

Jan. 1952  
Ex. Bd.

PROCEEDINGS

MEETING WITH DIVISION REPRESENTATIVES

AMERICAN LIBRARY ASSOCIATION

January 30, 1952  
Edgewater Beach Hotel  
Chicago

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EXECUTIVE BOARD

Wednesday Evening, January 30, 1952

The Executive Board of the American Library Association convened at 7 p.m., Mrs. Loleta D. Fyan, President, presiding.

PRESIDENT FYAN: We have a lot to talk about this evening, and this room has to be used by another group later this evening, so we will begin promptly.

In talking about this meeting, a few of us on the Executive Board and Mr. Clift and I, it seemed to us that we have just one objective. We have had one such meeting of the Executive Board and representatives of divisions, which was held last July, the first one for many years. Certain problems were brought out. We didn't get very far. Now we are trying it again.

As we mentioned this afternoon, we are in a stage of reorganization. We have to pull out the problems and clarify them, and then start to work on them. It seems quite conceivable to us that perhaps we won't come to any decisions tonight; perhaps about all we will do will be to bring out problems and decide the way in which we are going to solve them, through committee work or whatever you want to do. It also is conceivable that some problems which you may have on your minds we can solve tonight.

Perhaps the first objective this evening might be to

list the problems that need adjusting and readjusting between the divisions and ALA itself. Does anyone want to start off?

MR. ELLSWORTH: Some of the problems of ACRL seem to me to be few in number, if not in difficulties within the number. I just finished, a year ago, a long term on the ALA Executive Board, and I think I have not forgotten how it comes about that problems look very different when you consider them from the point of view of the ALA Board and from the point of view of a division.

As I understand it, the ACRL problem is a very simple one, namely, that the 60:40 split formula, a figure of speech, whatever you might call it, was tried by ACRL or on ACRL, however you look at it [laughter], and that it did tend last year to give ACRL somewhat less money than the old relationship gave ACRL. As things stand this year, the Association stands to lose considerably more than the \$1,600 that it dropped last year.

ACRL, of course, is notorious for being self-sacrificing and self-effacing, and all that sort of thing [laughter], but the margin represented by this actual and potential loss is serious to the organization's work, and the organization, therefore, is concerned about what may happen this coming year.

The organization has not lost all shades of individual opinions within it, ranging, as many of you know, from one

extreme to the other. It seems to me the organization ought to have some kind of assurance--at least for psychological purposes, if not for budgetary purposes--toward the end of this meeting, as to the manner in which the potential increase in revenue from the new dues will be applied.

There are various ways we could look at this division of funds, and I suppose the one that would be best for ACRL itself would be to suggest that it go back to the pre-60:40 arrangement, because obviously that gave ACRL more income than the other one did.

But that is looking at the problem purely from the point of view of the Association itself as one of the ALA divisions. The organization officers are not inclined to think that that is the only way to look at its problems. I believe that is a fair statement, if I may speak as the president for the Executive Board.

A peculiar kind of spirit of reasonableness does exist in the organization, mixed in with a certain amount of good, old-fashioned toughness, if you please. I think, however, it would be fair to say that we would like to have some specific formula left as a compromise, which would give the members of the Association--and, indeed, of all the associations--the kind of assurance that I think they need in this rather difficult period.

What that formula would be like, I don't know.

I think Mr. Hamlin and I were talking about something like this: Nobody knows how much income ALA is going to get additionally out of the raise in dues, if any; but if that amount should be sizable, say, something over \$5,000 to \$10,000, then some formula that would divide the extra income on a 50:50 basis between the central ALA and the divisions, and then that 50 per cent that goes to the divisions be apportioned among the divisions according to some kind of arbitrary formula, that probably would be the best way of handling the problem in terms of the psychological attitudes of the divisional memberships toward the whole problem, because no matter what one thinks about it in a budgetary sense, the psychological side of it is a very important factor, and I guess all of us who are out in the field know that.

Let me summarize by saying, then, that I think it is the ACRL's position that the 60:40 formula has hurt the Association financially, to the tune last year of some \$1,600 and potentially this year up to close to \$3,000. If we were looking at the problem selfishly we would prefer to go back to the old formula. However, since we consider ourselves a division of ALA, we probably would make some kind of compromise in terms of the additional revenue which seems to be in order. I made a suggestion as to how that might be done.

That is about all we have to say. Mr. Hamlin, as executive secretary, might want to add more.

PRESIDENT FYAN: Before we get into a full-scale discussion of this, I see that you all have the proposed agenda before you. Would you be willing to take five or ten minutes to check on the problems? Are all of the problems listed here, or are there others? Would it be worth while for us to have some agreement as to the number of problems and what they are, or would you rather go right into a discussion of these?

MR. PORRO: May I suggest that we settle this and then go to the next point?

PRESIDENT FYAN: Is that the opinion of the group? It seems to be. What about the reactions of the other divisions on the question of financial support?

MR. GRAHAM: I think what Mr. Porro meant was that we should clarify this right now.

MR. PORRO: Clarify it among the other divisions.

MR. GRAHAM: And the statement, which the Executive Board has.

PRESIDENT FYAN: We have had a little preliminary discussion in the Executive Board--not very much, but perhaps there is a kernel of an idea here.

MR. CLIFT: The Executive Board considered this at its meeting on Monday, and this is an extract from the minutes of that meeting:

"The Executive Secretary explained the necessity for a decision on divisional financial relations. He reported that

all of the divisions had agreed last fall to the 60:40 formula, with the exception of ACRL, which Division agreed to it tentatively and said it would not hold in the event the new scale was passed. That acceptance on the part of ACRL has been negated.

"It was recommended that we continue for this year under the present tentative financial formula, and see what happens by the end of the year, when we will have statistics upon which to base consideration for a changed formula. At the end of the year, if ACRL's income from this source is out of proportion with that of the divisions, the Executive Board would consider some method which would equitably turn back part of this increased income to the divisions."

PRESIDENT FYAN: I think another matter of fact that was brought out in the Executive Board is that of course we have no way of knowing what the new dues scale is going to do this year. It may bring in more funds and it may bring in less. That is one of the facts before us.

MR. BRIGHAM: There is one additional point on the new dues scale: The results of this first year may be no index of the results of the second and third year, and therefore any decision reached at the end of this year might have to be modified again as the new dues scale becomes established.

MR. CLIFT: It is difficult to tell how much experience we will need, but we certainly will have more at the end

of the year than we now have.

**MISS CHASE:** We discussed this quite a bit at our meeting of the Division of Libraries for Children and Young People. Very few of our members are in a salary scale or even in a position to be affected very much by it, but after all we might anticipate some day that some children's librarian might have a higher salary [laughter], and we don't want to have the scale such that we would be cutting off our nose to spite our face, in the fact that ACRL might get more money now. After all, we might get more money, too, if it is changed.

We have drawn up the following resolution which we would like to present to the Executive Board of the ALA:

"It is recommended to the ALA Executive Board that the formula for division allotments be reviewed before the annual conference in New York, considering the possibility of increasing the divisions' share of the ALA's higher dues, after a study has been made of the income received in the first five months of the current membership year."

That would give you time, and it also would go along with the resolution just read.

**PRESIDENT FYAN:** Those are two very close ideas. How do the other divisions feel?

**MR. BRIGHAM:** May I raise one question? I think this whole business of 60:40 was based on an understanding that

the Executive Board reached, that has never been fully communicated to the divisions, namely, the intention back of the 60:40 plan which would help us to form a proper attitude as to what should be done that is good for the ALA as a whole as well as for divisions.

It seemed to me that the 60:40 plan was largely a mathematical computation at a time that seemed workable at that time. What was the real purpose back of that in terms of distributing responsibility as between the Executive Board and the divisions, and what kind of responsibilities would be distributed that would be helpful both to the divisions and to ALA? I don't know how you can get at that, but I do think it is an element in the final decision.

PRESIDENT FYAN: That is, what do we want to do as an Association as a whole, and what do we want to do as divisions in the whole program? It sounds like state and federal relations, doesn't it. What do you think?

MR. GRAHAM: Madam President, I would like to suggest that Mr. Brigham, as a former acting Executive Secretary of the ALA, might have something to contribute on this point.

MR. BRIGHAM: All of this happened after my small effort in that capacity, so I have felt quite ignorant of the very point I raise. That is why I think others may feel the same way, and it would be good to get our thinking together.

MISS HAZEL DEAN: We feel quite happy at the present

arrangement, and certainly would hate to go back to the original arrangement. I can't tell you very much about why we feel this way, but perhaps our executive secretary and treasurer could tell you.

MR. EDWIN COLBURN: I expect that most of you know that prior to the past fiscal year of the ALA, the Division of Cataloging and Classification was on the 20 per cent basis, and since we had no officers at ALA headquarters, and therefore had no support for them, our income was relatively small.

We are now receiving more than three times as much as we did under the old allotment, because instead of getting 20 per cent we are getting 60 per cent, with the limitations concerning the \$3 memberships. It is, of course, much better for us.

Concerning the Division, we do not want to get more than our share, but we do want to get our fair share. I think in general the Division of Cataloging and Classification would support the suggestion made by Mr. Ellsworth, of ACRL.

MR. ST. JOHN: May I try to partially answer Mr. Brigham's question? As I remember the discussion on this question in the Executive Board, all of us (most of the members of the Executive Board) are members of two or three different divisions, and the general feeling was that we had so much money to perform a service for librarianship in the country, and that one of the ways of doing it, as pointed out by the Fourth

Activities Committee, was through a division setup. To have a division setup, obviously, you must have money to run that division. There were certain overlapping functions which had to be carried on by a central headquarters, and in order to run a central headquarters and to provide those functions to all divisions, you had to have a certain amount of money.

As a member of an executive board of a division, I obviously feel that that Division should have its fair share of the money that comes in.

Above all, I think it was the consensus of opinion of the Executive Board members (and I think it has been of the more reasonable members of the Association with whom I have spoken) that the ultimate aim that all of us are trying to reach is the best expenditure of funds with the least overlapping of functions that we can perform, so that we spend our dollars to the greatest advantage.

We realize that in setting up a 60:40, as Mr. Brigham said, and also Mr. Ellsworth, we were setting up on a trial basis. We didn't know whether 60:40 would work out. On the other hand, you must have experience of more than one year; and certainly, as we look forward to what this change in dues is going to do, none of us knows whether it is going to be less or more.

Will the divisions be willing to cut in case the general dues are more, as well as get more? So far tonight we

have heard mostly about getting fair shares, or getting more than what we are getting now, and so on, which does not seem to be the right approach.

I think all of us are interested in benefit to librarianship. Our dues are small, even under the new scale, as compared with most national associations. Consequently, we should all meet here as a reasonable group, not for our own particular special interest but for the over-all interest of librarianship.

I suspect--and here I am being personal rather than being a member of the Executive Board, although I think I may speak for most of them--that most of us feel that eventually there may have to be a reconsideration of the functions that are carried on by central headquarters and by the different divisions, to make sure that we are not spending the same money in two or three places, and not getting our dollar's worth. After all, the dollar's worth comes from an individual, and that individual isn't limited to just one division. It may be two, three or four, and some of us more than that. We want to think of the over-all pattern rather than of the particular groups we represent at this meeting.

PRESIDENT FYAN: I wonder if it would help to bring out another matter of fact: Isn't it correct that the various divisions are in different stages in regard to whether you have had a year's experience or other experience with the 60:40?

MISS CHASE: That is why we suggested it have a five-month trial. I don't think we as a Division know yet from the income what difference it is going to make. We don't think that anybody at headquarters can tell us until at least a five- or six-month period, until the dues start coming in. I don't think they can be revised until headquarters knows.

MR. ELLSWORTH: Mrs. Ryan, I think Mr. St. John's point of view will be accepted 100 per cent by everybody in the ACRL Division and, I am sure, in all the other divisions. Also, he recognized what I called the psychological side of this problem, which is somewhat distinct from the budgetary side, and I believe the ALA Executive Board ought to recognize that, too, in another way.

This is a transitional period. The ALA membership is not convinced yet that, shall we call them, the central forces have emerged with any clarity, and that services rendered, so to speak, are moving along in a positive direction. I believe, if I know the membership, they are worried and disturbed, as is the Executive Board, about that matter. It was to preserve or rather to lessen the sense of disturbance on the part of the membership on this point that I thought some kind of formula would really do the most good from the point of view of the over-all ALA picture and the divisions.

Also, of course, it would follow that if it applies in an upward direction it would apply also in a negative

direction. The mere presence of a formula at this moment, I think, would demonstrate to the membership of ALA a certain attitude which I believe would be well to pay attention to. I can't believe it would interfere in spirit or in action with the point of view that Mr. St. John presented, but I believe it would sort of calm things among the membership to have that done.

If it would have the effect of interfering with either the point of view or the budgetary considerations, represented by what Francis said, then I would be inclined to favor that. It would be my guess, and the guess of those of our group, that it would be very helpful from both points of view to do that, and I think it wouldn't hurt at all in preserving the precautions that the Board is interested in preserving at this moment. I may be wrong about that.

PRESIDENT FYAN: Mr. Weins, will you give us the picture in regard to the different divisions?

MR. WEINS: As a matter of factual transfer of cash, ACRL is the only Division that has had one year's experience under the new formula. The only other Division that was partly on it was the Division of Cataloging and Classification, which was partially under it.

It was agreed that the Executive Board would appropriate a certain amount of cash from the general endowment, and that the DCC itself would contribute a like amount from its

residue of cash, to bring a budget from the standpoint of DCC into force, which would bring their budget up to what they might have received had it been on the formula in a particular period; that is, for the same period that ACRL got a total amount of money.

Actually, we did not transfer some \$7,000 to the Division of Cataloging and Classification, which we would have done had we been able budgetarily to apportion funds from the general ALA budget. That may not be clear. ACRL was the only Division completely under it in terms of the present.

I might add something to the original concept of the plan: I think one of the features was to distribute proportionately among the divisions a certain amount of money. That, we thought, ran between (in direct and indirect services and actual transfer of cash under the old 20 per cent allotment formula) an amount somewhere between \$55,000 and \$60,000. Actually, if all divisions last year had been under that formula they would have divided proportionately among themselves, on the basis of the 60:40 formula, so-called, a proportionate amount of that money.

The point particularly, I believe, was clarified by Mr. Colburn when he said that DCC had received three times as much as they had in the past, which indicated that they proportionately were getting that much less than was due them under an equitable (assuming it is equitable) distribution of

money.

MR. HAMLIN: Even though the other divisions were not on the formula last year, the figures exist for what they would have gotten had they been on the formula; am I right about that?

MR. WEINS: That is right.

MR. HAMLIN: I might comment that the figures for the total amount going to all the divisions, had all the divisions been under the formula last year, was slightly less than 50 per cent of all the regular membership funds received by ALA, or \$58,000 of approximately \$123,000.

MR. WEINS: Assuming (and this is fairly accurate) about \$121,000 coming from regular dues, both annual, institutional and personal--I am not talking about special membership dues nor am I talking about life membership dues--\$121,000 is about the figure of ALA's income from membership dues specifically. If the divisions were all under that 60:40 formula, of the \$121,000 they would have gotten \$58,500, which is slightly under 50 per cent.

Now, on the other hand, probably 10 to 12 per cent of the members of ALA do not make any divisional selection at all. If you say the average dues are \$6 per member, and you have 10 per cent of membership--(\$12,000, \$150,000)--you say actually that the members of all divisions of ALA pay in about \$108,000 in dues; then \$58,000 of that amount would go to the divisions, which is somewhat more than 50 per cent; maybe it

is 55 per cent.

MR. ST. JOHN: May I add one point to that? There are quite a number of members of ALA (and I happen to be one of them) who for many years have paid a larger amount-- a contributing membership, or something of that sort; so, the difference between what would normally be taken out for dues, and the other, could go to a central headquarters rather than to divisions. I, for one, would certainly not want to continue a contributing membership if I felt it had to be divided into divisions, when I feel very strongly (from being personally connected with it) that it is needed in the central headquarters. The 50 per cent seems to be a fair average.

PRESIDENT FYAN: I wonder if some of the people here have questions. We have talked about a 60:40 division of dues, and now we come along with a 50 per cent division. Actually, what happens is that it is a 50 per cent division; right? Will you explain?

MR. WEINS: Actually, as we all know, the formula is not 60:40; it is 20 per cent of \$3 members and 60 per cent of all members up to \$10, with the top limit per membership of \$6. In the aggregate it isn't a 60 per cent distribution between ALA and its constituent parts.

PRESIDENT FYAN: It works out to closer to 50 per cent.

MR. WEINS: Yes, although 20 per cent of \$3 is only

60 cents, which is considerably less.

MR. BRIGHAM: I think the resolution which Mr. Clift read as coming from the Executive Board offers the happy answer for the purposes of this meeting.

MR. GRAHAM: Madam President, may we have it read again, please?

MR. CLIFT: "The Executive Secretary explained the necessity for decision on division financial relations. He reported that ACRL accepted the 60:40 formula only in the event the dues scale remains as it was last year. Therefore, they have notified their acceptance. It was recommended that ALA continue for this year under the present tentative national formula and see what happens at the end of the year, when we will have statistics on which to base our consideration for a changed formula. At the end of the year, if ALA's income from this source is out of proportion with that of the divisions, the Executive Board should probably consider some method which would equitably turn back part of this increased income to the divisions."

PRESIDENT FYAN: The "end of the year" is the end of August?

MR. CLIFT: That is correct.

MR. HAMLIN: May I ask for one or two interpretations: Do you interpret that to mean that part of the income for 1951-1952, if out of proportion, would be turned back to the

divisions? You would plan to turn back some of the 1951-1952 income to the divisions, or would you plan for 1952+1953?

MR. CLIFT: This was planned for 1951-1952, the year in which the income is affected by the new dues scale.

MR. HAMLIN: The end of the year comes after we have made our budgets for 1952-1953 in the divisions. Will we have information on which to base our 1952-1953 budgets?

MR. CLIFT: You will have as much information as the ALA will have on which to base its budget. [Laughter] What I mean, Arthur, is that we have to make estimates early--around June.

PRESIDENT FYAN: Have we heard from all the divisions? We want to know what your problems are financially in relation to this.

Do you wish to do anything about this suggestion from the Executive Board?

MR. GRAHAM: Madam President, is it logical for me to point out that the Executive Board has been very conscious of the problems of the divisions, and that due to this consciousness it has appropriated, from capital endowment, funds to sustain several divisions in their activities?

PRESIDENT FYAN: That is right. Does the AASL have a different kind of problem?

MISS MARTIN: I haven't spoken because I don't believe we have any contribution to make to this discussion.

I don't think we know yet how the formula is going to work in our Division. As you say, we do have subsidies, so I don't believe we are in a position to express our opinion about it.

Do you have anything to add, Miss Keith?

MISS KEITH: Nothing.

MISS CHASE: May I move that we accept the resolution that the Executive Board has drawn up.

MR. BRIGHAM: I will second that motion.

That carries two implications, does it not? As I recall the wording, it covers discovery of a disproportionate amount of money between the ALA and divisions, which would mean (a) a possible sharing with the divisions; (b) a recalculation of the formula; right?

MR. CLIFT: Possible recalculation of the formula if there is sufficient experience.

MR. BRIGHAM: For the next year?

MR. CLIFT: That is correct, sir.

PRESIDENT FYAN: Does this adequately cover it if we come out with a deficit? Do you wish to discuss the motion further? Are you ready to vote?

MR. SAVERANCE: Is this a vote of the Executive Board?

PRESIDENT FYAN: No; this is a vote of this meeting.

MR. CLIFT: It is the sense of the Executive Board in relation to this suggestion.

MISS DEAN: The word "probably" bothers me.

MR. MUNN: "The Executive Board should probably consider..." I would think the acceptance by the Executive Board, in a sense, would eliminate the word "probably". I believe it was the intent of the Board to accept this suggestion.

PRESIDENT FYAN: Do you want to hear the motion read again? Are you ready for the question?

[The motion was put to a vote and was carried unap-  
mously.]

PRESIDENT FYAN: Is there anything else on finances, or should we move now to item No. 2?

MR. MUNN: May I say just one word about finances? As I travel around I hear considerable dissatisfaction expressed by some of the members about the raise in the dues scale and how it came about; and if that dissatisfaction is expressed by people who are interested enough in ALA to appear at this meeting, I suspect that perhaps there is even a greater degree of dissatisfaction among the membership-at-large.

I would like to ask the divisions if they are prepared to accept the decision, even though it was a minority of the membership. I think it is highly important that we all make efforts to do what one might call a "selling job" of it, because it seems to me one of the most important factors that people don't think about is that comparable professional associations, like the social workers and the engineering people and a lot of others, pay much higher dues. Perhaps some infor-

mation on what they do pay might help in such a campaign.

I feel very strongly that we have a profession to uphold; and a few dollars in additional dues, when everything else is going up, ought not cause a large falling off in membership. I feel that this is a trend which exists in everything else. I realize that some people have to belong to a lot of other organizations, and so on. It seems to me if you are a loyal member of ALA you will accept this decision and will make the most of it.

MISS KEITH: May I speak? I am not speaking from my group or with the authority of the group, but I do want to say that, based upon the opinions I have heard from people in our part of the country--Denver, a sparsely settled area--there is much feeling against the way the vote was taken. I think we would find it much easier to sell the new dues if they felt the voting had been a little better publicized, and if it had been presented better in the Bulletin. It would have been inevitable that more people would have seen and used the ballot.

MR. GRAHAM: A question for information: Is this the first time that a raise in dues for the membership was given to the members calling for a vote by mail?

MR. CLIFT: Will you repeat your question, sir?

MR. GRAHAM: In times past, when we have raised our dues, was it not done at midwinter or at an annual meeting? Was this the first time we voted that we would subject this

decision to the membership for a mail vote?

MR. CLIFT: This is the first time that the entire membership has had an opportunity to vote on a change in dues.

MR. GRAHAM: Thank you; that was the point I wanted brought out.

MR. MUNN: May I make one comment in connection with the way in which it was done: I think it was pointed out at the Council meeting today that the method was in accordance with the Constitution--with at least a permissive statement in the Constitution.

MISS KEITH: We were not questioning its constitutionality. We were simply feeling that it was not placed in the Bulletin in such a way that it was inevitable that busy people would see it.

These points have been brought up: It could have had some sort of flier on the front, or some sort of statement. It could have been stated as such in the Table of Contents. It could have been centered on the page. I don't believe it would have been contrary to any mailing edicts. It could have had a center spread in color.

One thing that several people brought up was that we would have ruined the copy for filing purposes. We are just not used to cutting things out. [Laughter]

MR. ST. JOHN: I hate to lose sight of the two very important points that have been brought out in certain parts of

this discussion: First, that the vote has been taken, and unless we go back and do the whole thing over in some other way, we have to go along with it. As Mr. Munn said, whether we personally like it or not, there were approximately 1,000 members who did vote for it.

The second point was brought out by Mr. Graham, which was the point Mr. Clift answered, who said it was the first time a mail vote had been carried out.

We must remember that when Council meetings vote on such things, or when there is a vote of a membership meeting either at a midwinter or at a national annual meeting, the votes on very important questions represent a much smaller proportion to the total number than the numbers we have now. We have it, whether we like it or not, and unless we have enough people who feel strongly enough about it to bring it up for another vote,--well, Mr. Munn has a real point: It is here; other associations do it, so let's forget about whether it was done correctly or incorrectly.

I know a lot of us feel very strongly about that part of it. However, we do have an Association to put forward, and consequently unless we who are the leaders in the profession can answer the questions that come to us, there is bound to be a good deal of dissatisfaction.

**MISS MacBEAN:** I feel that the statement Mr. Munn just made--may I put it this way: As long as there is this

feeling about the dues, with such a small proportionate vote being taken of the total membership, and when Mr. Munn says that other organizations have increased dues, whether by vote of the membership or by their executive or administrative board action, I think publicity now needs to be brought out in the Bulletin about these other organizations that have increased their dues. It may impart a little easier or more comfortable feeling about this matter for many, many people within our Association.

I know that in the American Association of School Librarians we face a really critical situation in collecting these dues, which of course was brought out in the Council meeting last summer. We tried hard at that time; I even spoke from the floor about it. It is not only one organization in the NEA that most school people have to belong to, but there are several, and the dues in the educational organizations have not been increased.

If it is true that other professional organizations and agencies supported by public funds, such as all of our institutions are, for the most part, have had dues increases like this, then I believe it deserves publicity.

MR. DOWNS: As a point along this line, there was a meeting here about two weeks ago, of the National Association of Building and Loan Organizations. A friend of mine is a member, and he said that the registration fee was \$25, and if

the members brought their wives they had to pay \$20 for their wives. [Laughter]

MR. CLIFT: I would like to interject that this is a very happy time for you to make suggestions about such things going into the Bulletin, because the new Editor of the ALA Bulletin, Mr. Richardson, is here. Stand up, Ray, so they can bring copy to you. [Laughter and Applause]

I also hope that in going after dues and making explanations and doing some public relations work, some money can be made available this year to the Membership Committee so that they can do some public relations work and some publicity. I am fearful it will be a small amount.

MR. CONEY: Madam President, this matter of publicity is excellent. However, I hope that when comparisons are made, ALA will be compared with associations composed of people earning approximately the same annual salaries.

Mention was made tonight of an engineers' organization. I don't believe that is a fair comparison. I believe the federal figures rank us with hospital dieticians as far as salary comparisons are concerned.

I would like to see that principle applied when this comparison is published.

MR. BRIGHAM: Remember, there are a large number of engineers, Don, who are state employees, and there may be a closer comparison between them and us than we might realize.

MR. CONEY: Mr. Brigham, all I want to know is whether the comparisons that are made between institutions are comparisons of people earning the same average salary. I believe that federal figures on this matter are available.

MISS SHENK: The average nurse in the State of Washington this year paid \$30 a year in dues, \$17 of which stayed in the State and \$13 went to the national organization. I don't think that is very much different from a librarian.

MR. WEINS: My wife happens to be a nurse, and her dues are \$17 without reference at all to any salary.

MR. ELLSWORTH: I would like to say a word about the other side of the problem. The practicing librarian, who does not hold office and who does not have access to the facts this group does, is confronted right now with the following picture: They can see that their own division and the other divisions within ALA are organizing themselves and are moving forward in a manner that is fairly clear, but it seems to them as though the headquarters side of things is falling apart rather seriously. I believe it would be fair to say the situation is no better, if not worse.

I believe that fact needs to be reckoned with by the Board and the editors and the new President--and you, too, Mrs. Fyan. If there is to be any assurance and optimistic point of view on the part of the members toward ALA, steps will have to be taken rather quickly to give the members some

assurance that there is going to be some connection between the income resulting from the new dues and the declining situation at headquarters; otherwise, I am guessing they will be very reluctant to see their increased dues money put into something that is getting worse and worse all the time. I believe that calls for rather heroic public relations measures on the part of the officers and the Board itself, because if the situation continues as it is now, for another year, I would look for a rather wide-scale rebellion and pulling apart of the divisions. I don't think there is very much time left in which to recapture the ground lost.

MR. GRAHAM: In answer to Mr. Ellsworth, I would like to state that the resolution which was before us was to give us one year--the rest of this year--to determine whether or not we are falling apart. It is my optimistic opinion that we are no longer falling apart. [Applause]

MR. PORRO: For those of you who don't know who I am, I am a Trustee. [Laughter]

PRESIDENT FYAN: And member of the Executive Board.

MR. PORRO: I owe much of my training in librarianship to the many fine friends I have among the librarians. I have devoted a good deal of my time and personal money not only to the library at home, but to this national organization. I don't believe it is falling apart.

I belong to the American Chemical Society. You have

been talking about dues! We pay \$40 a year. I am not telling you what I pay to the ALA because that is my own personal affair. I feel very strongly that we should have a very strong central ALA as well as strong divisions, and I sincerely am working toward that end.

I am not a librarian. I haven't any axe to grind. I haven't any salary to worry about. The only thing I have to worry about is seeing that you people get salaries in my own district, or nationally if I can do it.

Please don't get the idea that we are falling apart. Let's either all pull together or let's pull apart. I think we should all pull together. I am putting my time into this organization. I respect this organization; I like it; I enjoy it, and you are a wonderful group of people, otherwise I would not give to it the time I do. Nobody is paying a salary to me while I am here, I assure you of that. My expenses that are paid by the city of Tacoma are bare expenses, and I assure you I have others that cost a great deal more. That's my business, too. [Laughter]

PRESIDENT FYAN: I believe Mr. Ellsworth has made very serious charges, and we should hear the attitude of all the divisions in regard to it.

MR. GRAHAM: Seriously, Madam President, I would like to recommend to this group that we go on record expressing a very grave and serious appreciation for a man like Tom Porro, who has worked for our Association so well. [Applause]

I might also say he is an honorary citizen of the city of Louisville, Kentucky, and he has a Key to prove it. [Laughter]

PRESIDENT FYAN: Passed by acclamation, Mr. Porro.

Certainly the Executive Board reflects no such attitude as Mr. Ellsworth describes. Do the rest of you feel the same--that the ALA as a whole is in such a serious situation? If you do, then I think we should know it.

MISS DEAN: I don't understand just what he has in mind.

MR. ELLSWORTH: I am sorry. I didn't make my point at all. I merely mean that the members I know are worried about this situation, and I don't think they have been and are getting the kind of assurance from the central forces that things are coming along. If you read the statements in the Bulletin as I have, very carefully, or if you read anything that any of you are saying, the member isn't getting from you the kind of assurance that he ought to be getting right now to carry him through this transition period. That is really all I meant. I didn't mean the ALA the way you stated it. I am just asking for more statements of positive fact.

MISS MARTIN: If we are making suggestions for the Bulletin, I certainly would say that another kind of publicity would be more about what is available from the headquarters staff in the way of what each member of the staff does. That kind of information could be put in the Bulletin more

often than it has been--merely a statement of the services, and actual instances, and that sort of thing. I believe that would help.

MR. CLIFT: Just one more word concerning the Bulletin. For many reasons I am hoping we will have increased income from the new dues scale and other sources, to help in strengthening and improving and enlarging a number of services we are trying to do now, and doing inadequately in many ways. First in my mind is the Bulletin. I feel very strongly that the Bulletin needs to be better supported so that it can be an approved and improved organ of communication, which it is starved out of being at the present time. I hope we can definitely do something about that.

MISS MacFADDEN: I am a little concerned about one thing. The Bulletin is one organ; but, as far as I know, every division also has its bulletin, and I don't think information should come entirely from the top. Information should come from the bottom, as to what the ALA is doing. The whole load of publicizing anything at ALA does not fall entirely upon the Bulletin.

It seems to me that if every division gets back of this, and is as fair in publicizing ALA and what it does as it is its own activities, you will have another argument that is more important than your Bulletin.

MR. MUNN: I would like to see almost immediately

an article in the Bulletin--and perhaps some of the division publications might like to do a similar thing--that is, something entitled, "Are You Proud of Your Profession?" That is just a suggestion, to point out to the membership-at-large that they don't support the ALA so much for what they get out of it personally, or even what their own library gets out of it, as because they believe in the profession, and that the Association is a symbol of the importance of the profession. Put a little touch of emotion into it, if you like. I also think it is very important to make some comparisons, as Mr. Coney suggests, with associations made up of people receiving similar salaries.

There is one other factor in connection with school-teachers that make a little different situation. There are so many more of them that the small amount from a large group of people adds up to a great deal more money than we get; and the size of the profession and the number of people in it also is an important factor.

I hope it is the sense of the meeting tonight that we will all favor it, hoping to defend our dues scale from now on.

MR. GRAHAM: Just so this meeting will have a sour note now and then, I arise now to ask if the American Association of School Librarians is about to be in the same position that ACRL used to be in. [Laughter] Is Louisville so differ-

ent? Any time the Board of Education wants to take a librarian away from me, they can do it, because the Board of Education always pays better salaries than I can afford to pay. I am wondering about this poor American Association of School Librarians, the members of which always make more salary than the average librarian in a public library. [Laughter]

MISS MacBEAN: May I speak to that? Those of us who are in large municipalities, true, get good salaries; but in the rank and file of school librarians all over the country, from whom we should build a strong national organization, you will find that in towns and small areas there is one person on the faculty. She is the only librarian; she doesn't have a staff of people within her own profession; and it is not only the NEA, as far as that goes, but there are so many organizations educationally within the NEA that she oftentimes is asked to belong to. It is that small librarian we are speaking of. You compare salaries in towns in Kentucky--

MR. GRAHAM: What does she get, Della?

MISS MacBEAN: You will find that in Kentucky there are many school librarians and teachers whose salaries are around \$3,000.

MR. GRAHAM: Professional employees in the Louisville Public Library are started at \$2,600, and I don't have many takers.

MISS MacBEAN: I don't have the figures at hand, but I do know that as far as salaries of teachers, and so on, in many communities are concerned, they are no higher than the salaries in the public library. It isn't true in Chicago or in Denver. It is true that we have good salary schedules for teachers.

MISS KEITH: Mrs. Fyan, may I address this answer to Mr. Graham: I want to remind you that I was not speaking for the American Association of School Librarians when I answered Mr. Munn, who asked for information. If the ACRL would feel that I am just a "natural" for them, maybe we can work it out together. I wasn't speaking for the group when I made that protest.

MR. PORRO: Madam President, the hour is getting late and our agenda is not covered. I suggest we move along.

PRESIDENT FYAN: Have you any other suggestions for the Bulletin?

MR. DOWNS: Could we clarify a point that was discussed in the Executive Board the other evening, about articles originating by the divisions or being approved by the divisions? There is some doubt as to whether that is a standing policy, or not.

PRESIDENT FYAN: Would you like to speak to that again, Mr. Tauber?

MR. TAUBER: I was just speaking for the research

libraries. I suppose it is true also for the general Cataloging and Classification Division and possibly for other group bulletins, that we have as a standing rule the policy of articles originating at meetings of ACRL being sifted. However, I have not read every article about every meeting of ACRL. I believe it is generally understood that the selection of articles by ACRL in the long run would make it possible for the Journal to develop a sufficient number of articles and to select those articles which we feel would be of benefit to the members of ACRL. I suppose in the long run some harm to the Bulletin would be effected, which must either take the leavings or not get anything.

MR. MUNN: What do you mean? Do you think you have a priority?

MR. TAUBER: There is no formality in regard to that, Don; but I believe as far as the organizers of programs are concerned, they are desirous of having as many of their papers presented in C&RL. In the long run that has made C&RL the publication it has become, whether good or bad.

MISS DEAN: We feel the same way.

MR. ELLSWORTH: What is the point? I don't understand.

MR. TAUBER: The point is that it has some effect on the items which clear in the ALA Bulletin. We have included articles in C&RL which probably, if they had been in

the ALA Bulletin, would have been of interest to a wider group, and possibly would have made the ALA Bulletin a stronger journal. That is the point.

MRS. SHENK: I would like to agree to that. Public librarians need to know more about what is appearing in C&RL, and in Cataloging and Classification. If we are going to build a strong, unified organization, why should we have all these little differentiations between the sections and the divisions? While we want division publications, let's build first for a general understanding of common problems.

I am missing something because I don't subscribe to C&RL, and I never see C&RL because I read public library publications. If I read something in the ALA Bulletin about C&RL I will be a better member of ALA, and will have more understanding of college and reference problems.

The same thing is true of children's work. I hope the rest of the profession will feel the same about public libraries.

PRESIDENT FYAN: Have we had any effort whatever made to coordinate the various publications?

MISS CHASE: We have had some discussion, and today I was talking to Mr. Sealock. We have proposed that we have an interchange of items from the Top of the News and from Public Libraries so that the public Libraries bulletin would have information in it from the division of libraries, and

they in turn would have a chance to put news in our Topic News.

MR. ST. JOHN: Madam President, may I suggest that the incoming new Editor of the Bulletin make an effort to get together with the editors of the various division publications and work out some system whereby the greatest good to all the members will be best served? Let's leave it up to the intelligent people in each case to think of the over-all rather than the specific.

PRESIDENT FYAN: I believe we have an Editors' Round Table, do we not?

MR. ST. JOHN: That is a little different. This is a relatively small group of pretty intelligent people who can get together and take up this problem on the basis of what we have talked about tonight, and they can work out a plan that will be good for all of us.

MR. BRIGHAM: May I extend that a little further? In the area of what we call public relations we have identically the same problem. The Public Libraries Division is interested in doing something that will give the public a better understanding of libraries. The ALA is interested in that. ALA's general public relations are a concern of the Public Libraries Division. What the Public Libraries Bulletin does is the concern of the ALA general office and the Board. We have that same need to coordinate activities in the field

of public relations.

Also, we have it in the case of the promotion of membership. What the ALA Membership Committee is doing, with its regional and state organizations, is directly related to what the divisions are talking about and promoting in divisional memberships in the states and regions.

This whole business of coordinating those activities that do have the general interests of the ALA at their center, and the immediate interests of the divisions also at their center, is alike. I believe the whole thing is an administrative affair as well as a question of policy.

**PRESIDENT FYAN:** Since we have only about seven minutes left, I am going to ask whether there is some means by which we can push forward some of these things between now and July, when we might have another meeting of this sort.

**MR. GRAHAM:** Madam President, would the new Assistant or Associate Executive Secretary, whom we hope to hire, be a person who could pull these things together? I am asking the present Executive Secretary. Do you understand what I mean, Dave?

**MR. CLIFT:** I think you are asking whether the new Associate Executive Secretary could be given some responsibilities and duties in this connection; right? Let me say that I don't know whether it should be the Executive Secretary or the Associate Executive Secretary--but one of us will do it.

PRESIDENT FYAN: Do you mean coordination between divisions and ALA as a whole?

MR. CLIFT: That's right.

MR. ELLSWORTH: There is a point of thought and talk that I wish could be indulged in a little more. It relates to the question of unity. The unity in the library profession in recent years has been sought in terms of the national organization and its problems. That's all right--but that is sort of a remote-control business. If we could somehow or other divert attention to the fact that the university in a state is populated by students who have come through the school system, where there are either poor or good school libraries, and the ability of the university to do its job depends upon the stability and strength of those school libraries, and if somehow or other we could get ourselves to think about the facts of librarianship as they are in the field, none of us would have any difficulty in seeing where the elements of unity lie. Instead, we talk too much about it in terms of ALA and its problems.

The by-product of the true fact would be simply what happens to the organization if we could get our minds on the elements of unity and interdependence in the field. That is where I think much talk could come in the Bulletin and from the central forces.

MR. ST. JOHN: Madam Chairman, now that we have had

the agreement of the Association of College and Research Librarians, I believe they should give us unanimous approval and let's move to the next subject.

PRESIDENT FYAN: Is there anything we can do to get at some of these problems we have only touched on--and others we haven't touched on--between now and July?

MR. ST. JOHN: Aren't there a couple of other items on the agenda that touch upon that very closely? That is what I would suggest we get into. We have the means for both of these, Mrs. Fyan. If you have only seven minutes left, as far as the Bulletin part of it is concerned, you have a setup with the new editor of the Bulletin. As far as the other problems are concerned, we are delegating them to Mr. Clift or whoever he wants to delegate them to, to bring together the various heads and to put it on a production basis rather than an organization basis, as Ralph Ellsworth suggested.

It would seem to me that the last two items on the agenda would be very important in this regard, as well as further discussion.

PRESIDENT FYAN: There are four items we have not touched upon. One is the relationship between ALA and divisional boards and committees. Mr. Brigham suggested we have the same committee in each division, and that we may need to change the structure and also the program.

The next item is administrative responsibility and

the relation of the ALA Executive Secretary and divisions.

Next is the classification and pay plan.

Next is the Federation and the even broader subject of interesting other library associations.

MR. GRAHAM: May I suggest that we discuss everything except items 4 and 5? I believe we talked about No. 3, did we not? Mr. Clift said it was his responsibility.

MR. CLIFT: May I answer Mr. Graham? What I had hoped we might do, after reaching a conclusion on the financial support of divisions, as we have done, was that from this point on we might try to identify certain problems that need further study. I have listed a few of them. You will find additional ones in the agenda prepared last summer for this same meeting by Mr. Cory.

It seems to me we could identify some of these problems, and then either through the Executive Secretary's office or through committees or individuals, prepare thoughtfully and carefully considered working papers on some of these problems, have thoughts distributed in advance of the New York meeting, and go there prepared to have something to talk about. That might be more fruitful than trying to get at it in a catch-as-catch-can manner.

There are many other problems. I have invited the division presidents to send in as many as they would like us to consider, for presentation next summer. I will go into

these and into others with the executive secretaries at headquarters, and I do hope and I am certain that we can come up with some reports and papers that will allow us to have a rather thorough discussion next summer.

It is not wise, I know, or ever good, to put these things off; but I think it might be practicable to have something prepared in advance of our discussion.

**PRESIDENT FYAN:** Are you prepared to suggest which specific subjects this preparation will be made of? Shall we pin it down?

**MR. CLIFT:** I certainly would work on items 2, 3 and 4, also go back to some of those in the other Bulletin of last summer. If there are other suggestions we would like to have them.

**MR. SEVERANCE:** Is there a means of communication (which I don't know about yet because I am new at this) among the Executive Board as to what is happening at ALA headquarters that might come to me so that I can learn? [Laughter] In other words, I believe in the distribution of information. It may be that nothing like this exists. I wondered whether the sort of thing we get from Arthur Hamlin, which is quite useful, is available to us through the Executive Secretary.

**MR. CLIFT:** The Executive Secretary of the American Library Association is required by the Constitution to make a monthly report to the Executive Board, and he had better get

at it soon, or there will be trouble. [Laughter] Previously there was the ALA Bulletin, which was a channel to and from the staff and the Executive Board. We have something of the same sort now, called the ALA Headquarters Reporter, and if the presidents of divisions are not on it they can certainly be put on it.

MR. SEVERANCE: There will be about six months before I will be president.

MR. CLIFT: We will include the presidents-elect.

PRESIDENT FYAN: Are there other questions or topics you would like to bring up?

MR. CLIFT: We would like to have you turn in the attendance cards, if you will.

PRESIDENT FYAN: Is there is nothing else to discuss just now, we will be adjourned.

[The meeting adjourned sine die at 8:30 p.m.]

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