

P R O C E E D I N G S
of the
75TH ANNIVERSARY CONFERENCE
AMERICAN LIBRARY ASSOCIATION

Division Officers
and
Executive Board Session II

July 7, 1951
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SATURDAY AFTERNOON SESSION

July 8, 1951

The Executive Board and Division Officers meeting of the 75th Anniversary Conference Program of the American Library Association convened at two-five o'clock in Dining Room No. 2, Stevens Hotel, Chicago, Illinois, with Mr. Clarence R. Graham, President of the Association, presiding

PRESIDENT CLARENCE R. GRAHAM: Would this second session of the Executive Board please be in order.

We are very happy to have with us today people representing the different divisions and affiliated associations. The purpose of this meeting is to discuss with you the relationships of the divisions and affiliated associations within the American Library Association.

Before we start into that, I am happy to welcome here -- and I am sure you are -- the new President-elect designee of the American Library Association, Mr. Downs. Mr. Downs, we are happy to have you with us. I am also happy to welcome and introduce to you the new Executive Secretary designee, Mr. David Clift on my left.

I would like to start with the members of the Executive Board here and go right down starting with Miss Jones, coming over here, and going right down these seats. Each person, would you please stand, give your name and your affiliation.

[Each of the members present introduced himself.]

PRESIDENT GRAHAM: Thank you very much.

I would like now to call on Mr. Cory to give us a brief general review. Mr. Cory.

EXECUTIVE SECRETARY CORY: Thank you, Mr. Graham.

The Executive Board in its meeting of midwinter was very anxious to have this special meeting today with representatives of divisions, affiliated associations and other groups to explore the general problem of relationships among library groups, particularly stemming from the relationships, the developing relationships, of the divisions within the American Library Association.

As you may know, last summer, a special proposal was made for an expanded fiscal responsibility within the ALA for the ALA divisions. That has been experimented with for one year. That is one of the specific purposes for this meeting, this discussion, but I would like to, before getting into that, mention the general philosophy and the general area which we should be discussing.

The ALA in my opinion has grown greatly in strength through the growth and strength of the divisions, and paragraph (b) on the agenda -- which I will be reading so that those of you, and it is practically all of you, who have not had a chance to see this before will not have to worry too much about reading it in advance -- does give a little bit of the background. I would like to read it first.

[Executive Secretary Cory read paragraph (B) from the Agenda, paper marked No. 1]

The fiscal year 1950/51 is coming to a close next month.

You have all been invited to submit suggestions as to topics which might be discussed today. A number of suggestions have been received and have been incorporated in the docket.

I think the plans are to have the meeting quite informal and to add any subjects for discussion that you may wish, but as you know, our time will be limited and I expect that there will be many fruitful areas for future discussions after today's meeting

We thought we might well begin with a review of the present constitutional status of the ALA divisions and then get into a discussion of some suggested changes.

In the Constitution, Article IV relates specifically to divisions and with your forebearance, I will read it. It is not long.

"Sec. 1. (a) Divisions of the Association may be organized as provided in the by-laws.

"(b) Each division shall represent a field of activity in general distinct from that of other divisions.

"(c) Each division shall have complete autonomy over and responsibility for the conduct of its own affairs and the

expenditure of its funds, subject to the restrictions imposed by the Constitution and by-laws of the Association. The Executive Board and Council of the Association shall have no responsibility for such activities or expenditures.

"Sec. 2. Each division shall be entitled to receive from the Association for carrying on its work, an allotment of funds as provided in the by-laws.

"Sec 3 The board of directors of the division shall be recognized as the body primarily responsible under the Constitution and by laws of the Association in the field of activity represented by the group. The board of directors may, if it so desires, appoint a special committee to which this responsibility will be delegated."

Then under the By-Laws there are other matters relating to divisions. It is quite a long section, and I will just skim over it, omitting such points as representation to Council.

Section 2 says: "(a) The purpose of a division is to promote library service and librarianship within the field of its special interest and to cooperate in the promotion of general and joint enterprises with the Association and all other library groups."

Each division shall be organized under a board of directors and establish certain proceeds for secretariat.

"Sec 3 (a) A division may: prescribe any

additional qualifications for membership it may desire, including the charging of additional fees; organize sections as it may desire; select its own time and place of meeting; hold closed meetings; retain or adopt a distinctive name; appoint committees to function within the field of its activities; in general carry on activities along the lines of its own interests; and account for its funds solely to its own members.

"(b) Subject to the general approval of the divisional board of directors, each section of a division may have the same rights, including the right to nominate its own representatives on committees of the Association.

"(c) Each division shall receive 20 per cent of the Association dues paid by each personal member of the division, in accordance with the expressed desire of the member, except that no allotments shall be made for life members" -- of a certain date.

"(e) Members of the Association may become members of more than one division upon payment of an additional fee of 20 per cent of their Association dues (not to exceed \$2)".

Then I will skip some of this.

"(g) Funds allotted to a division are to be transferred to the treasurer of such division."

"Sec. 4. (a) Only members of this Association may be members of a division, section, round table, or discussion group except as provided for in Sec. 1 (c) of this article.

"No authority is granted any division, section, round table, discussion group, board, or committee, except the Executive Board of the Association, to commit the Association as such by any declaration of policy or to incur expense on behalf of the Association.

"(c) Provision shall be made by the Executive Board for sessions of the various divisions, sections, round tables, discussion groups, and other groups at meetings and annual conferences of the Association."

One of the reasons for re-reading that is that I don't think the ALA members always realize the very prominent place given to the divisions in the constitution of the Association and the very essential guarantees of their freedom that are located there.

There is another reason for reading it, and that is that the constitution protects the right of the division to have complete control over its own funds, and the funds referred to are the 20 per cent allotment provided for in the constitution.

Under the experimental fiscal relationship a larger sum of money is turned over to the division for their own control, but in the turning over of that control, there are some reasonable restrictions which the Executive Board has asked the divisions to accept and which in the past and on an experimental divisional basis they have accepted them, and we will get into a discussion of all those.

Mr. President, I can go on with the discussion of the fiscal and functional relationships probably, but it may be there would be some general discussion that would be desirable before we get into that.

PRESIDENT GRAHAM: Are you interested in discussion now or would you like Mr. Cory to go on?

MR. MILTON E. LORD: Mr. President, could we have a list of the present divisions?

EXECUTIVE SECRETARY CORY: That is a difficult task to ask, but the ALA is proceeding on the basis that re-organization is an evolving process. We are evolving all over the place, but I think quite successfully. The Association of College and Reference Libraries with its several sections -- I won't read them all -- the Division of Cataloging and Classification; the Division of Hospital Libraries; the Division of Libraries for Children and Young People with its Children's Libraries Section; and Association of Young People's Librarians; the American Association of School Librarians; the Library Education Division and three outgoing divisions; the Library Extension Division; the Old Public Libraries Division and the Trustees Division which are in the process of merging into a new Public Libraries Division.

Those are the divisions of the Association. You may also be interested in knowing the names of the affiliated national societies. The American Association of Law

Libraries; the American Merchant Marine Libraries Association, the American Theological Association, the Association of Research Libraries, the Canadian Library Association, the Theater Library Association, the Music Library Association, the National Association of State Libraries, the Cuban Library Association.

There are, of course, other national library associations, not affiliated with the American Library Association, notably the Specialty Libraries Association, the Medical Library Association, the Catholic Library Association, and a number of other groups.

All of these groups have been invited to send representatives to this meeting and quite a number of them, as you have seen, are represented here.

PRESIDENT GRAHAM: Are there any comments or any questions? Is there any discussion at this point?

I would like it if we didn't have to be so parliamentary, if we could just go ahead and discuss, and we don't have to put things in the form of a motion and so on, if that is desirable. Do I understand then that you are willing and anxious for Mr. Cory to proceed? Go ahead, Mr. Cory.

EXECUTIVE SECRETARY CORY: The fiscal and functional relationships of divisions within the ALA are necessarily a complicated business. The mimeographed sheets which you have been given and from which I will read are substantially a proposal presented a year ago and adopted experimentally for

this one year with the Division of Cataloging and Classification and the Association of College and Reference Libraries.

I think it would be appropriate later for testimony from those two groups as to the way in which the procedure has developed. There are two essential aspects of it. One is the degree; one is the division of funds and the other is the division of responsibility, and I think complicated as it is, I had better read the simplest presentation of that we have been able to develop, so reading from paragraph (D), "Fiscal relationships".

[Executive Secretary Cory continued reading from the Agenda, starting with Paragraph (D), page 1, with the following interpolations:]

Int. No. 1, page 2: The subsidy is based upon the amount of money which is absolutely essential to process each individual member, his records, his Bulletin, the election machinery and the amount of money necessary to maintain and promote the membership, so that it is actually true that for all classes of membership below ten dollars, the divisions are the only groups within the ALA that profit from having those members. However, there are several things that aren't in the memoranda that are related to that. One is that a year ago when this proposal was first made the minimum inescapable per capita costs were about \$2.50 for ALA and that meant we subsidized each \$3 and \$6 member by 60 cents instead of 30

cents as shown here.

The reasons for the reduction in the ALA general costs are two, and they are significant. One is the reduction in costs themselves. The Bulletin last year was averaging about 80 cents per member. Economies have been made and its is now 75 cents per member. Other economies have been made, but the greatest difference is that as the membership grows, the per capita inescapable costs go down because the membership record keeping and Bulletin and other minimum costs do not go up proportionally with the increase in membership so that in time the ALA could expect to break even on certain classes of members simply by the spreading of the inescapable costs over a greater number of members.

Int. No. 2, page 2: And those of you who represent ALA divisions which have not had staff at ALA headquarters will understand what I mean there. The experimental arrangement with the Division of Cataloging and Classification during the past year has been a step toward that, and the proposal would equitably distribute the total funds being spent for divisions.

[Mr. Cory continued reading the Agenda on page 2.]

Those are substantially the features of the proposal as made last summer, and I should emphasize the fact that they reflect substantially the present division of funds as between general ALA activities and the divisions. They do not represent an immediate increase in the amount of money that

ALA would be spending for its division activities nor do they represent an immediate increase or decrease to any particular division.

It is a redistribution and a formalization of the amount of money currently being allotted to ALA divisions.

MR. LORD: Which divisions are now getting it?

EXECUTIVE SECRETARY CORY: The Division of Cataloging and Classification and the Association of College and Reference Libraries for this current fiscal year have been on the new proposal with complete control over their share of the proper funds.

In addition to that the Public Libraries Division, the Division of Libraries for Children and Young People and the American Association of School Libraries have had the benefit of staff at ALA headquarters and the Hospital Libraries Division were offered a plan under which they could come under the experimental proposal this year, but that did not develop.

MR. LORD: Actually only two divisions are now getting 60 per cent.

EXECUTIVE SECRETARY CORY: That is correct.

There is a proposal coming before the membership during the conference for an increase in membership dues, and I don't think I would go into that too fully now because it might be modified or there might be other ways of solving the

matter, but if the new division membership proposal were adopted, it would create a dues scale with a great many steps, and it would be necessary to somewhat simplify the division allotment basis in order not to add too greatly to the cost of administering the scheme.

The proposal of the membership committee will provide steps at one dollar intervals between six and twenty dollars for person members and fifty cents for institutional members, so that there will be some 100 classes of memberships and it would be impossible to have a separate division allotment rate probably for all of those classes, so some simplification would have to be worked out, and I have indicated some of the nature of that.

The previous relationship between the divisions and the general activities of ALA has involved a division of functions. There are some necessary modifications if this new proposal goes into effect, and the two criteria for deciding who shall be responsible for the control and cost of certain functions should be whether they are easily divided and allocated to divisions and whether they are easily controlled by the divisions because those budget items which can be highly flexible in the hands of divisions would be better controlled by the divisions and charged to their budgets, whereas, basic costs that are very difficult to divide without expensive cost accounting processes would be better

pooled and contributed to the divisions as a general service, so I will read paragraph (E) and then we will stop because we can then have a discussion of the proposal itself.

Functional relationships: It is proposed that ALA will continue to provide without charge to divisions which maintain office at ALA headquarters the following services: I am sorry to inflict you with a list of the detailed things, but I think it is impressive for one or two reasons. First of all, it does identify the costs which have been the little points of friction, and it shows the complexity, the problems, also, it shows the amount of work that has been done and the great cooperation that has existed at ALA headquarters between the general staff and division secretaries, and over a period of time this division of functions has been worked out and proposed.

[Executive Secretary Cory read paragraph (E) from the Agenda, page 3.]

EXECUTIVE SECRETARY CORY: I think that is the proposal in essence. I might forecast the point at which we should come out.

If the experimental proposal is to be extended to all divisions as was thought desirable last summer, the two divisions which have had experience with it should probably testify to their experience and the other divisions should indicate their reaction to the proposal, and we will see later

in the program that it could be put into effect two ways; one, by budget action of the Executive Board for all the divisions, but still on an experimental basis, and second, by amending the by-laws to change the per cent of dues allotted to the divisions. It may be desirable to postpone a by-law amendment for another year of experimentation with all of the divisions involved, and some of the divisions, of course, may have objections to the scheme altogether which should be aired in the discussion.

PRESIDENT GRAHAM: Thank you, Mr. Cory.

Before we go on with discussion, there are four or five people who came in after we started and did not have the opportunity to stand and give their name and affiliation.

[The five people introduced themselves]

Now do you have discussion, questions or comments?

MR. ARTHUR HAMLIN: Mr. President!

PRESIDENT GRAHAM: Mr. Hamlin, would you like to testify?

MR. HAMLIN: I just want to make a comment on this list of indirect services. The list is correct, and I would be the last one to say that it isn't, but I do want to call your attention to the fact that the divisions also render service to ALA. I hate to put it in this way. It reminds me a little bit of when one of the children doesn't want to wipe the dishes and says he had to wipe them at noon and wasn't that

enough. We have to explain, "Mammie made the beds and cooked the meal and so on, and I earned this and you are supposed to do your share, too."

Too much can be made of these indirect services.

Another point I would like to make on that paragraph is the fact that certain of these indirect services represent to, I guess a typical divisional secretary, restrictions on the division and not benefits.

To cite one example. The division I represent I think would like to handle through its own office the subscriptions and the money that is received for our Journal, ACRL. We pay ALA for that service, and I believe I am correct in thinking that we cannot take that over because of complications in handling funds. We think we pay a good round figure for it, and we would rather do it ourselves. That is one case. There are others, I think.

PRESIDENT GRAHAM: Thank you, Mr. Hamlin. Mr. Cory!

EXECUTIVE SECRETARY CORY: Thank you, Arthur. On the services which the divisions are responsible for including the editorial accounting and mailing costs of division periodical publications, it is true that some of the divisions currently pay ALA for performing some of these services. In other words, those are services under the control of the division for which costs they are responsible.

ALA should and substantially does merely make

available its services at cost for any of these services which the division may wish to contract for.

There are very few, and should be even fewer, limitations on the freedom of the division to have those costs done outside just as easily as not.

Let me take a simple example. The division is responsible for the cost of mimeographing because mimeographing is obviously something that could fluctuate between ten cents and a thousand dollars during the year, and over which the division has control. The division is free to send its mimeographing to any place it wishes to. It is also able to use the ALA mimeographing services if it wishes to and generally they are at a cost lower than the commercial rates. That is freedom of choice there.

When you get to the counting of aspects of the periodicals, there is a complication involved if the division wishes to have some outside address or even the same address receive the subscriptions for division publications.

This is tending to be an academic question because increasingly the division publications are being made available on the free basis, and that will eliminate this problem.

There are, however, past examples, and it would be possible to work out plans whereby even the payment of subscription costs to an unrelated address could be established so that the divisions would not have to pay ALA for that

service. The only remaining point is that ALA does not charge for its services at a price to make a profit to the divisions, but only at its out-of-pocket costs for any of those services.

This is not in disagreement with Mr. Hamlin because I accept the desirability of complete division control over these functions for which it would be responsible and their use of ALA services by agreement only where they wish to take advantage of certain central or lower cost services available.

PRESIDENT GRAHAM : Are there any other comments?

MISS MAE GRAHAM: What is the advantage to the entire ALA of this new formula?

EXECUTIVE SECRETARY CORY: The ALA will gain several things, it seems to me. They may be considered to be intangible. The first and foremost, it seems to me, is membership promotion because the divisions at the moment have the right to designate divisional affiliations, which is one of the chief privileges of membership in the ALA, and if the divisions are encouraged to promote a divisional member in the division by the constitution, they also have to be ALA members, and the ALA will profit from an increase in numbers and the strength and prestige of a larger association.

There are other advantages it will gain. It will gain in the good will of the total membership which is recognition of the fact that within the American Library Association there is a place for independent control and

independent action of specialized library activities, and we all recognize that the library profession is a very complicated profession. There must be an opportunity for intensive work in certain specialized fields. If that can be achieved and at the same time secure a higher loyalty to a total professional picture on the national level, there will be very substantial benefits to the American Library Association.

There will be no direct financial benefits to the American Library Association under this plan. In fact, in the long run since a larger proportion of future division income will go to the divisions, the ALA would get less money on its future new members than it has previously received because at present it gets 80 per cent of any new member received and 20 per cent goes to the divisions, and under the proposal a larger proportion would go to the division.

I think the chief advantages are assistance in membership promotion in the provision of a vital service to the members through a strong division affiliation and in the securing of an over-all loyalty to the American Library Association engendered by the recognition that specialized activities can be carried on under local control.

I might point out that ultimately funds not being available in either pocket at the moment for this might be had. Ultimately there are a number of services which could be developed on a division basis because they divide easily by

division activities. In other words, there are a number of specialized activities, let's say statistics as an example, in which ACRL is already doing quite a bit of work on its own, and where the costs of the service could be developed by the divisions relieving the American Library Association of the obligation of providing those services.

The services are in large part not provided by anybody at the moment, and the pressures on the Association will increase to provide those services. Many of them are important logically carried on by divisions, and that pressure and that opportunity would be delegates to the divisions.

MISS MAE GRAHAM: What is going to be left for the ALA to pay besides rent and the executive, secretarial salaries?

EXECUTIVE SECRETARY CORY: The ALA will be paying for all of the services listed in the first half of paragraph (e) and in addition to that will be paying for salaries.

MISS MAE GRAHAM : Just paying for running an office.

EXECUTIVE SECRETARY CORY: In addition to that they will be paying for the services rendered in the middle of page 2 where it says the ALA will also provide without contribution from the members for its other general services including the headquarters library and general information service which is the core, central professional information service of the Association on overlapping areas of professional matters or areas not covered by specialized

divisions for the annuity service to the membership which handles nearly \$200,000 a year in retirement annuities for the membership, for the general ALA secretariat, including the Executive Secretary, public relations and so forth, and for all board and committee activities including the funds spent on the Board on Personnel Administration, the Board on Education for Librarianship, the Committee on Intellectual Freedom and other groups.

There is a very substantial central core of professional over-all services and services not represented by specialized groups which would continue to be made available by the ALA.

Another one not listed here, because it is supported on a tentative basis, but it is of general profession-wide value, is the Washington office and its legislative and mobilization activities.

PRESIDENT GRAHAM: Are there any other comments.

Can we hear from the Cataloging Division?

MR. EDWIN B. COLBURN: We have been operating under this new allotment basis since the Cleveland conference, and I am quite satisfied with it myself. I suppose I am better able to judge than any one else in the division since I handle all the money, pay all the bills, and so forth.

I think there are two big advantages for us. One is in the beginning of the year, the fiscal year, we can get some

pretty definite idea from ALA of how much we are going to get from them, and that covers most of our incoming funds, and therefore, we can budget our expenditures for the coming year with a great deal more confidence than was possible when we depended upon the current membership dues coming to us as they did. In other words, if one of our committees has a project running into a certain amount of money, we can say to them, "We can handle this," or "We can't handle it" one of the two.

As it was before, we just went on hoping we could or else saying, "No" at the beginning and perhaps missing the boat of something we might have done otherwise. The only difference it has made to us in the things we have had to do ourselves is to provide our own mimeographing and really that has been easier for us than it would have been if it had been done here at headquarters because I can get it done within a couple of hours, and I expect the expenditure is none the greater for us and so it is really more convenient for us to be on this financial basis.

All in all, I would say that we as a division are very happy to have this present arrangement.

EXECUTIVE SECRETARY CORY: I might point out the Division of Cataloging and Classification is an example of two interesting features of this. First, it does not have a specialist at ALA headquarters. It is able to spend its budget as it wishes to, hiring such staff as it can afford to

within the expanded allotment program or spending its money on non-staff activities and securing voluntary assistance. In other words, Mr. Colburn, for instance, operates from Cleveland and for the smaller divisions without a large enough membership to pay for full-time staff at ALA headquarters, it appears to be an effective basis as well as for those that might be at ALA headquarters.

The second point is that the Cataloging and Classification Division was one of the groups that was receiving considerably less than its proportional share related to the other divisions which had staff members at ALA headquarters. In other words, far less of the dues from members who designated the Division of Cataloging and Classification were returned to the division for expenditures than in the case of the divisions with headquarter staff, and the increased amount of money which they have had this past year has enabled them to undertake a number of vital professional projects which they previously did not have the resources to undertake.

MR. HAROLD F. BRIGHAM: What does the new plan mean in terms of provision of a paid Executive Secretary and the relation of that secretary to an office at ALA headquarters?

EXECUTIVE SECRETARY CORY: Under the new plan the money from which the specialists at ALA headquarters have been paid would all be under the control of the division. The

division could have a full-time specialist at ALA headquarters if it could afford it. It could have a half-time specialist at ALA headquarters. It could have a half-time specialist away from ALA headquarters. It could spend the money as it wished to do so having an Executive Secretary part-time, full-time or whatever would be the direction of the division in the assignment of work load, and in the priority of activities.

If they were located at ALA headquarters, they would work in consultation with the ALA Executive Secretary and other specialists there, but their administrative line of authority would be to the division board.

MR. BRIGHAM: Can you say whether it would mean a trend toward or away from having a staff member at ALA headquarters?

EXECUTIVE SECRETARY CORY: I don't think it would affect it because the advantages of having a staff member at ALA headquarters if the funds are available are so great they exist whether its under this proposed fiscal relationship or any other. The availability of the headquarters library service, the other specialists at ALA headquarters, the availability of space and so many other factors mean that where a division has enough money to have a paid staff of any size at all, the advantages of having that staff at ALA headquarters are so obvious under either the old or proposed

plan that I think this would have no decision as to the location of that office.

MEMBER: Mr. Cory, I would like to ask how many members the Division of Cataloging and Classification have.

MR. COLBURN: Twenty-five hundred at the moment.

MR. LORD: Could we have the figures on membership in other divisions, too?

MISS MILDRED L. BATCHELDER: I can give very up-to-date figures for the Division of Libraries for Children and Young People. It's 2088 and just over the 2,000, and for the American Association of School Librarians, 2800 -- really 2798. That's at the end of June.

EXECUTIVE SECRETARY CORY: This is a difficult period to ask that because 1950 members are kept on the books until the 30th of June, 1951, and the figures that the division executive secretaries have here will generally include some unpaid. That did not.

MISS BATCHELDER: That's all 1951 paid members?

EXECUTIVE SECRETARY CORY: I have a list of the 1951 paid members through the 31st of May with division affiliations. It totals a little over 15,500, and there will be perhaps another several hundred between now and the end of the fiscal year.

The Public Libraries Division runs 4,407 paid 1951 members; actually including the unpaid members, of course,

several hundred still higher. ACRL will run 3,895 paid 1951 members and several hundred unpaid. On the basis of your own calculations, isn't that right, Arthur?

MR. HAMLIN: Last year, December 31, we had 4,623.

EXECUTIVE SECRETARY CORY: That's the end of the year and presumably the growth of the ACRL would mean an even larger number than that by the end of the calendar year this next year because this is only six months into the year, remember.

Both the Division of Public Libraries and the ACRL in other words are increasing in membership and have more than 4,000 members. They correspond roughly in size, therefore, to the Specialty Libraries Association. The Hospital Libraries Division has 312 paid 1951 members. The Library Education Division has 351 paid 1951 members, and you have been given the figures for the Division of Libraries for Children and Young People, and did you give the School Librarians? They fall into the three groups roughly; two divisions with more than 4,000 members, two divisions with less than 1,000 members and the other three divisions between roughly two and four thousand members.

PRESIDENT GRAHAM: Are there any other questions?

MISS HELEN M. HARRIS: Mr Chairman, is there any apprehension that there won't be enough money for general over-

all services? Is there a possibility with increased membership in all divisions there will be pressure for over-all services which are common to all, and who is going to decide whether the divisions or ALA take those up and whether the allocation of funds can be changed?

EXECUTIVE SECRETARY CORY: I don't want to be facetious, but to answer your question directly, I am sure there won't be enough money for ALA or general services. I did want to stress the fact this was not a guarantee of division of adequate budget for either the ALA or general services. However, it may be an equitable distribution of existing income.

As to the future, it does provide the divisions with a larger proportion of future dues income than they have previously received, and to that extent reduces the amount of money which ALA would get from new members. However, many of the members that will be brought in as new members will be brought in as the result of the incentive given to the divisions to get such new members and might not have been achieved by ALA at all. Furthermore, as the number of members grows, as I mentioned, the per capita minimum cost of handling members goes down and ALA begins to have a greater profit on each individual member for dispensing on its general services, and the incentive to membership growth which this provides should produce additional money for both the general ALA

services and the division services, but at the moment it is simply a distribution of the existing money.

MISS HARRIS: Who is going to decide if there are overlapping functions?

EXECUTIVE SECRETARY CORY: The decision on overlapping functions probably has to be made at several points. Some decisions on functions can be made within the secretariat. The Executive Secretaries at ALA headquarters of the divisions and ALA can quite frequently iron out overlapping activities and determine functions which might properly be performed by one group or another. Where there are conflicts in interest or overlapping policies, the division boards should certainly have an opportunity to express themselves.

Under the constitution of the Association the Executive Board subject to overruling by the Council, subject to overruling by the membership, does determine the over-all division of responsibilities. In part, that is done by the Executive Board because of wiely size. In part it is done by the Council because of its representative nature, and as you know, we are ultra democratic in that anything any part of the Association does can be overruled by the membership.

MR. BRIGHAM: May I ask about a problem that faced ALA headquarters, as I recall, concerning the salaries paid by ALA to headquarters staff and salaries paid by divisions to their executives.

EXECUTIVE SECRETARY CORY: I think that would lead us properly into (f). I think it is time for it, and it is related to that.

[Executive Secretary Cory read paragraph (F), page 3 of the Agenda.]

EXECUTIVE SECRETARY CORY: Two features of that latter part (b), it seems only sound administration that employees of an organization be paid comparable salaries for comparable work, and therefore, if the classification schedule and salary schedule at ALA headquarters are adequate, it should be possible to find the proper place on the scale for either a division specialist or a specialist not working on a division project and to equate their salaries so that no one had undue attention.

It has only been within the past few years that the division secretaries have been on a comparable salary schedule with the other employees at ALA headquarters, but it seems to be sound administration.

It has been pointed out in my reading of the constitution that by the constitution the ALA Executive Board and Council have no responsibility for the fiscal activities of the division. That relates to the 20 per cent allotment prescribed in the by-laws. That 20 per cent has not normally been spent for salaries. Consequently, the proposed new distribution introduces an entirely new element into the

division picture, namely, the employment of specialists, many of whom will be working at ALA headquarters.

It seemed, therefore, quite reasonable to the ALA Executive Board that as a condition of direct control over that additional proportion of allotment, the divisions should voluntarily agree to abide by the classification and salary schedule at ALA headquarters. As I say, that seems like sound business practice.

It would have to be a voluntary agreement by the divisions because the Executive Board cannot force them to follow the classification schedule at ALA headquarters. On the other hand, the provision of control over these additional funds is also voluntary on the part of the Executive Board, and the divisions cannot force the Executive Board to give them control over these additional funds, so that there is a mutual agreement there that control of funds shall be transferred to the divisions subject to certain apparently reasonable and voluntarily accepted conditions.

PRESIDENT GRAHAM: Does that answer your question, Mr. Brigham?

MR. BRIGHAM: Yes, thank you.

PRESIDENT GRAHAM: Are there any comments on this point? Have you finished with this then, Mr. Cory?

EXECUTIVE SECRETARY CORY: We have finished with (F). It might be appropriate to get a kind of show of hands because

we get into some more miscellaneous activities after this, some related and some not.

Remember that \$60,000 is available in next year's general ALA budget based upon this proposal to be divided among the division members according to the proposed proportion to be divided among the divisions by this plan.

If the plan is generally acceptable to the ALA divisions, the ALA Executive Board could either appropriate that money and the divisions can plan their budget and control those funds, or a by-law amendment can be introduced which I personally think is probably premature until we test this out and until we see whether a new membership dues scale is adopted.

Some of you are not yet in a position to indicate whether your division boards will like this proposal or not, even though it has been a matter of public record and experimentation for a period of a year, and one of the main purposes of this meeting was to brief representatives of each division so they in turn could present this proposal to their respective boards for discussion and action.

The acceptance of the proposal by the divisions is not essential for the Executive Board to say. You are, of course, by the constitution entitled to your 20 per cent allotment over which we have no control. During the fiscal year 1951-1952 we will give to each division an additional sum

which will be under its control based upon this formula, and within which you will have complete control, and from which it must employ its staff and perform its other services so the Executive Board can make that budget allotment to the divisions. On the other hand, it does not wish to do so unless there is adequate discussion of the proposal and any possible difficulties or complexities are thoroughly aired.

MISS MAE GRAHAM: Approximately how many members do you figure a division would have to have before it could afford an executive secretary at ALA headquarters?

EXECUTIVE SECRETARY CORY: It could afford an executive secretary part-time with, of course, any size membership. Before it could afford a full-time executive secretary with a full-time clerical assistant the possibilities are that it would require about 4,000 members, and as salaries improve and develop, there is the possibility that the number of members would increase so that any division with fewer than say roughly 4,000 members would have to have either part-time executive staff at ALA headquarters, part-time voluntary staff away from ALA headquarters or some combination with another division to provide full-time specialist.

I might point out that situation exists substantially already, that the Division of Libraries for Children and Young People and the American Association of School Librarians share an executive secretary at ALA headquarters, and this does

not substantially change the amount of money that a division would have for staff.

I would like to point out another thing, that since the divisions would have control over their funds, they could put their entire income into a staff if they wishes to. Some divisions may prefer to spend some money on periodicals or special projects or committee work or conferences, whatever it might be, and they would have that privilege to do so, so that the full-time executive secretary without any other expenditures could be accomplished even before 4,000, but it is true to have a full-time staff at ALA headquarters and a free publication and the other general division services, approximately 4,000 members would be required.

MISS BATCHELDER: Would it be helpful to indicate 4,000 members in some divisions will produce considerably more under the formula than in some others chiefly because of institutional membership degrees?

EXECUTIVE SECRETARY CORY: That is quite important, and as a matter of fact, probably in the reverse of what Miss Batchelder was commenting on, that was one of the constant points of friction under some of the previous arrangements.

It is true that the average dues paid by division members fluctuate widely from division to division. The over-all average of the allotment based upon this percentage proportion of dues paid is \$3.37-1/2, but it fluctuates in the

case of Division of Libraries for Children and Young People from \$3.04 to the ACRL with \$3.66 by virtue of two things, the range of personal salaries in those two fields and the number and income of institutions who are members in those two fields, and that does mean that areas which can tap institutional membership and areas with high salaries will be able to achieve a larger proportion, will be able to achieve a larger program earlier than other divisions. On the other hand, the divisions which have those advantages have for many years pointed out that their members did pay a larger proportion of dues to the ALA, and they should be entitled to a return on that, so the fundamental basis of the present policy is that the money returned to the divisions and the money retained by ALA are both based upon a proportion of the dues paid by that member to ALA, and that does have all these effects we mentioned.

MISS BATCHELDER: There is one more point there. The divisions profit considerably more from those memberships which make only a single division affiliation.

EXECUTIVE SECRETARY CORY: That is a very complex point at the moment, and would have to be simplified some under the new dues scale.

I don't want to get too involved with you on that. Suppose a \$10 member designates a single division affiliation. He gets under ACRL. Under the proposed plan, ACRL would get \$6

from that member. Suppose the Public Libraries Division seeing that member designate ACRL writes and says, "You are entitled to an additional division membership by payment of only \$2." Another \$2 comes in. ACRL has gotten \$6, and the Public Libraries Division has gotten \$2.

Under the present experimental plan that whole situation is then reviewed and \$2 is taken back from ACRL and \$2 is added to the Public Libraries Division so that they each get \$4 from that division member, and I can assure you that review and second guessing on division affiliation is an extremely expensive thing administratively and might not be able to be continued, but it does point out that ~~when~~ a person designates only one division affiliation, the division now gets \$6.

If he designates a second and pays an extra \$2, the division gets \$4. If he designates a third, it is correspondingly less and that is one of the complexities which has to be ironed out.

I would like to point out one thing We haven't talked too much about proposed dues scale. One feature would be to eliminate the \$3 member. The elimination of the \$3 member will undoubtedly horrify many of you, and many of the members of the Association -- I should say the \$3 membership. [Laughter]

There will still be a \$3 membership class for non-salaried librarians, for library school students, members of

religious orders and retired librarians not eligible for continuing membership, but the point I want to make, the elimination of the \$3 membership will not benefit the ALA general services in any way, but it will be a very direct and substantial benefit to the divisions because on a \$3 member the division gets under this proposal 20 per cent, namely, 60 cents. The ALA gets \$2.40. On a \$6 member, the division gets 60 per cent, namely, \$3.60 and the ALA gets the same \$2.40, so that at present ALA gets the same amount from \$3 and \$6 members. The division gets \$3 more from a \$6 member than a \$3 member. Consequently, if the \$3 membership class were eliminated, the divisions would be the ones directly gaining from the increased amount returned to them, and it would not affect the ALA's income at all.

The Executive Board gets guidance from the divisions as to the acceptability of such a proposal. It presumably will be discussing this matter tomorrow and perhaps a week from today and wishes to have the expression of opinions from the divisions if they are now prepared to do so or if they can indicate when and under what circumstances they would be able to give their reaction.

PRESIDENT GRAHAM: I am sure this is very clear to everybody. [Laughter] I wonder if you are ready to give us a tentative expression of opinion.

MR. JOHN D. HENDERSON: May I ask a question. I am

sorry that I was late.

Has some over-all picture been presented of what this means based on the present membership figures, showing where the money is going to divisions and to over-all ALA activities? That is something I want to get hold of.

PRESIDENT GRAHAM: Did you present that? I am not sure.

EXECUTIVE SECRETARY CORY: Mr. Weins may need to help me here. All that has been mentioned so far, on the basis of this year's membership to date, projected on an estimated basis through August, there will be approximately \$60,000 available for distribution to the divisions. It is quite difficult to describe exactly how that would be divided, but a rough figure -- and these total only \$58,000 and would therefore have to be revised upwards as the \$60,000 was reached, and each division would get a slight upward revision therefore. On the basis of the current distribution of membership dues income, using the proposed plan, ACRL would have somewhat over \$16,000. The Public Libraries Division would get somewhat over \$17,000; the Hospital Libraries Division, \$1,200 plus; the Library Education Division, \$1,200 plus; the Cataloging Division, \$7,000 plus; the Division of Libraries for Children and Young People, \$6,400 plus and the American Association of School Librarians, \$9,500 plus. That would be the approximate amount of money including the 20 per cent

allotment which would be available for the direct costs of the divisions as you planned your 1951-52 budgets.

MR. BRIGHAM: Does it make sense to raise a question as to whether the new plan by placing more responsibilities and more duties within the divisions would require more meetings of the executive boards of the divisions, more overhead which would introduce complications in providing staff, and would it reduce the number of meetings of the Executive Board of ALA?

EXECUTIVE SECRETARY CORY: I would like to see something that would simplify the Executive Board's task to that extent. I don't think it would do that.

Let me remind you that the chief new thing the divisions will be having control over is money that has previously been spent for staff. Now, if they continue to spend it for staff, the divisions' budget problem will not be substantially complicated over its present budget problem. If it chose to spend that on committee activities and projects and so forth, obviously the budget time required would be greater.

There is also the fact, in the divisions that would not be receiving enough income to have a full-time staff, there are initial policy decisions and complications involved which at the introduction of the scheme take a great deal of time, and I think that would gradually slough off after the plan got

under way.

I can't see how either the division executive boards would have to spend more time or the ALA Executive Board spend less time, but it is true that the ALA Budget Committee and ALA Executive Board have had previously to review the budget requests from the divisions where they had staff at ALA headquarters, and they have discussed whether they could afford this money for that specialist and that money for that trip and this money for that pamphlet and that control and decision will rest in the division hands.

There may be a slight shift of administrative discussion burden, but I think it will be slight.

MR. LORD: Mr. Chairman, isn't there also another element in this? Sitting through the Executive Board, I went through several periods when one group which was in the family just named specifically seemed to be fighting a losing battle. I am referring to the catalogers. They needed a specialist. They came up before the Executive Board time and again and asked for money. The ALA budget was so tight that the catalogers were, I hope, graciously received, but they went away empty-handed.

Under this arrangement, where there is some other group in the future just as the case of the catalogers previously, there is an automatic basis by which one receives allocation of funds in terms of membership. Is that not correct?

EXECUTIVE SECRETARY CORY: That is correct.

MR. LORD: And secondly, doesn't that lead to the situation which I would suppose the American Association of School Librarians, to take another example, were facing, a situation which is relatively favorable for action on their part, namely, as any one division needs additional funds for some purpose or other, there is an incentive to increase its membership because thereby by its own efforts it receives a very substantial amount of the income from the new members, and anything which strengthens an individual group in its own autonomy, it seems to me, strengthens the position of the ALA as a whole.

EXECUTIVE SECRETARY CORY: There is a later point on the agenda dealing with ways in which divisions might be able to pull themselves up by their boot straps to have a larger number of members with a little help from the general budget or ALA endowment capital.

I don't know that we need to get into a discussion of that for the moment because the basis of the present proposition we are discussing is that an equitable distribution based upon membership dues paid be made to all the divisions regardless of what they would be able to do with that money.

They would all be on the same footing, and no group would be preferred over any other group. Obviously, the amounts of money available for expenditure would vary according

to salary income available from members, but the same fair share goes to everybody, and there are incentives as Mr. Lord says for promoting increased membership with the knowledge that a larger proportion of each new member's dues will be coming into the division, and it will be entirely under its control.

PRESIDENT GRAHAM: Are you ready to make some expressions of opinion on the proposal as outlined by Mr. Cory? I think you should understand that this is not a vote. It is an expression of opinion, a feeling, so that the Executive Board can be guided.

MR. W. E. WRIGHT: I am not authorized to speak for the Board of ACRL at all, but I would like to simply report on what I have heard in discussion with members of the board and members of the division.

Mr. Lord was just speaking of the incentive of the division to get more members. We have also had that incentive before but this changes the incentive from 20 per cent to 60 per cent. It gives you a larger percentage, but of the same sort they had before. But what it has seemed to me the ACRL people have been particularly anxious to see discussed with ALA is a full control of our own funds and control of our own membership; to have the say, of our own members, collect our own dues and in agreement with ALA pay to ALA an agreed on proportion of the income. Then when we go out to get members,

we are getting members for ACRL. We are not getting members of ALA on the grounds that from that will trickle down some nourishment for ACRL. We are getting members for ACRL which will in turn help ALA.

I think that something of the same feeling for control of membership has been present in the Catalog Division, too, of which I am also a member where the problem of prior membership in ALA comes up as a continuous problem in building up local groups of catalogers who might be encouraged to come into a national organization, but if they have to become members of a national organization first before they can get any of the other benefits, it becomes more difficult to recruit them.

MR. WAYNE SHIRLEY: Mr. President, I want to speak in direct opposition to Mr. Wright. He is a young fellow just recently in ACRL. He doesn't remember back to the time when he was in library school, when I was in the old ACRL and the secretary-treasurer then was Willard P. Lewis who was doing his best to get the dollar from the third member, and I can assure Mr. Wright that if ALA goes on that scheme and the ACRL, catalogers or whathaveyou go out and get memberships for their division and then put some of it back into the ALA, that ALA will not have its present grandeur because they did it once and they were just one jump ahead of the sheriff. If we abandon the scheme we now have of membership in the ALA and

go back to each one of the divisions, that will not be a gradual but a rather rapid form of suicide.

MISS NELL AVERY UNGER: This thing trouble me sometimes, too, when I think about the whole matter. This development of the divisions is a wonderful thing for the whole profession of librarianship. Its yeast and its ferment is very important.

I am not concerned about the people in this room who are on the whole, I regret to say, elder statesmen. I am concerned about the young person coming into the profession. I want him to feel first of all that he is a librarian, that he isn't a division member, and why do I say that?

First of all, I think it is more exciting for him to think of himself going forward into the profession, a great and growing profession. Also, I think it is absolutely vital for every one of us, even the elder statesmen, to have the large, powerful organization back of us.

It does not matter in the least in your community or mine if I say I am a cataloger or I am a children's librarian or reference librarian, when the community says to me, "What is your job?" I am a librarian, and the whole future of this profession rests upon having a strong national organization which speaks with authority.

PRESIDENT GRAHAM: Thank you, Miss Unger.

EXECUTIVE SECRETARY CORY: If I might underline a couple of point; one, on philosophical aspects of it. It is

hoped that this plan will give sufficiently greater control to the divisions and sufficiently more incentive for future income growth so that they will recognize they can achieve substantially all the benefits they would wish to achieve within the framework of the American Library Association.

From the point of view of philosophy, in other words, the only features of their affiliation with the American Library Association would be benefits, not restraints.

From the purely fiscal and administrative point of view -- and that is not said necessarily in opposition to Mr. Wright, but an expression of the intention in building up this plan--but on the administrative and fiscal costs, I would shudder to think of the effect upon the average division budget of having to handle its own division membership, its own membership activities because the ALA's inescapable minimum per capita costs may seem high to any of you who have not had membership record and bookkeeping responsibilities in connection with a large association and may seem high to those of you who know that state association with several hundred members are able to handle membership records very inexpensively, but I can assure you that both the total cost and the burden upon the divisions would go up very considerably if each division had to perform for itself the central record and bookkeeping services which are now provided by the membership unit at ALA headquarters. I think there is no question about that.

I know because during the past three years we have gotten those costs down very considerably by the introduction of equipment and machinery and other devices which would be beyond the resources of any single division, and we have reduced the cost to the ALA and to the divisions.

I think that the philosophical point is debatable, but I think it would be very simple to prove the divisions would be cutting deeply into the funds they would otherwise use for professional activities if they had to assume the membership record and bookkeeping task.

MR. WRIGHT: I would agree with what you just said, John, and what I would like to see investigated, if we could get into an investigation of this, is the possibility of those costs being paid from the division because I don't see why ALA should lose 30 cents on a membership. I think if the divisions were put together in some such way as I suggested, whatever the outline might end up being, it would be better.

I think these centralized operations ought to be left in the headquarters, actual costs, from the separate organizations. I would be all in favor of centralizing as much as we possibly could. I think there is some question as to what method of organization will produce the strongest national association. I would like to simply get that question debated as much as possible, whether we can do it this afternoon or some other time. I would like to have this opportunity

to bring it before this group again that there is a question as to whether the strongest national organization will come along the lines we are now setting up or through some different system, where we might have some hope of not only holding some of the fringe groups which are now tending to break their affiliation with ALA but recovering some of those that have gone in the past.

EXECUTIVE SECRETARY CORY: May I ask one point of clarification, Bill. Would your scheme involve the fact that the member would become a member of ALA by virtue of membership in the division or that he would not be a member of ALA at all, but that ALA would be supported exclusively by grants from the divisions which made it up?

MR. WRIGHT: Either one of those might be possible.

EXECUTIVE SECRETARY CORY: Under the first, if he is a member of ALA as well as the division, I think the costs would be as great or greater even under centralized operation. It would only be under the second, when he was not an individual member of ALA at all, that you would have any savings in the record keeping process.

MR. WRIGHT: Yes. I don't know that there would be any saving unless we could get the music, the medical, the other special groups outside to come in on the centralized records. We have to pay the same amount to have the bookkeeping machinery regardless of how much it is used.

MR. SHIRLEY: Point of order! Isn't Mr. Wright speaking on (G) instead of (F)?

PRESIDENT GRAHAM: I was under the impression we were between (F) and (G).

MR. WRIGHT: May I apologize. I was brought up with the ALA rule that in order to be a member of the division you had to be a member of the Association.

MR. THOMAS J. PORRO: I think being a trustee, I can stick my neck out a long ways, and you can drop a window sill on it if you like.

We must, first and above all, be a strong, national association, and don't lose sight of that fact. You have it in medicine. You have it in law. You have it in chemistry and all the other sciences, and until the librarians wake up to the fact that they must have also a strong national association, we are not going to promote our own profession very far.

I am only a trustee, and all I try to do is to build up the library service within my community, within my state and national and within my own community. I will say we have built it up.

Our budget has gone from \$99,000 to \$347,000 in seven years, and seventy and a fraction per cent is for salaries.

I am not bragging. It is due the profession. We are all librarians first. We are all specialists secondly, even

in medicine of which I am a part. I am a specialist, but I have an affiliation indirectly towards the national association, but it is very important that we keep that in mind.

Don't lose sight of that fact. We as divisions can do nothing. We as an association can do everything, and we can draw other members of various professions, that is, those aligned to librarianship, into the association.

This is nothing new. You know it as well as I do. You have the American Medical Association. Look how strong that is. You have the American Chemical Society of which I am a part -- the American Bar Association, the American Public Health Association. They are all big associations, but they don't go into this divisional sort of thing.

We have our professional standards, sure. We have our specialties. You have your specialties.

You have nothing new. You are catalogers. You are circulation. You are administrators and so forth -- reference, but you are still librarians, and until you bear that fact in mind, I say to you build a strong national association. Bring up strong standards for your profession, and you will have a real thing to work for, and I mean that.

MR. HAMLIN: I would like to ask a question on this statement. I hear frequently: Build a strong ALA through strong divisions. Is that a policy of ALA?

EXECUTIVE SECRETARY CORY: I think in the beginning

statement I indicated that it has been the growing policy of ALA for really quite a few years. The present constitutional provisions affecting divisions were substantially adopted at the time of the Third Activities Committee. Prior to that time divisions had little status in ALA. They existed, of course, but they did not have a regular fund or control channel. They were not delegated to speak for the Association in certain areas in ways they now are, and over a period of at least the last twelve years the philosophy of building a strong ALA through strong divisions seems to have been growing very considerably.

It certainly lies in back of this new proposal.

MR. LORD: Mr. Chairman, I am just curious at Mr. Hamlin's question. Would he like to speak further to it?

PRESIDENT GRAHAM: Was there any significance in your question?

MR. HAMLIN: I will speak frankly. I am speaking my own opinions and attitudes based on some reflection and based on considerable contact with the ACRL membership.

I was thinking the other day of how large a percentage of contact I had personally through letter or through personal contact and visits with librarians in college and reference libraries, and I think I could make a good guess that it would be something like 20 per cent.

I hear around the country a great deal of complaint

about headquarters being a very large organization and not paying enough attention to the individual member.

I believe myself that a great deal can be done in building membership and in strengthening the organization generally if the ordinary run-of-the-mill librarian has a contact, has something to go to, knows what the person looks like that he is writing to and whether he is writing a letter about membership, whether he is sending his ballot or whatever it is, if he feels he has a personal contact there.

I myself would like to handle in my own office the membership rigmarole for our own members, not because of any empire building aspirations, but simply because I know of cases where one of our very prominent workers in our organization gets into a dispute it is handled by somebody else. I don't know a thing about it until five or six months later, and my knowledge of that person and his knowledge of me would cut out a great deal of friction.

I think that a good deal of good will would be built up by that centering of contacts in the divisional offices, and I believe, to me it looks like the United States of America states versus a state organization with your state governments supporting a federal government, and you can argue that point ad nauseam.

One other point I would like to bring out in regard to membership, in our division we have our own plates. We

keep our own membership, and it is not an insurmountable task by any means.

MISS BATCHELDER: You don't keep the money.

MR. HAMLIN: We don't keep the money.

MISS BATCHELDER: I am another division secretary, and I guess an elder statesman in this kind of department, too. We kept our records, just the secondary records, and it cost us \$500 to do it, not collecting the dues, but just keeping our division records. It is true that sometimes someone writes a letter that, "If I had had an opportunity to see you first, I might have done differently," but those letters come my way.

I am sure that other people find that some letters I write sometimes make problems for them. I am sometimes overfrank or overdirect in the things I say or I don't know the story. I think you could argue it two different ways, and I know that the Division of Libraries for Children and Young People and I certainly would recommend the ASSE would not undertake to collect its own dues or keep those records.

I think their small income would disappear quite fast.

PRESIDENT GRAHAM: Mr. Hamlin, did I understand you to say you felt you had personal contact with 20 per cent of your membership?

MR. HAMLIN: That is what I think.

PRESIDENT GRAHAM: I just want to make a point. Eighty per cent are still without personal contact. You would

miss 80 per cent of your members in case of a fuss. [Laughter]

EXECUTIVE SECRETARY CORY: I want to make a more basic point. Disputes over membership dues occur in any organization. They would, and it may be true the divisions do not have adequate participation in that. They are relatively infrequent, and when Mr. Hamlin was speaking in favor of more personal contact with members of headquarters staff and ALA, I don't think he would get that contact as effectively through the handling of the membership dues process as through field work itself, and on that, I would like to speak to this point.

I am very proud to be able to include in my report to Council next week the fact that during the past three years I have been Executive Secretary of ALA, a member of the executive staff of headquarters or the President of the Association has been in every single state of the United States on official business and in several Canadian provinces.

That would not have been possible for each division specialist to do and consequently when Mr. Hamlin went to Vermont or Miss Batchelder went to Arkansas, she was able to represent not only the School Librarians and he not only the college librarians, but able to represent somebody from ALA headquarters in that state for face-to-face contact not only with the librarians in their specialty, but other kinds of librarians as well.

We have not had much travel money, but I think we have made an extraordinary achievement in being able to have a field representative in every single state during a three-year period and no division without elaborate travel funds and multiple staff would ever accomplish that.

MR. LORD: I want to come back to Mr. Hamlin's original question. If I understood it correctly, it is something to this effect, that: Is it the policy of the AIA to develop a strong national association through strengthening the divisions? Is that correct?

MR. HAMLIN: That's right.

MR. LORD: In your reply you talked entirely upon administrative procedure and not upon the question of policy. I have sat on the Executive Board in my most recent membership three years and once by prior election for four years. I would say as I saw the more recent term as compared to the first term that I can see little evidence really that it is the policy of the Association, as seen from the vantage point of a member of the Executive Board or by observing the Council in action, to divert any strength whatever from strengthening the Association and thereby strengthening the divisions.

What you have made mention of, Mr. Hamlin, if I understand it correctly, is essentially administrative policy rather than the policy of the Association, and I think the Association has had a policy of strengthening itself and

strengthening the divisions at the same time.

I was hoping that you were going to speak to something on that point.

MR. HAMLIN: I may not be saying this clearly, but doesn't the policy determine the general trend of procedures? I would expect it to.

MR. LORD: I would assume so, but sometimes the administrator doesn't follow policy. I am not casting any reflections whatever upon administration, but I know as a member of a policy forming body in the Association, I have not seen evidence that there has been an attempt to do other than to try to strengthen divisions at the same time when one attempts to strengthen the Association. If I am wrong, I would like to be given the evidence.

MISS HELEN A. RIDGWAY: I think this needs to be said for the record. I am speaking from my own personal point of view, but it reflects the point of view of the three divisions represented by the Public Library executive office as they have expressed themselves from time to time over the past two years in their business meetings.

I want to underscore what Miss Unger and Mr. Porro have said about the importance of a strong national association. I think we all agree on that. It is a question of method.

I want to stress the fact that in field work I have found college librarians, school librarians and public

librarians in many states working together for librarianship and for library development.

I think anything that would discourage it would be most unfortunate.

It seems to me as we go into our larger units of service, our regional library experiments of all kinds, we are going to break down even more this feeling of the different types of library work, and we are going to do more cooperative working together.

In all the discussions of the merger of the Trustees Library Extension and old Libraries Division it has been stressed over and over and over again that while it is necessary to strengthen the division, one of the reasons for the merger is to have a stronger, more unified, more effective Public Libraries Division. At the same time, we must not do it in any way that will weaken ALA as a whole.

I want to speak for those three groups and for myself on that point.

PRESIDENT GRAHAM: I wonder if we could at this time call the roll of the divisions and ask each person who is here representing a division to cast an uncouneted vote. You may at that time make a speech if you want to, but I think that would be a way to get expressions from every group here.

EXECUTIVE SECRETARY CORY: I think this may not be a matter of whether your division is willing to approve this

proposal or not, but a report on the status of your divisions discussion and reaction to it. Recognizing even that there has been a year of experimentation, not all the divisions have discussed it, and in some cases you may simply have to report that you understand it or don't understand it and expect to discuss it in your division board meetings later in the week.

ACRL is the first division.

PRESIDENT GRAHAM: Would someone speak for the ACRL attitude pro or con?

MR. WRIGHT: Which one is that under?

EXECUTIVE SECRETARY CORY: D, E, and F stages under proposals.

MR. WRIGHT: ACRL has naturally liked this better than the previous plan, and I think it would be safe to say they would like to see it continued. That does not necessarily apply to the amounts allotted under the proposed new dues which are not up for discussion at this time.

PRESIDENT GRAHAM: Thank you, sir.

EXECUTIVE SECRETARY CORY: The Division of Cataloging and Classification.

MR. COLBURN: We have been very happy with the arrangement this past year, and I am sure our executive board would be glad to continue it.

EXECUTIVE SECRETARY CORY: Division of Hospital Libraries.

MISS CATHARINE HEINZ: We have not been using the new system, and it hasn't been fully discussed in the division. I think it will approve it, though.

EXECUTIVE SECRETARY CORY: Division of Libraries for Children and Young People.

MISS MAE GRAHAM: We have not discussed it in our board meeting. From my own personal point of view, I can see no advantage to us in doing it. Maybe it is because we have been quite fortunate in our arrangement at ALA headquarters, and we have enjoyed that status. As I see it now, if we adopt this paragraph (E), we will be paying for a great many things which came to us before and lose it and all this talk about 60 per cent more money might pay for a half-time executive secretary and that would leave us nothing to do anything with, so from my own person point of view, I can see no advantage to us in this.

EXECUTIVE SECRETARY CORY: I think it is substantially true, isn't it, Mae, that the total amounts of money going to the Division of Libraries for Children and Young People and AASL will be substantially the same as the amount that has been going to the combined division in previous years -- a very slight difference there?

MISS MAE GRAHAM: That's right, too, but I mean then we have been getting the Executive Secretary additional, you see, which we wouldn't be getting so we would lose.

EXECUTIVE SECRETARY CORY: The American Association of School Librarians.

MEMBERS [American Association of School Librarians]: The matter has been discussed in our Executive Board. We have not come to a decision. Of course, we do not stand to benefit substantially either from the new arrangement.

EXECUTIVE SECRETARY CORY: When we talk about gain and advantage initially, please do not ignore that the potential gain is the real gain to the divisions. This is intended to redistribute the status quo at the moment, and the divisions will be getting their financial gain in the future years at a much faster rate than they would have been under the 20 per cent allotment, so that if as few people as possible actually lose, that can be made up in a very limited period of time and the great bulk of the divisions will get more money in proportion to their past money in the future than ever before.

I have the privileged position of not being the chairman and therefore being able to argue for the one side during the polling here. It's improper.

PRESIDENT GRAHAM: I was going to say probably we should hold the rebuttal until the vote has been taken.

EXECUTIVE SECRETARY CORY: Library Education Division.

MEMBER [Library Education Division]: We have discussed this at a meeting of the board of directors all of whom were not present. I mean, some of the dissenters were not

present at the meeting. Two mail votes were taken. One person who voted against it in the first place finally came around very decidedly. Another one was still on the fence. The second vote one person who had voted for the change was decidedly against it, so it is coming up again.

PRESIDENT GRAHAM: I wonder what is going to happen?

MEMBER [Library Education Division]: I think it is going through.

EXECUTIVE SECRETARY CORY: Library Extension Division.

MR. HENDERSON: The Extension Division is going through the throes of a merger with the Public Libraries Division, and we haven't discussed this question at all, and I am frankly not informed.

I have some questions about coordination of work at headquarters, and I just would rather not vote until we can talk it over with our board and until the Public Libraries Division board can thrash it out.

EXECUTIVE SECRETARY CORY: The Old Division of Public Libraries.

MISS HARRIS: We are so nearly defunct. We have not discussed it in the business meetings of the division. We will on Tuesday night.

EXECUTIVE SECRETARY CORY: Trustees Division.

MR. E. J. A. FAHEY: We have not discussed it specifically, and I think that I am in about the same boat as

Mr. Henderson. I do think that while I am on my feet I should like to underline and emphasize what Miss Ridgway said that we feel as trustees that we want to help ALA and help the Public Libraries Division. We are sort of marking time in seeing how this thing will work in, so we have not discussed it at all. I wouldn't want to vote on it.

EXECUTIVE SECRETARY CORY: New Combined Public Libraries Division.

MR. BRIGHAM: I can only speak for myself, but I would like to speak. [Laughter] I have been very much interested in the whole discussion, looking back to a former membership on the Executive Board of ALA and to a couple of terms as treasurer of ALA, and one very fascinating summer as an interim Executive Secretary of ALA. This proposal has seemed to me to offer the best possibility of answers to some of the most aggravating problems of both policy and administration that I can recall over the years. To look at the new Public Libraries Division and what it may have in store in the future, I feel confident that this proposal is one that merits full endorsement, and I would speak for it personally because I think it would strengthen a new division and strengthen at the same time the national association.

The suggestion that occurs to me is this, that there are still bugs in the new plan. It is not entirely clear, I think, just exactly what delegation of responsibilities and

duties as between ALA headquarters and separate divisions might be.

I think there are questions about the actual allocation of funds that need to be yet finally settled, and for that reason it would seem wise, I think, to suggest that the plan be continued for at least another year, and that it be extended to all divisions and then allow a chance for these uncertainties to be eliminated before it is put into effect in full.

PRESIDENT GRAHAM: Thank you, Mr. Brigham.

EXECUTIVE SECRETARY CORY: That finishes the roll call for the divisions. There is a limited number of additional copies of this four-page document which you have been given, and you can get a few copies from Mrs. Hornback. There probably wouldn't be enough copies for all division board members, so if you have two or three members represented for each division board that is likely to discuss it, I hope you will limit yourself to that number.

PRESIDENT GRAHAM: Mr. Cory, at this time would you extend to these people the invitation to your suite. I think you should extend the invitation. It is your suite.

EXECUTIVE SECRETARY CORY: I wish to extend the invitation of the ALA Executive Board to all attending this meeting to come to my suite in the Palmer House at five o'clock for cocktails. Many of you will be planning to go to the book

workshop, audio-visual workshop banquet in the Palmer House afterwards, and whether you are going to the banquet or not, you are invited to cocktails on behalf of the ALA Executive Board, suite NO. 1329W.

PRESIDENT GRAHAM: Shall we go to the other items quickly?

EXECUTIVE SECRETARY CORY: There are a number of important items not yet discussed including the relationship of our discussion and any other problems of the affiliated associations who have also been invited to attend. I might quickly read through the balance of the docket and let you decide which points are of particular interest for further comment.

There are a number of quite complicated problems which have been raised at various times, and which would bear further discussion.

Organizational policies -- Committees. The Library Architecture and Building Committee of ALA has recently adopted a new pattern which offers some promise for divisional cooperation within the ALA. It consists of a chairman and one or two appointed members and the rest of the membership of the committee is ex-officio, the chairman of the division committees interested in that subject. The ALA Audio-Visual Board has taken its first steps toward a similar arrangement in encouraging some of the divisions to establish audio-visual

committees and inviting the chairmen of those committees to sit in at its board meetings with the ultimate possibility that it would wish to go out of existence as ALA board and become an ALA committee with some general and some division ex-officio membership in the future. That pattern might be extended to other activities.

Second is the question of liaison, and this is a very complicated matter because it relates to how the National Education Association, the Library of Congress or a variety of other non-library and library groups will know which part of the ALA they should be dealing with on various problems.

The Library of Congress has done some very interesting studies of this problem dealing with the questions of where they should be discussing matters with the Division of Cataloging and Classification and where with ACRL, and I think further work needs to be done along that line.

Another way in which joint action can be insured on controversial questions affecting different divisions is through the pamphlet proposed by the National Commission for the Defense of Democracy through Education which was designed to protest the attack on public education in this country. It primarily affected the American Association of School Librarians, but it unquestionably affected other divisions as well, and how should the ALA proceed to express its policy on controversial matters which affect one division primarily, but

incidentally affect other divisions?

Item (H), we may be referring to the background, but there are specific items which require discussion at length on the Council of the National Library Association's federal proposals.

The questions asked are: How should ALA formulate its position regarding the CNLA federation proposal? What might that position be? What better solutions might ALA propose?

(I), Schedule of proposed changes, which is the point related to that which Mr. Brigham just made. If any fiscal, functional, or organizational changes are planned or desired what schedule of change should be established?

There are a number of miscellaneous matters, some of which require executive board discussion tomorrow and will vitally affect the divisions including the request of the American Association of School Librarians for staff help to enable it to pull itself up by its boot straps by membership promotion to the point where it can afford a full-time staff, and the ACRL request for a publication subsidy to bridge the gap between the publication of College and Reference Libraries on a subscription basis and its free distribution to ACRL members as a membership promotion incentive. There is a group of questions relating to conferences. What conference schedule improvements might be made from the point of view of

divisions? Should the conference budget pay for division salary costs? Preconference travel? Conference travel and hotel expenses?

Another smaller but complex problem of how should the responsibility, credit and income from library surveys be assigned which are now conducted by the division, although they are ALA surveys. The requests are made to ALA and the responsibility is in a large part delegated to the divisions.

Status of affiliated national associations: What organizational problems affect the library associations affiliated with ALA, not as divisions but as affiliated national societies? Are there any matters learned from the division relationships that are appropriate? Is adequate liaison maintained? What services might be provided, and finally the establishment of future channels for cooperation and for such discussions as we have today. Should there be a revival of the Committee on Division Relationships? Should division representatives meet with the ALA Executive Board on other occasions as they are today?

Those are the remaining questions and as expected, there are far more of them than can be solved in one afternoon.

MR. WAYNE SHIRLEY: I wonder if we have time perhaps to take care of the relationships between the national association and the regional and state library associations?

EXECUTIVE SECRETARY CORY: The problem of regional and

state relationship by action of the ALA program is a subject of special Council session a week from today, and it was felt that the ALA Council provided a better forum for the discussion of state and regional library relationships than the ALA Executive Board alone because of the geographical representation on the Council. Consequently, in discussing that relationship, the ALA Executive Board chose to invite division and national association representatives to a special meeting of the Executive Board today and to invite state and regional library association representatives to a special session of the Council to be held on Saturday the 14th of July. That is, scheduled members have been invited and will be present for full discussion of the state and regional association problem.

PRESIDENT GRAHAM: It is four o'clock. What is your wish?

MR. LORD: I don't want to prolong this meeting, but I am very much interested in item (H) simply because I have been having to represent the ALA at meetings of the Council of National Library Associations at which several associations have already given an indication of the attitude of their particular associations, and I have had to get up a couple of times now and say that the ALA is so complex, it has so many parts, each one of which must speak, that it cannot do anything until it gets them altogether. Last April I said the ALA was planning to do that. I hope you don't all go home and leave me

next October without my being able to carry a message, so I hope somehow a little consideration can be given to this problem.

EXECUTIVE SECRETARY CORY: Would you suggest you use the same CNLA proposal?

MR. LORD: I was. I don't know that many people here know what the CNLA proposal is.

The CNLA had a committee at work upon it whose chairman is here. I think he might introduce it if that is what the will of the group is.

PRESIDENT GRAHAM: Let me ask you this. Is this a subject too big to discuss in five or ten minutes?

Let's go on to (H). Mr. Wright, could we take Mr. Lord's suggestion?

MR. WRIGHT: They do have copies, and they have been published in various periodicals, and I hope that you have in general, at least, looked through it before this afternoon.

The feeling on the Council of the National Library Association has been that we should be able in the library field to find some way to bring all librarians together to work on the problems that are of common interest to librarians. At the present time we are not doing that.

The ALA speaks on behalf of all librarians, but not always with the consent of the specialized librarians for whom it is speaking, and it has been our feeling as we have tried to

work together in the Council of National Library Association that something stronger than the present Council was needed. The difficulty as we began thinking about what the stronger organization should be was that a strong Council in the ALA as presently constituted would be not duplicates of each other but just far enough off from being duplicates of each other so they would be tripping over each other's feet, and we felt some way should be found, that there was enough common sense among the librarians of the country, so we could find some way by which all of the organized librarians of the country could find a forum for common voice on their common problems. Whether that means the ALA becomes CNLA or CNLA becomes the ALA, I do not care.

What I have tried to vaguely suggest in this paper you have here is that the ALA become the central organized body for all librarians in such a form of organization as would render it practicable to get all of our dissident brethren back with us again.

If I may step from my role as CNLA to ACRL, the matter came up at the midwinter meeting for the board of directors of ACRL. I understand they have put in an official request to the ALA Executive Board that this matter be studied by the ALA, and I think we should plan a fairly intensified study. It seems to me important enough, if we can make a success of it, important enough so the ALA should be able to devote a

considerable amount of time and energy to the proposition.

PRESIDENT GRAHAM: Mr. Lord, does that help you in your report for next year to say a study is going to be made?

MR. LORD: Not one bit.

MR. WRIGHT: I already reported for ACRL.

PRESIDENT GRAHAM: Are there any comments on (H)?

MISS HARRIS: I would like to ask Mr. Lord what he would consider an adequate step for the ALA to take at this time to advance the matter so he would have a proper answer in October?

MR. LORD: Of course, I might be speaking somewhat in a group of mixed feelings between an official representative for the ALA and a personal individual in my own right. I cannot see, frankly, how there could ever be a federation which is brought into being, springing from the present Council of the National Library Association while the ALA still has to remain in its present corporate being.

There are reasons which are obvious for that, I think. I would personally like to see the ALA somehow be sufficient of a federation in its own right so that it would commend itself to other organizations as a framework within which, while still preserving autonomy locally, it could have rights and privileges and a basis of action with the minimum degree of difficulty.

I can understand that there would always be points of

differences of opinion, but if CNLA tries to develop and lead into a federation and ALA has to express an opinion about it, it is so big, such a colossus, that it is just going to stymie the whole thing.

The sensible thing to my mind is an evolution of ALA to take place in such manner that other groups that are not now participating in it may find it possible to have membership in it or affiliation or some other relationship, and I would like to see the ALA, at least, express a welcoming hand to the other groups in whatever official statement of position it might take toward the notion of a federation.

That might not be good tactics. It might not be good diplomacy. I think these things have to evolve, but there have been many definite feelings of antipathy toward the ALA. I have been in CNLA since the beginning. I wrote its constitution. I was its first secretary. I was its chairman for a couple of years, and I have seen it from the very beginning. It came out of a feeling of antipathy toward the ALA. In the last year that has changed very markedly.

The meeting which took place last October took place in an atmosphere of understanding, of good will, of a desire on the part of all concerned to work together. No one said at that meeting except myself that it would be interesting to have the ALA situated so it could become a federation, and probably I could be discounted because of my making such a statement, but

I felt very clearly the atmosphere was such with proper presentation of such a point of view, there might evolve the possibility of this very thing of which Mr. Porro speaks, Miss Ridgway has been mentioning, and several others have been mentioning as something to aim at.

EXECUTIVE SECRETARY CORY: Isn't it true there are two things needed, a formal expression of opinion of the relationship of ALA and these other groups and substantial proof of ALA's intentions through action, and isn't it partly true since there has been no official expression of ALA toward the CNLA, that the improved attitude within the Council must stem from an increasing role for the ALA divisions and an increasing responsibility on their part so that we must continue to develop along those lines to set an example as well as take action to extend some formal invitation at the appropriate time?

MR. SHIRLEY: Speaking now as the President of the American Association of School Librarians, which is a non-affiliated library organization, I haven't anywhere near the stature of Mr. Lord in CNLA, but on the other hand, I have attended a large number of its meetings, and I too have been very much interested in what he said and what Miss Ridgway and Mr. Porro said, as to their interest in a strong national and a strong association to speak for the libraries and the librarians.

I can't for the life of my see why we haven't got it in ALA, and I can't see what CNLA has to offer, so that there would be more certainty that if its proposed federation is adopted, that there shall then be a more uniform and more powerful voice. As a matter of fact, I dread very much the pressure behind the CNLA. My feeling about it is this. Out of respect to our President, I will speak of the Democratic Party if I may, making a distinction between the Democratic Party and I will say the Assembly of France, and then Mr. Wright says there should be one voice to speak for all librarians at all times in the same tone, but on the other hand, let's have an organization which gives every one a chance to speak before the voice speaks. I think we have that in ALA now, rather than taking the uncertain path of a federation, with ALA trying to direct the federation and hoping there shall be this new thing evolving, with the continuing necessity of an expression of library opinion.

MR. EDWARD E. COLBY: I represent the Music Library Association. Like Mr. Lord, I don't wish to prolong the meeting against the will of the majority, but it seems to me this discussion of (H) -- I don't know whether it is terminated or not -- is leading us into (K) and also like Mr. Lord, I happen to be responsible for some expression of opinion at an Executive Board meeting within a few days, since the matter of affiliation -- I should say re-examination of the matter of affiliation -- of ALA is under determination by the

music association. If there is time, I should like to ask if there are any statement of opinion either from the chair on from the guests here regarding the questions asked in section (K).

PRESIDENT GRAHAM: I can answer one part of that. There is no expression of opinion from the chair. Does anybody have anything to say about (K) and its relation to (H)?

MR. LORD: Yes, may I speak once again. I would like to see the ALA bold enough to extend an invitation to every single national library association to participate in the ALA under either the divisional status or affiliated status, preferably under the divisional status.

MR. SHIRLEY: I would second that.

PRESIDENT GRAHAM: May I call to your attention the fact that this action should be taken, I think, by the Executive Board? Am I not right?

EXECUTIVE SECRETARY CORY: But you may give an expression.

PRESIDENT GRAHAM: We are after expressions, opinions rather than motions now.

MEMBER: A motion as to the sense of this meeting, isn't that all right?

MR. SHIRLEY: I should like to say I looked for a helping hand in the constitution, and I regret to say I did not see a helping hand there. I was seeking a helping hand

last year. It was pushed back in my face -- not in this matter, but I asked the Secretary if there was a device in the ALA constitution whereby that highly desirable thing Mr. Lord speaks about can be done. I hope there is.

PRESIDENT GRAHAM: We could certainly have it as the sense of this meeting, and have that on the record, and then it could be taken up.

EXECUTIVE SECRETARY CORY: Another constitutional question, Mr. Lord has mentioned the two ways of participation; that is, as affiliated societies or as divisions. Those are the two ways and the rights and prerogatives of the two kinds of groups are set forth.

MR. LORD: I made my statement just boldly because thus it puts upon the ALA the responsibility for going out and positively demonstrating we have something to offer rather than to stay passively and let people say we haven't anything.

PRESIDENT GRAHAM: Now I am a little confused as to who made the motion.

MR. LORD: I made the motion as the sense of this meeting.

PRESIDENT GRAHAM: Would you state the motion for the benefit of the stenotypist?

MR. LORD: Mr. Chairman, I move that it is the sense of this meeting that the properly constituted authorities of the

at American Library Association take the necessary steps to extend a welcome to all national library groups for participation in the American Library Association, whether as divisions or affiliates, but preferably as divisions.

Is that what I said the first time?

PRESIDENT GRAHAM: That has been seconded now. Is there discussion of this motion?

MR. PORRO: I call for the question.

MISS ELIZABETH H. NORTON: With affiliated national associations which are not national associations within the confines of the United States of America. They could only be affiliates because of the legal position of affiliated organizations which belong to another country. I just wish that in the record because it is the reason why the Canadian Library Association became an affiliate after three years of study and conversations with the American Library Association. Because of our government and the position in which our association stands under the Dominion of Canada we could not become a section of an association which has its headquarters in a foreign country.

EXECUTIVE SECRETARY CORY: I would like to point out, too, at least two of the affiliated national societies really partake more of regional associations as they exist within the United States than of the functional type of library divisions. The Canadian Library Association and Cuban Library

Association are not by type or by function but by geographical area, and therefore would partake more in their relationship with the ALA of the future growth and status of the regional associations within the ALA which also needs exploration and strengthening.

MR. PORRO: I call for the question.

PRESIDENT GRAHAM: All in favor say "aye"; all those who are opposed let it be known by saying "no". It is unanimously carried.

Before adjourning, Mr. Cory reminds me that we must go from (H) to (L). [Laughter] What do we do about future channels? Mr. Cory!

EXECUTIVE SECRETARY CORY: Does this group wish to convene again at a time away from an ALA conference or the midwinter conference or the next annual conference? Does it wish to urge the ALA to re-establish the Committee on Divisional Relationships or what future channels for this type of discussion would be fruitful?

PRESIDENT GRAHAM: Does any one have a suggestion?

MISS HARRIS: I would like to speak, Mr. President, for the continuity of the group. I think one of the reasons we have failed to grasp the significance of this problem has been the representation, by changing officers in this thing, and nobody knew what they were talking about. I wish this group could continue.

PRESIDENT GRAHAM: You think we know what we are talking about. [Laughter]

MR. PORRO: Mr. President, we could take action tomorrow on some of these things and talk them over and then maybe we could get together this week. You know I don't believe in putting it off too long. The iron is hot.

PRESIDENT GRAHAM: Is it the wish of this group that we make an attempt to reconvene this group again during this conference?

MR. SHIRLEY: It seems to me, Mr. Chairman, this is an extraordinary event. Why do we need more meetings? If the machinery is set up for it, what else do we need?

MR. JOHN B. KAISER: Mr. Chairman, it seems to me that is unnecessary for us who are here as observers to come in again because Mr. Lord's motion puts the responsibility directly on the Executive Board.

PRESIDENT GRAHAM: That is fine as far as I am concerned.

MISS MAE GRAHAM: What I wish the Executive Board would do in future meetings is to give the officers of the divisions an opportunity to come to a meeting like this because it helps us before we go to our own board meetings. That is in the future and other times because it certainly helped me for tonight.

PRESIDENT GRAHAM: I second that, Miss Graham. I am

not being facetious. I thoroughly agree with you. Are there any other statements?

MISS LAURA K. MARTIN: I would just like to say I think this kind of meeting is a thing which does the thing we have been talking about today which is strengthening the divisions in our feeling of belonging to ALA as may not always be the case because we get too involved in the work of our own divisions. I think this is an instrument in that program.

PRESIDENT GRAHAM: The Executive Board in its wisdom hoped that that would be the result. [Laughter] Is there further comment?

MR. PORRO: Mr. President, I move that we adjourn.

PRESIDENT GRAHAM: It has been moved and seconded that we adjourned. Unanimously carried. The meeting is adjourned.

[The meeting adjourned at four-twenty o'clock.]
