answers are many, I think. There aren't enough to go around. Detroit pays better salaries. Southern Indiana is a long ways from where most people want to be. Some of those answers reflect on me but I think we can all assume that the one true answer is, of course, that there aren't enough trained librarians to go around and I want to suggest to you this afternoon that in the present methods of training librarians there may be something for us to consider.

The thing I wish to bring out is controversial, but I have observed that sometimes the Council does deal in controversial issues and that sometimes things are brought out in the open which generally is the place for them to be except when they rest on somebody's feet. The reason that I feel this will not be embarrassing to the Council is that the Council, in October of 1933, approved this thing of which I wish to speak. I refer to type three library schools. So that every one will know what I mean I define it as library schools that give as a major subject to Junior and Seniors the same kind of training that most colleges and universities give to those who are preparing to become teachers. I wish to define it again as the type of library school which this Council brought into accredited being a good many years ago. By requiring the bachelor's degree and an additional year's library school training we have all assumed that we are getting better educated and presumably better qualified librarians. You certainly get a person one year older and a college graduate. I wish to ask you if we have not placed a rather unusual description upon ourselves in this manner. We lost a year's service for many of our employees in the year's differentiation between type two and type three library schools from the point of view of the employees using the year's salary and cost of additional nine months training. While they are with us they are highly useful, but I think it would be nice if they would be with us that additional year

as they wouldn't be if they had all gone to a type three school. The college student or graduate teaching in our public schools gets a better salary than we are able to pay and yet, oddly enough, we are not always willing to pay this small salary.

Perhaps a college graduate is not ready for the important task of teaching, perhaps he is not as well trained for his teaching duties, and perhaps library work is more important than teaching, I don't know. It seems to me we are putting a barrier in front of ourselves if we are to compete successfully with the colleges and universities. If we insist upon and if we prefer the type two school with its requirements, they must be indeed highly motivated and sincerely dedicated to be able and willing to see their classmates who are equally motivated to teaching, to go out at high beginning salaries and with a year's saving of schooling and time and educational costs. Well, we are truly fortunate to have the kind of replacements we have gotten from the type two schools. The people from the type two and type three schools are paid the same salaries and as far as we know they are, in general, approximately the same kind of people. Why should we pay them the same salary a year longer, shouldn't they have a higher salary? If that is true, perhaps we ought to recognize it. If all replacements came from type three schools they would be a year younger and serve a year longer before changing into the equal-

ly ill paid profession of matrimony. Some of them who wanted to make a career of it could go to college five years and receive, of all things, a master's degree. Our recruiting program could be more attractive than that of the typical business college and equally attractive as that of the teaching profession. The Board of Education could even urge reputable institutions to institute type three programs.

It is necessary to do something about increasing the supply of trained librarians. Because the Council has approved the type three schools, I hope I will not be accused of lowering standards when I suggest that we should give some attention to the type three schools. By that I mean that the Board of Education should encourage their development. I mean further to suggest that type two schools might now consider whether they could not admit undergraduates to their training program next fall, maybe even next semester.

CHAIRMAN CARNOVSKY: As one closely associated with the library school, I can't resist asking Mr. Miller the question why, if the type three school is also giving us younger people even though they don't have quite so much formal education, why don't they advocate the type four school? They would be still younger and possibly type six school consisting of students who haven't gone to college at all. I have a good deal of sympathy with the problem. I only hope it is a tem-

porary problem, and that we will again be getting enough people in our library schools, and that we are not too far from the time when we can keep standards high and at the same time satisfy the demands for librarians which are pouring in to all library schools at the present time.

Let us move now from consideration of proper education to the job, itself and the question of "Experience and Opportunity". We turn to a former President of the American Library Association, and Director of the Carnegie Library, Ralph Munn.

MR. RALPH MUNN, (Director Carnegie Library, Pittsburgh)

Mr. President and members of the Council, I have defined the subject which has been assigned to me as follows: Does librarianship offer opportunities for a satisfying life experience in public service? I would be much less honest if I didn't admit right at the start that there are fewer such opportunities than there should and need to be, and I think that a good deal of the fault lies with the librarians and not with librarianship as a profession itself. Each spring I see a new crop of students going out from the library schools filled with ideas and enthusiasm and anxious to make a contribution to the library work. Then, too often after a year or two some of these people drive back on vacations and too many of them are discouraged and disillusioned about the whole thing.

Now mark you, none of these people have worked for any one in this audience. (Laughter) You may be equally certain that these people did draw as a boss sometime a rusty old maid, male as well as female who is afraid of a new idea. Some of them went to the type of librarian who wasn't afraid of a new idea so long as it was his idea. Ideas, yes, but youngsters shouldn't have them at all. Some of them drifted into the grasp of the old battle-axe type who thinks that a librarian can emerge the most useful if she goes through the hell-fire of whatever type of discipline this particular librarian believes in. Then, some of them went to these sweet librarians, the type of administrator who interprets democracy as meaning that every member of her staff shares in all of the different types of work. "I think that is so much more fair and nicer for every one."

Well, the current shortage of librarians that you have heard about is to a measure taking care of that type of administrator. He or she used to have four or five poorly paid professionally trained people. Now if he is lucky he has a couple of librarians and then ekes out the staff with a mother's helper and a baby sitter, etc. (Laughter) Through just sheer necessity that librarian is compelled now-a-days to try to differentiate between professional jobs and clerical jobs insofar as that is possible. Now, mark you, I say insofar as that is possible. I know perfectly well that it can't be done correctly.

I think that all of us perhaps are doing a disservice to librarianship by thinking and by admitting and by talking about the routine parts of librarianship. It is there, sure, but just try to find a profession or vocation of any kind which doesn't contain a certain amount of routine and drudgery. I have to double as a teacher occasionally, and after an evening of correcting papers, I would look at sending out overdue notices as a job that is positively glamorous. (Laughter)

Well, now, a great deal can be done just through decent personnel administration, through allowing staff participation to a very much greater extent than most of us do at the moment to make out of librarianship as it exists today without any changes at all, a profession in which the majority of alert young people who are looking for a satisfying life experience can find.

And now, as to this new brave world question. We weren't quite sure whether we were going to use revolutionary methods or not. Call them revolutionary or not, we are going forward. The last fifteen or twenty years have seen a great deal of expansion, and we are now talking about having field workers with labor groups, clubs. We are talking about public relations jobs as we never did before. The letters that Mr. Carnovsky mentioned to you put the emphasis on the dissemination of information. We are specializing in subjects as we never did before, and whether or not we become revolutionary in our

methods we are at least moving by evolution and by natural change and all of those changes are bringing in more and more opportunities for young people to participate in a dynamic, if that is not too strong a word, profession, and I think that we must do our own part to correct the situations that I described to you and not sell librarianship short.

(Applause)

CHAIRMAN CARNOVSKY: I should like to raise one question, Mr. Munn, because you are right in the middle of this problem dealing with a library staff and I want to come back to the fundamental question, is our personnel adequate for the job? Now, let's see if we can get it even more concrete, more specific. Miss Herbert is a librarian in Washington and they have these groups organized for the discussion of the great books. Also in this city we have discussion groups in many of the branch libraries. We have the discussion groups which meet every two weeks for the discussion of great books. The question I raise is the fundamental question here. Are the present staffs adequate to participate in the leadership of those groups?

MR. MUNN: Yes, they are adequate so far as general aptitude and innate ability are concerned. They have been trained to do something else. To take the same person carefully selected from any large staff and give them the oppor-

tunity to study through observation, through visits and so on, they will learn how to operate discussion groups, they will learn how to do the field work, and to operate with the Foreign Policy Association, and the Federal Board of Social Agencies.

Now, that leads to this next natural question. If these people have to have special training to do these special jobs, why doesn't the library school train them for that all in one fell swoop? My own answer to that is, it may be possible, and if so, it should be done in small numbers. Most library schools are training for libraries which are not yet ready for these more advanced types of service that you mention. We have to stay on a more traditional type of service which is useful throughout the country in small cities, as well as large ones.

CHAIRMAN CARNOVSKY: I think that does throw light on a very important question for library schools and their responsibilities for the preparation of people who can be effective discussion leaders in the discussion of great books or of important social issues, if we are to agree that is a proper function of the public library.

We turn now to the Post-Professional Education. We call on a person already in librarianship, but who still has something to learn, who will discuss this topic. We are calling upon Miss Helen Harris, of Knoxville.

MISS HELEN M. HARRIS, (Lawson McGhee Library): I thought you were going to let Mr. Munn make my speech. He just opened the door for it. I am prepared to say that I think the rank and file of librarians are not prepared to perform the job ahead of us as we recognize it needs to be performed, and I think the chief reason is an inadequacy in our program of Post-Professional Education. Now, I am like Mr. Munn, I would exclude all present company, but on the whole, we are not a growing profession. Too many of us have taken four years of college and one year of library school and feel we have a ticket to librarianship for life. Too few of us have felt the need and the obligation to do something definitely beyond reading to keep up with the changes in our profession and in the world around us.

Now, there are two kinds of Post-Professional Education, as I see it. One is the formal kind, leading to higher degrees, usually in research. The other is the informal kind pursued on the job without regard to a degree but for proficiency or personal growth and satisfaction. I will have very little to say about the formal kind of Post-Professional Education.

By the way, I would like to stop and ask somebody to suggest a better title. I don't know who thought of Post-Professional, but I wish we had a new term for what we are talking about.

I am having very little to say about the formal Post-Professional Education because there are opportunities available and they should appeal to a limited number of people. Personally, I would like to see in that type of Post-Professional Education, more of the attitude of scientific research as a contribution to the subject and to knowledge rather than as the development of an individual or as an open sesame to an administrative position.

Now, the informal type of Post-Professional Education is what I am more concerned about, and I think that unless we can do something positive and immediate we are pretty well sunk. I would like to see, and this is just a personal reaction, I would like to see a movement sweep this country among librarians that would engage every professional librarian in the country in some form of Post-Professional Education within the next five years. There are different types of Post-Professional Education, and I see what difficulty I even have with the material. It might be institutes, conferences, work shops, exchange of positions, conducted tours for observation, participation by librarians with other professional groups, Sabbatical years for leaves of absence and other devices that we haven't yet thought of. They should be voluntary, but I think the pressure of public opinion should be made so strong that librarians could not escape the feeling that he or she should be participating in some one of these activities.

To manage and promote that campaign of Post-Professional Education I think we ought to have an overall national committee for guidance and coordination. That might represent the divisions of the American Library Association, for this applies equally to childrens' libraries, college libraries, public libraries, any kind of libraries. I think that the opportunity should be so directed geographically that no librarian can say it costs too much, too inconvenient, or takes too much time for him to take part. I think it first might well be offered on the regional level, and later pushed down to the state level and eventually into every community where there are one or more librarians.

Now, there are a few things that are essential to the success of such a campaign. One is a steady and continuous publicity campaign on the part of our library periodicals. There should be a building up of the idea it is the thing to do to get out and study some more about something. Another is the education of trustees to allow time and salary and in some cases for librarians to participate. Another and more important thing I think is administrators ought not to be above getting out and grubbing a little themselves to learn some new ideas. I believe that such a campaign would help to overcome the sense of frustration which a good many of our younger librarians feel. I believe it would help us to respect ourselves a little more and

I think it would create extra new respect for librarians in all your communities. (Applause)

CHAIRMAN CARNOVSKY: Since I have taken it upon myself to comment on each one of the preceding speakers, I would like to raise one question based on your observations and that is this: Would you distinguish between Post-Professional Education and as you define it, that is to say, continuing educational pursuits carried on by librarians for librarians through institutes, work shops, conferences of one sort or another and continuing education in sub areas?

MISS HARRIS: No, sir, I would recognize both equally.

CHAIRMAN CARNOVSKY: Would you say one is more important than the other? Would you say one is being stressed too much at the present time at the expense of the other?

MISS HARRIS: I think there is too little emphasis on what we call in-service training. I wouldn't say there was too much on the other, but there is not enough on the in-service training idea.

CHAIRMAN CARNOVSKY: Do you think there is too much emphasis on continuing education in the sub areas? I mean by that the Humanities, Social Science and Sciences?

MISS HARRIS: No, I do not think there is too much. I don't think there is enough anywhere.

CHAIRMAN CARNOVSKY: What attempts are being made to decide which is the most necessary?

MISS HARRIS: They are all necessary, whether equally so or not, we can't say.

CHAIRMAN CARNOVSKY: We had hoped to have a discussion on a rather important topic of salaries by Miss Herbert who is listed on the program. She was unable to devote the attention to this that she had hoped to and so we have excused her from participation in this formal part of the program. We hope she will have something to say from the floor a little later.

A few weeks ago, when the program was mailed out from headquarters, one of the secretaries made a Freudian slip and listed the final topic as "The Spending Field". Perhaps she knew what she was talking about, because certainly the spending field isn't very far from "The Expanding Field". Your speaker this afternoon on "The Expanding Field" is a library trustee, currently the President of the Illinois Library Association, Mr. Andrew B. Lemke and who is attached to the Headquarters of the American Library Association and is working on the Library Development Fund. He has been one of the most active trustees, certainly, in the state of Illinois and perhaps in the whole country and we are very happy to welcome him to speak on this program.

MR. ANDREW B. LEMKE, (President of the Illinois Library Association) Mr. Chairman and members of the ALA, I have material here for an hour and a half talk, but instead of giving

that to you, I shall try to condense it into a theme.

I have had the rare opportunity and privilege during the past seven months, of visiting with library groups in many parts of the United States from coast to coast and down into the "Deep South". I don't have a librarian's professional background to be able to analyze your limitations; therefore, what I say may be weighted too much in the direction of praise and appreciation.

I have the feeling about the librarians of our country that they are admirably equipped to do a great job but that they are frustrated because they don't have the means to do the job. I don't believe the answer is in a \$5.00 per capita tax for any one community. I do not believe that any one library could have sufficient funds no matter how heavily endowed, to do the work that needs to be done for the entire country. I believe that the only way the library profession is going to be able to overcome its frustration is to recognize the fact that the need for more money is centered in the National Association and in the State Associations. It seems to me that you librarians are like a boxer who has been trained to a fine finish and then has had one hand tied behind him and is then required to walk into the ring to fight. It is something like the swimmer who has perfected the art of swimming and is put in a pond of water three feet deep when he should be out swim-

ming in water twenty fathoms deep. You have the training and you have the technique, and you have the devotion to your profession, but you don't have the means. It seems imperative that there shall be made an unbiased study by some commission in the United States, not made up of librarians, but invited to do so by the Library Association. This commission should consist of the members of Foundations of the country and possibly business men and individuals who have great financial resources to make an unbiased study of the needs of the American Library Association and then come back with a statement of what your financial resources ought to be so that an adequate job can be done.

I believe national and state associations together represent educational institutions with a vitality comparable to the greatest universities in the country, and they are trying to do work on a pittance; whereas, universities have millions of dollars to carry on this effort. Let me give you just one example. I went down to the Book List Department of the ALA where a perfectly splendid job is being done with limited resources by Miss Dublin and her staff. Her staff ought to be multiplied. Her staff ought to be doing work which no individual library can do and let me indicate briefly what that might be, on a basis which would be adequately financed. Yes, some one made the comment, rather raised the question, "Why don't Phi Beta Kappas come to the libraries?" I have a deep-

seated conviction that as we mature we begin to focus, we don't spread, we dive deeper into things. It seems to me that it is just as important to recognize that there are specialized services needed for mature people as well as there is a need for specialized childhood literature. I think that the American Library Association, through its Book List Department ought to be giving syllabuses and synopsis of great ideas and great departments of learning which could be utilized by every library and every community in the United States.

I have found after some forty-five years of reading that I take a deep joy when a vital idea is presented to me because I have a background of reading. I think there ought to be a Book List Department for giving such service, specialized service, but it can't be done with the present staff.

I believe there is a body of people, after the public schools and colleges and universities are through with them, have turned their imaginations into deep yearning which can never be satisfied in their life time. I believe that middle body of men and women who have matured, go out into the world with desires and needs that are to be satisfied and I think they have a desire to have a little cultural training. They have a desire to practice the art of discrimination and I think that your Book list ought to have the time and the staff and the means to give analytical reviews of the literature

that is being presented in such a multiplicity of forms in these modern times. For example, let me give you one illustration in closing. I went to see the play, "The Voice of the Turtle." At that play I heard men who were past forty laughing at the wrong time and in the wrong places. I had a feeling that many of them were not discriminating in their reading. I think it is a great play. It is a great play; however, it is missing the point with the public because there hasn't been analytical criticism. The play is dealing with the theme of prime importance in our day, namely; the time of war when young people are separated and the tempo of life has been disturbed. It is dealing with the theme of free love on the one hand as against love as a sacrament on the other, and I say that I believe that there is a place for the type of review, and the type of synopsis in libraries which will help men and women throughout school years to discriminate where literature is concerned.

There ought to be money available so there could be frequent connection between the National Association and the State Association, and they ought to be meeting to establish self discipline in the search for good literature.

I agreed heartily with Mr. Nyholm yesterday when he said you don't move from cheap literature to complex literature, you move from the simple and the pure to that which

is complex and not from that which is cheap. There ought to be a means for the national organizations and the state organizations to meet in frequent conferences and these conferences should be financed from adequate sources so there can be an attempt on the part of the association and the library world, through self discipline, to improve the cultural life of America. I have read somewhere that the standards here are beneath the standards of South America. I haven't been down there, I don't know. I don't believe American culture is something which we can praise, I think we have a lot of work that needs to be done and I think it falls right upon the librarians and adult educational institutions of our country.

I think they can't do it even though they are equipped indefinitely, unless they have the means to put the program over. You are frustrated not because you are unprepared, you are frustrated because you don't have the money to carry the program through on the national and state level. (Applause)

CHAIRMAN CARNOVSKY: Mr. Lemke certainly presented quite a vision of the Expanding Field. Whether or not it is a vision that those of you who are working in the libraries are willing to accept, is for you to say. Perhaps you think that Mr. Lemke goes too far afield. On the other hand, some of you may think he doesn't go quite far enough. He certainly seems to go far enough to suit me.

We have been discussing this general topic. We have touched closely on the topic of personnel, but certainly I think that the problem of personnel has been implicit in everything that has been said from recruiting on the one hand to future potentialities on the other. However, in one instance, I have been a little disappointed in that the speakers have been perhaps a little too kind, perhaps even too conservative. I expected from beginning to end that there would be a rather savage tearing into the whole structure of education or librarianship. I expected they would say, "Yes, if we are going to have a new kind of library emphasis, we have got to do something to ventilate the library school curriculum. At least I believe that the library school curriculum needs a great deal of ventilation, and I think until some such ventilation does take place we are not going to be successful in turning out the kind of personnel that we want and that you ought to have if you are going to take it seriously the injunctions to prepare or to develop your libraries into agencies for the dissemination of knowledge.

I am going to turn the meeting over to you now and we will invite questions or comments of any kind, first, from the members of the Council who would like to make the first comments.

I wonder if Miss Harris would approve of a combin-

ation of study and work for under graduates? A program in the university, for instance, where one might work with up and coming adult educational councils, we will say and carry courses on the campus and do part work and part study and still come out with a degree, which, after all, in a commercial world has a commercial value.

MISS HARRIS: Many students feel that way, and it would be very practical.

MISS MARGARET RUFVOLD, (University of Indiana) I wanted to ask Mr. Carnovsky if he would approve of getting some new teachers for library schools. I should be very much interested in having some one come along. We need replacements to carry on the work. Could we have a work shop or institution where well-trained teachers could pass on their charm?

CHAIRMAN CARNOVSKY: There is an acute need for properly educated and properly trained personnel in libraries. I think though that we make the mistake when we talk about the need for more teachers of failing to discuss what kind of teachers we need, which in turn suggests what are the teachers going to teach? Then, ultimately, what kind of teachers do we need to train the kind of persons which the libraries need to achieve their objectives?

MISS HARRIET HOWE, (University of Denver) It seems to me we recruit not for library schools but for the profession. When you take people in the library schools who cannot make good

in the profession, they should get jobs, and for that reason I am going to invite you to the professional training station because we feel that the ultimate employer of it should be satisfied with that sort of thing, that is, in giving aid to school people.

CHAIRMAN CARNOVSKY: The common complaint is made, of course, that teachers of library schools really don't know the subject matter and ought to go back and do some honest work for a change. Another point of view with which I have a great deal of sympathy, since I haven't done some honest work for a long period of time. (Laughter)

MR. RUSSELL MUNN, (Akron Library, Akron, Ohio): I think the library schools need some people teaching who have had closer connections with the actual field.

MISS HOWE: We would like two faculties, one that was on the job and one that was teaching in the library school and then simply alternate, but we never find enough teachers to do that, but it is ideal I think.

MR. BRIGHAM: Mr. Chairman, there is a very serious question involved here and it is the extent to which library schools should be more practical, if by more practical we mean training in the routines which a person can learn inside of a week on the job. Certainly the technique of charging books, and the technique of sending out overdue notices and all that

sort of thing in my opinion, have no place at all in any professional program of education for librarianship. (Applause) I support the statement made by our colleague from Indiana, Mr. Robert Miller. I feel that the library school curriculum can be modified and that it can be held at whatever high level the library profession wants to keep the library school. It can do these things if the library profession will also recognize the need of some other kind of training at the lower level.

Now, what Mr. Miller suggested is in the direction that some of us have been thinking, but it still is not enough to meet one of the largest needs that I think we can recognize. There are, in every library, large and small positions that are above the grade of clerical and which do need training. There would be positions, the training for which could be taken out of the curriculum of the present library schools and put down in the college, even the undergraduate level of the college. These positions can be dignified by the kind of training that could be standardized and could be recognized and given legal certification so that it does have an amount of sense and meaning and dignity. This is so much needed in positions above clerical level which do not require five years of training. These are positions which do not command salaries of \$2500.00 or \$3600.00 and do not need to command salaries of that kind.

There, I think, is one of the hiatuses in our whole

professional program and a gap that has been ignored almost deliberately, that is, ignored by the professional training groups, and I submit that we need to give it attention and find an answer.

CHAIRMAN CARNOVSKY: I just wanted to say in answer to Mr. Brigham's point and also the point made by Mr. Miller, that I have wondered especially in these last few years when the personnel situation has been so acute, why more libraries have not experimented with untrained people who were intelligent enough so they could learn something on the job and when you talk about clerical people, I don't know why it is that you think you have to have a graduate library scholar to do the kind of work which can be learned and learned well on the job, and I am inclined to think that rather than turn that job over to the library schools and tell them to train a different type of person for a different level. I feel the libraries, themselves should be a little more venturesome.

MR. BRIGHAM: One lack there is, if you get good people and I mean people who have the talent and interest in the problems and then give them training on the job, they may do good jobs in this so-called sub-professional area, but when you tell them they can't even become candidates for library schools, you kill the whole recruiting plan. You have got to give them something in the way of dignity in the profession.

CHAIRMAN CARNOVSKY: It is certainly a complicated question and I am very glad to have it brought out.

MR. SEALOCK: The statement that Mr. Miller made is almost revolutionary if we carry it far enough. It is time that we are thinking of what he said and doing not a little about it, but a great deal. We are failing in our recruiting program for the simple reason that we are waiting until people have finished four years of college. We are then asking them to take five years of so-called graduate work and then offering them \$1620.00 to \$2100.00. We are failing not only in that way but in securing people with an academic background.

Mr. Miller's suggestion contains two elements: One, an academic background is a most important thing. Not only that, it gives us an opportunity to completely reconsider the material which goes into the basic courses for the beginning professional worker and I believe that the four-year person should be put on the beginning professional level. I do not think that that person is ready for the higher administrative minor or major positions. Now, I want to indicate Mr. Carnovsky, that I do not believe that your hopes for great numbers of librarians will work out at the end of this immediate period of shortage. We will still have a group who decide at the very last minute that they wished to become librarians whether or not they have the proper academic background. That is the very worst thing that is happening, I think, today. Secondly, the reason the

situation will not be relieved in five years is simply this: Many states, Michigan, Ohio, and others such as Iowa or Indiana are putting on an intensive redevelopment program. In Indiana, there are 237 libraries, every one of which need a high type of better trained professional librarian. I cannot imagine, under any situation that your ordinary school programs will produce the number of people which we should have in these libraries in Indiana and I believe that this exists in any of these states which are doing intensive planning to not only give better service where there are libraries now, but give service where there is no service. Therefore, I think that we need to do something immediate on this four-year level, by bringing people into our profession in lower positions or beginning positions. We need to think through again the library curriculum which would go along with those four years of work.

MR. HENKLE: I think Mr. Sealock's comments deserve a lot of very careful consideration. I had the experience of teaching in the type of school of which Mr. Miller speaks and having been trained in one of the type one schools, I went to that situation with a chip on my shoulder and my nose slightly in the air, and I was very quickly cured of all the feeling of superiority that I had toward that situation.

We performed an experiment one year attempting to

divide a rather large group of students into sections so that we would get an intelligent and successful grouping of undergraduate students and graduate students into the several sections. The best theoretical grouping that we could think of was to put into one section - there would be three sections - all of those students who were college graduates and who had some or considerable library experience. Into another of the three groups we would put all of the undergraduate students, that is, students who were completing the library school curriculum in their senior year and who were in the lower half of the school libraryship level in that class and then in the between group we put all of those who were new college graduates and all of the top half scholarship seniors together, thinking that the age group would be more common, the intellectual abilities would be more common with that grouping. The middle group just stood out head and shoulders over either of the other groups, either the group in which there were all college graduates and in which practically all had some library experience and the other group over which you would expect them to make a superior record.

The lesson in that for me and the lesson some of our library schools have dug into, is the question of selection in terms of native ability. Mr. Munn made an important remark but which I think should be considered too, in terms of in-service training. He said that we have people who are able to lead discussion groups and have the potential intellectual ability

and general social background and general educational background to do some of the specialized jobs but do not have the training. It seems to me that a great deal more attention of the library profession has to be placed upon the section of people with ability. I think it is true that people with strongly developed social conscience are necessary in any such profession as librarianship, but a stupid missionary can be a very pitiful thing, and what we need are people with intelligence and good educations who will be indoctrinated with some social sense as to what the library profession can render in its service to the American community, so that I think that the potentialities of Mr. Miller's suggestions are very great and very definitely ought to be explored by the library profession. Now, the mechanics of that present a good many difficulties in the organization of the curriculum, in the selection of students. In selecting students in the sophomore year for this program you run the risk of not having had quite enough opportunity yet to observe and to test the potentialities of the individuals you select and you recruit into your program, rather run the risk of re-recruiting into your program, and the risk is great, when you select college graduates, of bringing into the program students who time proves just don't have quite the intellectual ability that you wish afterwards they could have had and do not, therefore result in as competent and as highly qualified library school graduates for recommendation, as the library school

Personnel Director would like to be able to recommend.

CHAIRMAN CARNOVSKY: I think Mr. Henkle touched upon an extremely important point, and one every library school is very conscious of, and that is the question of the selection of applicants to the school. The problem I think is one not so much, and in fact not even in the first analysis in the length of the program as it is in the character of the program and I do not mean here the library school program, I mean the nature of the educational background. For that reason, we in Chicago, at least, are rather hopeful of the program of the University of Chicago which is getting away from the concept of "time serving", that because we have served a certain period of time in a college or university, we are then eligible for a degree and are then educated. What I am trying to say and I am speaking here of the university and not the library school, that when you demonstrate competence in this area, we are prepared to say that you have received the fundamentals of a general education.

Coming now to the library school, I want to say that is the direction in which I think we are going to move. We are going to attach our program to the program of the University of Chicago so that in the future we will be able to say that our graduates not only have received a professional education, but they have received a professional education on top of a general education, and this is what a general education consists of.

We won't say anything at all about the number of years it has taken to acquire that education.

MR. COMPTON: We have had a great many comments, and I would like to make a motion that the Council recommend to the Board of Education that it explore the possibilities, and the necessity for following up the recommendation by Mr. Miller as to type three schools. At the present time I think we are facing something similar to the housing situation. In St. Louis, the City Planning Commission decided that they were not going to relax any of their requirements with regard to more than one family in a building. I think that it is unwise. I think we are in a serious situation at this time. As former member and President of the Board of Education and librarian, I hesitate to make any recommendation that would lower standards, but I think we have a situation at this time we ought to meet and I think at least, at this meeting we ought to go on record to bring this to the attention of the Board of Education where it belongs.

... The motion was seconded ...

PRESIDENT ULVELING: The motion has been made and seconded that the recommendation of Dr. Miller be brought to the attention of the Board of Education for Librarianship. Are there any further suggestions or discussion?

MR. SEALOCK: I would just like to ask whether we are discussing a matter which will lead to the lowering of standards?

My understanding is simply this, that a stronger academic and social background is one of the greatest needs in library work, and I do not believe that greater cramming of the academic years will lead to a lowering of standards. I think too that the influence of library training in the sixteen or twenty hours of this four-year program can be even stronger in preparing community leaders in the library program. I would like to suggest too that one of our Indiana people, Miss Rufsvold, has prepared a paper along this line, which she presented to the Indiana Library Planning Committee, which, in my mind, is one of the most logical presentations of this whole topic. She has presented it to your committee for the simple reason that Indiana is faced with a great shortage of personnel and there is no training agency there. She is thinking in theoretical and general terms now, but it seems to me her work should be brought to the attention of the membership of this association for further discussion, and also to guide the Board of Education in its thinking.

MR. COMPTON: I simply want to say that I did not mean to infer this would lower standards. I am certainly willing to leave that to the judgment of the Board of Education.

PRESIDENT ULVELING: Is there further discussion on the question?

MISS HOWE: I would hope that there would be a rewording of that definition. It is a negative definition.

It says simply that the school does not require four years of college work for admission. I should like a redefinition of that on this particular point.

PRESIDENT ULVELING: The question is on the motion presented by Mr. Compton upon which there has been some amplifying discussion since. That is that the recommendation of Dr. Miller be brought to the attention of the Board of Education for study.

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

MR. GREENAWAY: I think this ties in with the discussion that we have had thus far. We do need increasing numbers of beginning librarians, but we also need not in-service training but study in new fields as librarians gain more experience. In general, administrators and supervising librarians are no more prepared to be such than I am to be a grocery clerk or physician. In other words, I think that as librarians begin their experience we need to bear two things in mind, one, that training or education is needed in such fields as Personnel Administration, Public Relations, Public Administration, etc. Perhaps we need applied psychology in addition to strengthen the education and sub-knowledge of librarians who are responsible for the different phases of library work.

To date we recognize by and large the supervising librarian by giving that person a salary that is not comparable

*See Page 90-93
Send memo to Hostetler*

to the person who is needed in reference work or the childrens' librarians or the catalogers who need to gain further experience and further education in their own definite, specific fields. I hope that out of the discussion that that can be taken into consideration. I think we need more institutions such as Chicago has been holding the last few years all over the country. Apparently some people think it is too expensive or that Chicago is too inaccessible or that we don't need that type of training, but we do.

MR. HENKLE: Mr. Greenaway touched upon a subject which is of very great interest to me. I don't know whether this is a general discussion that ought to lead to my being shot or otherwise subjected to some punitive measure by the library profession but I have developed in the last eight or ten years a very strong impression that among librarians, adult education is talked about more and practiced less than probably by any other group.

No, adult education has also interested me in terms of the fact that the first word of the term is adult. I think that is almost as poor as the second word, education. It seems to me that adult professional personnel ought to be able to undertake and carry to conclusion individually a great many systematic programs of self education, living as we do in the best laboratories for self education, I assume if we really believe much of what we say about libraries that exist anywhere.

There is at the right hand and the left hand of every librarian all of the resources for self-education. Now, perhaps we need a little professional guidance and while I believe that there is great need for institutes, both local as well as regional and national, that there is need for systematic professional experience in internship in administration and I agree with what Mr. Greenaway has said about a very considerable portion of administrative people being highly competent technically and competent insofar as knowledge of literature and of administration is concerned, I do believe that I would like to make another suggestion, and I won't make a motion, for perhaps it will get to the ears of the Board of Education anyway, the Board of Education might give a little consideration to the development of the study of syllabuses or carefully planned and notated bibliographies which librarians could undertake on their own to use as a means of self-education.

Now I very quickly, in my first job in an administrative position, recognized my ignorance of the problems of how to handle administrative problems perhaps as quickly or more quickly than my superior officer did, and settled to explore what the literature was and I found it simply amazing the abundance of literature on personnel administration, institutional organizations, problems of budget and all that. Any administrator can educate himself if he is willing to and I think that the Board of Education or some other agency of the American Library

Association could serve a very real need by selecting individuals to prepare, rather say, selecting some one on Mrs. Keck's committee, by persuading some one on her staff at the Public Administration Service, to develop a good self program of study on personnel administration which could then be made available generally.

MR. METCALF: I have been as critical of the library schools as the next person, but isn't it true that the personnel in the library schools are a pretty intelligent group of people, and for the past half century have been trying their best to provide the kind of librarians that the head librarians in the country wanted to employ, and if they haven't turned out the right ones, it is probably very largely the fault of the head librarians? It is up to us to tell the library schools what kind of training we want them to provide.

PRESIDENT ULVELING: We have just five minutes and while I don't want to cut the discussion short, we do want to observe our dead line. From this point on we will invite the rest of the audience to participate.

MR. LOUIS M. NOURSE, (St. Louis Library): Miss Herbert wasn't able to give a talk on salaries, so I am going to leave the salary question out of the picture and I want to remind you at this time we are in an unfortunate position because we are not able to get the salary statistics which are absolutely indispensable. It came to my attention two or three repre-

sentatives were sent to the library in Chicago to get those figures and I think it is a very important question. I spoke of having a Gallup Poll. The first question on that poll might be, when are the salary statistics going to be published again. That is a very vital service, and it is especially important that those statistics get back into the Bulletin and it seems to me this Council could give a little weight and thought toward that problem.

MR. ALEXANDER GALT, (Public Library, Buffalo, N.Y.):

That was originally from a purely selfish motive. Our own city prepared quite a large sheet, a tabulation of salaries of fifteen other libraries and our own, sixteen altogether, from the latest information that I could find or that I personally knew, and sent this to the sixteen libraries for correction. These figures are for my own information and they are for the larger library. The smaller of them include Toledo and Rochester. The interesting part of that information gathered is the different titles used and the difficulty of fitting it into columns and I rearranged some of the columns. If anyone is interested I will be glad to show them the results of that. I have a copy of it. The interesting thing is that the salaries of these sixteen librarians are so much higher than the general library, and it proves that things are ever so much better than is generally spoken about. We have there the very best information that I know of in the library for the recruit-

ing of librarians. Say what you will, the young person in college is looking for something to make a living at that has a future, with a good salary. One of the great difficulties of the ALA computations in times past, right through, has been that they have asked certain specific question and have tabulated the information from the answers to these certain specific questions so that if you did not ask them in the ALA the salaries of the Chief of Circulation or Chief of Reference, they wouldn't be mentioned. I know one library that for years did not give the Chief's salary, but gave the salary of one Assistant librarian which presumably was the highest salary paid in the library under the Chief, but I know there were salaries besides the Chief's in there which were far above his. The three best salaries were not given, and that is true of a good many other libraries. Then, they didn't ask them for certain other information. There are other columns which are most interesting, such as, how many employees are there over \$5,000.00. How many between \$4,000.00 and \$5,000.00. How many between \$3500.00 and \$4,000.00, and it really makes a very interesting computation.

CHAIRMAN CARNOVSKY: Thank you. I think we will take time for just one more question.

MR. HAROLD HAMILL, (Public Library, Kansas City):

An informal question. If we are going to make fundamental progress in the future, isn't it proper to consider and

think as to whether trustee's qualifications are high enough? We are setting standards for librarians and we have said that we want to go forward. Aren't we going to give some consideration as to whether we expect trustees to have this in-service training?

CHAIRMAN CARNOVSKY: It is a ominous thought. We had better stop. (Laughter)

CHARLES F. GOSNELL, (New York State Library): Personnel has done more for salaries than all the meetings and all the committee work of the past fifteen or twenty years. Now my question is, is now the time to be tinkering with the requirements and making it easier for more people to get into the profession and making it easier to fill all these vacancies which have raised the salaries? What is going to happen to the salary structure if we get an over supply again?

CHAIRMAN CARNOVSKY: Well, I shan't attempt to answer that question. Shouldn't we do a little something to educate the heads of institutions, and perhaps trustees or any one else interested in the necessity for such need and consider also the possibility of obtaining scholarships if a person could prove really capable, of benefiting by leaves of absence?

CHAIRMAN CARNOVSKY: I think it is a very good idea. We could go on for many hours, but I should like to cooperate with Mr. Ulveling in endeavoring to have all meetings end on time. Therefore, I thank all of you who took part in this dis-

cussion, and especially to the participants in the symposium, thank you. (Applause)

... President Ulveling resumed the chair ...

PRESIDENT ULVELING: Will Miss Warren come forward, please? We will resume the business meeting and the first item will be two or three announcement which I will ask Mr. Milam to present.

SECRETARY MILAM: The opening meeting on photographic reproduction of library materials will be held at ten o'clock, a.m., in this room Sunday, instead of two-thirty, p.m., as scheduled. It is hoped that the change of hour will allow more people to attend. A number of people have to leave early Sunday afternoon on account of the transportation difficulty. The Presidents and Bulletin editors of the Association and Professional Sciences meeting will be held in the Walton Room, Drake Hotel, Saturday, December 29, at nine o'clock, a.m. and an adjourned meeting of the Professional Training Round Table will be held at nine o'clock, a.m. Sunday. The room will be posted on the Bulletin Board. Any AIA member may attend. There may be other changes in the program, so you are advised to watch the bulletin board.

PRESIDENT ULVELING: Thank you, Mr. Milam. I am going to announce that my report on the AIA Budget will be deferred until tomorrow's meeting. There is a report to be presented now by Miss Warren on "Honorary Memberships".

Miss Warren.

MISS ALTHEA H. WARREN, Public Library, Los Angeles:

Mr. President and members of the Council: The Executive Board presents for Honorary Membership in the American Library Association, Frederick G. Melcher, President of the R. R. Bowker Company, publisher of the "Library Journal" and "Publisher's Weekly". For fifty years Mr. Melcher has given himself generously and effectively to the cause of books and reading in the book trade and has been successively, office boy, Sales Manager, and Publisher. He has held virtually every office of trust within the different divisions of the Book Trade Associates. Mr. Melcher has attached himself to the Library profession and is singularly close to the membership. The membership numbers seven thousand eight hundred ninety-three. He belongs also to the American Library of Science Institute, The New York and Indiana Library Associations and the New York City Library Club. He established the Newbury Medal for the most distinguished American book for children. In all these relationships he gives wisdom, and enthusiasm. He has forbearance, modesty and an infinite capacity for taking pains. The library and librarians are better for the life and work of this distinguished bookman. (Applause)

May I present the nomination.

PRESIDENT ULVELING: Is there a second to the nomination?

... The motion was seconded ...

PRESIDENT ULVELING: It has been seconded. Would anyone like to discuss it?

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

PRESIDENT ULVELING: I am very happy that it is carried unanimously, Miss Warren.

Miss Rothrock will present a resolution which is to come before this board.

MISS ROTHROCK: Mr. President, the Executive Board recommends to the Council the creation of a special committee to confer with the officers with a view to determining how the Department of Information and Advisory Service can be reorganized and developed to serve better the needs of the whole profession, with special emphasis on the needs and interests of the divisions. The committee is to be appointed by the Executive Board on the nomination of the divisions. I move the adoption of the recommendation.

PRESIDENT ULVELING: Is there a second to the motion? I might add that that recommendation grew out of a meeting of the Executive Board with the officers of the various divisions held last evening and it was felt, after canvassing the program or reorganizing, or the establishment of a Department of Information and Advisory Service at the AIA Headquarters, which represents a reorganization of some previous services, that the

most satisfactory results for the membership and for all parts of the membership were derived from a joint management by representatives of the various divisions in setting up the work of this new department and the character that it should follow. That is the reason this comes before you at this time. Is there a second to the motion?

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

PRESIDENT ULVELING: Mr. Emerson Greenaway will present something on Institutional Dues. Mr. Greenaway.

MR. GREENAWAY: Mr. President and members of the Council: At the October, 1945 meeting of the Executive Board, there was a constant cry of "Where can we get the money?" As a result of the comment and discussion at that meeting, a committee was appointed to investigate the sliding scale dues for institutional members. The present situation calls for a sliding scale dues of from \$5.00 for the first \$20,000.00, of library budgets to \$25.00 for budgets in excess of \$100,000, with the additional opportunity of \$5.00 for institutional membership for the different branches and departments of libraries. At the moment, there are two thousand one hundred seventeen institutional members paying approximately \$16,000.00 in dues. An interesting point is that over half of the institutional members represent those libraries whose budgets do not total \$20,000.00. The committee, in studying the problem

found the following points worth noting: First, any change in the sliding scale would necessitate a change in the By-Laws and hence take considerable time before such a change could be put into effect. Two, the laws of some of the states prohibit the payment of institutional membership dues and hence, the raising of the dues for institutional membership would be ineffective. Three, if the institutional dues are to be increased, the libraries paying the increased dues will have to be more effectively informed as to what ALA can do for them before they are willing to pay the dues at a higher rate. Four, a study of institutional membership in other professional organizations indicates that some associations do charge as much as \$250.00, \$500.00 and \$1,000.00 for institutional membership. This is particularly true in some of the social agencies where members pay into the national organizations.

A temporary solution, it seems to us and which would not require action by the Council, and which has been made to the membership committee and has met with the approval of this board, is, one, every effort should be made by the Membership Committee to secure additional memberships under the present scale. Two, that additional memberships be taken out by libraries at \$5.00 for branch libraries and departments, and may I give an example of how this might work.

One library which now pays and which has paid for a number of years, \$25.00 for institutional members, has taken

out \$150.00 in dues for branch libraries. They have agreed this next year to take out an additional \$60.00 in membership dues for departmental agencies in the central library. That means, instead of that library paying \$25.00, it will pay \$235.00 in institutional dues. Three, that trustee memberships of \$3.00 be taken out by the individual libraries, themselves, and four, that efforts be made to secure more sustaining members at \$100.00, and more contributing members at \$25.00. May I submit this for the committee consisting of Mr. Carl Vitz, Mrs. Warren, Robert A. Miller and myself as Chairman.

PRESIDENT ULVELING: Do you wish action, Mr. Greenaway?

MR. GREENAWAY: No action.

PRESIDENT ULVELING: Just for information. Are there any questions? If not, Mrs. Cowles will you come forward please, and present the report of the Nominating Committee for Mr. Ernest J. Reese, the Chairman, who is not here?

MRS. COWLES: I believe it is customary for this report to be publicized two or three weeks in advance of the meeting but I should like to say that it is not the fault of AIA or the Nominating Committee that the report has not been publicized, but due to a combination of situations.

The 1945-46 Nominating Committee submits to the Council its recommendation for positions to be filled by the customary elections in the spring of 1946.

... Mrs. Cowles read the report ...

MRS. COWLES: Mr. President, I move the adoption of this report.

PRESIDENT ULVELING: You have heard the motion that the report of the nominating committee be adopted. Is there a second? Is there any discussion?

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

PRESIDENT ULVELING: The report has been adopted. It is a very good one. The last item of business on today's program is the report to be presented by Miss Marian C. Manley, on relations with local library groups and membership participation. I will call on Miss Manley to present this report.

MISS MANLEY: I hope you have all had a chance to see the December issue of the ALA Bulletin, because there is a great deal of copy in that that belongs to this report and it would be very unfortunate if I had to supply a lot of this print. You know that this committee has been working for a long while and with the help of so many people it is impossible to measure what the membership has given to this work. It has been a most stimulating thing, and the committee has been only the channel for recommendations that have come from the members. Because they have come from members all over the country, they represent a diversity of opinion and I think that some of them should prove to be debatable here. I hope so. In all events, we are the channel and have tried to identify the problems and

express them for your consideration, but because there are a good many we have managed to consolidate them and I hope that there will be discussion on these points, but there will have to be action on only a few of them.

As you know, we were originally supposed to talk about local groups, but the membership gave us so much other material to work on that the Council gave us an open field last year to make any other recommendations or at least bring things to your attention. The first topic on which I would like to focus your attention is the question of local groups, and before presenting a recommendation for action, there are three points I would like to consider. There is no question that there is a very strong feeling for ALA organizations that will be on a geographic basis that will afford the opportunity for new members in the local areas to learn something of what ALA can mean, and on up through to the national level. That is, that opinion was expressed all over the country. There might have been one or two slightly passive comments, but I don't think there were any adverse comments. The matter was discussed at some length in the January Bulletin for this year, so there were no detailed recommendations put into this report but there are three items on which I would like an expression of opinion from the Council. One is organization on a regional basis that is not to interfere with existing organizations, that is, state organizations, but to be left to the discretion

areas. Are there any comments on that, or do you go along with the recommendation in the report?

(VOICE) Would you read the recommendations, please?

MISS MANLEY: I was afraid of that. Would you prefer to read the report? Shall we pass on?

PRESIDENT ULVELING: I might add if it will be helpful at all, that the whole matter of relations with local groups, the type of organization at the local level compared to the national level, etc. has been referred by the Executive Board to the Fourth Activities Committee which was authorized and an appointment will be made within a day and that probably will take up this entire matter.

MISS MANLEY: Well, in view of that fact, perhaps I will present this resolution and the other two points.

... Miss Manley read the report ...

PRESIDENT ULVELING: Is there a second to the motion? The motion was that the committee recommends that the Executive Board be instructed to take appropriate action to develop local and regional groups, bearing in mind the details of the committee's report and Council comments there is no objection to this on the part of the Executive Board, inasmuch as it was instructed to take appropriate action and I believe it would feel that it has taken appropriate action in referring this to the Fourth Activities Committee making the specific recommendation.

MR. GALT: There is no doubt of the Council agreeing with the intent of the committee on the work that is done, but we have not seen the report. We cannot act on it, in the wording of that resolution, taking into consideration what the report says. The ALA Bulletin did not reach us before we left home to come here.

PRESIDENT ULVELING: Mr. Milam?

SECRETARY MILAM: That was not deliberate on the part of the editors or of the committee, but was due to a paper shortage even in Wisconsin.

MR. GALT: We don't know what it is about.

PRESIDENT ULVELING: We can read the entire report if you would like that. It will be very long.

MR. GALT: Couldn't it be postponed until tomorrow?

SECRETARY MILAM: There were earlier reports that had been submitted to the Council covering most of these points. Miss Manley will probably remember that better than I, but this final report was probably in the December Bulletin and the December Bulletin was mailed when, Miss Beatty, the 15th or 16th?

MISS CORA M. BEATTY, Chief of Department of Membership Organization and Information: On the 15th or 16th.

SECRETARY MILAM: On the 15th or 16th. There is something like one hundred copies lying out here for the members of the Council and others to pick up.

MR. JOHN ADAMS LOWE, Director Public Library, Rochester, New York: Would you ask the Council how many of them have read the report for your own information so that you may know just exactly what you are dealing with?

PRESIDENT ULVELING: Could we have a show of hands on those who have read the report or who have gone over it?

... There was a show of hands by members who read the report ...

PRESIDENT ULVELING: There are probably twelve or fifteen who have read the report.

MR. MILLER: Did you say, Mr. President that the Executive Board had already considered these proposals and had accepted them in principle, but passed them on to the Fourth Activities Committee?

PRESIDENT ULVELING: The preliminary report of the Committee was submitted to the Executive Board and was gone over in considerable detail in the October meeting. That was only a tentative report but the major points were all embodied in it.

MR. MILLER: You have accepted in principle the points covered by Miss Manley's report as to the Fourth Activities Committee?

PRESIDENT ULVELING: A great many of the items which were recommended by the Committee I might say this one section of it deals with the Executive Board, itself, and all of that

has been listed piece by piece and referred to appropriate action in one form or another. Another section refers to the Council organization. There were four or five sections, four sections of which bore directly on Council program, the matter of badges and things of that sort, a great many of which have been incorporated in this meeting already, and one item has been referred to the Activities Committee as falling within the scope of the Activities Committee. Two or three other items have been referred to committees, the most of it, I would say, would go either to the Activities Committee or the Program Committee.

MR. MILLER: Will this Council have a chance, before any official action is taken to pass upon all of these in the form of a Fourth Activities Committee report?

PRESIDENT ULVELING: It will pass on it as the Fourth Activities.

MR. MILLER: Is this a final action we are taking?

PRESIDENT ULVELING: It would be a final action insofar as that is an exploratory committee to point up certain problems to investigate in certain areas to determine what correction might be needed and a slate of action for the Fourth Activities Committee. Last year when Miss Manley reported, she recommended definitely, if I am quoting her correctly, at least in thought, that most of these items be turned over to a Fourth Activities Committee, which she felt at that time should be

established then. Am I not right in that?

MISS MANLEY: Well, in general.

SECRETARY MILAM: I have just glanced through this report again and if Miss Manley will read the lettered and numbered paragraphs which embodied positive statements of the Committee and then follow with her specific recommendations which generalize on it, I think you can do the whole business in ten or twenty minutes right here and now.

MISS MANLEY: On the question of local groups, I think in view of the fact the Fourth Activities Committee is going to report on that, I will withdraw that resolution and it is on record so we will just pass on to the next. These are recommendations in connection with the Executive Board organization.

... Miss Manley read the recommendations ...

MISS MANLEY: Now, those are general recommendations in connection with the Executive Board that came out of letters from former and present Executive Board members and which we have crystallized after discussion. Of those, there were two in particular that I feel the Council should comment on. One, the size of the Executive Board and its relation to the number of possible meetings, as you see we recommend discontinuing the office of Second Vice President and reducing the board members from four to three and their length of term from four years to three years.

PRESIDENT ULVELING: That particular recommendation or series was contained in the tentative report considered by the Executive Board in October which, at that time appointed a committee of the Board to study the problem and present recommendations to the Executive Board. Mr. McDiarmid was Chairman of that committee and he may wish to say something at this time.

MR. McDIARMID: Mr. Chairman, we considered these recommendations as you have informed the Council, and we felt with regard to the specific recommendations a little difference of opinion with the committee on local groups. We felt first, that the office of Second Vice President should not be discontinued largely because it would provide, in the case of anything happening to the Vice President and the President-elect, and we felt further that it is one of the few high offices in the AIA for which the membership is given a choice of candidates and it is therefore desirable to continue it. With regard to the reduction of size of the board from eight to three, we felt a little hesitation in endorsing any further reduction of the board, largely for these reasons: The problems coming before the board are varied, the potential considerations which can be made by having people with widely different backgrounds and we would hesitate to see that lost by a smaller board. Second, it would cut down the representation of various viewpoints. A board of thirteen may have people with widely varied back-

grounds and experience. If the board were reduced in size, that many more classes of experience would be lost, and finally, it would reduce the number of elected-at-large members, those voted upon usually in brackets by the association and voted upon by the membership as a whole. We felt that the elected-at-large groups should be larger, and should represent the association better and hence to reduce them from eight to three would be unwise.

MISS MANLEY: How about the Council saying something?

MR. HENKLE: As a member of the Council I tend to agree almost one hundred per cent with what Mr. McDiarmid has just said.

MR. BRIGHAM: Mr. Chairman, the point that has just been raised makes it clear that there are a number of very important points, and inasmuch as it has not been possible for the report to reach members of the Council before the meeting in time to give it study, would it not be possible to accept it and refer it to the proposed Fourth Activities Committee without committing ourselves and let us have from that committee its findings and recommendations to act on at a future meeting? It would be unfortunate, it seems to me to indicate a position on so little study. The work of the committee that is being presented is a most important work and the objectives are the kind that we have had before us for many years and many of them are the ones that we want to try to find the way to attain, but I

doubt that it can be done in the time we have, with so little study and therefore, I make the suggestion, since I am not a voting member, I cannot make the motion.

MISS MERRILL: I will make the motion.

... The motion was seconded ...

PRESIDENT ULVELING: The motion has been made and seconded that the report be referred for the Activities Committee.

MR. BRIGHAM: Without any expression of view in any way, either by the Committee or the Council?

MR. McDIARMID: Mr. Chairman, I would like to speak not against the sense of the motion but in favor. It is a very real problem that this Committee, the Executive Board, the Council and the Fourth Activities Committee will face in getting discussion of these proposals. They have been considered by the Committee and some of them by the Executive Board. It seems to me now they ought to be brought before the Council, and the Council ought to take them back to the representatives and we ought to get all the advice and judgment that we can. I hope that we can get some here, but that is a question the Council will have to decide.

PRESIDENT ULVELING: Some of the items recommended are items that would involve constitutional changes, which, of course, could not in any case be passed at this meeting. You could not at this meeting eliminate a Second Vice President or

reduce the size of the Executive Board. It could be discussed, isn't that true?

MISS MANLEY: This is an advisory discussion. These recommendations are not saying such and such things should be done, but asking Council's opinion so that it may effect later action. Now, the recommendation that your committee would have made in this, and as a matter of fact, we were simply going on record with it because of the Executive Board Committee, but our recommendation was that this committee recommends that a committee of the Executive Board be asked to study the Executive Board's organizational problems and to report to the Council, bearing in mind the recommendations of this committee and the comments of the Council. In other words, we feel that these organizational problems of the Executive Board do call for a great deal of consideration. We found the people who recommended the reduction of the Board were two of our most distinguished members, a past President and a Vice President, and the letters that came to us were extremely thoughtful and the Executive Board has given it thought. We have given it thought, but we hoped to have some comments from the Council today. I think that might help the committee to study it further. I am not at all in favor of having this report settled tentatively without discussion.

MR. HENKIE: I think the issues here are a little bit hazy. I should say the issue is not whether the Council favors

or does not favor serious consideration of problems which, for the management of the association are important. The issue is not whether the Council favors the adoption of a suggestion that we drop one type of officer or do not drop that type of officer. The issue, as I see it for the moment, is whether the Council wants to recommend to the Fourth Activities Committee, through the Executive Board a position with respect to these observations of the committee, when it hasn't had a chance to study them. Now, a report got to my desk just as I was leaving to catch the train day before yesterday. I picked it up and haven't had time to read it, being here, and I think there are some serious questions here, and the recommendations that were made here are radical recommendations.

MISS MANLEY: I hope so, we had intentions of making them that way. That is the reason we want discussion from the Council. We are not asking the Council to recommend anything necessarily, but we are asking them to talk.

MR. HENKLE: It is awfully hard to talk about something you haven't read.

PRESIDENT ULVELING: There is no question but that the committee has done a great deal of hard, thoughtful work in preparing this report. It is just unfortunate that a wartime situation has made it impossible for the usual channels of communication to carry on and that this probably in a great many cases got slowed down. First, there was a late mailing

and it didn't get to you. Now those are the facts. Now, the question I wonder about is granted that there is a long line of business to be gone through tomorrow, if it is going to be much more satisfactory to the members of the Council, who, after all is the group that is being addressed by this committee, if you are willing to take the hours between now and morning to sit down and read it over, otherwise we will include it on tomorrow's docket, which means that the meeting will be somewhat longer than usual, but the decision is yours.

MISS MERRILL: With the motion before the house, can't we have a discussion from the floor without committing ourselves now? On the face of it I would agree with Mr. McDiarmid that thirteen are too many to handle the affairs of the association between the Council meetings, especially in light of the fact a great many do not get to all of the meetings, but I would hesitate to brush aside the recommendations based on long study. Therefore, cannot there be a discussion from the floor and still not commit ourselves to a recommendation?

MR. COMPTON: As our distinguished past President (laughter) I am urged to speak. I think that we don't know enough to decide at this time. Would it not be possible to defer action on this until the Buffalo meeting. You are going to have the work of the Fourth Activities Committee for a number of years. It will take at the very least a year. That is just a suggestion. I think there might be something between

three and a higher figure. At the present time I would not be willing to commit myself because it seems to me it needs more study.

PRESIDENT ULVELING: A suggestion has been passed forward that we meet at eight-thirty in the morning and decide it at that time. You see, I am your tool, I am doing what you want me to here.

SECRETARY MILAM: I wonder if the Executive Secretary, without entering into the argument, might make a little effort at clarification of the issue which was spoken of a moment ago. Was there a motion from the floor that the whole report be referred to the Fourth Activities Committee?

MR. GALT: There was no second.

PRESIDENT ULVELING: Miss Merrill seconded it.

SECRETARY MILAM: The other motion for recommendation which Miss Manley's committee is presenting is also one of referral for this particular section. Her recommendation is that a committee of the Executive Board be asked to study the Executive Board organizational problems and report to the Council. Now, there are two different ways of referring. One refers a particular group of recommendations or suggestions. Another one refers the whole report, but neither one is, as I understand, committing the Council to anything except referral.

MR. BRIGHAM: Is not that part of the report that relates to the Executive Board related also to some of the other

sections of the report, either directly or indirectly so that it would be wiser to study the report as a whole than to take out one section and refer it to a committee for study and report unless we did something with the rest of it.

MISS MANLEY: The report really provides work for about six different committees.

MR. BRIGHAM: One more reason why the study should be made is that an effort should be made to correlate everything by referring it to one Activity Committee.

MISS MANLEY: We think that the Activities Committee should be an overall committee, but we have two very strong feelings. One is that there is a great deal of work involved in these different subjects. They are separate subjects and they can be better handled by separate groups. We also are firmly of the belief that the more people study the Association's problems, the better.

MR. BRIGHAM: I am sorry to speak, but I still feel that the Activities Committee, itself, in dealing with the various sections of the report must naturally find different channels through which to work in getting full consideration of the report as a whole. If there are referrals it should be done through this one Activities Committee so that we will have a center for the clearance of the report as a whole.

MR. LOWE: I would like to ask whether there is a quorum present of the voting members of the Council? (Laughter)

PRESIDENT ULVELING: I think there are about thirty-eight members present.

MR. BRIGHAM: Voting members?

PRESIDENT ULVELING: I don't know. I think that is all the members. Let us have the hands of the voting members.

... There was a show of hands of the voting members of the Council ...

PRESIDENT ULVELING: There are thirty-five. I was pretty close. How many non-voting members, while we are looking up technicalities? (Laughter)

... There was a show of hands of the non-voting members of the Council ...

PRESIDENT ULVELING: There are about thirteen non-voting members.

MR. BRIGHAM: There are four or five at the table.

SECRETARY MILAM: Section Three of Article Six, of the Constitution - Meetings: The Council shall hold at least two meetings, etc. etc. etc. Twenty-five members shall constitute a quorum. (Laughter)

MR. RALPH MUNN: Since there isn't a larger representation here in the Council and since the time is very short and since also this is a problem of importance, it seems that every member of the Council should be given an opportunity to and be requested to give this some definite and concentrated thought and I am wondering whether it would be possible to get

comments from the Council members by mail in a matter of a short period for the guidance of this committee if it is preferred, at the Buffalo meeting?

PRESIDENT ULVELING: You have a motion before you which I will put if you wish it. The motion is to refer this whole thing to the Activities Committee without instruction of any sort, that is, without comment. Now if you feel that in the light of the discussion that it is unwise, don't hesitate.

MR. MILLER: How many more specific recommendations does Miss Manley have to make besides this one on the Executive Board?

MISS MANLEY: It is a total of six, but it covers quite a number.

PRESIDENT ULVELING: Six items and in voting I was going to say, if I could speak out of order, that if you would like to come at nine-fifteen in the morning - the meeting is called at ten o'clock, and if we began at nine-fifteen we might be able to handle that as the first item and be through with it in time to carry on the regular business. You can keep that in mind in voting. The question has been called for.

... The motion was seconded, was put to a vote and was lost ...

PRESIDENT ULVELING: The motion fails to carry. Now do you wish to do anything about it in the morning?

MISS UNGER: I move we meet at nine-fifteen.

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

PRESIDENT ULVELING: Now does everybody have a copy
of the report so that at least you will come tomorrow morning
with the report in your hands? This will adjourn the meeting
then.

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

and they are not the product of two or three people, they are the product of the committee. We are only channeling what came to us and I hope that some of the recommendations will get particular attention because we put some things in to be discussed and not to be swallowed. I will make the recommendations and ask for discussion and would like them all to be read in the light of the fact that they go on to the other committees for further study, but this is the time that the Council has for discussion.

We have all voted for members of the Council not as an empty honor or as a recognition of the fact that we have a friendly interest in them, but hopefully looking at the list for people who would speak out. You have all had an opportunity to note what this committee has been doing for the past two years. Many of you have contributed by letter to our discussion of the work. Under the circumstances, I know that we can count on your cooperation in discussion this morning, especially as this discussion is for the guidance of those who will carry on the work. There is one other point I would like to bring out and that is: Is there a Fourth Activities Committee to be appointed to which much of this work will be related. However, I wish you would forget about that particular committee until after the discussion is over. It will be taken care of at the end of the discussion, but it will be easier if it wasn't our "King Charles Head" at the first part of the morning.

The first recommendation of the committee was in connection with local groups and because there is such unanimity of opinion on that score and because I have to refer to the Fourth Activities Committee myself and say it has been delegated to consider that particular problem, I wonder if you would rather pass on to the next topic. This is on the record as a recommendation. Do you want to take time discussing that or shall we pass on? We will pass on.

The second point is in connection with the Executive Board and I am very sorry Mr. McDiarmid isn't here. I had hoped we would have a few differences of opinion. The Executive Board recommendations are really part of a whole. We suggest two things, an advisory Council and a reduced Executive Board. We recommend that because the experience of the Association has been that a satisfactory Advisory Council permit a broader basis of understanding and a closer tie-up of divisions and organizations, but the working unit of the Executive Board would be reduced in size so that more committee meetings, or more Executive Board meetings could be held without using all of the Association money for that purpose. We have a large Executive Board and it is an expensive procedure to call a meeting, and yet, speaking from what the members have written about board meetings and from what I have had occasion to see in a very slight way, the board works terribly hard for several days twice a year.

well, if they could have a little more time to handle things more than twice a year at the same cost to the Association, it would help perhaps. Those are the points that we want you to remember. We are not trying to reduce the number of people who are closely informed on the workings of the Association, but we are simply trying to help to, what seemed to us, bring out a more workable basis. Now, that is a very definite point of disagreement with some people.

In connection with the Executive Board recommendation, we are not going to make a specific recommendation as we did in this report that went into the Bulletin which had to be prepared in October, because things have happened since October that make that specific recommendation unnecessary. I do not feel it is a closed question with them at all but there are two points and perhaps more that need your discussion. One of them is the reduction of the size of the Executive Board, and omitting the office of the Second Vice President and reducing the number of board members. May I have discussion on the office of Second Vice President, especially if you read the supplementary material in the Bulletin.

MISS UNGER: Madam Chairman, I am in a very good position to speak on this point. It seems to me that it is a minor honor, meaning very little if your are elected, carrying no particular responsibility if you are elected and particularly ignominious if you are defeated, serving no purpose in the

organization actually. I should be happy, indeed to see that position eliminated, regardless of what Mr. McDiarmid says about an elective position. It doesn't mean anything to the person or to the electorate.

MISS ROTHROCK: The Second Vice Presidency is the highest position which is determined by the vote of the membership and my observation is that the Second Vice Presidency is a bulwark of comfort and wisdom in the Council and the Executive Board. I would like to see it retained.

MISS MANLEY: Could I have something more to say on that point when I have the opportunity? Won't somebody else get in first?

MR. NOURSE: After all, the Second Vice President serves only one year and to really make a contribution to the board you have to serve two or three years. The Second Vice President just becomes valuable when that person is eliminated from the board and another appointed. Now how often have we had a crisis when the Second Vice President had to serve in the place of the President and First Vice President.

MISS MANLEY: That is very much along my line of thinking. How about some more comments?

MISS NEWBURY: Why couldn't this Second Vice President who is elected by the entire membership become the Vice Chairman?

MISS MANLEY: If we keep that office, that would be very good. May I make that contribution Now? This is an extreme-

ly hard-boiled political observation that is coming, but I have been interested in nominating committees and Executive Boards and have been watching the ALA for twenty or thirty years and have found one very regrettable thing to be true in the past few years and that is, you get a good person in as Second Vice President, and that person knows very little about the Executive Board, comes into the last meeting of the Board. All right, I have reason to know that it is a good person, and if you write the nominating committee every time and tell them the people that you think should be put into office, you will find that splendid Vice President, that person has been on the Executive Board. It is a by-pass for good people.

I am sorry, Mr. Greenaway. (Laughter) I have been so sick of getting that comment on a few of my pet nominees that I really feel very strongly about it and I know what Second Vice Presidents have said to me about their feeling in the office. Now, personally, I feel that it is the greatest elective position is the four-year term. That means a great deal to the Association. What should be done about this is to defer it for further study.

MISS ROY LAND, University of Virginia: Why not do away with the office and make it a more important office. Make it a sort of training ground for the future work of the Executive Board later, if it is just a position of no accord. I also feel strongly that having more members on the Executive

Board is far more Democratic representation of the whole ALA than reducing the Executive Board.

MISS MANLEY: I would like to go into that later. Now, your point is also very good, and Miss Rothrock, about the elective office, how would it be if the Second Vice President served for two terms.

PRESIDENT ULVELING: If I may speak to that for just a moment, I think we ought to keep in mind the fact that this is only an expression of opinion, because the suggestion Miss Manley has just made now about a two-year term would have to be worked out in an overall way with regard to all other offices and it would be something that would have to be gone into more carefully than we could do at this kind of meeting.

MISS MANLEY: The idea of a two-year term appeals to me more than the idea of cutting out the Second Vice Presidency.

MISS UNGER: The position todate is of no importance. What comes of it, I don't know.

MISS MANLEY: You and I are very much in sympathy.

MR. GREENAWAY: I don't really feel my head was on the block, but I think there are good reasons for the elimination of the office. In the first place, in the Constitution, I did not find any specific duties for the Second Vice President and when I was asked to have my name submitted for nomin-

ation I tried to find out what I would have to do and all I could find out was that if the First Vice President and the President should happen to visit the Heavenly Father, I might have to fill somebody's shoes, but nobody was sure. (Laughter)

In the Constitution's By-Laws there are no specific duties for the Second Vice President, but I wonder if that is important? It seems to me that in view of the experiences I have had as Second Vice President, it does not take a tremendous amount of time to get into the swim of the Executive Board meetings and to realize what is going on and I was groping for a bit, but I don't think I have unusual intelligence, I did think the Executive Board meetings were very definitely planned and arranged for and I found that I was soon quite at home at the meetings, although not entirely at home with all the problems. However, I don't think other people are entirely at home with all the problems, etc.

The greatest benefit, it seems to me, of having a Second Vice President is that it gives one more additional person in the Association who becomes acquainted with the problems that the Executive Board and the officers are faced with and I think that in some ways we need ten Second Vice Presidents who can disseminate to the membership-at-large information that you acquire at a board meeting, that you can give back to the members, which you don't get from reading printed reports.

I wish, without passing on too much of a burden to the next Second Vice President, that that officer could go around to the state and regional meetings in his area and bring to more people some of the work of the Executive Board. In fact, I wish the Executive Board members, themselves could do that. I don't think there is enough dissemination of first-hand information to the membership-at-large and if there is a way of keeping the office of the Second Vice President, you can give that person more to do. Now, I don't think it needs to take a Constitutional change to do that, but I think that perhaps that could be handled.

PRESIDENT ULVELING: May I say just a word out of my experience as President? Two or three days before coming to this meeting, I fully expected that I would be another victim of flu and wouldn't be able to come. I didn't think I would have to go to my Heavenly Father (Laughter) and so on, but had I not been able to come for just such a small reason as that, I am perfectly sure unless Miss Rothrock can keep more balls in the air than I can, that she would have had to call on the Second Vice President to help. I have repeatedly had to call on her the last two or three days to help me preside at meetings represent the Executive Board, etc. Now it probably could be worked out with some other representative, but that is a point to think of in connection with this.

MISS ESSAE CULVER, (Executive Secretary, State Library,

Baton Rouge, Louisiana): As President of the Association I feel I would have been much more ignorant than I was, and I was a very ignorant President, if I hadn't served on the Executive Board one year as a Second Vice President before I came in as a First Vice President.

MISS MANLEY: There was a matter of reducing the size of the board by reducing the number of Executive Board members voted on each year. If you read that supplementary material, you saw that it was recommended because the board has seemed somewhat unwieldly and is a problem of expense.

Now you say that having so many people elected means that there is a larger, broader representation of opinion on the board. If you got that through an Advisory Council and had a smaller working unit which would not be so expensive and could meet more often, would that give you what you want? Or do you still want to have thirteen to eighteen or twenty people sitting around a long table discussing Executive Board problems and sometimes being intimidated by the number?

MR. BELL (North Carolina): May I ask a question? There is always one hundred per cent attendance at Executive Board meetings and isn't it true that we worked hard to get each group represented on the Executive Board, especial college libraries and school libraries.

MR. HENKLE: Three Executive Board members are not

present at this meeting. One could not be with us in October. With regard to the expense and the frequency of meetings during the war years, the Executive Board could meet only twice a year. Now that we have passed that point the Executive Board meets at the Midwinter meeting and at the June conference, at both of which meetings their own institutions carry the expense of their trip.

Now, there is only one meeting, if we follow past practice, which is an October meeting for which the Association pays the expense of the Executive Board members. There has been a feeling that there should also be a spring meeting of the Executive Board so that probably not more than two Executive Board meetings would be carried on at the expense of the Association. However, that would provide for four meetings a year in normal years.

MISS MANLEY: Is it the sense of this meeting that there is something to be studied in that you would like the ExxcutiveBoard and Council perhaps to give that more consideration? Is that the sense or not?

MR. GREENAWAY: May I ask this question: Somewhere in these recommendations I got the idea that you wanted more representation on the Executive Board.

MISS MANLEY: Not on the Exeoutive Board, in the Advisory Council which is a new feature.

MR. GREENAWAY: I thought it was in the Executive Board.

MISS MANLEY: We are trying to reduce the size of the Executive Board. I want to pass on to one other point.

MR. GREENAWAY: I am afraid I didn't make the point I should have made. You suggest that the Advisory Board would meet in connection with the Executive Board?

MISS MANLEY: Twice a year.

MR. GREENAWAY: You spoke of the advantage of having fewer people there to get better expression of opinion so they won't be afraid to speak up in a larger group. It has not been my experience that any one has hesitated to speak at any Executive Board meeting.

MISS MANLEY: There is a little difference of opinion in that. Were there any other points in that section on the Executive Board recommendations which any member of the Council wanted to discuss?

MR. HENKLE: What is the primary reason for wanting to reduce the size of the Executive Board? Cost?

MISS MANLEY: Because members of the Executive Board have felt that it would be possible for more sound conclusions to be reached by slightly smaller numbers and it would be a more workable unit due to the fact it would make more meetings possible.

MR. HENKLE: If cost is the determining factor, then it seemed to me that somebody ought to make a careful study of whether or not the cost could be reduced without sacrificing attention to Association business. The reason I put the question is that some considerations have been mentioned which seem to me to be either irrelevant or misleading. One more example that it is hard to get a large board together. Well, now, if you have a large board and a member happens to be missing, he is just as likely to be missing if he is one of five, as if he were one of ten. If you have a small board the likelihood of any one of those members being absent is exactly the same as it is under other situations and you run much less risk of having an inadequate number of people to take care of the business. The argument is favorable to a large representation on the Executive Board, or as large a representation as is feasible for so strong an organization, so extensive in the complexities of its interests as the ALA.

It seems to me that every alternative to reducing the size of the Executive Board should be scrutinized with great care.

MISS MANLEY: I think the principal feeling behind this was that the agenda at two meetings a year had to be so full that the board was crowded and it was almost impossible to give fair consideration to things and that more meetings

would mean a less crowded agenda and more thoughtful attention and less pressure on the President and the Executive Secretary. At all events the Board has heard the discussion and the Council also. Is there any action you would like to take? Is there any recommendation you would like to make, or shall we go on? Was there any other point on that particular group of Executive Board recommendations that you wanted to bring up for discussion? If not, we will go on to the Library Council, which will be short.

MR. BRIGHAM: I do feel strongly enough about the matter to express this opinion as a former member of the Executive Board, that this section (II-a), relating to the reduction in the size of the board and reduction of the terms of the officers is the less important part of this committee. It is my honest and frank opinion that the changes proposed should not be made but that the other recommendations and proposals of this committee are so important I wish it were possible to discuss those at length, and personally, I wish it were possible to agree that the Executive Board should not be changed.

MISS MANLEY: Was there any other opinion on this particular section that you wanted to discuss? Well, then, we will go on to the next group. The Advisory Council.

Our committee recommends that a committee be appointed to study or designated to study the possibilities of develop-

ing an Advisory Council and to make recommendations in that connection. I move the passage of that resolution, that is, that that committee be appointed to study this.

PRESIDENT ULVELING: Is there a second to the motion?

... The motion was seconded ...

MR. HENKLE: Could that resolution have incorporated in it a terminal date for this study?

MISS MANLEY: I think so.

MR. HENKLE: In other words, it would direct when they would report?

MISS MANLEY: What day would you recommend?

MR. HENKLE: It would seem to me this committee ought to have made available to it all the information which has come to the attention of the present committee reporting so that they would not have to start from scratch. They have a good deal of information at hand and if the committee could be appointed promptly, it might be even ready to make a preliminary report at the June meeting at the remotest time.

PRESIDENT ULVELING: Do you offer that as an amendment? The motion at this time is a recommendation that a committee be appointed to study the possibility of developing an Advisory Council to make recommendations.

MR. HENKLE: I move that the resolution be amended by the addition of the phrase, "and to be prepared to make the final report at the Midwinter meeting in 1946." That would

of intrinsic merit of the work being done but the relative merit of the work being done as compared with other work which might be done. Those two were the specific assignments of the Executive Board to the Activities Committee. This would seem to have some relations to that overall consideration of chapter relationship to the American Library Association. I suppose the committee has in mind that that would be one of the ways of creating a closer relationship.

I am wondering whether a special committee was intended. I thought Miss Manley said, "appointed or designated", which would make it possible to use that Activities Committee. Now, the question would be, Mr. Henkle, whether you want to instruct an Activities Committee which is sometimes fairly deliberate and thorough, to bring in its final report on this subject in December?

MR. HENKLE: This recommendation says the Council was informed yesterday of the Fourth Activities Committee and requested this morning to act as though it never heard of it.

PRESIDENT ULVELING: I don't believe we can quite do that.

MR. HENKLE: I think Mr. Milam's point is very well taken. I think the points were expressed yesterday in that the Fourth Activities Committee probably should consider all of these insofar as they are integrated and represented the whole.

I agree with Mr. Milan that some of the recommendations here are extremely important. I think the committee has done a marvelous piece of work in drawing together membership opinion and one that took all of our attention yesterday and most of this morning, is the least important of the whole lot.

MISS NEWBURY: The motion was, "New Advisory Council", and this says, "Advisory Report". Will you clarify that?

PRESIDENT ULVELING: The recommendation was not seconded, and in that case we are discussing something in a vacuum, but the recommendation here was that we recommended that the committee be appointed or designated to study the possibilities of developing an Advisory Council and make recommendations.

MISS NEWBURY: I believe it is printed here, "Advisory Board".

PRESIDENT ULVELING: A revision, as Miss Manley explained, was worked out since the original draft which was prepared in October and reflects later thinking.

MISS NEWBURY: Is there a question of Advisory Council and General Council being confused?

MISS MANLEY: That would be one of the problems for the committee to study because of just that situation. Inasmuch as we have no second to the motion we will have to pass on.

MISS MANLEY: This next one is on the Council and

our committee recommends that a committee of the Council be appointed to review Council practice and procedure in the light of the committee's recommendations and to make recommendations to the Council for action. I move the passage of that resolution.

PRESIDENT ULVELING: I will read the motion. We recommend that a committee of the Council be appointed to review Council practice and procedure in the light of the Committee's recommendations and ALA and to make recommendations to the Council for action. Is there a second to the motion?

... The motion was seconded ...

MISS MERRILL: I would like to express opposition to it.

MISS MANLEY: That is the matter of a closed meeting?

MISS MERRILL: All the Midwinter meetings would be closed, or practically all, and I personally think that it would be a mistake if we want to get member participation. I wouldn't be here if I hadn't attended Council meetings for some years before I ever was on the Council. I attended first as a matter of curiosity, and second as a matter of interest.

MISS NEWBURY: I think there is another point on that, Miss Merrill in opposing it, because I think the Council is a deliberative body of the ALA and ALA members ought to have a chance, if they wish, to see whether we are here or not and

whether we are performing our duties properly.

PRESIDENT ULVELING: You understand there is nothing binding in this except the recommendation that a committee of the Council be appointed to review. —

MISS MERRILL: I wanted to speak to it from the floor as to our opinion on the motion.

PRESIDENT ULVELING: Is there any further discussion? If not, the question on adoption of the recommendation that a committee of the Council be appointed to review Council practice and procedures in the light of the committee's recommendations and to make recommendations to the Council for action.

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

MISS MANLEY: That will strengthen the work of the committee. We recommend that the Executive Board be urged to seek further ways for strengthening committee work through the allocation of appropriate funds and through facilitating work by committee members, rather than by developing paid assignments to individuals from headquarters that come to us from the membership; that the committee should be encouraged to do more work on their own and that if something came up that was strenuous, more funds could be allocated to carry it out, instead of permitting only one person to work on it. That is a recommendation to the Executive Board.

PRESIDENT ULVELING: To the Executive Board?

MISS MANLEY: Yes.

PRESIDENT ULVELING: It is merely informatory?

MISS MANLEY: Yes. Is there any one who wants to discuss that point? The most active discussor is not present.

MR. GREENAWAY: I don't want to be the most active discussor, but I don't know where the money is coming from for additional committee work. The Executive Board has struggled with the problem of finances and have split pennies a hundred different ways already. I think we would all like more money. I think the more constructive recommendation would be to find more funds to do that rather than recommending that more funds be given. I am not sure what you mean by paid assignments to individuals that might be carried out by committee work. Do you have a specific example?

MISS MANLEY: I don't. It is sort of personal, but I might as well bring it up. Our Business Relations Committee worked out a lot of items in which we weren't counted on for financial support and then to my surprise, it was suggested that somebody be paid by headquarters to do one detail of that if funds could be found. There is no danger, I think, of funds being found, but that is the way it was. That is, something that the committee would do and if the funds could be found for that person to be paid. It would be better in the opinion

of the committee to have the committee use the funds to strengthen its work.

Now, that is one illustration and it has happened that a case was brought up by a past President, I mean, that particular point was brought up by the past President. Mr. Greenaway is entirely right when he says the Board has struggled to find ways of spending money. I know, because I have made a special study of that thing too. I think we could do a great deal more to get money, but we also might spend some of it a little differently. However, this is for expression of opinion or comment, if anybody wants to comment, otherwise we will move on to the next one.

MISS HELEN CLARK (State Library, Lansing, Michigan):

I would like to make a point. Even though a person is the chairman of the committee, they don't have the nerve to ask a whole lot of other people to work on their own funds. I think that committee should be supported to be able to do its work.

MISS MANLEY: May I say that the two committees of which I am a chairman have been very generously supported by ALA. That is, it can be done.

The next point, promoting membership participation. I think this will be informatory rather than asking for action. The membership, as you know, has been very much concerned about

doing more and the Executive Board has been very much concerned about finding ways in which the members can work more closely, and there has been a great deal of discussion of that the past year. All of the thinking of our Executive Board Committee has really come together in recent action and Mr. Milam, will you explain to the Council about the Membership Committee?

SECRETARY MILAM: On the recommendation originally of Mr. Vitz, concurred in by President Ulveling and President-elect Rothrock, there has been a major reorganization of the Membership Committee through appointment of one of our distinguished and popular members, Miss Warren, as Chairman, through the appointment of, I forget, seven or eight or nine librarians in different regions and Regional Vice Chairmen or Regional Chairmen through the formation of an Executive Committee composed of Chairman, the Vice Chairman and the Regional Chairman and the assignment to that Executive Committee of the Membership Committee of a large field of operations concerning membership.

Many of us have thought of the Membership Committee as a committee to solicit members. It is now a committee on ALA membership and will concern itself with large problems of relations of members to the Association and its activities. I suppose that a good deal of the action was the result of the inquiries and statements of Miss Manley's committee which culminated before the final report of the Manley Committee, but I think

it is safe to assume that that committee is going to continue the consideration of problems of this kind.

MISS MANLEY: Because of that we are making no recommendations but saying that we are very much pleased by this action.

The last recommendation is on cooperation between headquarters and the membership. We recommend that the Fourth Activities Committee be asked to make a special study of ways by which greater cooperation, understanding and interchange may be maintained between the headquarters staff and the membership with special attention to the detailed recommendations of this committee and ALA. I move the passage of that recommendation.

PRESIDENT ULVELING: Miss Manley has moved the adoption of this recommendation. Is there a second? I see no reason why it should not be passed as instructional to the Fourth Activities Committee. It would add one new aspect to the work they are to take on, but be a very closely linked part.

MR. HENKLE: Didn't Mr. Milam say that has already been done?

PRESIDENT ULVELING: To work on reorganization of headquarters and this points toward the integration of work at headquarters.

SECRETARY MILAM: And it is a blanket recommendation for the section of the report on headquarters.

MISS MERRILL: Doesn't that overlap Miss Rothrock's motion of yesterday?

PRESIDENT ULVELING: Which one are you referring to?

MISS MERRILL: Miss Rothrock's motion stemming from the discussion Thursday evening. That is, an attempt to get closer relationship between the membership and the headquarters staff. Isn't that correct?

PRESIDENT ULVELING: That had to do with divisions, Miss Merrill. This is very closely allied to that same thing, perhaps it is slightly broader.

MISS MERRILL: Will there be a confusion of the duties? Everybody will be investigating headquarters.

PRESIDENT ULVELING: If this goes to the Fourth Activities Committee, the Fourth Activities Committee will hold it.

SECRETARY MILAM: Mr. President, in presenting the Fourth Activities Committee assignment, I left out one very important thing that was in the Executive Board motion in directing your attention to these specific problems. The Executive Board has no intention of limiting your responsibility and authority. The Activities Committee, in other words, is free to encroach upon the work of every and all committees in taking its look, so that I think there would be nothing inconsistent

in this.

MR. HENKLE: I second the motion.

... The motion was seconded ...

PRESIDENT ULVELING: The motion was made and seconded. Is there further discussion? If not we will put the motion which is the recommendation that the Fourth Activities Committee be asked to make a specific study of ways by which greater cooperation, understanding and interchange may be maintained by the headquarters staff and membership, with special attention to the detailed recommendations of this committee and ALA data.

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

MISS MANLEY: The committee asks to be dismissed. I would like to say that this has been the most refreshing and encouraging experience in our work. The cooperation that has been shown by the membership headquarters staff, and the Executive Board is amazing and shows the vitality and interest of all of us in this Association's program. We of the committee appreciate the opportunity we have had in this and thank you, the Council, and the Executive Board for the opportunity and ask to be dismissed. (Applause)

PRESIDENT ULVELING: Miss Manley, the Council has said to you by its action what I have wished to say and that is

greatest appreciation of the Association for the sincere hard work that you and your committee have always done. We appreciate and think it has made an important contribution to the Association's functioning. To clear the records, however, I think we should have a motion dismissing the committee with appreciation, if somebody will do so.

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

PRESIDENT ULVELING: Parenthetically, I should say that the most powerful argument for reducing the size of the Exxcutive Board wasn't brought up at all. Miss Manley has read the stenotypists report of the October meeting, which is something about this size and probably the only living person who ever has or ever will, and I think it was after that that she decided the Board should be drastically reduced.

Now, we will have the report of the Federal Relations Committee. Mr. Charles H. Compton, Chairman of the Federal Relations Committee.

MR. COMPTON: Mr. President and members of the Council and members of the Association: I think you will recall that some fourteen months ago, Miss Warren presented a resolution to the Council that action would be taken to raise funds to finance a representative of the Association in Washington and for publicity purposes which would supplement the work

of the representative. Since that, funds have been raised, not for the amount that is our goal, but that is for the future. The office now is in operation and Mr. Paul Howard, the Director of the National Relations Office is in Washington, having begun his work on October 1st. We had a meeting of the Exxcutive Committee of the Federal Relatio s Committee in the early part of November and at that time a program for action was drafted, and approved by the Executive Committee and that during this session, it has been approved by the Federal Relations Committee, as a whole. I will read the program for action. It has been published in the "Bulletin" and the "Library Journal". I hope you have all seen it. It is very short, I believe you should read it.

The primary purpose of the ALA National Relations Office is to advance and protect the interests of libraries and of people who use libraries, insofar as those interests may be hurt by legislative regulation or other government action. The program of activities must at all times remain flexible because the office will have to concern itself much of the time with library implications of proposals made by others without due recognition of those implications. One principle however, will control all action. The ALA will not seek advantage for itself through this office, or special privileges for its members. It will work for the improvement of libraries for dissemination

of information and extension of library service to all the people of the United States. There are important plans now for the disposal of surplus property of educational agencies, including libraries with such properties and such price concessions as are provided for in the Surplus Property Act, Public Law 2457 and transfer of surplus Army and Navy library books. There are other plans such as giving library service to the rural areas, and recognition by the government of the essentiality of library material and service in a research program exclusively by library employees. Federal Aid for public library service is a first step toward the maintaining of improvements. Also equalization of library service for all the population and an improved program of documentary service which will recognize libraries as a primary outlet for systematization of information and having the best depository service.

I am going to call now on Mr. Paul Howard, Director of the National Relations Office to tell you something of what has been done along these lines during the three months he has been in Washington.

MR. PAUL HOWARD, (Director, ALA National Relations Office, Washington, D. C.): I just received instructions to be as brief as possible, so I will proceed with dispatch. I want to say that Ralph Dunbar and I will be available all afternoon for anyone who wants to ask questions. I will give you the

answers and Mr. Dunbar will give you the facts about the Surplus Properties. We will be in the French Room. The office was established, or I arrived in Washington on the first of October and by the 8th of October we found an office and by the first of November the secretary was there and by the third of November the Executive Committee of the Federal Relations Committee was there. We have done some work however, and I will give you some statistics to show you how that work is progressing.

There have been two hundred twenty-seven individual letters to libraries. There have been eleven letters written to groups of librarians. There have been ten magazine articles prepared for "The Library Journal" and the "Bulletin". Since we have gotten our telephone in the middle of November, there have been something like three hundred sixty out-going telephone calls, and most of that has occurred in December. As much work as been done in December as was done in October and November put together and I imagine in January, there would be as great a volume of work as in the first three months combined.

Now, the work has covered all of the fields mentioned in the program for action. Strangely enough, the part that has received the most attention has been the advancement of the research program. It isn't because we are more interested in research than we are in Surplus Properties, but because the opportunities were there to do something and we have worked.

In working on any of these programs we didn't go into a vacuum. When the office was set up there were libraries working everywhere in Washington. Miss Manley is working with the Commiee of Economic Development. The Association Research Library is interested in a research program and cooperation of action. The Library of Congress is doing a great deal of work. I slipped around to find out what they were doing and tried to fit in with what things they were doing. I called at the Library of Congress and they were immediately interested.

The Army Map Service Program was started long before the Washington office was opened, but we discovered that librarians were confused and they had to have a number of questions answered, so at my suggestion the Army Map Service sent Captain Steel out here who did a marvelous job on it to explain the program and answered questions for two hours about the program and it resulted in an effort to get some concerted action in the library group, itself, to advance the interest that will probably bring to librarians at least \$600,000.00 and probably \$1,000,000.00 worth of maps. Of course, we did not initiate that, but we are trying to facilitate it. A great deal of our work is in facilitation of such programs. We have talked with Dr. Burgess office about the position of libraries in any research program that is set up by the Federal Government and have found very sympathetic audiences. Contacts have already

been made and my chief job was to assure them that the ALA would help in any way possible.

On the Surplus Property picture, it is divided into two categories as far as librarians are concerned. One is the Surplus Army Camp libraries. A statement of policy is in the working right now, making those available, not by statement but by implication and by definition to libraries giving community service through the state library agencies. That may be released at any time, and everything is being done in Washington to assure that there is no hitch in the program. Action will have to be taken at the state level. The State Library Agency will have to watch the situation in each state and see that they receive fair and equitable treatment. That is one thing about the National Relations Office, it is only the spearhead for a local library movement. We are going to have to have the support of the entire movement.

In the other phase of Surplus Property is surplus supplies and materials. Two warnings were sent out to every Association President and to the head of every State Library telling them that a regulation was to be issued or a policy memorandum was to be issued asking the Governor of each state to designate a state educational agency for surplus property. That memorandum was sent out under the date of November or December 7th, about a week after the second warning was sent

out to the librarians. The memorandum had asked the Governors to appoint these agencies. Again, this calls for action on the state level to see that libraries are represented in the agency. The memorandum says that all types and levels of educational institutions should be represented. That will provide that educational institutions will receive a forty per cent discount from the fair value established by the Surplus Property Administration on these goods. In many cases that will mean that the forty per cent discount will reduce the expense to practically the cost of carrying and handling.

We feel in the case of the Surplus Army Camp libraries which will be constructed as a unit, not just the library books but the whole library, the books, the catalog and the equipment, and all it should cost the library is practically the cost of carrying and handling and transportation from the camp to wherever the librarian wants the library set up again.

There are a number of things like that that are going on all the time. I had breakfast this morning with Mr. Lowe and Mr. Siebert about the problem of getting cloth woven so library buckram can be made. That is another thing that is not legislative business but it involves regulations issued by the government agencies.

I feel that we should attempt to sell the library

movement to the entire government and to all of the national organizations in Washington so they will use libraries for their educational programs and will make materials available and become aware of libraries. I believe as a result of that, we will have a great deal of support for things that we are interested in.

The final thing I want to talk about is a library demonstration bill which has been drawn up in accord with one of the planks of the platform. It is felt that this state bill for federal education will not have a chance of passing in Congress. That probably should be off the record, but I don't believe it will be. That is borne out by the fact that the Federal Aid Education Bill was voted down by the House Committee on Education just last week. However, a bill for a different project will have a chance. This bill has two purposes, one to demonstrate the library service to areas which have no service or to areas which have entirely inadequate service.

There are a number of financial provisions. First, there is a provision that any state library agency can submit a plan to the Commissioner of Education setting up a demonstration of library service and to support that the Federal Government would supply each state \$25,000.00 per year for four years to set up that demonstration. In addition, a state

agency could submit an expansion plan which would call for state or local funds being supplied ranging from \$25,000.00 per year to \$50,000.00 per year for four years and the government would match these funds. It would provide a possibility of demonstrating library service all over the country and one of the objectives is research into the comparison of these various demonstrations. There are no limiting clauses that say anything about the nature of the demonstration. That is left up to the state library agencies. However, there is provision for the Office of Education to report annually to Congress on the program of the demonstrations and at the end of the four-year period to make a comprehensive report to the public as a whole, comparing the demonstrations and evaluating the demonstration program. I hope that that will lead to Federal Aid. I believe that we might get it sooner by starting on this program than by hammering away on a straight Federal Aid bill, because Congress is being research minded and demonstration minded. It has become economic minded too and is not interested in taking some of its \$300,000,000,000.00 debt and supplementing the surpluses in the state treasuries, but they are interested in providing research into the educational programs of the country.

There are other bills and educational facilities bills which would allow for surveys of educational plant needs for drawing up plans and for aid in the construction of these plant

needs. Tomorrow, we are going to discuss with state representatives men and methods of setting up a program to support the action of the National Relations Office. As I said before, it isn't just an action of a single office, it has to be the combined work of the library profession just as the library development fund is the entire profession working toward one objective.

I think we have laid a foundation in the first three months that will produce results. I hope so and I hope that it will do a great deal for the library movement in the United States.

PRESIDENT ULVELING: The motion was made by the Council to approve the report as read.

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

PRESIDENT ULVELING: The motion has been adopted. Thank you very much.

MR. COMPTON: I want to speak of the meeting tomorrow. I think it is extremely important. The success of this program does not depend entirely upon Mr. Howard. Certainly it won't be a success unless we have the support of the people throughout the country. To organize this support we are going to have a meeting tomorrow, beginning at ten o'clock in the Walton Room, of the representatives from the states. I do not think all the states will be represented, however, there is a large

representation here. I want to extend an invitation to all members of the Council or non-members. We won't discriminate at all, but do come to that meeting if possible. We expect to have the meeting from ten in the morning and we expect to end it at three-thirty in the afternoon, so that you can get your trains.

I feel this is one of the most significant movements which the American Library Association has taken part in for many, many years. I think that the possibilities of it are unlimited and I think that if we will all work together on it, it will be a grand success.

PRESIDENT ULVELING: Thank you, Mr. Compton and Mr. Howard. We will now have a report of the Library Development Fund Campaign by Miss Rothrock.

MISS ROTHROCK: Mr. Chairman, I think we have gotten excellent background information furnished by Mr. Compton and Mr. Howard. I can make this report in three to five minutes. It is in two parts. First, a report of the progress and where we are now on the development of funds. Second, Mr. Compton made that concluding comment about the significance of this whole movement and when Mr. Howard made that report I thought we all had occasion for pride in thinking that this, in an unusual way, is a membership movement. Back when the library development fund was first being talked about it was the member-

ship who gave the push to our reluctant and conservative officers by saying, "Now look, we have been whittling away our strength long enough, let's get together and from our own resources lift ourselves out of this tailspin." So when the Library Development Fund was contemplated, the sum about which they talked was \$20,000.00 and some of the bolder of the officers thought perhaps it could be raised. Some of the older and wiser felt sure it could not. After some of the membership had an opportunity to react to the suggestion, the goal was tentatively set at \$105,000.00 to carry a four-year program, such as we have heard described in Washington. Then, two representatives from each of the states were asked to meet together to discuss the goal, the plan and the program, insofar as it had been sketched out, and decided whether we could do it and when we could do it. As a result of that action, the representatives of the states were in conference here for two days. The \$105,000.00 overall goal was accepted and certain state polls were also accepted.

On this map you will see the percentages of the various states in meeting state quotas. Briefly, twelve states have met their quotas. Fourteen states have raised as much as fifty per cent or more of their quotas, rather fifty to one hundred per cent of their quotas. Twenty-two states as yet have not reached fifty per cent of the quota. I see some people get-

ting awfully concerned about their states. Does anyone want to have a particular state called out?

SECRETARY MILAM: Miss Rothrock, what is the state of Washington?

MISS ROTHROCK: One hundred thirty-four per cent.

(Applause)

SECRETARY MILAM: What is Illinois?

MISS ROTHROCK: Twenty-one per cent. Here is what I think that means. I would say it is not that Illinois is less able to reach its quota but that for one reason or another the canvass has not been effectively made. Did you say what Tennessee is? Forty-three per cent.

(VOICE): What is Iowa?

MISS ROTHROCK: One hundred ten per cent. Arkansas is one hundred twenty per cent. (Applause) California is sixty-three per cent. New York, ten per cent; Texas, eighty-eight per cent; Georgia, seventy-seven per cent; Mississippi, I hate to say it, eighty-nine per cent; Missouri, ninety-six per cent; Ohio, eighty-nine per cent; Pennsylvania, twenty-seven per cent.

SECRETARY MILAN: Where is Michigan?

MISS ROTHROCK: Michigan, one hundred three per cent. (Applause) I didn't mean to take this much time, but I sort of enjoy pointing out Arkansas and Mississippi and Louisiana,

one hundred twenty-four per cent. (Applause) Well, Mr. Chairman, that is where we are now on the Library Development Fund, and those percentages I think showed pretty clearly that it is not a matter of ability to contribute but a matter of organization. Maybe Louisiana, Mississippi and Arkansas and Michigan are merely more strongly organized than some of the other states.

MR. HENKLE: What is the over-all percentage?

SECRETARY MILAM: Around seventy-five per cent. It is about \$79,000.00 out of \$105,000.00.

MISS ROTHROCK: Seventy-five per cent. The goal is \$105,000.00 and the collections as of today are \$78,848.02.

MR. HENKLE: In other words, we have got three years in which to collect the money for the four years?

MISS ROTHROCK: What we are hoping is by the conclusion of this meeting or certainly with a little extra time, by the June conference, we will be over the goal and that brings me to the second part of what I have to say.

I think the real reason for the failure of some of our states to reach the goal is our negligence in calling the roll of librarians in our states, so I hope that everybody who wants additional information about where the states stand, will come up and consult this map here.

Some of us in this room perhaps have not had an opportunity to make our own contributions. Let's do that or make

our pledge at least, if we haven't, we can make our pledge as we go out of the room. I want you all to look at Miss Perry. She will be standing right at the back of the room, and tell her, if you find it convenient, what pledge you would like to make. Now, to have it all perfectly open and clear, somebody will say, "What is the scale of individual contributions?" First, there is no assessment or assignment but if you will encourage thinking about this it will help and this is a movement that has arisen out of the membership and that is pushing the officers along, and I want to see it pushed fast. Some states, and I think possibly Michigan is one that sets a standard of four per cent of the monthly salary. That is, Miss Beal, if your salary is \$200.00 a month, which I hope it is, your contribution on that scale would be \$8.00. If you want to push it up and make it \$80.00 that is all right too. (Laughter)

Mr. Chairman, I took more than five minutes, but I would like to leave two things in your minds. Come and see what your state has done and go back home and ask why. Second, make your pledge or contribution before you leave the room. Thank you. (Applause)

PRESIDENT ULVELING: Thank you, very much, Miss Rothrock. We now have a report on the American Book Center for War Devastated Libraries, presented by Mr. Milton E. Lord.

MR. MILTON E. LORD, (American Book Center, Washington, D. C.): I think the name, American Book Center for War Devas-

tated Libraries is familiar. To a great many of the rest of you it is so many words and although there have been summary accounts which have appeared from time to time and will continue to appear from time to time in the Library and other places, it seemed desirable to add a few words this morning by way of embroidery of the general picture. Back over a year and a half ago there came into being a joint committee of about a dozen of the National Library Associations to consider what we, as librarians might do in helping our colleagues, not only in librarianship but in all fields of activity using library materials the world over where devastation has taken place. That joint committee was approved by the State Department and last February, a conference was held in Washington out of which came the designation of the American Book Center for war Devastated Libraries then still to be formed.

The agency which would act in general throughout the country tried to do two things: First, to coordinate the activities of the various groups interested in devastated libraries in whatever area or whatever institutions there might be which were already in existence in this country, or might come into being, in order to prevent duplication of effort, and secondly, to provide an opportunity to fill in the gaps between these varied activities so that for those institutions which had no campaigns established or to be established,

there would not be an overlooking of their needs.

The American Book Center was brought into being perhaps last April. It was, in its preliminary stages, financed by two grants from the Rockefeller Foundation, the second of which grants expire on December 31st. We had to go into the status of becoming an incorporated agency and to the status of becoming an agency passed by the Treasury Department as being eligible to receive contributions for which income tax deductions might be made by donors and then to find the money for operation. Now, we have been going through a rather prolonged and a rather complex period in that respect. I dare say, a great many of you have had great impatience at our seeming lack of being ready on the dot to take materials for devastated libraries or to tell you as librarians and as representative groups what you could do to aid in the matter. There is a similar agency in London, and that agency there has had the benefit of support from the British Government. Here, in the United States, the situation is different. Our government has not been in a position to take action to support such an activity. Until there is enabling legislation passed by the Congress, it is impossible for the State Department, for instance, to pursue an active policy. Nevertheless, it has given us its blessing and hopes the time may come when it can take a more active part, but we, therefore, had to go out and find

money for operating a national appeal for books for devastated libraries.

Now, it is all very easy to get money for buying books or for doing almost anything in connection with such an activity and for paying for the cost of operating a book appeal. However, no one is interested in contributing money for paying for the cost of shipment of your books to the Center agency or for the paying of a staff to engage in distributing and sorting and warehousing, etc. We attempted, from various sources, to find the necessary funds and we found it a slow, uphill work.

Within the last few months we came upon an opportunity which seemed to augur well for us. Through the good offices of the President's War Relief Control Board, in Washington, which is the agency which has to pass upon all appeals for funds, we found that there could perhaps be brought into the support of our activity the various national relief agencies in the country, particularly those which formed part of the National War Fund. The President's War Relief and the National War Fund, acting informally but jointly, agreed that the American Book Center for War Devastated Libraries would be the sole agency to be supported for such activity and it was agreed also to help us obtain the funds. The funds have been coming slowly. We have needed \$200,000.00 to do a job of this sort. We are at the present time in receipt of the beginning of the funds.

We expect to have within the next month a total probably approximating \$80,000.00, and then, thereafter, we are optimistic enough to believe that we are obtaining the rest. We are therefore in a position and have agreed that beginning January 1, 1946, we will begin operation in our own right, setting up our headquarters at a point in Washington at the moment where we can receive materials. Materials must be sent to us at once, although we hope that it will be possible for materials to be held by you and by others who have them just a little longer until a few months hence in 1946 when we shall be able to announce the details and a program of action for a National Book Appeal for the War Devastated Libraries.

Now, we are going to be asking for materials that are of a quality nature, the significant items of the past, the materials of the last five years which have not been available to countries in war areas. The materials that we expect are going to be such that they will have a very special appeal to those academic communities and also for the areas not primarily academic, but served by public and other libraries. We hope that there will be ample possibility of providing materials for public libraries which have been devastated as well as scholarly research libraries.

We realize that we have a very difficult appeal to put over. We want all the support and aid we can get. This

This is an activity requiring very great action because the devastation in this last war particularly, as far as the libraries are concerned, is far greater than anything that took place in the last war. We had a symbol of that in Louvain in the last war. In the last war, this time we can multiply the Louvains very, very widely and our responsibility is very great in aiding other people elsewhere, because really, but for the grace of God, we might have found ourselves quite in the same position and our own daily work as librarians, the work of individual scholars, scientific investigators and the common cooperative work which people engage in to produce ways necessary for our common living would be entirely lacking to us as it has been true in those other countries.

Now, that is a very general sketch of the situation. We have been hard boiled about not attempting to operate until we had the funds for doing so. It has strained your patience in many ways. There seemed to be no way out but to face it very realistically and I am very happy to be able to say that we have had a very understanding background in which to work.

We hope to bring into the activities not just the library groups as such, but all of the societies, the academic groups, scientific societies and hope to do something extensive and worth while.

Now, just in closing I want to ask Mr. Kenneth Schaefer-

fer, who is the Executive Director of the American Book Center for War Devastated Libraries, to stand up and be seen by you and to say very briefly one or two words. He has done a very fine piece of work in the preliminary stages and to him we are very grateful as we have been grateful to the Library of Congress and to other agencies which have provided us space, sympathy and understanding and help. Mr. Schaeffer. (Applause)

MR. KENNETH SCHAEFFER, (Executive Director of the American Book Center for War Devastated Libraries):

Mr. Lord has covered the program of the Center I think very well, so that my remarks can be brief and just add to them here and there.

As he indicated, the Center has two jobs to do; one to conduct a campaign to restock libraries in Europe and the far east and the other is to coordinate all of the activities in this country dealing with that subject of library restocking. The Center is prepared in its operations to serve the libraries of eighteen countries. Fourteen of those are in Europe and four in the Far East.

The campaign, as it has been assumed by the Center, is not in the dimensions of a general campaign addressed to the public generally. I say that in contrast, let us say to the USO and some of the other national campaigns. This will be a campaign addressed to publishers, librarians, educational insti-

tutions and other organizations and individuals.

Mr. Lord indicated that one emphasis in the program would be recent materials and I would like to say a word more about that. Some of the eighteen countries which the Center will serve, were not physically devastated. I am thinking of such countries as Denmark and parts of other countries, but they were devastated in the sense that they have been isolated for a longer period than the actual war period, which period was conditioned by the political situation in Europe before 1939, and this isolation is a very serious matter for consideration in the program.

The operating budget of the Center amounts to from \$150,000.00 to \$200,000.00, a rather large sum. There is an understanding with the Council of the President's War Relief Control Board and that sum has been allocated to the eighteen nations to be served on the basis of the size of the country, the development of the library organizations normally in that country and other factors such as language and cultural relations with the United States, etc. Through the agency of the President's War Relief Control Board, various national organizations representing those countries in the United States, American Organizations, that is, some of them participants of the National War Fund, have been introduced to the individual budgets which have been set up for their respective countries and invited to participate and as Mr. Lord just told you, that matter is coming

to a successful conclusion soon.

In addition to that the United Nations Relief and Rehabilitation Administration has recently indicated a real interest in educational programs. They did not indicate such an interest until about three months ago in spite of the fact it is a poor corporation just now, so that the tangible expression of that interest is still to be seen. While this financial operation has been going forward, distribution of some material has occurred in Washington. That material was in the form of three stock piles in the Library of Congress, the Department of Interior and the Department of Commerce. They were largely stock piles of government material, very miscellaneous in character and sizeable distribution of them has been undertaken through the Delegations and Embassys of the various countries which were concerned. Much of the material is ready and some of it on its way abroad..

As far as the second function of the Center is concerned, that of coordination with other movements toward library restocking, there are about thirty organizations in this country who are more or less effectively organized to undertake operations for a particular area abroad. There are in addition thirty more, making sixty in all, that is, thirty more organizations operating with regard to the Philippine Islands. Now the interest of some of those organizations goes beyond the

program of the American Book Center. Certainly, in every regard the Center wishes to encourage them and to bring its own program to fruition as successfully as possible. There are sixty organizations however, which are calling upon publishers and others to participate in their positions. It seems to me that the American Book Center should operate, survey and deal with the total problem as effectively and as equitably as it can be dealt with. (Applause)

PRESIDENT ULVELING: Thank you very much, Mr. Lord, and Mr. Schaeffer.

As you know, at this time there are stirring things happening in the world. Things that are going to have a long-time significance to us in this country and to other nations. We are fortunate today in having with us Dr. Luther Evans, Librarian of the Library of Congress, who has just returned from the United Nations Educational, Scientific and Cultural Organization meeting in London. Of course, he is known favorably to all of you, but a good many of you may not recognize him as he passes through the halls, and for that reason I wish to make it possible for you to have at least a platform acquaintance with him. I am going to call on Dr. Evans to give a brief report or comment on his experiences and the things he learned in London. Dr. Evans. (Applause)

DR. LUTHER EVANS (Library of Congress, Washington,

D. C.): Mr. President, fellow librarians, it is a pleasure to have this opportunity to speak to you briefly about the meeting in London. I think you are acquainted with the fact that for a number of years there had existed in London an organization called The Conference of Allied Ministers of Education and at that conference they concerned themselves over a period of time with the problem of educational rehabilitation and reconstruction. That interest expressed itself in April, 1944, by the calling of a special conference in London which was attended from this country, by Mr. MacLeish, Mr. Studebaker, Miss Thompson, Miss Elliot and Congressman Fulbright, later becoming Senator Fulbright, and the work that followed it produced a draft constitution for an international organization in the field of education and culture. They decided to expand their interest in some ways as they went along. It was that document which was released on August 1st, last, by the United States Government and the British Government that the conference in London was called to revise and adopt in final form. I think some of you are acquainted with that document, at least, I am sure that a number of you have given it careful study. I will not attempt to tell you the contents or even the contents of the document we produced as a result of our conference, but merely make a few remarks about the character of the Constitution and what I feel to be the possibilities of the organization which will be

created under the Constitution.

In the first place, we settled the question that the scientists raised as to whether this organization would include science. It was intended all along to include science, but the scientists wanted the word in. They said culture didn't include science and it wasn't construed by all people to include science and if education was going to be mentioned, science would have to be too. They were willing to settle for culture if we would strike out education, but that raised more problems than it solved and so we put all three terms in.

The conference in London lasted two weeks and a half, which is something of a record for a conference which gets its business completed. The United Nations were all there except Soviet Russia, whose absence was not explained and not too many inquiries were made about the subject. We were told, however, on good authority that the Russians were not hostile to the idea of the organization and that they were not hostile to most of the decisions which we made. The evidence for that is based upon the participation of the Russians in the Allied Ministers of Educational Conferences during which sessions they expressed themselves to most of the issues that were involved in the drafting of this Constitution.

Now, UNESCO, as we call it, works out to be a very euphonious term which sounds a little bit like ^{N i C}Nabesko, but it

will probably develop its own connotations as it goes along. This constitution which we wrote will come into existence when twenty nations ratify the document which we prepared. It is hoped that the document will be ratified in this country by joint resolution and be accepted by joint resolution by the two houses, rather than two-thirds majority of the Senate. That is, we hope to treat it like Breton Woods and some of the other agreements have been treated, rather than the way the League of Nations was treated.

Provision is made for a general annual conference of the organization composed of five delegates or less from each of the member states. The member states are all members of the United Nations who accept membership. Other nations can be elected to membership only on approval both of this organization and also assembly of the United Nations Organization. The Assembly of the United Nations Organization can accept a country as a member of UNESCO without making that country a United Nation. The idea was, we would take a nation over and try to rehabilitate it and see if it is fit to be a United Nation in the full sense of the term. There will be an Executive Board, something like the Executive Board of this Council, and then there will be a permanent Secretariat with headquarters in Paris. The conference will meet from year to year in different parts of the world. It will not meet in the

same city twice in succession, although it may meet in the same city every other year if it is so decided.

It is hoped that in each country, there will be established a National Commission, whose functions will be exclusively in terms of the government's program in relation to UNESCO. That is, we do not want the cooperating body in each country to be so organized that there exists a federation of those organizations. We want a fresh start to be made, a National Commission to be appointed, whose sole purpose will be making UNESCO live in the country concerned. That National Commission would perform a number of functions. In the first place, it would be the official body to advise the government on the appointment of delegates to the annual meetings. It is hoped that the five delegates will represent the five major branches of knowledge and interests which are blocked out in this organization. Those are, the arts, the humanities, the sciences, education and mass media of communication. It is hoped that the National Commission is in addition to nominating delegates or working out a program for choosing delegates within the State Department and the foreign offices and the various countries will recommend matters to be discussed at the annual conferences; that it will recommend programs of study, and will recommend cooperative projects of one kind and another.

In other words, that they will be the grass roots

from which the programs of action of the international organization will flow. Then also, it is hoped there will be to some degree, action bodies to carry out the programs that are decided upon by the international organization and beyond being action bodies, that they will be pressure bodies upon units of the organization within the country to carry out the action programs. For instance, suppose it should be decided that the regulations for international exchange of publications which is mentioned through this constitution as one of the important activities of the organization, one of the important interests, and such an agreement should be ratified by the various countries, then the National Commission would not take on important functions in facilitating or operating international exchange arrangements but it would be a body that put pressure on to see that whatever action is necessary to be done in this country to carry out the objectives of the movement of the international exchange arrangements would be taken. That is, the Smithsonian should be told to get on the ball or the Library of Congress should be told to do something it is not now doing or seeing that legislation is put through if legislation is necessary in this country to carry out the recommendations of the international organization.

The field there is open for exploration. The functions of the commission have not been very clearly defined

in the constitution of the UNESCO and will have to be left to bodies in the various countries to work out. It is assumed by the State Department that it will require an act of Congress to set up the National Commission in this country.

On the Europa, coming back from the meeting, those of us who were available on the boat - some had come by other means of transportation, were asked to draw up recommendations to the State Department about the constitution of the National Commission. We recommended that the body consist of twenty-one to twenty-seven people and we made other recommendations, but the point I want to bring to your attention that if a body of from twenty-one to twenty-seven people is set up in this country it will be a good opportunity for the library to have some representation. Libraries, as you will see, are not included as a field of interest, organization-wise in either the international body or the National Commission, but libraries are definitely regarded as being an important factor in all of the fields and all phases of activity of the organization, so if the librarians make their wishes known in connection with first, the passage of the statute for implementation of UNESCO perhaps prior to that, make known to the State Department views as to what ought to be put into the statute. Then, make known the views of librarians to the State Department in the appointment of the National Commission, itself. Then, steadily and all

the time bring pressure to bear on the National Commission through friendly personnel members of the Commission, through librarians who may happen to get on the Commission and by other means, the current views of librarians concerning all of the matters within the scope of interest and activity of UNESCO. That is, there is no reason why it shouldn't be on the agenda of the organization at every meeting, both Midwinter and June meeting. Questions relating to the delegates to the annual convention are the items to be placed on the agenda of the conferences and items to be discussed by the National Commission, both in the going-out end toward conferences and the coming-home end relating to the discussion of programs that are adopted by the international conferences.

I am well pleased with the results of the London conference as regards libraries. You won't find much mention of libraries in the constitution. We eliminated a lot of enumerations regarding libraries, regarding cataloging, and biographical projects, also regarding library loans. I had a particular article which got massacred.. We fought against being too specific and were in favor of generalized terminology, but if you will study that general terminology you will find those general provisions that library activities can be carried on and I can assure you that the representatives in London and from other countries are keenly aware of the role which lib-

raries will play in the future program of this organization. So it seems to me it is up to us to keep alive to the opportunities, to think through the programs and policies that should be adopted and then to keep on the ball to see that a really living, vital organization and program are created and that they do have our real, continuing individual support. Thank you very much. (Applause)

PRESIDENT ULVELING: Thank you, Dr. Evans for this enlightening, and I would say very hopeful report on the activities in London.

While we are in the field of international relations I want to call on Dr. Keyes Metcalf of the International Relations Board, which is one of ALA's most active units and a board which has a tremendous program which they are carrying out ably with a very small staff in Washington. Dr. Keyes Metcalf.

DR. KEYES D. METCALF (International Relations Board, Washington, D. C.): If it were half past nine in the morning, and we could reach the end of the morning's agenda and I would like to make a speech, I would ask for permission to talk for three quarters of an hour, but as my watch says it is eleven-thirty and there are still eight or ten items on the agenda, I have decided not to make a speech, and am going to take up the seven items that need to be presented from the Inter-

national Relations Board.

The first is to state that Harry Miller Lydenberg is not here on the platform with me or in my place. Harry Miller Lydenberg, you remember is the Director of the International Relations office. He is not here because he is standing by in Washington waiting for transportation to Europe, to Germany where he is going under the auspices of the United States Army and the Library of Congress to represent the Library of Congress and the American Library in general.

Second, I want to just mention very briefly that the budget of the International Relations Office for the year 1946 amounts to \$455,000 and that none of it comes from membership fees or ALA endowment. It all comes from the United States Government or Foundation money grants.

Items three to seven on my list are resolutions which were passed on Thursday by the International Relations Board, and approved yesterday by the Executive Board and I was instructed by the Executive Board to present them to the Council this morning, and the first of these resolutions has to do with UNESCO, about which Dr. Evans has spoken.

RESOLVED, That the Council of the American Library Association here records its gratification for the organization of the United Nations Education, Scientific and Cultural organization. We hope the organization will be fully supported by the government and the citizens of the United States in the conviction of the lasting

promise given by this step for better living for the whole world. Be it further

RESOLVED, That this resolution be brought to the attention of the Congressional Committee to which legislation will be referred urging it to approve appropriate legislation. Be it further

RESOLVED, That the Council instruct the officers of the Association to bring this matter in the best and most effective way possible to the attention of affiliated and associated library organizations, to state and province and regional library associations, to library clubs and organizations of all kinds in the hope of securing support from them for participation in this country, also The Department of State, the International Education Committee of the American Council of Education, the Liaison Committee on International Education and the American Association for International Offices of Education, be informed of the action taken by the Council regarding the United National Educational, Scientific and Cultural organization.

Mr. President, I move the adoption of this resolution.

PRESIDENT ULVELING: Is there a second to the motion?

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

MR. METCALF: My second resolution is brought up to introduce into the House of Representatives by Mr. Bloom of

New York, a bill to enable the Department of State to fortify and to carry out its responsibilities in the foreign field by means of public dissemination abroad of information about the United States, its people and its policies and the promotion of interchange of knowledge and skills between the people of the United States and the peoples of other countries. This is the resolution:

... Dr. Metcalf read the resolution ...

DR. METCALF: I move the adoption of this resolution.

PRESIDENT ULVELING: Is there a second to the motion?

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

PRESIDENT ULVELING: The resolution is adopted.

DR. METCALF: These two resolutions which I will read together stem from two bills before the Senate of the United States, presented by Senator Fulbright, and they have to do with the disposal of surplus property abroad and the money that comes from that disposal.

... Dr. Metcalf read the resolution ...

DR. METCALF: I might say that this sounds a little complicated but I can assure you that the Board has conferred with the Department of State representatives and is convinced of the desirability of passage of these resolutions.

Mr. President, I recommend the approval of these two resolutions by Council.

PRESIDENT ULVELING: Is there a second to the motion?

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

PRESIDENT ULVELING: Both of the resolutions are accepted.

DR. METCALF: And the final resolution, I am glad to say is brief and on an altogether different matter.

... Dr. Metcalf read the resolution ...

DR. METCALF: Mr. President, I move the adoption of this resolution.

PRESIDENT ULVELING: The motion has been made.

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

PRESIDENT ULVELING: The resolution has been accepted, and thank you, Dr. Metcalf.

I have been listed on two days' programs to bring you a report. I have telescoped them because I have nothing more to discuss other than one item and that I will present at this time.

... President Ulveling read the report ...

(Applause)

PRESIDENT ULVELING: I don't know that we need formal

action, but I do think we need individual action. If any of you have any other suggestions they will be welcome because the problem is acute, and must be met in some way.

We now have the report on Relations with Business Groups, presented by Marian Manley, the Chairman. Miss Manley.

-MISS MANLEY: This isn't a report, it is a tragedy really, because something that was sent to be mimeographed was delayed by sickness and mails and everything else so I will have to read something that I had hoped you might have read and then approved.

As you all know, the economic problems are the major issues facing the country. They affect the international situation and the peace of mind of everyone. The ALA is doing more to meet that issue in every community than the Association has ever done. Our committee has been working for a year to establish contacts with other committees in the Association and with outside agencies. We have had marvelous support within and without the organization. I am not going to take time to tell you about it because you have seen quite a bit, but there is one more step on which we need the Council's aid and that is the policy statement. We have prepared a policy statement for the ALA relations to this problem, and I will read it.

We have considered it, we have asked the advice of other people in the Association and I will be glad if you com-

ment on it but we were very anxious to have this policy statement approved, if you feel you can approve it now because this is the time when action is important and if we have a policy statement approved by the Council, we can be sure of our grounds for the future. If it were not for that thing, and it is a time of current crisis, I would ask to defer this. I will read the policy statement:

"The American Library Association recognizes that sound economic progress touches all levels and every member of society and is essential to the country's growth. Such progress involves the use of factual information, recorded experience and deductive theory. The library is a primary channel through which these basic necessities reach the community. The conception of the library as a dynamic factor in the country's growth carries the obligation for enlightened service in the field of economic literacy from the grass roots to the nation's capitol. To mark the path through which these library obligations may be met, the American Library Association emphasizes these points:

"One. Recognizing that the country's economic growth is largely dependent on the progress of the individual, the library must both provide for his needs and facilitate his use of basic information. Such information may be elementary descriptions of simple business routines, over-all studies of indus-

trial development, statistical compilations, evaluations of personnel practices, abstract considerations of economic theory or analyses of the practices and implications of international trade. What is certain is that each library, either directly or through its relation to other agencies, is the community's point of contact for the satisfaction of this need.

"Two. To meet its obligations toward economic growth, the library must take these steps:

Ascertain the areas for community economic opportunity.

Define the possible extent of the library's service.

Discover the sources through which this service may be supplemented.

Inform the community of the library's part in fostering economic progress.

Indicate the means by which strong support becomes a definite factor in promoting such progress.

"Three. So that the community in all its aspects, local, regional and national, may realize what dynamic library service may mean for sound economic progress as a basis for constructive national growth, librarians, individually and through the professional associations must interpret this phase of library development. All available channels, the press, the radio, and cooperation with government agencies, professional

groups and business associations, must be used both to discover how business library service may be adjusted to changing needs and to inform those who could use existing resources of their availability. Cooperation must be sought and offered. Stimulus for the development of more comprehensive and readily available information must be provided. A positive, not passive, attitude must be adopted toward the support of constructive information programs of the government and other agencies for the dissemination of factual information.

"Four. To meet the challenge in the developing relationship between library service and economic progress, the American Library Association therefore advocates consistent study of possible relationships with other organizations working toward the goal of sound economic progress, increasing emphasis on the library as the contact point for the country's information resources, and a coordinated effort through the association activities to create in both libraries and in the communities they serve full realization of the library as the door to opportunity."

I move the approval of this statement of library policy.

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

PRESIDENT ULVELING: Thank you, Miss Manley.

We will have a report on Work Relief Projects, by

Miss Althea Warren. Miss Warren.

MISS WARREN: I am going to present this report with good old Freshman English topic sentences. Of course, I spoke literally. I should know every detail, but if there are questions, ask them and we will go into detail.

A committee to make recommendations concerning the future Work Relief Projects was created by the Executive Board in October of 1944, and presented its report in October of 1945. The members of the committee were as follows:

... Miss Warren read the names of the members of the committee ...

... Miss Warren read the report ...

MISS WARREN: Now, this report was published in the Annual Report number of the "Bulletin" and two suggestions have come into the committee since its publication, one is asking that we do not limit the state sponsorship to state library agencies, only the person making this recommendation says that in his particular state, the state library agency would not be suitable for supervision of the project so that the first help I would like from the Council is a motion as to whether you would prefer to have the third recommendation read; that the state library agency or some other established library of the state shall be the official sponsor in order that there may be an adjustment to local state committees. I so move.

PRESIDENT ULVELING: Is there a second to the motion?

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

MISS WARREN: The other recommendation is with regard to salaries paid in the organization of the State Work Relief Projects.

... Miss Warren read the recommendation ...

MISS WARREN: I don't want to make any recommendation about this change, but I would be glad for the expression of the Council as to whether we should mention the salaries or not.

MISS MERRILL: I like that particular statement in your report because there was a time when the WPA workers were paid higher salaries than trained librarians, not our pages.

PRESIDENT ULVELING: I like that statement too, but you can see it involves the question that came in. I wondered if it could be changed to read, "Salaries of all Work Relief employees, aside from supervising librarians," so that probably all supervising workers could be paid excellent salaries but the rank and file of clerical help would not be paid in excess of our regular employees. I take it you haven't asked for action on this, Miss Warren?

MISS WARREN: I think what I will do will be to communicate with the other members of the committee and see if we can recommend some sort of an amendment. I recommend the adoption of this report.

PRESIDENT ULVELING: Is there a second to the motion?

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

PRESIDENT ULVELING: It has been moved and seconded that this report be adopted and it was so adopted. Thank you, Miss Warren.

We will now have from Mr. Thomas Fleming a Statement of Principles Governing Relations between ALA and Commercial Organizations.

SECRETARY MILAM: I may not look like Mr. Fleming. He lost his voice over night. This report is a Statement of Principles Governing Relations between the ALA and Commercial Organizations. A special committee was appointed in October of 1944 and has been industriously at work ever since members of the Council have received the statement in tentative form for criticism and you gave some excellent criticisms to the committee. The report was then revised and was presented to you a few weeks ago, and on behalf of the committee, I move its adoption.

PRESIDENT ULVELING: Is there a second to the Motion.

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

PRESIDENT ULVELING: It is adopted. The last item on this morning's agenda is a report by Mr. Harold F. Brigham, on

the committee on chapters.

MR. BRIGHAM: The Committee on Chapters would report that it has acted on a petition for chapter status from a local association as distinguished from a state or regional association. The By-Laws of the Association provide this:

... Mr. Brigham read the By-Laws ...

MR. BRIGHAM: The petition referred to is in the Summit County Library Association of Ohio. The Constitution of that Association has been changed and as far as it relates to the Constitution of the ALA, it is approved, and the petition has been found to meet all other requirements; therefore, your Committee on Chapters has taken unanimous action to recommend that the Council grant chapter status to the Summit County Library Association of Ohio. I cannot make the motion. As Chairman of the committee, I move the adoption of the recommendation.

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

PRESIDENT ULVELING: Ladies and gentlemen, we have completed our business almost half an hour ahead of schedule. I am pleased that throughout we have been able to hold very closely to the finish time, even though we may be a little bit slow in starting. I am deeply appreciative of your willingness to come early this morning because of the extra work that was

carried over from yesterday, but I also want you to know that the half hour you put in at the start is being given to you now. Thank you most sincerely and I hope I will see you all at Buffalo. (Applause) Thank you.

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