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March 1958 Volume 19 Number 2
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I have always had an interest in books. When I was a boy I was something of a bookworm, in part because my eyesight kept me out of a good many games and sports. About the only thing they ever used me for in a back-lot ball game was to be an umpire. They did that because I couldn’t see, and I think a lot of umpires are in the same fix today.

When I was about seven or eight years old, maybe ten, my mother purchased a set of books, four great big volumes that are down in my Independence library now. They are called The Lives of Great Men and Famous Women. They cover all of that modern history which was not covered by Greene and Guizot and those people. My mother used to sit up and read poetry to my brother, my sister, and myself. She would read Tennyson, or Shakespeare, or Robert Burns. (Sometimes we had a terrible time trying to understand what Bobby was talking about, but it made mighty musical reading anyway.)

And I used to read myself. By the time I was twelve or fourteen years old I had read every book in the Independence Library, including the encyclopedias, and—believe it or not—I happen to remember some. I really did read practically all the books. Those books had a great influence on me. Some that I remember were lives of the great men of history. In addition to all of those historical things there were a great many other books in the Independence Library, and there were some books I read which weren’t there, certain paperback books which sold for a nickel apiece. They were called “Diamond Dick’s,” and they were right good. And I read western stories about the great John C. Fremont, “Buffalo Bill,” “Wild Bill” Hickok, and all of the rest of them. You see, even when there were not any good, hard-bound books available, we always managed to find something to read—up in the barn, if we couldn’t read it anywhere else.

You can see I owe a great deal to the public library of the City of Independence, and to public libraries in general. I have always had a great deal of respect and admiration for the men and women who work in libraries and who make the knowledge and the experience contained in the world of books available to the public. Along with the teachers of our youth, you perform a very great public service.

It was a great many years ago that I first knew a public library. The public

“Me and Libraries” is adapted from the address made by President Harry S. Truman at the ALA conference in Kansas City, June 27, 1957.
library movement has grown and flourished since that time so that now, I understand, there are not nearly enough libraries and trained librarians to meet the demand. Libraries are one of the fine things of this country. Even one of our old "pirates" who made so many millions he didn't know really how much he was worth, when his conscience got to hurting him, began to give out libraries. I'll say to you that was a very great thing. It awakened a great many communities that otherwise wouldn't have one to the necessity for a library.

I was very sorry to hear that the appropriation for the Library Services Act had been cut in the Congress of the United States from an authorization of seven and a half million dollars to three millions, but the men who are interested in the education of the country and in the welfare of the library part of that education have succeeded in getting it back to five. There were a half-dozen Senators when I was there (and most of them are still there) who were vitally interested in the education of the country. Education is the fundamental basis on which a free government is founded. When people know the facts, when they know what's going on, when they understand just what the meaning of this and that is, you can be very sure that they usually do the right thing. I think I conclusively proved this in 1948.

Anything I can do to help in the affairs of education for the welfare of the rising generation, that's what I am going to spend the rest of my life trying to do. I am going to tell the coming generation that this government, the greatest government in the history of the world, is theirs, that they are responsible for it. We talk about the power of the government. It's in the individual. That's what makes our country great. When you as an individual neglect your rights as a citizen to see that you get the right sort of government, you get just what's coming to you. I don't feel sorry for you a bit. When you sit around and howl about the government and then fail to go vote, it's your own fault.

I want our younger generation—these youngsters in high schools or the first year or two of college—to understand what a fine government they have. And I'm in the position (I'm bragging a little bit now) to tell them just exactly what they have. I've had everything in the gift of the people from precinct to Presidency, and what more experience do you want if you want to find out about the government? I'm here to tell them about it.

I am vitally interested in what you are doing. One of the greatest assets this country has is its free public libraries. I want to see as many of them as possible. I want to make them accessible to the people who can use them. It's terribly hard for a man who works all day to go way into the center of town to get a book he wants to read. He ought to be able to go across the street and get it. That's what I hope you all work for. I'll help you all I can. I don't know that it will amount to much because my situation now is just that of a retired farmer from Missouri. I don't have much influence any more, but if I have any, it's going to be centered on aid to education and to the welfare of the rising generation so that they can appreciate what they have.

It's an interesting situation to study what a President of the United States has to do. It is the most powerful and the greatest office in the world. There was never a dictator nor an emperor who has shouldered such responsibilities as the President of the United States. I don't care who is President, he's going to have my sympathy as long as I live, because I know what he is up against. I want the rest of you to feel exactly the same way. It's your country and your government. One of the beautiful things about this most powerful job in the his-
tory of the world is that it is the gift of you and you and you, the gift of the people; that's what makes it so fine.

If you think it's a cinch job—well, just to give you one instance: The last year we were in the White House—(We moved back there, you know, after it was rehabilitated. It was just about to fall down. The architects said it was standing up there only from habit, that it should have fallen down a long time ago. That's a fact. You never saw anything like it. Those old beams were rotten and ready to fall down.) Well, as I started to tell you, there are receptions, and people come for the purpose of taking a look at the animal who occupies the White House. There were fifty thousand people, by count, with whom Mrs. Truman had to shake hands. I shook hands with twenty-five thousand and dodged the rest, but she couldn't get out of it. Somebody had to do it. That gives you just one instance in which the President is burdened. It used to be that they would have New Year receptions at the White House, and sometimes the President would stand and shake hands with five thousand people. They found they couldn't do that, and they don't do that any more. What they do is certainly enough.

But the President's life is not all troubles. He can have just as much fun as the rest of you, always remembering that everything he does has to be done for the interest of the country. After he is elected he represents all of the people of the country. He is the head of his political party, but as President of the United States he has to represent everybody as best he can.

The next time any of you is here, I trust you will make a special point to come out and take a look at that institution over in Independence that is known as my library. I'll be out there myself, and, as usual, my door won't be slammed in your face. If you want to come in and waste my time, I'll be glad to waste yours and look at the library with you. I like an interval once in a while, and I like to talk to people.

This library is not primarily a library of books. It is essentially a library of archives—historical documents—a place to preserve and make available the files and records of the Presidency as it went along during the time I was there.

It will also contain a great many other things. I have a tremendous number of records of a certain Senate committee which was known as the Committee to Investigate the National Defense Program. The chairmanship of that committee got me into all sorts of trouble. I wound up by being the presiding officer of the Senate and, finally, going to the White House. If I hadn't spent so much time on that committee, I'd still be in the Senate, and that's where I'd rather be than anywhere else in the world.

In addition to those Senate records there are a great many records of county government here in Jackson County. For ten years I was the presiding officer of the administrative end of the government of Jackson County which, at that time,
had about four hundred thousand people in it. There are some most interesting things in the transaction of the business for a county. There isn't much difference in the transaction of county business and state business and the national business. It's just on a larger scale as you go along. The same problems come up. You have the same troubles.

And, of course, we have a collection of books to assist the students in the use of the records in the library. I'm contributing my own collection of books, some ten thousand of them, and we expect to build up a first-class collection of reference works and background works on the institution of the Presidency and on the foreign policy of the United States.

These records of the Presidency are the greatest set of historical documents this country produces. I am hoping that one of the great foundations will make a contribution for the study of the Presidency.

The Congress has a record. It's called The Congressional Record, and it is distributed to all the libraries in the country. It's supposed to set down just exactly what the members of the Senate and the House say when they are transacting business, but I want to whisper to you on the side that when a fellow gets up and makes an off-hand speech on the floor of the Senate or the House, the record is always brought in, and he corrects it so it looks like it really is all right. (It is, in most instances.) I'm speaking from experience. I've done that myself, so I'm not telling on anybody.

But there is no official record of the Presidency. The precedent was established by President Washington that a President’s papers are private property. George Washington took all of his papers down to Mount Vernon. They were later sent to Boston to be worked on, and when they were finally returned a great many of them had been lost.

A lot of us from the Senate were interested in preserving these records of the Presidency. There was a Congressman from New York City who never had any trouble getting elected [Sol Bloom]. He had a sure-thing district. And he spent his time having the Washington papers printed and indexed. It was a wonderful thing for him to do because it awakened people to the fact that these things ought to be looked after and taken care of. I was making a speech one day in his district in New York. Sol, of course, spent his time talking about George Washington all the time and rode his hobby to death. After my speech one of the old Nestors of his district said to me, "I'm well acquainted with Sol, but who the dickens is this fellow Washington he's always talking about?" Well, it's a laughable matter, but I say to you it is historical documents that are the record of the Presidency. Not taking care of them will leave a great many of us people will know nothing about in generations to come.

Now, the papers of Millard Fillmore were deliberately burned by his son. Half the papers of Abraham Lincoln were burned by Robert Lincoln. If it had not been for Nicholas Murray Butler catching him at it up at his summer resort in New Hampshire nearly all of Lincoln's papers would have been destroyed. Now that's not the proper thing.

There are sixteen or eighteen sets of Presidential papers in the Library of Congress. I have been before a House committee in support of a bill which authorizes the indexing and the microfilming of those Presidential papers and the other Presidential papers scattered over the country.

President Hoover's papers are taken care of in a library at Leland Stanford University in Palo Alto. President Roosevelt's papers are in a library at Hyde Park which he set up. The Adams Papers have been in the Adams Library back in Quincy, Massachusetts, for a long time.
I've been going up and down the country promoting proper care of Presidential papers, and I've been saying that the Adamses made a living off those papers for 130 years. Believe it or not, they have now turned them over to Harvard to be indexed.

While I was in the Presidency Princeton University made up its mind to do something with the Jefferson Papers. Jefferson had the most orderly set of papers of any President. His grandnephew and grandniece became hard up, as descendants always do, and tried to sell these papers to the government of the United States. You know what Congress did? They said they would make a survey and they'd take all the official papers and not take the rest of them. They spent twenty years trying to find out which the official papers were. Finally they took half the papers, and these are in the Library of Congress. The rest of them are scattered from one end of this country to the other. (This kind of thing, you know, makes a field day for dealers in autographs with the papers that are not taken up, for any paper that the President has anything to do with is an official paper; it doesn't make any difference what it is.) Well, Princeton University is spending two or three hundred thousand dollars now reassembling the Jefferson Papers. They are having them printed in book form as Sol Bloom did George Washington's papers. I was present when the first volumes came off the press. I have the Number One volume and General Marshall has the Number Two volume of the Jefferson Papers. I value mine very highly.

I sincerely hope you will support me in my effort to see that the papers of the Presidents of the United States are properly cared for. That's the main reason I've been trying to establish this educational institution, this library, out here in Independence, Missouri. Another reason is to let those people east of the Appalachian Mountains know that there are people in that part of the country between the Appalachian Mountains and the Rocky Mountains who are just the finest people in the world. One time when we thought the capital of the United States was going to be bombed, some of us got together and we were going to have an auxiliary capital at Colorado Springs so when those east came across the country to see it they would have to go through the best of the country. A lot of those people back east still have the idea that we have horns and a tail out here. I want you to go back and tell them that it's just not so.

In any case, if any of you are in the neighborhood, come on out to Independence and you'll find out what this library is for. And I hope, then, you'll get in the bandwagon with me and help us get some more support and get all these Presidential papers taken care of. Then you can say to the students, "Now if it's this you want to find out about, it's in this library." You will know it's under this President or that President, or it's under this Congress or that Congress, and you can tell them what they ought to do.

There ought never to be anything of any sort to stand in the way of education.

You don't know how much I appreciate your insisting on my coming over here tonight. But I'm rather tired tonight. I have to admit it. I don't admit it to the madam, but I'm admitting it to you. I've been working like everything all day. I have a tremendous day ahead of me tomorrow and for the rest of this week and all next week trying to get ready for the dedication of my library. I'm going to have a tremendous affair out here on the sixth of July. I am more than happy that you have been so kind and cordial to me. With your permission, I am going to bow myself out and go home and go to bed.

Thank you very much.

MARCH 1958

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The Library and the Researcher

Every June throughout the United States, institutions of learning admit thousands of men and women to the society of previously successful candidates for one academic degree or another. There are but few degree-holders who remember any more of the formula used by the presiding official to confer the degree than "By authority delegated to me—and the rights and privileges—." Amid the joyous flush of achievement, the words "rights and privileges" blend pleasantly into the festive occasion. Under the best circumstances, the mind of the recipient of the B.A., B.S., M.A., M.S., M.D., Ph.D. or whatever degree, has been rigorously trained to precision, analysis, and suspicion—natural enemies of such vagueness as is contained in the "rights and privileges" clause.

And yet this phrase is listened to at commencement after commencement with an understandable and good-natured feeling that the graduate may look forward to perhaps numberless benefits that need not be immediately identified. It is always to be hoped that many graduates comprehend shortly after the June exercises that the above mentioned rights and privileges are not meant to have a ring of the future about them, being in fact things already acquired. Doubtless a number of these men and women come to realize this even before graduation. The rights and privileges inherent in an education are too many and well known to list here. It is, however, appropriate to remark that in college teaching the Ph.D. degree is becoming practically a minimum requirement in the U.S.A. This means that all over the country there is an increasing number of teachers who have been through the research discipline required to write a doctoral thesis. More important, for the thesis is usually a very preliminary step in the researcher's career, the fortunate among these teachers have lived for at least three years in an atmosphere of dedication to research. They have seen their professors going quietly about the undertaking of scholarly investigation and bringing the results into the classroom. They have really been a part of the community of scholars (this alone suffices to justify a residence requirement). Here perhaps is the most important privilege to come with the doctorate.

This writer has heard Professor Leo Spitzer, the internationally famed philologist, explain the existence of the History of Ideas Club at Johns Hopkins University as an opportunity for the periodic reunion of the community of scholars on that campus. Of course, any such group comprises a local chapter of a world-wide organization. The members of this organization have in common the curiosity that spurs the mind to research. If, as Voltaire has suggested, the freedom to read books of one's choosing is the privilege of Man, the freedom to conduct research would seem to be the privilege of those who have been specially trained to do it.

The exercise of this freedom is not automatic. In this connection one thinks first of the reckless charges that have been hurled in some quarters in the name of national security at certain members of university faculties. But there is another restraint, which, although not vicious by nature, can be paralyzing in its effect on research, and this is the unavailability of free library facilities.

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The writer can recall returning to the university, from which he holds B.A. and M.A. degrees, while writing a doctoral thesis. He needed to use the library of that important institution to help him in his research. It was rather a shock to be told that if it was desired to use the stacks and borrow books for more than a few days, a charge would be made. More recently another great university at which the writer had once been a graduate student and a graduate assistant on the teaching staff, charged ten dollars to grant borrowing and stack privileges for six months. In another case, a large university has withdrawn borrowing privileges from the faculty members of a nearby institution with meager library facilities. Inquiries among colleagues at various universities suggest that the exclusion of researchers, except those currently connected with the university in question, from free use of the library is becoming common.

This is a serious situation for scholarship. It is not unusual to have to consult more than one great library while working on a particular project (the importance of primary sources, often in manuscript form, does not eliminate secondary sources from the research procedure,) and there are many eager college teachers simply unable to afford the fees now being charged by libraries. And then there is the problem of being unable to borrow from a nearby university with the library adequate for some research activity. It really is not a great consolation to know that one may borrow through interlibrary loan. This is time-consuming and frustrating, as works borrowed under this system must sometimes go back and forth between borrowing and lending libraries more than once before their usefulness to the research project has been exhausted. It is impossible always to foresee the necessity for the reconsultation of previously read items as one meets new problems pertaining to the subject. Furthermore, it is not uncommon to have to pore through work after work in search of a particular point. With normal borrowing arrangements, the researcher could check through many such works in a minimum of time instead of a maximum. Research goes slowly when the researcher must wait for several days after the day that he has chosen items from the library catalog before the interlibrary loan gets them to him.

It is to be feared that, from the undergraduate years on, we tend to look upon libraries as owing us the right to borrow from them. We forget that we are granted borrowing privileges, even from the university in which we are enrolled. Later, when we have had the privilege of living in a community of scholars while at graduate school, we tend to believe that books will always be available to us as they are in the great university. We are wrong to forget that these materials come into our hands solely as a privilege, but insofar as the idea of a community of scholars is valid, we are right to hope that the tools of research will be put at our disposal with a minimum of expense to us and without an inordinate loss of time. And let there be no quarrel about terms here. Who is to say how many obscure researchers there are for every recognized scholar? It is easy for the latter, who sometimes needs only to cross the hall from his office to get into the stacks or even the rare book room, to say that the materials exist, that the researcher has only to prove that he is a scholar and sooner or later he must be invited to join the faculty of the great university. Not many of our seniors in the teaching profession adopt this attitude. The majority recognize the validity of research in general and seek no monopoly. But monopoly there is. The circumstances enumerated above make this inevitable.

The writer of this article is particu-
larly concerned with an important con-
comitant of this situation. There is a
growing feeling among college teachers
that the librarian is the real villain in
the story. Nothing could be more un-
just and more dangerous to us than this
attitude. I personally am in debt to li-
brarians both in this country and
abroad. I have seen the great lengths to
which the libraries of the University of
London, the British Museum and the
Public Record Office will go to be help-
ful. In this country, librarians have with-
out fail been friendly and cooperative.
My own university did at least grant me
free privileges, given the brevity of my
stay; the other great university, finding
that I had been able to make the trip
but twice during the period for which
I paid ten dollars, gave me an addi-
tional six months. The university that
has withdrawn borrowing privileges
from its neighbor's faculty members al-
 lows them to come into the stacks any
time and read there. These are not iso-
lated instances. Librarians are continu-
ing to give the wonderful cooperation
without which research is impossible. It
would be a real calamity if members of
the teaching profession were to think
otherwise. And yet this danger exists.

The librarian's good will is being in-
creasingly challenged by regulations that
are in restraint of research. The reason
that the dutiful librarian enforcing these
regulations looms as a hostile agent is
that the necessity behind some of them
is not understood. For instance, rising
costs have been pleaded as the occasion
for the charge for borrowing and stack
privileges. Now if the researcher uses a
large library, he may use the elevator,
and ink has to be consumed to stamp his
stack-card and the books that he with-
draws. Also there will be some paper
work involved in his withdrawals. Is the
wear and tear on the books a factor?
Without knowing the economic facts of
library life, one finds it difficult to be

convinced of the necessity of the charge
for privileges, based on the grounds
stated. Is this just an excuse to discour-
age use of a library in which even gen-
erous collections of books are under the
strain of a full demand? Surely no one
would deny that the library's prime re-
ponsibility is to the university which it
serves. Outsiders must come second to
the faculty and students of a particular
institution. Perhaps the charge ensures
the limitation to a minimum of the addi-
tional strain on the library from outside
borrowers.

What of the library that has with-
drawn privileges altogether from the
faculties of neighboring colleges? Surely
this drastic step has been the result of
abuses. Is there a college teacher who has
not kept books out for months at a time?
Can one justify having anywhere from
thirty to sixty books out for long peri-
dods? The fact that there may not be a
call for such works does not decrease the
potential inconvenience to some univer-
sity borrower, entitled to priority. Have
there been cases of misrepresentation of
one kind or another? We borrowers
know that these abuses have existed, and
each one of us has probably been guilty
in some way. However, we cannot know
the full extent of the librarian's prob-
lems.

We know that fees for privileges work
a genuine hardship on many of our col-
leagues; we know that interlibrary loan
comprises a valuable but limited service;
we feel that research is made to look like
a luxury reserved to colleagues on the
faculties of the great universities and to
others with a goodly amount of spare
time and cash. This seems to us a situ-
a tion incompatible with the ideal of a
world community of scholars.

What we do not know are the real
reasons behind library policies. The con-
tinuing wholehearted assistance of li-
(Continued on page 164)
Variety in the Experience of Chief Librarians

How many chief librarians have worked as student assistants? How many chief librarians have seen how the other half lives and worked as professional assistants or department heads? How many of the careers of chief librarians have been enriched by a variety of experience including work in other occupations, work in other kinds and sizes of libraries?

In preparing for library leadership, experience provides excellent training. McDiarmid has said, "There are three important factors in the development of library leaders: (1) personal qualities, (2) proper education, and (3) adequate experience." This experience should be varied and should include good administrative experience, according to McDiarmid. But how many public and college library administrators have had such experience? How many are well prepared in this respect?

This article summarizes a larger study dealing with the experience patterns of librarians. Data were collected on 629 college librarians and 687 public librarians, all of whom were chief librarians. Senior college and university librarians, county, and public librarians were included. Data were collected from the biographies in Who's Who in Library Service. In essence, this article will attempt to describe the extent to which 1,316 chief librarians had a variety of experience.

The first section will describe the variety of preparatory experience enjoyed by the chief librarians in other occupations, in non-administrative work, and in other kinds of libraries, position levels, and library sizes.

Kind of Work Mobility

How many had worked in other occupations? Since the study found the librarians to average twenty-six (college) and twenty-four (public) years of age upon taking the first professional library position, it is obvious that they spent some time in their early twenties in some other line of work. As a matter of fact, these librarians, in their first full time positions, were working outside librarianship in nearly one-third (public) and one-half (college) of the cases. Consequently, the chances were no better than two in three for public and one in two for college librarians that librarianship was the first occupational choice. In fact, a few librarians had several jobs in other fields; 101 of the 1,316 librarians were still in another field in their third full time position. Average numbers of years spent in other fields were 4.7 for college and 1.8 for public librarians.

In all, 55 per cent of the college librarians and 37 per cent of the public librarians worked in other fields. Over one-fourth of the college librarians and one-sixth of the public librarians had had two or more positions in other fields, showing a sizable minority to have had a variety of work outside librarianship.

What kinds of work were performed?
Positions in the education world, whether higher education, elementary, or secondary education dominated. Two of every five college and one of every four public librarians had worked in the education field. Business and other fields trailed with only about one in seven librarians working in these fields. Teaching in higher education was most popular with college librarians, since one-fourth had done this, while teaching in elementary or secondary school was most popular with public librarians since one-fifth had done that. The emphasis on education is not surprising since the agencies most closely related in function to libraries are education agencies.

**Kind of Library Work**

Had experience been enriched with a variety of work in several different library departments? Variety of experience was not extensive in terms of having worked in full time positions in various types of library work (cataloging, children's, acquisitions, etc.). More than half of both groups had performed only one type of library work, administration. However, a fourth had had experience in two kinds of library work and a seventh had performed three or more kinds of library work. For the average librarian, this was not the varied experience which was considered desirable. Most of the various kinds of library work had never been performed by these librarians, at least on a full time basis. For both college and public librarians, the two most popular kinds of work performed, in addition to administration, were reference and cataloging. Circulation work and children's work (for public librarians) followed for small minorities. If there were educational advantages in having worked in several different kinds of library work, most of these librarians lacked them.

**Kinds of Libraries**

How many had worked in several kinds of libraries? Less than half, only 44 per cent, had worked in more than one kind of library (public, school, special, etc.). And only about a tenth had worked in three or more different kinds of libraries. The barrier of kind of library was apparently a difficult one to jump.

In what kinds of libraries had they worked? Both college and public library groups were represented in each of the five kinds of libraries studied—college, public, school, government, and special. There was no type in which some had not worked.

Aside from having worked in college libraries, the largest group of college librarians, 40 per cent, or almost half, had worked in public libraries. Only about one in nine had worked in either school or government libraries, and only one in twenty in special libraries. Public librarians, aside from having worked in public libraries, had worked most frequently in college libraries. About a third had worked there, one-seventh each in government and school libraries, and one-eleventh in special libraries.

**Position Level**

How varied was experience at different position levels? These chief librarians had enjoyed a greater variety of experience in terms of position level (chief librarian, assistant librarian, department head, etc.) than they had in most of the other categories examined. Two-thirds of the college librarians had worked at two or more position levels and three-fourths of the public librarians had done this. As many as two-fifths of these librarians had worked at three or more position levels. Of course, all of these librarians had been chief librarians, the position level at which all were working when the data were col-
lected. Experience at other position levels was well scattered. For college librarians, the second most frequent level was that of assistant librarian (involving 28 per cent), and for public librarians it was the professional assistant level (51 per cent).

Position level immediately prior to taking chief librarian's position. At what levels had these librarians worked immediately before their chief librarian's positions? Had this experience been in positions which would prove helpful to a chief librarian? One-fourth of the college and one-ninth of the public librarians had not been in library work at all in these previous positions. Instead, they had taken over as heads of libraries with no previous library experience. About one-fifth of the college and three-tenths of the public librarians had been working as chief librarians, excellent experience. One-sixth of the college and one-fourth of the public librarians had previously worked as professional assistants.

In searching further for an answer to the question about experience before heading libraries, it would be desirable to ascertain the importance of the middle administrative ranks in providing experience for future administrators. Ideally, according to McDiarmid, the librarian's career should show experience at a middle administrative rank before he undertakes a top level position. However, only one-fourth of these librarians had been working in the middle administrative ranks (assistant librarian or department head) in previous positions. On the other hand, with the fact that another fourth had been chief librarians, we can conclude that half had been working previously in an administrative position of some kind, and this is probably as high a percentage as we can expect.

Size of Library

Librarians who had worked in more than one size of library. Almost half of the college librarians and a third of the public librarians had worked in only one size of library. But, one-fifth (college) and three-tenths (public) of these chief librarians had worked in three or more library sizes. The average librarian had worked in either one or two of the four size groups used, with public librarians having had a greater variety of experience than had college librarians. For public librarians, work was well divided among the four library sizes, but emphasized the small sizes for college librarians.

Personal Characteristics

This section will describe two interesting sidelights on experience: the personal characteristics of librarians with varied experience and the advancement levels they achieved. Can we identify those librarians who had had a greater variety of experience by their personal characteristics?

Sex. The sex differential was most important. Those with a variety of experience always included a significantly higher percentage of men than of women. This held for both college and public librarians. Therefore, in this sense, there is no question but that men were better prepared by their experience for administration and for top-level positions than were women, no matter how capable they were, nor how much innate ability they may have had.

Marital Status. Marital status also distinguished between those with a variety of experience and those without, though not as well as did sex. For the most part, the most mobile were to be thought of as married males and the least mobile as single females.

Education. Years of schooling or type of library school attended was frequent-
ly a good way of identifying those with or without a variety of experience. The more years of schooling, or the fact of having attended a Type I library school (offering two or more years of schooling) was usually a distinguishing factor.

*Experience.* Were those with a greater variety of experience also the ones who had had more than average years of experience? Were variety and extent of experience highly correlated? Yes, they were. Years of library experience was closely associated with variety of experience.

How high in the advancement levels of the profession were these two groups of librarians? Were those with varied experience in "better" positions when the data were collected, than those with more limited experience? The answer was "yes." Variety of experience and advancement level in the profession correlated positively. Those chief librarians with more varied experience were found in the more responsible positions. Those with less varied experience were typically found in the poorer positions.

The college and public chief librarians in this study had had relatively little experience in terms of variety. They scored better in the areas of kind of work, position level, and library size, and worse in kind of library work and kind of library. In most of these categories, the typical librarian had worked in no more than one other kind of position beyond his latest position, and for some categories, not even that. Several personal characteristics were identified for the groups as well as their standings in the advancement levels of the profession.

These librarians, since they had had such limited experience, were not, for the most part, well trained in variety of experience. Nor were the librarians in the smaller group examined by McDiarmid." They had reached administrative positions of responsibility without the benefit of an enriching variety of experience. However, a minority of this group had had varied experience, in some cases, quite varied, and we may be thankful for this minority.

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National Union Catalog—Subscription Price 1958-1962

The cost of annual subscriptions to *The National Union Catalog* has been set at $260 a year for the next five years. As in the two preceding years, there will be a single subscription price covering all issues—monthlylies, quarterlies, and annual cumulations, including the following two parts, *Library of Congress Catalog—Motion Pictures and Filmstrips* and *Music and Phonorecords*. The price of all subscriptions will be the same regardless of the number of copies purchased by any single institution. Subscriptions should be directed to: Card Division, Library of Congress, Washington 25, D.C. The price may be charged against the accounts of subscribers to the card service; others must pay in advance by check or money order made payable to the Chief of the Card Division, Library of Congress. The quinquennial cumulation will be priced separately, as usual.
The Human Relations Area Files

Library science, like medical science, is advancing not through the discovery of a universal cure-all, but through the gradual solution of small problems, one by one. In the hundreds of years which have elapsed since the frenzied search for the fountain of youth, average life expectancy has greatly increased. Though the fountain was never found, many smaller problems have been solved meanwhile, which contribute to the same end. In the field of librarianship, the Human Relations Area Files comprise one such solution within a limited area.

Carrying the analogy a bit further, the medical man of today cannot hope to master all the diverse specialties of his science, but even the rural general practitioner needs to know of their existence, in order to make proper referral of the occasional, unusual case. To place it in its proper perspective, it must be observed that the Human Relations Area Files also would serve only a minor portion of library patrons, but because of its high quality and high degree of specialization, it is very important that these occasional patrons should be directed to the service which can be of such great help to them. For this reason, librarians dealing with the general public, and more especially those dealing with scholars, should know of the existence of this service, and have some idea of who can use it, and how.

The Human Relations Area Files (hereafter referred to as HRAF) seem to represent a unique compromise between the old-fashioned research library and the latest mechanized developments. In the following description and explanation of the HRAF, it should be noted that the mechanical equipment is simple, and that there is provision for flexibility, insertion, and growth. At the same time, there is a great saving for the librarian in space, processing, and operating costs, and a great saving for the scholar in time and energy required to retrieve basic data.

Headquarters of the HRAF are in New Haven, Connecticut. From there, complete sets of duplicate materials are distributed to the several government agencies and sixteen member universities, which are especially interested in subjects pertaining to human relations. These universities include Cornell, Harvard, Pennsylvania, Princeton, and Yale in the East; North Carolina, in the South; Chicago, Iowa, and Indiana, in the Midwest; Oklahoma, in the Southwest; Colorado and Utah, in the West; and Southern California and Washington, on the Pacific Coast. The University of Hawaii is also a member.

The HRAF is a research tool. It is a new kind of library for use primarily by social researchers. In this library the material has all been analyzed in detail and shelved, not volume by volume, but page by page; reproductions of the same page reappearing in as many places as necessary if it mentions a diversity of topics. The approach to the material is not through a card catalog, but through two guidebooks. One lists the main classifications—countries, cultures, peoples, or societies—and the other lists and defines the subject headings that utilize

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the terminology painstakingly developed to serve the needs of researchers in human relations. Designed to supply factual data to social scientists, it has been used primarily by students of anthropology, sociology, political science, conservation, psychology, and history. But as it develops by the addition of substantial amounts of material, it becomes increasingly useful to others as well. While still very incomplete, it has been used by representatives of at least twenty-seven different disciplines, to date.

Established "to collect, organize, and distribute information of significance to the natural and social sciences and the humanities," this library "consists of actual reproductions of scholarly and scientific material so processed, organized, and filed that it gives the student of humanity easy and rapid access to the significant information known" concerning his topics in specific cultures. It has also been described as "a repository for human knowledge that gathers these materials into one easily accessible place, translated, analyzed, coded, and compactly organized."3

Example of Use

The best way to make clear the use of these files seems to be first to give an example: Professor George Peter Murdock, an established anthropologist, was asked to prepare an article on "Family Stability in Non-European Cultures." After thinking over the subject, he decided his best procedure would be to analyze data on marriage and divorce from eight countries in Asia, eight in Africa, and a like number in Oceania, North America, and South America. First, he used the handbook listing the societies which have already been included in the still incomplete HRAF (Outline of World Cultures). Needless to say, he drew upon his own background in making his selection in such a way that it would represent a balanced sample for his purposes. After selecting the societies he wished to cover, he then turned to the other handbook (Outline of Cultural Materials) which lists and defines "categories" (corresponding to librarians' subject headings), and noted the code the numbers of those pertinent to his subject.

The materials he needed were filed geographically, by name of country or ethnic group, and there broken down by categories, so that very little time was required to pull from the files the packets of 5 x 8 slips pertaining to his subject, although they may have represented data from several hundred sources. In twelve hours of actual working time, his study was completed; not a superficial job, but one that the editor to whom it was submitted considered a "real contribution," which may be confirmed by referral to the article itself in the Annals of the American Academy of Political and Social Science, CCLXXII (1950), 195-201.

Professor Murdock figured that without the labor-saving aid of the HRAF, three or four weeks of intensive research would have been required, whereas with this aid, his research time was cut by 95 per cent. He does not claim that this is a typical example, but thinks probably about an 80 per cent saving of time is more nearly average. He points out that these files enable the users to devote their "research time to concentrated creativeness, free of the routine drudgery of traditional scholarship."4 In this way, they make a positive contribution to the advancement of research.

While there are many projects for which these files are not appropriate,  

1 Guide to the Use of the Files, p. 4.
2 Human Relations Area Files. Function and Scope. (p. 5.)
that exists, it is inconceivable that a brother’s family should be allowed to perish in such a way. But, so long as the customary principle of equal inheritance among siblings exists, time is a strong disintegrative force in landholding. Even the owners of sizable farms must be on the watch for any opportunity to enlarge their holdings, in order to insure the future of their descendants.

The question thus arises: How can the peasants accumulate enough wealth for the acquisition of land? Following our analysis above, it is clear that, for an average farmer, it is already difficult to win subsistence from the land. If there is a certain surplus, it will easily be exhausted in periodical ceremonies. Moreover, there are famines, bandits, and personal misfortunes. That land breeds no land is all too true. Those who seek for security look beyond agriculture. Ambitious people leave the village to find fortunes either by obtaining a position in the government, by risking their lives by joining the army, or by engaging in even more dangerous adventures in illegal traffic. If one is shocked by hearing of this unhappy choice of ways of attaining wealth, he should remember that in the traditional economy the concentration of wealth usually takes place outside of industry and agriculture. “Through power to wealth” is the general formula in a precapitalistic society. The basic truth is that enrichment through the exploitation of land, using the traditional technology, is not a practical method for accumulating wealth.

Opportunity in industry acquires, therefore, a new significance in an agarian situation. This significance resides in the fact that the concentration of wealth through violence or power does not lead to further accumulation of wealth and thus is maintained with difficulty. An official may become rich; but, unless he can invest his wealth in getting more power and becoming richer, he will gradually begin to sink when he retires to the village and becomes a landowner. But industry is different. Through it, wealth can be accumulated continuously. When the wealth obtained from industry is used to buy land, the owner can continue to buy, and the disintegrating force of division through inheritance is no longer effective. The landowning class thus becomes more or less permanent.

II. INDUSTRY AND COMMERCE IN RURAL ECONOMY

The analysis of rural industry in Part II is significant at this point in the discussion. Rural industry has two bases: one the necessity for finding employment on the part of the farmers, and
they have been used in such diversified ways as the following:

By a student of drama who was interested in the function of drama in the life cycle of primitive people; by a writer who needed background information for a novel about an island in the Pacific; by a botanist preparing a bibliography on the flora of Oceania; by an anthropologist preparing a cross-cultural study of the structure and function of kinship groups; and by a psychologist interested in testing hypotheses about the relation of child training practices to various aspects of adult culture. They have also been used in the preparation of guides and handbooks on peoples and cultures throughout the world and by personnel from governmental and other agencies who needed background information on particular societies.

DETAILED DESCRIPTION

Any one of the sixteen universities having membership in HRAF now has over twenty-seven drawer-filing cabinets, each drawer containing two rows of 5 x 8 slips similar to the accompanying sample. All the books, articles, and manuscript materials processed for these files, if not written in English, have been translated into English. It is possible to consult the complete book or article, reproduced on 5 x 8 file slips, filed consecutively, with the pages in straight numerical order, preceded by a bibliographical slip giving, in addition to all customary bibliographical data, an annotation on the coverage and nature of the complete work. However, the principal utility of the system derives from the topical categories numbering some 700 in which the data on each society are placed.

The researcher wishing to use the files proceeds generally as Professor Murdock did. That is, before coming to the files, he will have decided upon the problem he wishes to study, the approach he intends to use, the size and distribution of his sample or comparable considerations. In the HRAF room he will consult the Outline of World Cultures, to identify the areas or ethnic groups he intends to include. He will then proceed to the Outline of World Cultures Index File, which will indicate the availability of processed material on the cultures he wishes to study. The next step is to search the Outline of Cultural Materials for the categories, or subject headings, pertinent to his topic. In using this volume, he will note the definitions of the categories, to make sure they apply to what he has in mind, and will also check additional categories to which they are cross-referenced as well as adjacent categories which may also be relevant to his subject. In this connection, it might be noted that there are now 707 categories, and that new material is constantly being added to the files.

The scholar is then ready to withdraw from the files those packets of file slips pertinent to his study. They may not be removed from the room, but the room is provided with work tables and rather generous space for typing or other note-taking by several people at a time.

It should not make any difference to our scholar which of the sixteen member universities is giving him this opportunity. All have equally complete files. However, some are more competent than others at keeping them up to date and providing convenient and comfortable working quarters.

All the file slips have been prepared at HRAF headquarters, according to the following steps:

1. Selection of source materials for inclusion is made by research associates (subject specialists), who also designate the heading under which the complete text will be placed.

2. The publication is xerographed; i.e., each page is reproduced photographically.
cally on a mat from which it can be printed on 5 x 8 slips.

3. An analyst (subject specialist) reads and codes the mats. This coding is checked by another analyst, then returned to the first for reconciliation of points on which there may be disagreement.

4. The bibliographical slip and cross-reference slips are prepared.

5. Mats are then used to print, on 5 x 8 file slips, sufficient copies so that there will be one to go with the complete text, and one for each category coded, for each of the member institutions.

6. The slips are collated and sorted.

7. They are shipped to the member institutions, and filed uniformly by code numbers (categories).6

Each member university has a set of instructions for operating the files, and receives supplementary instructions as innovations are developed at headquarters. There is no option as to the system by which the material should be filed. However, local practices differ as to who may use the files. Some are restricted to graduate students and faculty members, others are open also to undergraduates and to outsiders.

Another matter left to local decision is the extent to which HRAF material should be included in the general card catalog. Location of the files is also a matter for local determination. A recent survey indicates that those located in the general library of a university are apt to be most used.7

LIMITATIONS AND ASSETS

The system has both limitations and assets. Perhaps chief among the former is that its effectiveness is limited to factual data. It does not lend itself well to theoretical material.

Secondly, a question might be raised as to whether a real scholar is willing to trust others with the manipulation of the data on which his work is based. However, since no abstracting is done, and since the researcher may always refer to the complete text, right on the premises, if he ever suspects that the coding has not been done to his full satisfaction, this criticism seems invalid so long as the selection and analysis done at headquarters is competent.

Incompleteness of coverage may be most detrimental, especially when the would-be user finds that materials on some of the cultures he wishes to study have not yet been processed. With increased financial support and time in which to expand their work, these untouched areas may be substantially reduced. In certain types of studies, however, it may be desirable for the researcher to cover not only the background material, but also the most recent publications concerning his subject. In determining whether the HRAF material is sufficiently up-to-date for this purpose, or whether he will have to seek recent material elsewhere, the researcher can readily ascertain dates of both field work and publication of processed material on his subject by consulting the pertinent bibliographic slips.

Of course, the HRAF is not, and can never be, complete. No matter how fast and how hard their staff works to approach this objective, there will always be new discoveries, new relationships, new publications, to invalidate any claim of absolute completeness, except that which is limited to a specific sub-topic as of a specific date.

1. It serves the scholar by saving his time and energy while assuring him of reliable coverage of the primary data available for the areas which it includes.

2. It serves the administration of the member institutions by providing material already expertly selected and processed, requiring only clerical personnel to service it locally.

6 Ibid., p. 7.
7 F. W. Moore. Report on a Survey of File Use at Eight Member Universities. (p. S.)
3. It provides unmodified reproductions of primary material, thereby reducing to a minimum possible mistakes in emphasis or interpretation such as may result from abstracting.

4. Complete texts are available, in a separate section of these same files, to clear up any doubts which may be caused by separating some pages from their context, and full bibliographical citations also make it possible for the user to look up the original publication.

5. All processed material originating in another language has been translated into English and it is the English-language version which has been coded. However, the user may consult the complete text in either English or in the original language, both of which are included adjacent in a separate section of the files.

6. Cross-reference slips direct the researcher to data from unexpected sources, where his subject may have been mentioned incidentally in works devoted chiefly to a different topic and which, consequently, he might not have discovered for himself.

7. Sources are evaluated at headquarters, the evaluation being noted, by code, on each slip. Where there is a multiplicity of material, the best is selected, but where there is a paucity of material, it may be necessary to use poor material rather than neglect the area. The researcher may benefit from the experience of the experts at HRAF headquarters whose judgment may sometimes surpass his own.

8. Material is arranged by country, society or people (with possibly chronological subdivisions, where appropriate), then broken down in subject headings especially devised for human relations area materials.

9. The process of xerography used for reproduction facilitates copying not only the printed page but also manuscripts, charts, pictures and other types of illustrations.

10. The whole device is sufficiently flexible to permit insertions and changes while retaining the basic framework.

11. Absence of data on some topics for cultures which have been processed for the files, so far as available material permits, "exposes gaps in our knowledge and provides a blueprint for original investigations."  

**History**

This set-up was not originated by librarians. Its inception is described as follows:

The great sociologist William Graham Sumner, following in the footsteps of Herbert Spencer, was perhaps the first to formulate in specific terms the goal toward which HRAF is now striving. Sumner was convinced that enduring generalizations about human behavior will emerge from a context comprised of the facts about the ways in which the different peoples of the world live their lives. Even in Sumner's time much useful data, in the form of recorded observations of different ways of life, were available. But nowhere were they brought together and made available for study by scientists and other scholars. What was needed was a storehouse of organized information to which could be added new observations as they were made. Such a storehouse would provide the student of humanity with . . . data which would exist in printed texts and pictures, classified by topics; each society would have its own shelf. Once the many relatively small bits of knowledge were ordered into a consistent, cross-cultural scheme new figures could be expected to emerge from the pattern.  

The initial step was the development of the Cross-Cultural Survey at the Institute of Human Relations of Yale University, beginning in 1937. The system of abstracting used originally has now been abandoned by the HRAF, which evolved from the Cross-Cultural Survey, but the system developed there for classifying the cultural, behavioral, and
background information of societies led directly to the topical classification in the Outline of Cultural Materials, the backbone of the HRAF system.

The original set-up existed only at Yale University. During World War II, several governmental offices sought its cooperation in studies of Latin American and of Pacific cultures. Later, the Yale organization cooperated with the University of Nebraska to apply the Outline of Cultural Materials to information on ten Indian tribes, producing identical files for both universities. Subsequently, the present organization was developed, with the aid of the Social Science Research Council and the Carnegie Corporation. In 1949, the HRAF was incorporated as a non-profit agency. Since then, a number of projects have been undertaken for Federal agencies. Remuneration under these contracts has facilitated recent enlargement of the files, as have grants from the National Science Foundation, Ford Foundation, Wenner-Gren Foundation, Rubicon Foundation and Carnegie Foundation.

**Plans and Objectives**

Until lately, the amount of material in the files was very limited, and the use made of the files confined almost entirely to anthropologists, for which reasons the directors avoided what they considered premature publicity, not wishing to attract people to the files who would be disappointed in them. Now that they have wider coverage and have been used productively by a number of disciplines, they are beginning to seek wider publicity, desiring acceptance in libraries as a basic tool for inter-disciplinary research. Among their plans is one to issue a microfilm edition, which will probably be available on a yearly subscription basis.

The HRAF is also publishing a series of bibliographies, of country surveys, and of behavior science monographs, outlines, reprints, and translations. These publications may be purchased individually, by anyone. Many are apt to be found on the tables in the HRAF rooms of member institutions.

Future developments are likely to be influenced by contracts and grants. For example, the interest of the Federal Government is reflected in the recent material on the “hot spots” of the Middle East. However, if not too much of their financial backing has strings attached which would pull them from their course, it may be anticipated that the HRAF will gradually approach their ultimate objective, which is to make available all the significant facts about an adequate sample of the world’s societies, both historic and contemporary.

**Conclusion**

Consideration should surely be given to the claim made by HRAF that this is “a major research tool of far greater depth and scope than any single scholarly resource created by an individual university.”

It may also be desirable to give further thought to this method of organizing materials, in view of its possible application to other fields. Note that, unlike some of the recent technological developments, it requires no investment for mechanical, photographic, or electronic devices and consequent expert servicing at the member institutions. Moreover, it really works, and its usefulness is constantly being increased.

It is certainly a good example of current efforts to develop means of retrieving information with maximum coverage of pertinent sources and minimum expenditure of time, energy, and money on the part of the scholars using the material as well as the administration providing it.

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10 H.R.A.F., p. 4.
Implications of Technological Progress For Librarians

More and more, in the literature of documentation, automation, and librarianship, articles appear suggesting the possibilities of applying machines to library jobs once thought only properly filled by people. The possibilities of mechanization of library processes, and the eventual realization of an automatic library will cause problems for which the profession should prepare. Librarians must initiate the concept; scientists will create the necessary mechanical equipment.

Some form of automation or integrated data processing is evident now in nearly all facets of business life, and is only the beginning of what is yet to come. The next decade or two will see break-throughs in automatic processing and transmission of data far beyond today's imagination. These changes will be of such importance as operating tools that whole organizations will be re-planned. In business such a revolution is beginning already.

In libraries, as in businesses, entire departments will be revamped, to reappear in a different form and to perform different functions. Libraries will be much slower than business to reorganize. In time, however, libraries will be building a data-processing center in the United States, perched like a spider in the middle of its web, functioning as the hub of a vast data collection network, assimilating information and transmitting it as needed back to public information units across the nation. There is as thrilling a possibility in this concept as there is in any science fiction. If librarians put their best efforts, best minds, and best aspirations to it, it will become a thrilling fact.

Automation is here today. It is manifested in automatic electric eyes, tape controls, servo-mechanisms, signalling, timing, and actuating devices, recording and filing systems, and communication networks.

In general, automation is a manufacturing concept. More specifically, it is the application of machinery to perform and control automatically the various aspects of manufacturing from raw material to finished product. It not only replaces labor, as simple mechanization will do, it also replaces the reliance on humans for memory, association, and decision.

The concept of automation in the library must be paralleled with that in the business enterprise, although machine differences will occur. The concept of automation is stressed since it is not to be confused with the machines involved.1

The basic principle behind the need for automation is that there is too much human handling of repetitive information. Such repetitive handling can be eliminated or automatically handled to such a degree as to effect an integration in the flow of information from machine to machine, or department to department. In other words, where certain information must be handled many times,

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1 Mr. Waldron is Administrative Assistant, Oregon State College Library, Corvallis.

that information can be recorded the first time; succeeding steps in the operational chain can take advantage of the initial step, and add mechanically only new information. The work or data flows through machines rather than through people.

Automation in the library is primarily this: At the first place where any function of the library originates, it should be recorded in a mechanical form and should be processed from that time on entirely by machines. The objective is faster and more accurate performance of all of the essential functions of the library—order, reference, cataloging, administration, record keeping, etc. A move along this road involves, however, extensive study and simplification of current systems and procedures. One does not achieve the same degree of efficiency by superimposing new controls on an old assembly line as is done by starting with a new approach to the production of the same product.

The nature of this equipment, whether electro-mechanical or electronic, depends upon the nature and volume of the data to be processed. Popular opinion to the contrary, a high-speed electronic computer, or one of the other mechanical "brains," is not an indispensable part of integrated data-processing in the library.

True, giant "brains" can perform a variety of accounting tasks and their ability to remember is valuable. It is possible to feed huge quantities of undigested data into these machines—far more than any human mind can hold—and then direct the machines to digest it and come up with specific answers. But not yet can they be adapted wholesale to library needs. The point at which integrated data-processing enters the machine stage comes after painstaking previous planning—always keeping in mind what is needed, wanted, and obtainable.

Automation comes in bits and pieces. First, the automating of a single process, and then gradually a tying together of several processes to get a group or sub-assembly complete. Linking together diverse operations and functions is, at present, most conveniently accomplished by a system of symbols influenced and controlled by a variety of factors. This system is generally termed "machine language."

Already manufacturers have come up with an impressive array of so-called common "machine language" equipment for industry, such as code-sensing machines, perforators, re-perforators, teleprinters, teletypewriters, tape-to-card converters, and so forth. Business concerns are using combinations of codes, multi-channel "language" transmitters, punched paper tapes, key-punches, teletypewriters, and leased communication wires. Information is taped, the tape is put into a machine and from then on all of the process is done by machine with a higher degree of accuracy than is possible with human processing. For the library, this may lead to eventual mechanization of all processes except classification of material.

If the concept of a "machine language" were reduced to an objective, rather than a current actuality, a "common" language would be a symbol system that would actuate all pieces of equipment, including communications equipment. Memory units need a "language" to express basic ideas in key words or phrases. Such a language is not now in existence, although magnetic tapes and punched cards are a primitive language which actuates equipment.

An actual machine "language" may be developed eventually. It will link human thinking with machine operations. It will serve to identify and select documents and records pertinent to a specific situation or question. Machine "lan-
guage," to be effective, must provide a connecting link between humans and machines. Knowledge in a specific field must be systematized in such a way that any individual original item of information within the machine mind can be instantly available, and any conceivable arrangement of individual items of information can be found. This concept of "machine language" must also be able to achieve rejection of information not pertinent to a given problem or question.

Consider a few basic facts about the electronic equipment in general. First, there are two types of electronic equipment common to automation—the memory units and the computers. They may be used singly or combined. If combined, the memory unit is called a storage unit. Memory units consist of magnetic drums, disks, tapes, or vacuum tubes. Facts are impressed on the units in a manner similar to that of the tape recording machine, with facts directed to specific, coded areas. These facts remain permanently available until intentionally erased. The memory unit thus serves as a repository of facts. With new kinds of memory units being developed along radically different lines, present disk, tape, and drum concepts soon will be as obsolete as the Stanley Steamer.²

It is probably true that the first development in library automation will be between a central storage center and the larger research libraries throughout the nation. A private wire service plan will play an all-important role: first in the transmission of information, and second in providing for the automatic routing, selecting, editing, duplicating, perpetuating, and storing. Industry and business are utilizing private wire services for these very functions. And libraries will be able to distribute information speedily from the various component parts of a system, no matter how widespread it may be. Once such information is recorded at the storage center it can be transmitted to any or all points, automatically, without further manual copying or retyping.

Business has found, and libraries will find too, that the perforated tape is the heart of the operation and that it is a "common language" which can be read and understood by electric computers and other modern business machines. Once the essential information is placed on the perforated tape, in any part of the system, the information is transmitted, edited, sorted, routed, duplicated, and stored, automatically.

Consider an example of integrated data processing in the catalog department of a very complex state system of higher education, consisting of a central library office and a dozen or more colleges and universities of varying size scattered over a single state.

Cataloging is done by professional personnel. As the typist originates the proof copy, the catalog card is punched into a multi-channel tape. Typing errors are easily corrected upon paper copy and in the tape before transmission. Basic codes are entered mechanically from a master tape.

The cataloging procedure refined even further eliminates the typist. The professional cataloger dictates the information into a machine which codes it and types the master tape. This eliminates the human error made possible by the typist between basic step and automation. The master tape feeds from a machine in the department into the central communications network where the information is routed to the proper subordinate unit by use of a code entered mechanically from the master tape. Adequate machines already exist to perform this operation.

By automating, librarians can spend

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more time with their books and their contents—returning to the age when the librarian was an intellectual, a knower of literature, and spent less time with clerical mechanics.

Right now complete automation is impossible, but the use of tabulators, punched cards, and sorters proves that the services of human beings may be reduced in order-processing systems.

Development must proceed tentatively, in other library activities, step by step, and system by system, integrating on a small scale and building up gradually. The time will arrive when all basic handling will be done electronically and mechanically. Instead of the conventional local or county library with incomplete bookstock, films, pictures, and phonograph recordings, a "storage center" will include the entire gamut of public needs. Such a center would locate and store for every library in the area. Under complete automation, the building required would be small; personnel requirements would be very few; and the equipment would be mechanized. Here is the library of tomorrow—an "information center" for difficult-to-find material, for reference sources, for storage of vast quantities of information. Such a "center" eliminates the small library and all of its costs and problems.

The "storage center," containing the visual and graphic knowledge of mankind, will operate via a closed TV circuit to the individual home or to research centers located on college campuses, industrial establishments, etc. From the "storage center," by direct facsimile transmission, the patron may obtain what he wishes on his television screen. With such easy access to the recorded knowledge of man, everyone will have a "library card" in his TV set.

Memory units by themselves will soon have a special place of their own in a wholly new and unique field—the electronic recording of important facts for quick reference. Chemists are already pioneering in the area. Chemical abstracts are being recorded in a special electronic machine that will quickly report all formulae already developed for given chemicals. It is expected that studies now going on will lead to major advances whereby laws and patents can be recorded electronically.

The most significant reason why librarians should seriously consider automation in their libraries relates to the old problem of proper assimilation and transmission of technical information. The problem has reached the stage at which even major improvements in existing communication techniques cannot keep pace with the proliferating information which must be immediately available to the modern scientist.

During the last decade the unprecedented increase in the publication of chemical information has increased the number of abstracts and index entries in Chemical Abstracts. The publishers found it necessary to make the first step toward automation, because of the increased publications in the field and the increased complexity of chemical literature and because skilled people familiar with chemical terms were difficult to find. The present technique entails the dictation of index entries into magnetic records, requiring only one team of personnel to be familiar with the language of the field. Automation has reduced personnel costs and streamlined production.

As late as 1952 it was pointed out that the mechanical aids already available for classifying and transmitting information were not being used intelligently and more important, no fundamental research on mechanical and intellectual schemes for digesting and storing tech-
technical information was then being done.\(^5\)

Librarianship, basically, is a technique for the organization of information. It is not meant to belittle the important educational function of the library but to point out that there exists a number of basic library problems concerning organization, dissemination, and retrieval of information. Librarians must keep step with science and become interested in fundamental research in the techniques for organization of information. Moreover librarians must realize there are ways of organizing information other than our present methods of classifying. Automation appears to be not only the answer for taking the clerical aspects out of librarianship, but it opens a new avenue for the storage and organization of information.

Printing presses, micro-reduction shops, and mimeograph machines are going too fast for libraries to keep up without adding more and more people using the present manual methods (methods which are leaving libraries behind) and more and more space to accommodate the accumulation of materials. With the help of scientists and engineers, librarians must develop electronic techniques for the organization of this knowledge and the ready-retrieval of it. "The occupational disease of librarians, the tendency toward the encyclopedic"\(^6\) can be overcome by relegating petty routines and memory work to machines. Memory work and the knowledge of book and periodical titles can no longer be encompassed by any one scholar, much less by any librarian who must also find time and energy for administrative duties.

Most of the mechanical techniques required for searching the literature are available, not withstanding recent comments to the effect that there is a paucity of machines "suitable to reference needs" of a library.\(^7\) The proper reduction and classification of information to fit a mechanical system is needed. But this problem, too, is only temporary. Many agree with Vannevar Bush when he states:

> I believe we shall advance our mastery over the records we create, rendering them easier to consult by means which would now seem strange and bizarre to us, which will make obsolete much of what we now do, but which will give a new power and freedom to the creative mind and thereby open the way for another spurt forward of civilization. For civilization advances only as it acquires new experience and only as it makes its experience available and useful.\(^8\)

The first steps in library automation must be taken before we arrive at the ultimate. TV facsimile transmission may be the ultimate in library service.

How does the library profession make an automation study? Undoubtedly, the studies sponsored by the Council on Library Resources, Inc., should help in this respect. But the American Library Association might set up a committee to study every possible application of integrated data processing, at all levels—from administration to paging. This committee after studying standard systems and procedures, forms, and records, would call in manufacturers of equipment and tell them what is wanted. Librarians generally are not competent to evaluate the possibilities of machine operation. It requires qualified engineers. Equipment manufacturers should be able to determine, function by function, what machines can do in the library program. They should be able to lay out in sequence the functions which could be transferred to machines;


they should eliminate bottlenecks and reduce repetition.

Automation in the future will help solve many library problems: storage, personnel shortages, declining budgets, rising overheads, and repetitious procedures.

It is the need for greater efficiency, lower operating costs, and the problem of an inadequate labor supply which will stimulate automation in the library. Librarians who do not look into the future, who do not plan for automation well may be permitting future libraries to become as functional as is the manually operated traffic signal or the horse and wagon today.

True progress requires adjustment. Librarianship will have to adjust. For so many librarians who think something is done the right way “because that is the way it has been done over the years,” the adjustment will come hard. Remarks of “automation is not practical,” or “automation is still in the dream stage,” are of course not based on true understanding of the subject.

Scientists have already provided some of the inventions needed for complete automation and truly efficient library service. Other problems are being rapidly conquered. Even now, a special vacuum tube is in production and new equipment is being devised to solve the random selection problem. Just as progress is being made in the improvement of memory units, machines able to receive material directly without benefit of codes are on the way. The first machine of this type will be able to read “yes” and “no” check marks on questionnaires. It is intended for analyzing the 1960 census returns. Military inventors have developed a machine able to read the ordinary printed page and accept the information as data.

Some day whole libraries may be stored electronically in a relatively small space, thus bringing together the entire world’s knowledge for the immediate use of scholars and scientists. Some day, patrons will be able to borrow a book from the library by telephone connection with the right memory unit, causing the pages to appear on a home television screen.

The concept of automation in the library will undoubtedly influence the educational and personnel requirements for librarianship.

Sir Robert Alexander Watson-Watt, the developer of radar, stated that automation would change our entire way of life for the better, and everyone, including educational institutions, should be planning for the change. But with all the potentialities of machines, they cannot do original thinking. It will still take human planning to keep them in operation. The button-pushers activating the machines must know what they are activating and the job will have extreme responsibility. These “educated” persons must know something about both the physical sciences and liberal arts.

As most library administrators are well aware, the labor supply is putting the squeeze on demand. The low birth rates of the depression years, the high standards of living that allow people greater choice in jobs and more liberal retirement policies make some of the lower-paying professions hard put to compete in the labor market. Society’s need will be for engineers, electronic experts, electricians, mechanics, subject specialists. Libraries will want managers and creators who can take advantage of the promised efficiencies of automation.

Under these conditions, library schools face a real challenge.

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9 Arthur Pleydell. op. cit.


Libraries and the Refreshment Of Reading

There is a continuing and very real concern among the faculty of our universities and colleges about the dire state of undergraduate reading. The freedom to read was taken away from those poor young people long ago by the family and social contacts that bind them from their childhood and it is only among the children of the privileged or peculiar few that there are books for them to wander in, to be surprised by joy.

This ignorance about reading is producing a class of leaders that is illiterate; it vitiates the pattern of education. Voicing the concern of the professors, wrote Robert Hoopes, professor of English, and director of the Stanford Study of Undergraduate Education,

There is a popular idea that learning and wisdom come from absorbing the sights and sounds around us, that you don't really have to do much about it. You simply assimilate learning like the sun. It just happens. This vegetable doctrine accepts the notion that all kinds of experience are equal repositories of learning.

This fallacy is a comfortable one, as easy as the primrose path, and superficially justified by the fact that undifferentiated experience does indeed represent a source of stimulus and information. But the road to discipline and knowledge and wisdom is and always has been the traditional and difficult way of learning.

Part of the business of motivating the undergraduate is to make him aware of the nature of that road. We do all we can by improving course content and arrangement, by urging teachers to do the best job they can in the classroom—all that we can do in short to put the student on that road. Once on it, excited by the prospect of intellectual adventure and discovery, where shall he go?

He must go to the crystallized record of the civilization and culture that he has inherited. He must go to books, and they will serve him as a guide, a solace and a reward. Without them the journey of the mind remains aimless and arid.¹

The ability to read intelligently and critically is perhaps the most tangible and valuable endowment of a liberal education, an ability that can only be acquired through practice—an acquired habit that becomes all the more difficult to take on since it runs so far away from the domestic and social habits of American society. Whatever the college and university libraries can do to help the faculty in their onerous and fundamental task, the improvement of undergraduate reading, that they must do; it is a prime responsibility, and this is a time when the libraries can do something about it. On Chapel Hill and in the Harvard Yard, in other libraries, all too few in this great land, there are lights shining in this darkness. These lights can be as stars.

There are many ways whereby the libraries can do their share. There is no set pattern, but this is clear: there is no need of a survey to find out whether undergraduates will respond to books and pictures, music and films; they will do so. It is the human condition to respond to the attractions that are offered: the tragedy is that they are offered so rarely, to so few.

¹In Appreciation (Stanford University Libraries), III (1955), pp. 2-3.
The first and most important way that the library can help lies in the actual distribution of certain types of books: the paperbacks and the duplicates, making them attractively and readily available. The new generation of paperbacks is a most welcome addition to the world of books. They may, outside the college reading problem, bring about a revolution in the book business by reversing the current trend, the growing reluctance in this age of avid and conspicuous consumption, to pay money for books, to read for the love of it. How-to-do-it books are booming, textbooks and self-help books (peace of mind, consumer reports, income-tax aids), but reading for the sake of good alone is waning, both within and without the walls, and where fewer people buy books and read them there the clouds are piling up, there the dark is coming.

Now it is not altogether the fault of the undergraduate, of people generally, that there has set in this decline in reading. Booksellers, publishers and librarians have to share the blame. The publishers are often very irresponsible. Can you blame the reader who is slow to buy, to read, when publishers and book societies unite to praise as a new Turgenev, as a fearless Zola, a writer whose turgid novel of protractive rape, of frank brutality, will be forgotten when the next literary sensation bursts upon the scene? How can the groping reader confide in those who hailed the tangled web of William Faulkner’s *Fable* as if it were the fifth Gospel? They do this for money, and it is this economic grave necessity that so distracts and complexes the book business.

The trade book shop, so far the natural outlet of the wares of the publishers, is beset by this same necessity — money. In order to stay in business the book store is become more of a variety store than a bookshop. A student bitterly writing to the editor of his college newspaper voices a well-nigh universal town and gown complaint about book shops, be they on the campus or outside the walls:

“Five and Dime”
To the editor:

The editorial in yesterday’s Daily outlines most of the causes of the Bookstore’s inadequacy [a justified diatribe about the whole attitude and practice of the usual bookstore] but does not mention the main one!

The chief difficulty with the Bookstore is that it is not a bookstore at all but a rather high-priced five-and-dime which barely keeps enough books in stock to maintain its masquerade.

Replacement of the stationery, costume jewelry, baby bibs, women’s toiletries, bedspreads, men’s billfolds, toy animals, drinking glasses, red lace-trimmed garters, and all the other junk that has nothing to do with scholarly pursuit by books is the improvement most sorely needed at the Bookstore.

This letter appeared in the Daily under the heading “Campus Opinion,” and it is a very fair opinion at that. There is no need for any behavioral scientist to investigate the dearth of undergraduate reading; the reasons are clear, as is the solution, and one most important feature is concerned with the availability of the books.

The new paperbooks need a better source of distribution than the trade bookstores. What better source could there be than a library? A kiosk can be set up, like book kiosks are set up the world over, in a library, the paperbacks displayed openly and easily, and there begins a traffic. This need is greater in the more isolated colleges and universities that are distant from any good book stores, but near or far from the stores, the library is a good place for the distribution and the sale of paperbacks. There need be no throttling of private enterprise here, rather the reverse. The book-

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MARCH 1958
Salaries, Work Week, Vacations, Benefits, And Privileges of College Librarians

The original purpose of this study was to obtain information about vacations of professional staff members of colleges comparable in size to the West Virginia state colleges. The only recent article on vacations listed in Library Literature\(^1\) deals with colleges larger than most of the West Virginia colleges. The statistics published annually in CRL do not include the length of the vacation periods. Also, because of the confidential nature of the information, statistics submitted for publication may not be representative of the group.

Salaries and the length of the work week have an obvious relation to vacations. The other items in this study were included because they have a bearing on the status of the college librarian.

Questionnaires were sent to all colleges accredited by the North Central Association having enrollments between 500 and 2000. Questionnaires were also sent to all other accredited colleges of the same size in states bordering on West Virginia and to all West Virginia colleges, except West Virginia University, regardless of size or accreditation. The World Almanac 1956 was used for enrollment figures.

Of 217 questionnaires mailed, 153 were returned and 150 (69 per cent) were filled out. Eighty-four were from private colleges, 64 from state colleges, and 2 from municipal colleges. The information given covers the same period as that covered by the statistics printed in CRL for January, 1957, but only 80 of the 150 colleges responding were included in the ACRL report.

Only 67 of the private colleges and 55 of the state and municipal colleges gave information about salaries. In the private colleges the salary of the head librarian ranges from $2730 to $7500 with a mean of $4868 and a median of $4867. Head librarians fare much better in publicly supported colleges with a range of $3700 to $9220, a mean of $5784, and a median of $5490. The actual gap between salaries in private and publicly supported colleges may be even greater than the figures indicate because most of the latter not submitting data about salaries have high salary scales.

Salaries of assistant librarians in private colleges range from $1700 to $5500 with a mean of $3908 and a median of $4050. In state and municipal colleges the range is from $3200 to $6240, the mean $4852, and the median $4851.

Unfortunately in many institutions salaries of librarians are not comparable to those of other faculty members with equal training and experience. Professional library staff members in only 53 (63 per cent) of the private colleges and 43 (64 per cent) of the state and municipal colleges are paid on the same basis as that of other faculty members. Ten other private colleges and 4 state colleges pay the head librarian and, in some instances the assistant librarian, on the same basis but discriminate against other professional staff members.

\(^1\)Robert H. Muller, "Work Week, Vacations, and Salaries in Medium-Sized Universities and Colleges," CRL, XV (1954), 84-86.

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The working hours per year range from 1240 to 2400 in the private colleges and from 1160 to 2333 in state and municipal colleges. The medians are 1773 and 1751 respectively, somewhat higher than the ACRL figures. The means are 1778 for private colleges and 1742 for those which are publicly supported.

The statistics indicate that higher salaries are often linked with shorter work years. On the other hand, the lowest salaries may accompany either a very short or a very long work year.

The range of hourly rates in private colleges is $1.25 to $4.54 for head librarians and $.83 to $3.49 for assistant librarians. Rates in publicly supported colleges range from $1.72 to $5.66 for the head and $1.71 to $4.06 for the assistant librarian. Medians are $2.80 and $2.31 for the former and $3.22 and $2.74 for the latter. The hourly rate of pay in the publicly supported colleges would have been higher if a number of state colleges with high salary scales had submitted salary data.

The length of the work week varies from 35 hours to 48 hours. Sixty-four (42 per cent) of all the colleges reported a 40-hour week, and in 126 (83.5 per cent) the staff works 40 hours or less per week.

Figures for vacations include school recesses such as Christmas and Easter if librarians do not have to work during these periods, but do not include legal holidays and other special days. The number of individual days reported varies from 0 to 25. Most of the colleges which reported fewer than 8 holidays have longer vacation periods including most of the legal holidays. Many of the 23 colleges reporting more than 8 holidays have short vacation periods, and it appears that school recesses were in some instances reported as holidays rather than as vacations.

Only 22 of the 150 colleges indicated less than 4 weeks of vacation. In this study all time off, other than individual holidays, has been treated as vacation even though librarians employed for less than 12 months may not so consider it. Six colleges have 3 weeks and 16 have approximately 2 weeks. Of 9 state colleges having only 2 weeks vacation, 6 are in West Virginia.

The most common vacation period is 4 weeks or 1 month with 28 private colleges and 12 publicly supported colleges (26.6 per cent of the total number) reporting one or the other.

Eighty-eight institutions, 60 per cent of the state and municipal colleges and 57 per cent of the private colleges, give more than 1 month of vacation. The longest vacation periods are 17 weeks for private colleges and 14 weeks for state colleges. In addition, 2 private colleges and 12 state colleges reported school vacations, and 11 state colleges have school vacations plus extra pay for summer sessions.

All colleges reporting sick leave for faculty members make it available to professional members of the library staff. Three having sick leave only for nonprofessional library personnel do not have sick leave for faculty members. Although 83 of the 150 respondents checked "Yes" and 64 checked "No," many of the latter indicated that salaries are paid during illness. In fact, in many of the colleges without sick leave plans the library staff receives more generous treatment than is provided by colleges with formal plans.

Some of the colleges checking "Yes" might be regarded as not having formal plans, for 22 stated that there is no time specified, 7 indicated only that the sick leave allowance is "generous" or "liberal," and 14 indicated that each case is considered individually. Seven colleges reported that the amount of sick leave granted varies with the length of service. Of the colleges reporting a definite pe-
riod, the amount of leave ranges from 5 days to 6 months. In order of rank the most common sick leave periods are: 15 days (18 colleges), 12 days (9 colleges), 30 days (8 colleges), 12 days (9 colleges), 14 days (6 colleges), and 40 days (6 colleges).

The following quotations are taken from questionnaires which indicated that the college has no sick leave plan: (1) "very liberal practice"; (2) "have granted as much as 2 months a year"; (3) "as much as necessary"; (4) "when you're sick you don't work"; (5) "each case considered individually"; (6) "no limit"; (7) "anything within reason."

Thirty-eight respondents checked "Yes" and 41 checked "No" in response to the question, "Is sick leave cumulative?" Most of the questionnaires on which neither was checked are those of institutions which have no sick leave or no formal plan. The total amount staff members are allowed to cumulate ranges from 20 to 180 days. The most frequently reported are 100 days (8 colleges) and 90 days (7 colleges).

Seventy-seven of the 84 private colleges and 59 of the 66 publicly supported colleges have retirement plans which include professional members of the library staff. Seventy-eight of the former and 35 of the latter also have social security. In 68 private colleges and 41 state and municipal colleges professional members of the library staff are covered by a college-sponsored group insurance plan.

One hundred eight of the 150 colleges in the study make some contribution to insurance and retirement plans for members of the library staff. Thirty-one failed to answer the question. Some stated that the college contributes only to social security or to social security and retirement. Three colleges pay the entire cost of health insurance for their employees. Two others pay 50 and 60 per cent respectively of the cost of health insurance in addition to a contribution to retirement of 5 per cent of the employee's salary. Most of the percentages contributed by the colleges are under 10 per cent, the most frequently mentioned being 5 per cent (29 colleges).

Fifty-six per cent of the colleges indicated provisions for sabbatical leave, but librarians are included in only 47 per cent. Discrimination against the library staff regarding sabbatical leave exists mainly in private colleges. The librarian of one publicly supported institution stated that the college has a sabbatical leave plan but that librarians are not eligible. Three others were not sure, but thought that requests would be granted on the same basis as those of other faculty members. In 2 state colleges only the head librarian is eligible.

Almost all head librarians have the same privileges of attendance and voting at faculty meetings as other faculty members. In the private colleges only 1 librarian reported not having the same privileges; 1 stated that the question is being reconsidered, and 1 did not answer. One state college does not grant these privileges to the head librarian, and 1 which gives the head librarian the same privileges as others who do not teach failed to state what these privileges are. Fifteen of the private colleges do not extend these to other professional members of the library staff, and 6 limit them to the assistant librarian. Only 3 state colleges report that no other professional staff members may attend faculty meetings and vote, but another limits this participation to "all who have faculty status."

Although library salaries are still not comparable to faculty salaries in many institutions, it appears that improvement in the academic qualifications of librarians has brought an improvement in status.
Staff Retention

Sometimes the best way to define or describe something is to say what it is not. This is not an entirely unscientific procedure, and would seem to apply to treatment of the subject of staff retention. These remarks will be better understood and perhaps more readily accepted if you will keep in mind that this is not a paper on recruitment of librarians nor even procurement of staff, but on retention of staff, and is further delimited to include only professional staff. For not all of the comments I shall make would apply to the nonprofessional, and certainly if this paper were to include nonprofessionals, there would have to be some changes and many additions. This is not to say that I necessarily consider staff retention to be more important than recruitment for the profession or procurement. It is to say that I am treating only the one facet of a larger problem, one, however, which seems to be of great importance and vital interest today.

I will not attempt to rank in order of importance the factors conducive to staff retention. This would be a futile exercise, since all the factors treated are considered important. However, I do believe the most important to be that of working relationships, for it seems to me this has caused more resignations in the library profession than any single factor.

In order to create a situation which will be conducive to good working relationships, an old rule of thumb of personnel administration must be observed: everyone must be responsible to someone and no one must be responsible to more than one person. In turn, that person must be someone who is competent to supervise the individual's work to a degree that will be observable to the individual. When this is not the case, an examination of the situation will probably reveal that the wrong person is in charge or that the staff member is unable to recognize adequate supervision. In either case, reorganization is in order to the extent of replacing the supervisor or shifting the staff member to another supervisor, or, of course, termination.

A dissatisfied individual or one who is not satisfactory to his supervisor should be given an opportunity to transfer. If the staff member is too poor a worker, the other supervisor probably will not accept the transfer. It is then obvious that the staff member should be dismissed. Sometimes a supervisor, not knowing the qualities of the dissatisfied individual who has been working in another department, can be asked and will agree to give him another chance. Often this works out, sometimes not.

One of the most disturbing factors in working relationships is brought about by the wrong person approaching the wrong person in another department, when such interdepartmental communication is necessary. Good policy seems to be to have anyone make this contact who desires and make it at any point he desires, as long as it works. But when it does not work, and it often does not, the entire staff should know that the matters are referred up to department heads or their equivalent, and then cross. This insures the validity of the assumption that the problem was interdepartmental.

An illustration would be that a cata-

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1A talk given before the College and University Section of the Alabama Library Association meeting, Tuscaloosa, April 12, 1957.

Mr. Jesse is Director of Libraries, University of Tennessee.
loger advises a page about shelving. Well, this is all right if it is sound advice, if the page accepts it, and if the suggestion meets with the approval of the stack supervisor or whoever is in charge of pages. It is silly to say that because the informal crossing-over between departments might not work that it should not be permitted or even encouraged. There are simply too many opportunities to facilitate work by this informal exchange where it is acceptable, and individuals do enjoy it, thereby not feeling blocked off from other departments.

No department head or equivalent should ever give an order to or, especially, reprimand a staff member not in his department. It is best to have a general policy, frequently stated, that when this is done, the individual has the right to react as he will, preferably telling the department head who is out of order that it is none of his business, and this need not even be said politely. In this way, one of the worst things in a library can be prevented—that thing being the existence of some awesome or angry person making this awe and anger felt in an area wider than his immediate staff responsibilities officially go. While position, tenure, etc., all may make the individual more valuable in his work, organizational lines can be badly tangled by such an individual’s assuming a set of administrative prerogatives that were thought out along entirely different lines and assignments made that did not include this crossing-over, which permits a kind of seniority abuse.

The administration of a library should endeavor to make it well-nigh impossible for this kind of out-of-channels arbitrary administration to be felt. Years ago many libraries had this problem with the faculty. It is much less prevalent today. The faculty are too busy with their own work, and library staffs may quite probably be more adequate in size, quality, and organization. Many of us favor the assignment of specific faculty rank to the individual professional librarian in order to give him a kind of status which is highly desirable in an academic atmosphere. A librarian with the rank of instructor can use his own judgment as to whether or not he wants to argue a matter with a full professor of English. One thing is certain: he has as much status and therefore as much equipment with which to argue as has the instructor in history to argue with the full professor of English. From here on, it is a question of the individual and whether he likes to argue and is willing to take his chances. Many do, many don’t, but this is not characteristic of librarians any more than of instructors at large.

The suggestions thus far made might be grouped loosely as working relationships. There is another group that might be called “working conditions.” By working conditions is intended coverage of such items as heat, ventilation, proper lights, good equipment, adequate space, scientific, or at least sensible, arrangement of jointly-used facilities, whether books, furniture, or coke machines, and parking conditions—one I hesitate to include, since I myself have never been able to solve that problem. I think it is unnecessary to extend this list, since it is large, but different, in each situation. However, included in this area are many satisfactions or dissatisfactions which often lead a person to stay at or to leave an institution. I suppose there should be included here the item of living conditions, but since that is ordinarily more a community, town, or city problem than an institutional one, it is only mentioned here.

I imagine salary is the most important single factor as far as procurement of
librarians is concerned, especially those beginning professional work. I am not sure this is true, but I think it might well be. For this reason, many of us prefer to keep our beginning salaries around the national median so that other factors will enter into the individual's decision to work at a certain institution. There is a reason for this. The other factors are the ones that are going to influence the decision as to how long a person stays. So you might as well face them at the start. Nothing is more irritating and discouraging to an individual than to take a job at a relatively high salary, and then find that the institution is going to get all its money back, by not raising salaries in accordance with cost of living, merit, or tenure increases.

It is possible, no doubt, to get a couple of years' work out of someone before he discovers this, but since this talk is about staff retention rather than how to kid somebody out of a couple of years' work before he leaves, this dubious gain will be ignored.

Beginning salary for a junior professional person, however, should not be confused with initial salary, though it often is, so of course the national medians are merely a base for initial salaries, should the individual have experience or training of value to the particular institution.

Salary schedules should be determined, applied, well known, and widely understood. Raises should not be given in the light of specific offers, though with an unenlightened college or university administration, it may be necessary at certain times at certain places. When this applies, the administration of the library should make every effort to join with the other academic administrators to see that this is corrected.

Few things are more disturbing to the individual than to be aware of the fact that the only way to get a raise is to get an offer. As a matter of fact, he soon catches on that he is better off neglecting his immediate duties and should start shopping for offers. These offers are frequently accepted, resulting in undue turnover. However, there is another reason of equal importance why raises should not be given in the light of an immediate offer. With this policy, it is possible to share the enthusiasm of a staff member who receives an offer. The potential of the new position can be compared with the present position, and the future of the individual can be discussed in a decently objective but personal manner.

As most of us are aware, I am sure, offers to staff members literally pour in these days. This is all very flattering and enjoyable and is of great interest and value to the average college or university administrator. At least, this is true as far as the total is concerned, but the individual negotiation disturbs everyone and, as I say, many of us feel raises in the light of an offer should never be recommended by the library. While this may seem a difficult if not impossible way to proceed by some librarians who are working under college or university administrators who expect or even require such offers before allowing raises, it can be done. We have not in the past fourteen years recommended a change in salary for a professional librarian to meet another offer. If this policy is never violated, the staff comes to know that what used to be known in the ivy league schools as the "jack and screw" method of remuneration is not in operation.

Of course, offers are taken into consideration seriously as reflecting outside evaluation of an individual, but this is done annually at budget time and through channels; otherwise, especially in this time of extreme shortages and
innumerable offers, there would be little
time left for the library administrator
to do anything other than revise salaries
constantly. Meanwhile, all the other
staff members are disturbed, wondering
if they, too, ought not to look up from
work long enough to be getting their
salaries raised through offers.

The library administration's willing-
ness and ability to determine the true
value of the individual staff member, to
pay him that much and no more, within
a given scale, is, I am convinced, one
of the major factors in staff confidence,
and, therefore, staff retention.

It may be that the individual feels
you are mistaken in determining his
ability, but one thing he knows is that
you are paying him what you think he
is worth, and not what you think you
must, except as this applies generally to
all staff members. This policy cannot
be put into effect successfully unless the
total salary scale is at least equitable
to comparable institutions. Again, some
of us feel that assigning specific rank to
the professional staff member pretty
well takes care of this.

The individual staff member will not
remain in a position, if he can help it,
which does not have certain respon-
sibilities. These responsibilities should
not be assigned until the individual is
prepared to meet them without a sense
of inadequacy. At best, some of us feel,
work in the more immediate operation
of the library should be delegated. This
will insure individual staff members
having the sense of responsibility which
keeps the position interesting.

To this individual must go all credit
and discredit, for the assigned and as-
sumed obligations. It is true that every-
one in the hierarchy above, supervisor
through administrator, is equally re-
sponsible, but in all fairness to the indi-
vidual, credit must be given him when
a good job is done.

If a poor job is done, it is better for
the succeeding officer above the indi-
vidual to assume the responsibility, espe-
cially outside the organization. In other
words, when a thing is done right, let
everybody outside the library know the
staff member who did it. When it is
not done right, never specify which staff
member caused the failure, as far as the
outside world is concerned. It is almost
impossible to prevent fellow staff mem-
ers from knowing what happened, but
there is always something rather sicken-
ing about an administrator who ex-
plains a failure of his organization by
pointing out that a particular staff mem-
ber failed. While this may very well be
the case, it was the administrator's re-
sponsibility to see that an adequate per-
son was given the assignment.

Every staff member must have some-
one who feels responsible for him, and
either that responsible person or some-
one above that responsible person must
let the staff member know what he feels
to be the potential of that individual,
and also that there is someone interested
in his attaining that full potential,
either within or outside the given insti-
tution. This potential must be an actual
one, and not one that has been just
trumped up for morale purposes, be-
cause time and circumstance will prove
the theoretical potential to be wrong.

Sometimes a staff member and some-
boby above him are aware that he has
greater abilities, but there is no oppor-
tunity for further promotion or for
placement in the job that is right for
that individual. When this is the case,
there should be a definite, stated under-
standing on the part of everybody con-
cerned that this is the case. Then a de-
cision can be made, according to the
policies and practices of the organiza-
tion, as to whether the individual should
be urged to seek his full professional
potential in another institution or to
stay in his present job. The supervisor
or administrator or whoever is con-
cerned must be very careful not to assume prerogatives which are those of the individual, the institution, or the profession at large.

In doing this, depending upon time, place, and conditions, the obligations of management might be at times to favor slightly one or the other. Ordinarily, since the institution can better afford it than the individual, the decision should be made to favor the individual's career rather than to have him work at fractional capacity, since actually, for the long haul, the institution definitely benefits by this attitude.

One benefit that accrues to the institution is the favorable position it has with the library schools in placement preference of promising young people. The library schools feel that in such an institution a promising young person does not get lost professionally.

Another benefit is derived from the individual himself, who, having finally left the institution, encourages other people of great potential to accept appointments where the individual's career is given an even break with the institutional need, or, when at all possible, is slightly favored.

It might be mentioned parenthetically that the ethical obligation of management is probably met by merely not attempting to block the individual's professional growth when this means leaving a job, but does not extend to seeking specific positions for him and recommending him to other institutions.

In other words, management does not need to feel obligated to find better jobs for its own staff, especially in times of shortage. This does not apply to certain cases, for example, where someone has accepted a position, say, as assistant order librarian in order to get a minimum of training for running his own order department in a comparable institution. Here, when a person has been acquired with that understanding, the spirit of the contract probably includes helping discover the proper spot for a person who has come for this minimum training, so stated at the time, and hired on that basis.

Where legally possible, encouragement to further formal and informal professional training should include leave with pay, certainly to the extent of one full quarter each year; financial assistance in addition to leave, a matter which is more easily attained than most institutions now recognize; aiding the staff in securing scholarships or assistantships in the library schools; no exclusion from merit or tenure salary increments; and terminal conditions should be most carefully handled. Actually, some of the best staffs in colleges and universities in this country are made up substantially of repeaters.

A continuing interest in former staff members should be taken, not entirely because they might return, but also because this is to the institution's credit, and becomes known generally. For example, appointment, or suggestion of appointment, to an important professional committee will often involve consideration of a more mature staff member who is no longer at the institution, rather than merely suggesting a promising one who is on the staff. Both reflect credit on the institution, but since presumably the ex-staff member is better qualified, a better job will result, while only discredit can come to an institution which can demonstrate wide committee and other association activity, but where people are not ready. It is definitely better not to be represented than to be poorly represented.

The staff member likes to be identified with a popular department or unit, and the popular ones invariably are those that do the best work, so it probably follows that a high standard of work—qualitative and quantitative—is conducive to retention of staff.
New Periodicals of 1957—Part II

From the examination made during July to December, 1957 of Library of Congress receipts of periodicals published in 1957 the following list has been selected to call to the attention of librarians and others. These titles have been chosen because they appear to possess reference value or because of their origin, aim, or style they are of importance, at least for the moment. Tallying their sources it was found that they originated in almost equal numbers from commercial publishers, from universities, and from all other institutions, corporations, and foundations combined. Which ones will be continued and for how long will be an interesting study.

Biology. To encourage the development of first class work in insect physiology is the purpose of the Journal of Insect Physiology. This publication of the Pergamon Press has an editorial board of three, an American, an Englishman, and a Swiss. The foreword states the journal “will be concerned not only with the physiology of insects, but with the physiology of other groups of arthropods, particularly of terrestrial forms. The fact that original work on biochemistry, toxicology, and the functional aspects of morphology will be published ensures a catholic approach.”

Book Collecting. Philibiblon, eine Vierteljahresschrift für Buch- und Graphik-Sammler is published in Hamburg by the Maximilian Gesellschaft. Included in the first number is an article on book collecting, a bibliography of the poet Gottfried Benn, society news, etc.

By EDNA MAE BROWN

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Broadcasting. The Association for Professional Broadcasting Education has begun the publication of the Journal of Broadcasting. The contents are arranged in four sections: Issues in Broadcasting, Law of Broadcasting, Education for Broadcasting and Literature of Broadcasting. Such subjects as “The Canon 35 Controversy,” “Colleges and Universities Offering Course Work in Radio and Television,” and “Federal and State Control Conflicts in Broadcasting” are illustrative of the contents of volume one, number one.

Business. The Executive, a Guide to Reading for Top Management is published by the Baker Library, Harvard University Graduate School of Business Administration. It will present abstracts of books, pamphlets, speeches, and periodical articles which are of significance to executives. Feedback, the Abstracting Journal of Computers and Automation is edited and published by Gerald D. Johnson in Chicago. Abstracts cover the subjects of computers, automation in general, automation in industry, and automation equipment. Information and Control is a scholarly publication of the Academic Press. “The purpose of this new journal will be to publish original papers devoted to theories of communication, computers, and automatic control.” Storage from London deals with stores control, holding, handling, packing, and protection. The physical layout and control of stores of the Champion Spark Plug Company, Ltd. is the subject of one article in the first issue. Film Media intends to show how film can be the “most effective, most dramatic and modern tool available to management for
use in sales, advertising, public relations, and training."

**CHEMISTRY AND PHYSICS.** Journal of Molecular Spectroscopy from the Academic Press "will prove of value to physicists and chemists interested in the structures of molecules, the strengths of bonds, molecular parameters, intensities, and dipole strengths." The Journal of the Polarographic Society comes from England. The first issue consists of papers presented at the society's symposium on polarography and medicine. The Microchemical Journal has been launched because it has been difficult to obtain publication in existing scientific journals of articles dealing with the application of microtechniques to chemical and physical problems. Tetrahedron is an international journal of organic chemistry. Contributors are staff members of research institutions in England, Russia, South Africa, Israel, and other countries. West African Journal of Biological Chemistry should be very welcome in that tropical area where biological chemistry is a science of so much importance to workers in medicine, pharmacy, pharmacology, biology, and chemical, agricultural, and veterinary research.

**ECONOMIC AND SOCIAL AFFAIRS.** From the Institut d'Histoire Sociale, Paris comes Le Contrat Social. This is a scholarly journal which will treat social problems in an unprejudiced and historical manner. Articles on "l'inégalité," "le contrat social," and revolution and counter revolution in Hungary are to be found in the first issue. Desenvolvimento & Conjuntura deals with the economic development and industrialization of Brazil. Revista de Ciencias Sociales deals with broad social problems, but coming as it does from the University of Puerto Rico it will treat specific Puerto Rican and Caribbean matters also. Stato Sociale is edited by Giuseppe Pella and published in Turin. In an introduction Mr. Pella asserts his theory of government for the modern world. He asks for a social state, a strong state and always a democratic state under a parliamentary system of government. The journal will undoubtedly reflect these theories.

**EDUCATION.** The first issue of Education Bulletin of the Faculty and College of Education, University of British Columbia indicates a concern that the technical and professional training of teachers tends to limit the time available for general, cultural studies. Education in France will acquaint Americans with French educational aims and methods. It will provide information about the life, problems and developments in French universities, about the possibilities of exchange and scholarships, and the most significant research that has been done in France in the field of pedagogy. Higher Education and Research in the Netherlands is similar in purpose to the above. It will provide concise accounts of the work being done in a given branch of science in the Netherlands and promote international cooperation among scientists. Journal of Developmental Reading published by the Developmental Reading Staff, Department of English, Purdue University is a quarterly for the improvement of reading skill.

**ENGINEERING.** Two new journals dealing with the industrial application and use of atomic energy are Atomo e Industria from Rome and G.E.C. Atomic Energy Review from London. Both report on research in and applications of atomic energy. Also from London comes Insulation Review which is to deal with all aspects of thermal and acoustic insulation. The Journal of Solar Energy Science and Engineering from Phoenix, Arizona will deal with the research in and application of solar energy. RCA Technical Notes are indeed just notes on
problems in radio, engineering, television, electronics, and related arts which have been investigated by engineers at the RCA Laboratories at Princeton, New Jersey. Radar is the journal of the Radar Association (London). Technical articles such as “The New World of Infrared,” and “Radar in Liners and Merchant Ships” and association news are found in the first issue. Space Journal is for “not-so-scientifically-minded” readers. In the article “Outlook to Space Travel,” Ernst Struhlinger, director of Research Projects Office, Army Ballistics Missile Agency describes the rocket, its crew, its engine, its fuel, its flight path, its space stations, etc. which will take men to Mars.

HISTORY. Asian Perspectives is the bulletin of the Far-Eastern Prehistory Association, American Branch. It consists of brief notes on research done and being done and bibliographies, with the aim of improving communications between scholars working in the field of Far Eastern prehistory. The Nevada Historical Society is publishing Nevada Historical Quarterly to contain articles on the social, cultural, economic, and political history of Nevada, eastern California, eastern and southern Oregon, Idaho and Utah.

INTERNATIONAL RELATIONS. Background on World Politics consists of digests from 123 publications in fields bearing on world politics prepared by a group of fourteen specialists at Wayne State University. The Chinese Magazine from Taipei hopes to “convey the true voice of almost a quarter of mankind to the policy makers of the free world, so that the crooked enemy cannot play any tricks in the name of this portion of the world’s population.” Conflict Resolution, a Quarterly for Research Related to War and Peace is published by the Department of Journalism, University of Michigan and printed at the University of Chicago Press. An editorial in volume one, number one states that “by far the most important practical problem facing the human race today is that of international relations—more specifically, the prevention of global war. . . . If intellectual progress is to be made in this area, the study of international relations must be made an interdisciplinary enterprise, drawing its discourse from all the social sciences. . . .” The editors hope to encourage research along these lines. In January the U.S.S.R. Society for Cultural Relations with Foreign Countries launched the monthly Culture and Life. The main object of this journal is “cultural rapprochement between the peoples of the Soviet Union and those of other lands.” Contemporary Russian music, Picasso, Soviet-Polish cultural cooperation, Chinese literature, and British children’s art are some of the matters discussed. The treatment is superficial and shows the usual Communist prejudice. Modern Age calls itself “a conservative review,” meaning by conservative the conservation “of the best elements of our civilization.” Russell Kirk is the editor. Although political affairs receive the emphasis in the first issue, one story, some poems, and some other literary matters are included. From the Studies Centre on Polish-German Affairs in London comes Poland and Germany. This little journal will present historical and political studies of the tangled relationships of Poland, Germany, and Russia. PROD, that is, political research, organization, and design “collects and circulates among its readers the ideas of political and behavioral scientists about researches that might advance man’s knowledge of political behavior. PROD’s ‘articles’ describe ‘significant’ problems, present a design for ‘solving’ them, and estimate what might be the results of the study.” This journal might be of interest to students looking for thesis and dissertation subjects. Terre d’Europe, Re-
*vue Internationale* is published in Brussels. Its scope encompasses political questions, literature, arts, even fashion. *Western World* is an "intercontinental" journal, with an editor-in-chief for Europe and with Edgar Ansel Mowrer as editor-in-chief for America. Its purpose is that of preserving and strengthening the Atlantic Community of Nations.

**LAW.** The International Commission of Jurists has launched a *Journal* to reflect the commission's aim of fostering understanding of and respect for the "rule of law." The contributors to the first issue come from many parts of the world and write on such subjects as "The Rule of Law in Thailand," "The Treason Trial in South Africa," and "The Soviet Procuracy and the Rights of the Individual Against the State." The Patent, Trade-Mark, and Copyright Foundation of George Washington University is publishing *The Patent, Trade-Mark, and Copyright Journal of Research and Education.* This journal will publish research regarding the principles, the facts, and the practical operations of patent, trade-mark, and copyright systems of the United States and other countries to educate and inform the general reader as well as those with special interests from business, industry, the sciences, and the professions. The first issue reports on completed projects and projects in progress. A new French law journal, *Revue de Jurisprudence Commerciale* has been launched. This journal will cover commercial law in a broad sense, reporting on cases and court decisions dealing with sales, contracts, bankruptcy, maritime, river, and aviation law, etc. Also there are included brief notes on legislation pending before the National Assembly.

**LIBRARIANS.** *The Industrial Librarian & Technical Book World* is published in London. The editor announces that "apart from professional articles on such subjects as abstracting, documentation, and industrial library practice, there will be select bibliographies of works of science, technology, trade and commerce, and reviews of the latest books."

**LITERATURE.** *Audience* is a journal of creative and critical writing being published privately at Cambridge, Massachusetts under the editorship of Harvard students. *The Grecourt Review* is published independently at Smith College. It will publish the writings of faculty, students, and contributors from outside the college. The contents of the first issue would classify the journal as "literary." It is stated in the introduction however, that there "will be comments upon topics of artistic, political, historical, and social interest—anything in short, which the figuratively young writer wants to say and says well." *The Italian Quarterly* is published under the auspices of the Department of Italian at the University of California, Los Angeles. The editors have seen a revival of interest in things Italian in our country since the last war. Therefore they plan to publish this journal in English for those persons who are interested in Italian culture in its widest sense. The first issue emphasizes the literary aspect. *The James Joyce Review* is edited by Edmund L. Epstein, University of Buffalo and published in New York. An important feature of volume one, number two (the only issue available for examination) is the "Addenda to James Joyce Bibliography, 1950-1953," by William White. *The Literary Review, an International Journal of Contemporary Writing* is sponsored by Fairleigh Dickinson University of Teaneck, New Jersey. The members of the editorial board are all members of the faculty of that university. The review will stress creative rather than critical writing. There will be English translations of the works of foreign writers. The first issue is a salute to Dr. William Carlos Williams. *New Chapter,* published in London, includes fiction, travel, dra-
ma, poetry, with the emphasis on poetry. The contributors are young and probably not well known in this country although many have published some work. Threshold is an Irish literary journal, published by the Lyric Players, Belfast. This journal will include both creative and critical literature.

MATHEMATICS. The University of Illinois is publishing the Illinois Journal of Mathematics. It will contain research papers in pure and applied mathematics which may be written in English, French, German or Italian. The board of editors includes professors from American universities plus one from the university at Frankfurt am Main.

MEDICINE. Abstracts of Soviet Medicine is prepared for the Excerpta Medica Foundation by members of the U.S.S.R. Academy of Medical Sciences, Moscow. The first issue examined was Part A, Basic Medical Sciences. Part B will be Clinical Medicine. Medical History is an English publication and is the organ of the Cambridge University History of Medicine Society and of other medical history societies. Perspectives in Biology and Medicine is published by the University of Chicago Press and sponsored by the university’s Division of Biological Sciences. The purpose of this journal is to communicate new ideas and to stimulate original thought in the biological and medical sciences. The articles will include new hypotheses and concepts and report recent and current research.

MOTION PICTURES. Indian Film Quarterly published on behalf of the Calcutta Film Society has for its purpose the improvement of and increase of interest in Indian films. Included are reviews of films.

MUSIC. The British Catalogue of Music lists music and books about music recently published in Great Britain just as the British National Bibliography lists recently published British books. The arrangement is classified with an alphabetical index for composers, titles, arrangers, instruments, etc.

NUTRITION. A new German journal dealing with the chemistry, physiology, and technology of nutrition is Die Nahrung. Articles are accompanied by bibliographies and summaries in German, English, French, and Russian.

PHILOLOGY. Indo-Iranian Journal will present philological studies of Oriental texts, languages, and words. This journal is published at the Hague. It appears that contributions in any western language will be acceptable.

Periodicals

University of Michigan, Ann Arbor. v.1, no.1, March 1957. Quarterly. $5.50.


Education Bulletin. Faculty and College of Education, University of British Columbia, Vancouver. no. 1, March 1957. Frequency not given. Free?


The Executive. Room 324 Baker Library, Soldiers Field, Boston 63. v.1, no.1, June 1957. Monthly. $5.00.


The Industrial Librarian & Technical Book World. Industrial & Technical Library Services, 83 Queen's Drive, Finsbury Park, London, N 4. v.1, no.1, January 1957. Monthly. £1 8s.6d.


Insulation Review. 140 Cromwell Road, London, SW 7. v.1, no.1, June 1957. Frequency not given. Price not given.


Italian Quarterly. Carlo L. Golino, Editor, Dept. of Italian, University of California, Los Angeles 24. v.1, no.1, spring 1957. $4.50.

The James Joyce Review. Edmund L. Epstein, 20 Monroe Street, New York 2. v.1, no.2, June 16, 1957. Quarterly. $4.00. (No. 1 not available for examination.)

Journal of Broadcasting. University of Southern California, University Park, Los Angeles 7. v.1, no.1, winter 1956/57. Quarterly. $5.00.

Journal of Developmental Reading. Dept. of English, Purdue University, Lafayette, Indiana. v.1, no.1, autumn 1957. Quarterly. $3.50.


The Literary Review. Fairleigh Dickinson University, Teaneck, New Jersey. v.1, no.1, August 1957. Quarterly. $4.00.


Modern Age. Foundation for Foreign Affairs, Inc., 64 East Jackson Boulevard, Chicago
ACRL Hotel at San Francisco

There will be no official designation of special hotels by division membership for the San Francisco Conference. In response to a number of inquiries and suggestions, however, the Sir Francis Drake is being suggested as a sort of unofficial headquarters for ACRL members. Reservations cannot be guaranteed at a specific hotel by the San Francisco Convention Bureau. It is believed, however, that ACRL members will find themselves grouped together if they will name the Sir Francis Drake as their first choice in forwarding their requests for hotel space in San Francisco. A reservation request form and details concerning San Francisco hotels and their rates will be found in the January 1958 issue of the ALA Bulletin.
ACQUISITIONS, GIFTS, COLLECTIONS

THE UNIVERSITY OF CALIFORNIA took advantage of a striking opportunity to enrich the book collections of its various campuses by purchasing the 60,000-volume library of C. K. Ogden, formulator of "Basic English." Called "an unconventional but deeply learned and profound original thinker" by the London Times, Ogden spent more than a quarter of a million dollars assembling this collection. Rich in material about the communication of ideas, linguistics, philosophy, and psychology, it covers the entire period of printing from the fifteenth to the twentieth century, including seventy incunabula. A notable feature is the group of dictionaries and encyclopedias, one of the most complete ever assembled by a single scholar. All things considered, the price tag of $100,000 represents a real bargain.

FIRST EDITIONS of some major American books have been presented to the University of California Library, Berkeley, by Perc S. Brown of Orinda, Calif. The authors include Hawthorne, Melville, Crane, and Henry George. All volumes are in their original bindings and in fine condition.

COLUMBIA UNIVERSITY acquired the last great private collection of papers of a founder of the United States when it purchased the John Jay collection. Few of the nearly two thousand documents, including letters of Washington, Jefferson, and Franklin, have ever been published. The most important item is an original and complete copy of number five of "The Federalist" essays. It is the only one of the eighty-five original essays known to be in the archives of a library. The total collection offers a mine of research material since Jay was the last surviving member of the first Continental Congress, the first Chief Justice of the United States, negotiator in 1782-83 of the peace with Great Britain, and minister plenipotentiary to Spain. The papers had been in the hands of the Jay family since 1829.

BAKER LIBRARY, DARTMOUTH COLLEGE, has been given a "Breeches Bible" once owned by John Alden of Plymouth colony. The donor was John Alden Thayer of Delray Beach, Fla.

DROPSIE COLLEGE, Philadelphia, has received the 3,000-volume working library of the late Max L. Margolis, professor of biblical philology. The gift was made by his family.

MICHIGAN STATE UNIVERSITY LIBRARY has purchased the library of the late Ernest A. Bessey. The 2,000-volume collection, devoted primarily to botany, has many rare items including a dozen early editions of Linnaeus. Dr. Bessey served for many years as head of the university's botany department and was the first dean of its graduate school.

THE FRED R. BEAUDETTE COLLECTION of works on veterinary medicine is now in the Michigan State University Library. It comprises some three hundred rare books, incunabula and manuscripts. An important item is Liber Marescaleiae Equorum (1486), the first printed book of a strictly veterinary nature.

NEW YORK UNIVERSITY has received from DeCoursey Fales, chairman of the board of the Bank for Savings, a major collection of English and American first editions. Assembled during a thirty-five-year period, the collection exemplifies the development of the novel from the eighteenth century to the present. Numbering more than eight thousand volumes, it is valued in excess of $100,000.

NORTH DAKOTA AGRICULTURAL COLLEGE LIBRARY has acquired the personal library of the late H. L. Walster, for many years dean of agriculture. The collection includes about nine hundred volumes covering the history and techniques of agriculture as well as material about the West.

NORTHWESTERN UNIVERSITY LIBRARY has been enriched by a collection of eighteenth- and nineteenth-century English and American first editions, many of them in their pre-book form. Given by Leigh B. Block of Chicago, the collection includes the first ap-
pearance of Uncle Tom's Cabin in the newspaper The National Era (1851-52). In all, there are 129 titles in 172 volumes.

Ohio State University Library acquired en bloc the holdings of the rare book and Americana department of Long's College Book Co., Columbus. The collection comprises about thirteen thousand volumes.

The Free Library of Philadelphia has made four important acquisitions: the Wilbur Oda and Levi Yoder collections of Pennsylvania German material; the D. Jacques Benoliel collection of Dickens letters (completed recently by a final gift of fifty letters); and a six-volume English translation of the Nuremberg Chronicle (1493) and a two-volume work on the chronicle's history and illustrations, all the work of the late Walter W. Schmauch of Chicago. Publication rights for the translation and commentary also were acquired by the library.

The University of Pittsburgh Library has received some ten thousand books, documents, and pamphlets from the transportation library of the late Dr. Sidney L. Miller, a faculty member for the last eleven years.

Princeton University Library has been strengthened in all aspects of Germanic studies by the establishment of the Kretzschmar v. Kienbusch collection. Given by Carl Otto v. Kienbusch of New York City, the five thousand volumes range in subject from fine arts to political science. They include two hundred Goethe items, examples of early German printing, and works of many major German writers of the past three centuries.

James Gould Cozzens, Pulitzer prize winner and author of the current best-seller, By Love Possessed, has presented his papers and the majority of his manuscripts to the Princeton University Library. The collection includes several hundred pieces of personal correspondence and original typescripts for seven of Cozzens's twelve published novels. Among the typescripts are six complete and ten incomplete short stories, four fragments and two unpublished novels. The collection begins with The Son of Perdition and continues through By Love Possessed.

Stanford University has honored two Californians for their support of the university library. Albert Sperisen of San Francisco was named honorary curator of typography and Irving W. Robbins of Atherton was designated honorary curator of rare books and manuscripts.

Washburn University Library, Topeka, Kan., has received an important collection of four hundred books from the library of the late Dr. Parley P. Womer, president of the university from 1915-31.

Library Schools

Drexel Institute Library School offers three full-tuition scholarships for 1958-59. American citizens entering the full-time curriculum for the master's degree are eligible if they can demonstrate high academic achievement and financial need. Complete credentials must be filed by April 15. Aid for foreign students also is available. Apply to the dean, School of Library Science, Drexel Institute of Technology, Philadelphia 4.

The University of Southern California School of Library Science is sponsoring a symposium on documentation, April 9-11. The registration fee is $30.00. Conference attendance is limited, so applications should be made early to Dr. Martha Boaz, dean.

The Library Binding Institute has announced a $1,000 scholarship to be awarded each year to a student in a school of library science. Applications may be obtained from LBI, 10 State Street, Boston, Mass.

Publications

The American Jewish Periodical Center, Hebrew Union College Jewish Institute of Religion, Cincinnati, is microfilming American Jewish newspapers and magazines issued from 1823 to 1925. A catalog of items available on interlibrary loan has been published.

Air University Library, Maxwell Air Force Base, Ala., has published the proceedings of a military librarians' workshop held last fall. Copies may be obtained from the director of the library.

The Mexican Book Industry, by Dr. Fernando Penalosa, assistant professor of library science at UCLA, has been published by Scarecrow Press.
ALA has just published a fourteen-page pamphlet by Flora B. Ludington entitled “Books and Libraries, Tools of the Academic World.” Prices are: 5 copies, $1.25; 10 copies, $2.25; 25 copies, $3.75; 50 copies, $6.50; 100 copies, $12.

Three new editions of standard works of interest to reference librarians are Bookman’s Manual, A Guide to Literature, 8th ed., revised and enlarged by Hester R. Hoffman (New York: Bowker, 1958, 987p., $12.75); Van Nostrand’s Scientific Encyclopedia, 3d ed. (Princeton, N.J.: D. Van Nostrand Co., 1958, 1839p., $30); and Materials Handling Handbook, edited by Harold A. Bolz and George E. Hagemann (New York: Ronald Press, 1958, 1970p., $20). The Bookman’s Manual contains two chapters which have been revamped with additions. The new chapter on Greek and Roman classics in Translation has replaced the old chapter on Classics in Translation. The chapter on Other Foreign Literature contains a new section on India and enlarged chapters on China and Japan. Van Nostrand’s Scientific Encyclopedia, which had not been revised since 1947, covers both biological and physical sciences as well as technology. Some 14,000 articles, in addition to 100,000 definitions and 1,400 illustrations are included. Satellites and other modern developments are discussed and illustrated. Librarians in technical libraries are acquainted with the Materials Handling Handbook, which is now completely revised to include current information on processing in all types of manufacturing and production.

The University of Illinois has published as a guide to an exhibition which began January 6, The Sandburg Range, An Exhibit of Materials from Carl Sandburg’s Library. The guide is a handsome publication with an introduction by John T. Flanagan, Professor of English, University of Illinois, and notes by Leslie W. Dunlap, Associate Director of the University of Illinois Library.

The University of North Carolina Library has issued the first in a new series entitled “Library Studies.” Number one is a twenty-seven page pamphlet, “North Carolina County Histories, a Bibliography,” compiled by William S. Powell. The second is to be an annotated bibliography of over 700 titles of North Carolina fiction issued between 1734 and 1957.

The series will replace the Library Extension Publications and will consist primarily of bibliographical works. Copies will be used in the university library’s exchange program and will be priced to others in accordance with the relative cost of production. Copies of the county history bibliography are available from the university library for fifty cents and may be ordered through the Bull’s Head Bookshop.

Miscellaneous

A Full-Scale Study of the Farmington Plan is being underwritten by a grant of $21,000 from the Council on Library Resources. Particular attention will be given to the quality of material received, coverage, and possible expansion of types of material. Robert Vosper, director, and Robert Talmadge, associate director, of the University of Kansas Libraries, will conduct the study under the general supervision of the Farmington Plan Committee of the Association of Research Libraries. Now more than ten years old, the Farmington Plan has brought about 150,000 volumes into the country at a cost of some $275,000. When the fact-finding study is completed, participants in the plan will decide on its continuation and revision.

A three-day conference on written and oral library reporting, “Mean What You Say,” will be held on the Santa Barbara campus of the University of California, July 21-23, 1958, immediately following the San Francisco Conference of ALA. This is the second in a series of annual conferences organized by the UCLA Library and jointly sponsored by University of California Extension, the California Library Association, and the Santa Barbara College Library.

Delaware State College Library designed an active program for participation in National Library Week. A lecture by writer Kay Boyle was scheduled for March 16 as part of Delaware’s “Library Cultural Series.” For an all-college assembly on March 18, Joseph H. Reason, director of libraries, Howard University, was invited to speak on college library service. Extensive publicity was given to both events.

March 1958
Personnel

WILLIAM W. BENNETT assumed his duties as librarian of the Trevor Arnett Library, Atlanta University, on July 1, 1957.

Mr. Bennett comes to Atlanta University from Jarvis Christian College where he has been librarian since 1950 and director of public relations and community related projects during the past academic year. He holds the M.L.S. degree from Atlanta University, and an A.B. from Morehouse College.

The U.S. Department of State sent him to Patzcuaro, Mexico, for nineteen months in 1955-56 to the Regional Center for Fundamental Education for Latin America, from which he received the certificate as Especialista de Educación Fundamental. He was also a member of a group sent by UNESCO to Guatemala to inspect the rural education program. Under a Danforth Foundation grant, he attended a summer faculty seminar at Southern Methodist University on religious perspective in college teaching. He has also been active in YMCA and Boy Scout work.

For three years he was chairman of the library section of the Teachers State Association of Texas, and for two, chairman of the Commission on Reading, East Texas Association of Schoolmen. Mr. Bennett is author of The Fundamental Education Worker, published by UNESCO in 1956 and has given more than eighty lectures on his experiences with UNESCO in Mexico and Guatemala.

IVA FOSTER became librarian of Bates College on September 1, 1957. She first joined the staff at Bates as cataloger in 1935 and later was promoted to assistant librarian. She graduated from Bates in 1930, and from 1931 through 1933 she served in the Brooklyn Public Library. She received her bachelor's degree from the School of Library Service at Columbia University in 1934.

J. RICHARD BLANCHARD, head librarian, University of California, Davis, will represent ALA and ACRL at the dedication of the new campus of Fresno State College on May 9, 1958.

W. PORTER KELLAM, director of libraries, University of Georgia, represented ALA and ACRL at the inauguration of Robert Strozier as president of Florida State University in Tallahassee on February 21.

EDMON LOW, librarian, Oklahoma State University represented ALA and ACRL at the inauguration of Jack Stauffer Wilkes as president of Oklahoma City University on March 6.

Appointments

BLANCHE BLOXOM, formerly librarian at Friends University, Wichita, is librarian of Southwestern College, Winfield, Kansas.

RUTH BLYSTONE is reference librarian, Michigan State Library.

SIDNEY J. BRAGG is librarian of the Vanadium Corp. of America, Cambridge, Ohio.

BARBARA BULLER is documents librarian of the University of California, Berkeley.

ROBERT E. DYSINGER, formerly reference librarian of Colby College, is assistant librarian of Bowdoin College.

DOROTHY W. FERGUSON, formerly circulation librarian at the New Jersey State Teachers College, Trenton, is now chairman of the Library Science Division in the same college.

EDWARD A. HENRY is instructor in Medical
bibliography at the University of Miami Medical School.

T. Mark Hodges, formerly branch librarian, Sheffield City Libraries, is now reference librarian at Hamilton College, Clinton, N. Y.

Robert M. Holmes, Jr., former employee relations officer for the Library of Congress, has been appointed director of personnel there.

A. Elizabeth Holt, formerly law librarian of the Nevada State Library, is now law librarian of the Pennsylvania State Library.

John A. Hudson, formerly director of extension, Texas State Library, is now librarian of Arlington State College.

William Huff is serials librarian for the University of Illinois Library.

Florence F. Johnson, recently head of the Children’s Department, Oak Cliff Branch, Dallas Public Library, has returned to the University of Kansas Library as head of the Serials Division.

John C. Larsen is now reference librarian, Michigan State Library.

Christopher A. Legge, formerly librarian of the American University in Beirut, is librarian of the Bedford, Mass., Junior College.

Fred Y. M. Ma, formerly order librarian at Kansas State College, Manhattan, is now university librarian at Kansas Wesleyan University, Salina.

Joseph W. Marshall, Jr., is librarian of the Research and Development Department of the U. S. Naval Powder Factory, Indian Head, Md.

Torbert H. Milby is librarian of the National College of Christian Workers.

Alice C. Moore, former head of the circulation department at the Wilkes-Barre, Pa., Public Library, is readers adviser with the rank of assistant professor at the New Jersey State Teachers College, Trenton.

Hilda E. Moore, associate librarian at the University of Maryland Library of Medicine, Dentistry, and Pharmacy, Baltimore, has received an appointment as assistant professor of library science.

Charles B. Packard, formerly library assistant at the New Jersey State Teachers College, Trenton, has been promoted to circulation librarian.

Frances Smith, formerly cataloger in the Michigan State University Library, is now head of technical processes in the Transportation Center Library, Northwestern University.

Joan P. Somerville is now serials cataloger at the University of Kansas Library.

L. Eleanor Symons, librarian, Homerton College, Cambridge, England, is cataloger, University of Kansas Library.

Wilma E. Winters is now assistant librarian, Boston Medical Library.

Nathan Zuckerberg has been promoted to the assistant librarianship of the Research Library, Division of Employment, New York State Department of Labor, New York City.

Necrology

Mary Ellen Baker, Librarian Emeritus of the University of Tennessee, died March 27, 1957, in Decatur, Illinois.

When I came to the University of Tennessee in 1943 as successor to Miss Ellen Baker who was retiring after twenty years, I had been told by several librarians that the U-T Library was clean and orderly, that it could be administered with ease, and might even be pleasant to run. All these things were true, though how these people knew is a mystery, for Miss Baker never, to my knowledge, boasted either in print or orally—not, that is, about how she ran her library; but her praise for her staff was unstinting. She apologized to me for having about seven hundred volumes which she termed “arrears,” and mistook my stunned expression for disapproval when it was in truth merely impressed incredulity. There was no deferred cataloging at all, and when we began our reclassification program in 1950, no recataloging was necessary. Miss Baker passed on to us a collection carefully selected, wisely husbanded, and meticulously cataloged.

The periodical collection is an example of her librarianship. The tenacity with which she hung on to the subscriptions to the better serials during the depression years left practically no gaps in our files. Recent research grants can, therefore, be spent on new
titles or hitherto unobtainable titles rather than on gaps in basic sets.

The stature of librarianship in the minds of the faculty and administration on the U-T campus when I arrived was one which permitted the library staff to work with a sense of personal and academic dignity, a situation then seldom found and, I am afraid, infrequent even today. Miss Baker credited the faculty status her staff enjoyed to her predecessor, Miss Lucy Fay, as she credited almost everything for which I thanked her, saying she only hung on to it. As I have told both Miss Baker and Miss Fay, that was equivalent to holding on to a Smoky Mountain bear for twenty years, a creditable feat, even though somebody else caught the bear. This academic acceptance was reflected in the quality of staff. Specific faculty rank, therefore, came naturally and unequivocally.

We are this fall breaking ground for an expansion of our main library building, the one Miss Baker planned so painstakingly, so economically, and so wisely. I wish she could have known of our plans and how easily they can be put into effect because of the clean, functional foundation she insisted upon.

Miss Baker believed in thoroughness, accuracy, and order; she had no patience with carelessness. She believed in complete honesty in all things—professional, personal; day in and day out. Her integrity was unquestionable, and her interest and affection for her staff, her friends, and her profession were sincere and enduring. Eight Mary E. Baker Scholarships have been awarded to promising young people by the U-T Staff since 1950. Miss Baker was proud that the scholarships were named for her and liked to be informed about the recipients and their subsequent careers.

She was a fine woman, a fine librarian, and it has been a privilege to have known her.

—William H. Jesse

Libraries and the Refreshment of Reading

(Continued from page 125)

lot could be rented or given as a concession to a bookseller, where he could operate under library supervision. Candy-bar, cigarette, soft-drink concessions are set up all over the campus; there should be no reluctance to the setting up of a book concession, and far from exacerbating the local book stores it should encourage them, for a reader of good paperbacks is on his way to becoming a reader of their goods and a likely customer.

The library book sales of duplicate and surplus material are worth all the trials and hazards that may accompany them. Those libraries that promote them in their divers ways—Minnesota, Iowa, Stanford, among others—are performing a service to the student body that can earn affection and respect for the library, two concomitants that have a great deal to do with undergraduate reading.

There is also a great need for the college and university libraries to identify themselves more closely with the aspirations and struggles of the world of learning. This is a time, the first in all the world, when there are available great reproductions of art in nearly all the media—this is the substance of André Malraux’s *Voices of Silence*—but in the commercial pattern of life only city stores or very occasional special shops can provide for their distribution, unless the library takes it on, with a rental collection of art reproductions, a “for sale” sign on all of them. The great foreign films, even our own better ones, are rarely seen away from the metropolitan centers that can support art movie houses; the distribution and projection of these films is a part of the library. It is not by books alone that there will come a refreshment in reading, but by the use of film, book, song, and story, all blending together in harmony in the library.
ACRL at Midwinter

Board Meetings

Meetings of the ACRL Board of Directors were held during the Midwinter meeting of ALA on Tuesday, January 28, and Wednesday, January 29.

The following members of the Board were present at the January 28 meeting: Eileen Thornton, President; Lewis C. Branscomb, Vice-President and President-Elect; Richard B. Harwell, Executive Secretary; Ralph H. Parker, Treasurer; Robert W. Orr, Past President; Elizabeth Findly; Mildred Herrick; Robert R. Hertel; Sarah D. Jones; John Ottemiller; Lottie M. Skidmore; H. Dean Stallings; and Walter W. Wright. In addition, there were present Martha L. Biggs, William H. Carlson, Edward A. Chapman, Mrs. Dorothy M. Crosland, Werner B. Ellinger, Walfred Erickson, Arthur T. Hamlin, Robert H. Muller, Orlin C. Spicer, Maurice F. Tauber.

The first meeting heard a brief interim report by President Thornton, reports by the several section chairmen, a discussion by Mr. Ellinger and Mrs. Crosland of the work of the Organizing Committee for a new section incorporating the interests of the librarians in the former Specialized Libraries Division, a report of the activities of PEBCO by Mr. Orr, a report of the work of the Foundation Grants Committee by Mr. Hamlin, and a report of the Special Committee on Activities Development by Mr. Carlson. Miss Thornton announced the appointments to a Joint Committee of ACRL and the Association of American Colleges.

No official actions were taken at the first meeting of the Board. Summaries of appropriate reports follow this record of the Board meetings. The report of the Special Committee on Activities Development is expected to be ready for publication in the May issue of CRL.

The following were present at the Wednesday meeting of the Board: Eileen Thornton, President; Lewis C. Branscomb, Vice-President and President-Elect; Richard B. Harwell, Executive Secretary; Ralph H. Parker, Treasurer; Robert W. Orr, Past President; Elizabeth Findly, John F. Harvey, Mildred Herrick, Robert R. Hertel, Sarah D. Jones, John H. Ottemiller, Lottie M. Skidmore, H. Dean Stallings, Jackson E. Towne, Constance M. Winchell, Walter W. Wright, J. Terry Bender, Edward A. Chapman, Mrs. Dorothy M. Crosland, Kenneth H. Fagerhaugh, Mary D. Herrick, Felix E. Hirsch, Edmon Low, Stephen A. McCarthy, Ralph E. McCoy, Robert H. Muller, Charles H. Penrose, Giles F. Shepherd, Jr., Sidney B. Smith, Maurice F. Tauber, Mrs. Margaret K. Toth, Marjorie Gray Wynne.

Committee reports were made by Ralph H. Parker for the Committee on Committees; Giles F. Shepherd, Jr. for the Committee on Constitution and Bylaws; Edmon Low for the Advisory Committee on Cooperation with Education and Professional Organizations; Charles H. Penrose for the Committee on Duplicates Exchange Union; Kenneth H. Fagerhaugh for the Committee on Financing College and Research Libraries; Sidney B. Smith for the Nominating Committee; Stephen A. McCarthy for the Publications Committee; Marjorie Gray Wynne for the Committee on Rare Books, Manuscripts, and Special Collections; Felix E. Hirsch for the Committee on Standards; and Donald Coney for the Committee on Conference Programs.

Nominations reported by Mr. Smith are: Wyman W. Parker and Joseph H. Reason for Vice-President and President-Elect; Elmer M. Grieder and Forrest C. Palmer for Director (term ending 1960); Page Ackerman and Patricia Palore for Director (term ending 1961); and Newton McKeon and Marion A. Milczewski for Council Representative.

Mr. Tauber gave a report as editor of CRL, and Mrs. Toth reported as editor of the ACRL Microcard Series. Mr. Bender reported for the Committee on a Proposed Rare Books Section. Mr. McCoy presented for consideration by the Board ”A Statement Prepared by the Joint AASL-ACRL-DAVI Committee, December 5, 1957.” Mr. Harwell called attention to the fact-finding pamphlet concerning college and university libraries which has been written by Flora Belle Ludington and which will be published by ALA in time for use in connection...
with National Library Week. He called to the Board’s attention the new ALA schedule for budgeting procedures. There was some discussion of what the nature of the Midwinter meeting of ALA should be, and Miss Thornton reported that an ALA Committee on this subject had recommended strict adherence to the scheduling of business meetings only at Midwinter.

**ACTION VOTES**

The Board took positive action on a number of items, voting:

1. That, to synthesize ALA activities (as envisioned in the division of fields of responsibility) under ALA reorganization, (a) there be informal consultation between divisional representatives or executive secretaries to make sure that type-of-library interests are represented on type-of-activity committees and vice versa, and (b) needless multiplication of committee appointments of the same ALA member be avoided in order to spread membership participation in ALA.

2. That scheduling for ALA Midwinter and annual conferences adhere strictly to the assignment of special days for certain divisions so that schedule conflicts can be avoided.

3. That ACRL’s Board of Directors concur in the decision reached as a result of management evaluation at ALA Headquarters that fiscal, production, promotion, and billing procedures for the ACRL *Monographs Series* be transferred to ALA’s Publishing Department but that all editorial prerogatives remain with ACRL.

4. That a committee be appointed to investigate the desirability of establishing an Awards Committee and to report its findings at the San Francisco Conference.

5. To dismiss with thanks its Committee on Financing *College and Research Libraries*.

6. To recommend to ALA a study of the feasibility of centralizing advertising sales for all ALA publications and to volunteer the assistance of ACRL in such a study.

7. The establishment of a Subject Specialists’ Section (tentative designation) combining the current Pure and Applied Science Section and the members of ACRL represented at this time by the Organizing Committee for a Special Libraries Section, specifically those members of ACRL active or with special interests in the humanities and social sciences.

8. The establishment of a Rare Books Section to succeed the present Committee on Rare Books, Manuscripts, and Special Collections.


**SECTION MEETINGS**

**College Libraries Section**

Chairman, Martha L. Biggs, Lake Forest College Library, Lake Forest, Ill.

Hazel M. DeMeyer, Western Michigan University Library, Kalamazoo; David P. Busse, A. C. McClurg & Company, Chicago; and Ben L. Hume, Macmillan Company, Chicago, participated in a panel discussion, “Book Dealers for College and University Libraries, Service or Discount?”

**Junior College Libraries Section**

Chairman-Elect, Orlin C. Spicer, Morton High School and Junior College Libraries, Cicero, Ill., for the chairman, Mrs. K. Pratt, Connors State Agricultural College, Warner, Okla.

Mr. Spicer reported that Catherine Cardew has completed her work as Chairman of the Editorial Committee for the preparation of a volume of junior college library standards and that a manuscript had been forwarded to Rolland Stevens for consideration as an *ACRL Monograph*. There was discussion of the desirability of bringing the Bertalan list, *Books for Junior Colleges*, up to date and of plans for a workshop on building plans which will be held under the direction of the Library Administration Division in connection with the San Francisco Conference of ALA.

**Pure and Applied Science Section**

Chairman, Edward A. Chapman, Rensselaer Polytechnic Institute Library, Troy, N. Y.

Ralph E. O’Dette, Director of the International Science Information Program of the National Science Foundation, spoke on “The Scope and Status of National Translation Efforts in Science and Tech-
The membership approved a proposal of the Organizing Committee for a Special Libraries Section and the Pure and Applied Science Section, requesting the establishment of a Subject Specialists' Section (the name being tentative) to be comprised of the members of the present Pure and Applied Science Section and those members of ACRL active or interested in the humanities and social sciences.

**Teacher Education Libraries Section**

Chairman, Walfred Erickson, Eastern Michigan College Library, Ypsilanti.

Katharine M. Stokes, Western Michigan University Library, Kalamazoo, spoke on "A Core List of Books for Teacher Education." Felix E. Hirsch, Chairman of the ACRL Committee on Standards, spoke on "On the Way to New College Library Standards."

**University Libraries Section**

Chairman, Robert H. Muller, University of Michigan Library, Ann Arbor.

Mr. Muller reported on his poll of section membership and select university librarians concerning future aims of the section. Divergent views indicated a need for reappraisal of the section's activities. To effect this reappraisal, Mr. Muller appointed a Steering Committee of seven members.

Donald Coney of the University of California at Berkeley spoke on the "Impact of Rising Enrollments on University Libraries." His talk was followed by considerable general discussion.

**COMMITTEES**

Meetings were held at Midwinter by ten ACRL committees. They were: Advisory Committee on Cooperation with Educational and Professional Organizations, Edmon Low, Chairman; Committee on Committees, Ralph H. Parker, Chairman; Committee on Duplicates Exchange Union, Charles H. Penrose, Chairman; Committee on Foundation Grants, Arthur T. Hamlin, Chairman; Committee on Rare Books, Manuscripts, and Special Collections, Marjorie G. Wynne, Chairman, meeting with the Special Committee To Study Section Status, J. Terry Bender, Acting Chairman; Committee on Standards, Felix E. Hirsch, Chairman; Nominating Committee, Sidney B. Smith, Chair-

man; Publications Committee, Stephen A. McCarthy, Chairman; Special Committee on Activities Development, William H. Carlson, Chairman; and the State Representatives, Mary D. Herrick, Chairman. The editorial board of *ACRL Monographs* also met as a group.

The Organizing Committee for a Special Libraries Section met both separately and in conjunction with the meeting of the Pure and Applied Science Section.

The Committee on Standards held a full-day work session on Monday, January 27, with all members of the committee present. At its afternoon meeting, twenty-seven additional college and university librarians met with it to discuss the work of the committee in an advisory capacity. The committee discussed in detail plans for new college library standards to meet needs of the next decade. It hopes to have a first draft of the new standards ready for discussion at the San Francisco Conference.

The Committee on Rare Books, Manuscripts, and Special Collections accepted the report of Robert Vosper, Chairman of the special committee on sections status, as it was presented for Mr. Vosper by J. Terry Bender. Further business of the committee was concerned with its program for an open meeting at San Francisco and a progress report on its manual on rare books.

The editorial board for *ACRL Monographs* reviewed its publication program for the past year and decided to continue its work with no major policy change. *Monographs* presently scheduled for early publication include *A Study of Certain Factors in Institutions of Higher Education Which Influence Students to Become Librarians*, by Agnes Reagan, and a compilation of articles concerning academic status for librarians by Robert B. Downs.

Work of other committees was concerned with continuing business. The nominations reported by the Nominating Committee are covered in the report of the ACRL Board meetings. The report of the Special Committee on Activities Development will be published later. Transcripts of Mr. Vosper's report on Section Status for a Rare Books Section and Mr. Ellinger's and Mr. Chapman's statement for the Organizing Committee for a Special Libraries Section follow.
"Rare book collections in this country developed first in the great separate rare book libraries—such as the Huntington, the Clements, the Morgan, the Folger, and the Clark—most of which arose during the 1920's and early 1930's. Separately chartered and privately endowed, these institutions were sometimes outside university centers; and when established on university campuses, normally they were administered quite separately from the general university library. During this period and for some years afterward, the curators of rare book libraries operated quite outside the pattern of organized American librarians. Each group, the rare book curators and the general librarians, tended to be suspicious of the other and thus there was little opportunity for fruitful conversation or cooperative effort.

"During the past fifteen years or so, however, there has been a changing pattern whereby gradually rare book collections have developed inside general university libraries to the point where across the country now there are a great many university libraries, and some public libraries, with separate rare book departments or departments of special collections so-called. As Frederick B. Adams said in a 1955 speech before the Philadelphia ACRL meeting, 'Twenty-five years ago the rare book rooms in American college and university libraries could be counted on one's fingers. Now the institution that doesn't have one tends to feel it is out of step. Rare book rooms are not just at Harvard and Yale, they are literally everywhere.' Moreover, the rare book collections under the custody of general university libraries are no longer callow and immature: those at Indiana, Minnesota, Illinois, and the like, are of national importance. This trend is developing not only at the largest institutions but at many of the medium-sized universities, as well as a number of colleges.

"All of this of course means a rapid increase in the number of people who are directly concerned as staff members with the care, custody, and use of rare books and manuscripts. This highly specialized and sophisticated business is no longer entirely in the hands of a select group of people. To an increasing extent, staff members in rare book departments have been trained in the normal pattern of general librarianship. Thus there is an increasing kinship between rare book work and the normal, ongoing pattern of American librarianship.

"Because of this increasing number of people concerned with rare books, there is an increasing need for a ready line of inter-communication among all people interested in rare books. The need for some kind of formalized organization was pointed up at the July 1948 ACRL meeting which presented a significant symposium on 'Rare Books in the University Library.' This meeting particularly noticed that the earlier and unfortunate dichotomy between rare book librarians and general librarians was beginning to disappear as a more sophisticated atmosphere became common. This need for organization produced as recently as 1954 a Committee of ACRL concerned with Rare Books, Manuscripts, and Special Collections. The Committee has done yeoman service by way of providing occasional programs of interest to their fellows and by developing several projects that should be fruitful for librarianship across the country.

"A committee as such, however, is faced with serious difficulties in this broad field. A committee cannot readily and regularly provide an open forum for the general run of interested staff members. A committee can provide an occasional program, but the very limitation of membership makes this a difficult task. A committee also has great difficulty maintaining continuity since new appointments must be made regularly and these appointments must of course be made by divisional officers who may not always be closely in touch with rare book developments and needs. Moreover there is a limit to the number of projects a committee can develop and supervise at one time, even through the agency of subcommittees. Certainly there are a variety of significant undertakings, bibliographical and otherwise, that could be fostered by a more permanent group involving larger member-
ship and thus greater opportunity for participation. As early as 1940 Randolph Adams, in noting the rapid increase in the number of rare book collections, expressed the need for better information about holdings, for example. Other groups within American librarianship have found the committee procedure a slender reed on which to develop a persistent and varied program. The acquisitions people, for example, pushed forward to a certain extent through the agency of a board, but the members of that board soon became convinced that only a general membership group could deal effectively with the consequent problems and opportunities.

"Not the least important advantage of a membership group for rare book people would be the forum this would provide for self-education or in-service training, as well as recruiting. Rare book work is a field in which formal library training programs have not been very active, and this suggests a special need for a center in which rare book staff members can readily discuss matters of common interest and look toward a ready sharing of information and ideas.

"Some advantages then of a sectional pattern over the committee pattern are: greater continuity, wider membership participation in worthwhile projects, and full control by the group itself over its officers, committee appointment, and the like. A further advantage of sectional status is that a section regularly elects a voting representative to the ACRL Board of Directors. In addition, the section chairman is automatically a non-voting member of the ACRL Board. Thus the sectional group is closer to ACRL government than a committee can be and is in a better position to state its needs in terms of budget, headquarters assistance, and the like. The budgetary opportunities for a section are also greater than for a committee. Furthermore, a committee has difficulty locating and keeping in touch with all possible interested people, whereas sectional status provides an automatic procedure, at least within ALA, for accomplishing this basically important task.

"Sectional organization need not require complicated and bureaucratic organization; the structure can be relatively simple. Within ACRL already 'most sections operate without a constitution and bylaws,' according to the ACRL Organization Manual. For a rare book group there might be real advantage in proceeding to sectional status without much formality. Thus the pattern and program of the group could develop organically without preconceived limitations.

"The movement toward sectional status, moreover, can be a relatively simple one. There was numerically enough interest expressed at Kansas City to permit full-scale sectional development if the two committees assembled at the 1958 Midwinter meeting (the regular ACRL Committee on Rare Books, Manuscripts, and Special Collections and this special committee on sectional status) agree to go forward on the basis of this statement, or some modification thereof, and if they will merely forward to the ACRL board, via Mr. Harwell, a formal request to shift from committee to sectional status. No complicated petition or constitution is required.

"Thus the advantages of shifting to sectional status seem clear and desirable, and the procedure seems painless. Furthermore the time seems ripe because ACRL is receptive, because a large group of rare book people are now in touch with each other and this contact should not be broken, and because the whole ALA/ACRL pattern is in a fluid state in its history so that emergent groups, such as ours, can easily find an appropriate position.

"It might be suggested that the Committee assembled at Chicago should only agree among themselves and then proceed to sample membership opinion further before formally approaching the ACRL Directors. On the other hand a considerable number of rare book people at Kansas City expressed a favorable opinion, and the Kansas City group as a whole authorized this special committee to investigate and proceed. The responsibility is clearly delegated to the two committees. A further sampling of opinion would only delay an inevitable development. In any event it should be kept in mind that the informality of sectional machinery means that the pattern and program of the group can be entirely flexible, according to membership interest.

"One particular fear that has been expressed is that sectional status might some-
how further prevent interested book dealers or private collectors from participating. However it should be remembered that the Committee itself is already an integral part of ACRL; sectional status will not alter that situation. Moreover the group itself can set a tone of program and projects that will invite participation by all interested persons. Many antiquarian dealers already participate in ALA activities; in fact ALA/ACRL are far more hospitable to dealers than the ABAA is to librarians. In any event an operating group cannot operate in a vacuum; it requires some center for operation. Moreover a rare book section might even look toward a formalized relationship with such groups as ABAA, the bibliographical societies, and the like, by way of joint committees or joint projects as the need may indicate. Basically there is no need to exclude anyone; in fact a clear advantage of sectional status is that it can widely invite interested persons to participate in one way or another.

“With these thoughts in mind, the special committee recommends at the Chicago 1958 Midwinter Meeting—with the concurrence of the existing ACRL Committee on Rare Books, Manuscripts, and Special Collections—that the ACRL Board of Directors be requested to establish an ACRL Rare Books Section.—Robert Vosper, Chairman, Special Committee to study Section Status for ACRL Rare Books Committee

Subject Specialists Section

“The Organizing Committee for a Special Libraries Section and the Pure and Applied Science Section of ACRL propose the establishment of a Subject Specialists Section (the name being tentative) to comprise the members of the present Pure and Applied Science Section and those members of ACRL active or interested in the humanities and social sciences.

“The following statement of field of responsibility is submitted:

1. Scope. The fields of knowledge anticipated to be encompassed within the Section include such academic disciplines as law, political science, art, music, theology, science and technology, and medicine and related fields.

2. Membership. It is expected that the Section will attract catalogers, reference librarians, acquisition librarians, curators, and administrators with special interest in the scope of the section, as well as scholars and other subject specialists. (Membership does not depend upon the type of library in which a subject specialist may be employed.)

3. Functions. The functions shall include:

a. The suggestion of specific programs to type-of-activity divisions and the provision of specialists to work on committees undertaking special activities, e.g., the revision of cataloging rules relating to particular subject areas and the preparation of lists of subject headings and classification schemes therein.

b. Suggestions on education for special librarianship in particular subject fields.

c. Liaison with other organizations, including non-library associations in particular subject fields.

d. Assistance in the development of library resources in particular subject fields, including the screening and disposition of grants.

e. The synthesis of activities of units as they relate to particular subject fields.

4. Organization. The constituting bodies anticipate the formation of particular subject groups within the section.—For the Organizing Committee: Werner B. Ellinger, Chairman. For PASS: Edward A. Chapman, Chairman.”
An important compilation of material in the field of German history is *Hochschulschriften zur neueren deutschen Geschichte, 1. Ausgabe: 1945-1955* (Bonn, Kommission für die Geschichte des Parlamentarismus und der politischen Parteien und Institut für Zeitgeschichte, 1956), compiled by Alfred Milatz and Thilo Vogelsang. Arranged alphabetically by authors, it includes 1,925 dissertations completed during the decade and 400 in progress. There is a subject index and an index of institutions represented. Universities in West and East Germany, Austria, Switzerland, France, England, Holland, and the United States are represented. In the case of the United States, both masters' and doctors' essays are included. The latter seem to be quite complete, but such is not the case for the masters' papers. The compilers recognize clearly this deficiency (due to no lack of industry on their part, but to the absence of lists of masters' papers from many institutions), and they request that any titles not included be sent to the Kommission des Parlamentarismus und der politischen Parteien, Kronprinzenstrasse 43, Bonn, West Germany. New editions are planned.

A monumental bibliography which will be of very substantial value not only to scholars but also to collectors is Fritz Blaser's *Bibliographie der Schweizer Presse mit Einschluss des Fürstentums Liechtenstein* (Basel, Birkhäuser Verlag, 1956; I. Halbband, A-M; "Quellen zur Schweizer Geschichte," neue Folge, IV, Abt: Handbücher, Bd. VII). The first volume covers A-M, and the second volume, to appear sometime in 1957, will complete the work and contain the indexes. Well over 10,000 titles will be included in the whole work. Included are all Swiss serial publications up to 1803, and from 1803 to the present, all newspapers, political organs, and periodicals in the fields of politics and public affairs. For each title there is the following information: full title, changes in title, predecessors and successors, period during which published, format, frequency, place of publication, supplements, publishers, editors, political orientation, references to other bibliographies and to publications about the particular title, at least one location in a library, and miscellaneous information (e.g., transition from Fraktur to Roman in many papers after World War II).

Blaser has been at work on this project for fifteen years and he has been able, with the help of many faithful collaborators, to compile a definitive reference work of permanent value for libraries, historians, publishers, editors, and public officials. He has brought together an enormous mass of information in highly abbreviated form, but with meticulous accuracy. His work will be a basic reference and point of departure for all students of Swiss history and, because of Switzerland's long policy of granting refuge to political exiles from all countries, for students of general European history.

The reprint of the late Karl Schottenhofer's great *Bibliographie zur deutschen Geschichte im Zeitalter der Glaubensspaltung 1517-1595* (Stuttgart, Hiersemann, 1956) is one of the more significant publishing ventures of the postwar period. The first edition, completed in 1940, was soon exhausted, and copies rarely appeared on the antiquarian market. The death of the compiler in 1954 and the demise of the Kommission zur Erforschung der Geschichte der Reformation put a stop to any ideas about a revision. However, the needs of many libraries outside of Germany, of war-damaged libraries in Germany, and of new institutions founded since 1940 remained unanswered. With characteristic enterprise and courage that has distinguished his other publishing ventures Anton Hiersemann undertook to bring out a reprint.

The first two volumes appeared in 1956.
They contain the material on individuals, biographical and critical, arranged in alphabetical order, and the material on cities and provinces, also arranged in alphabetical order. There will be four more volumes, of which two will appear in 1957, two in 1958. Volume 5 will cover "Reich und Kaiser, Territorien und Landesherren"; volume 4, "Gesamtdarstellungen und Stoffe"; volume 5, supplements, corrections, and a chronological table; and volume 6, an author and title index. There will be 3,985 pages with 52,200 references in the completed work.

The period covered is from 1517, the decisive year for Luther, to 1585, the year of Gregory XIII's death. The term "German" in the title refers not simply to German-speaking territories, but rather to the old Holy Roman Empire of the German Nation. The work covers history in the broadest conceivable sense, and it is equally useful to the folklorist, philologist, economist, sociologist, political theorist, theologian, art historian, or anyone else whose studies take him to the sixteenth century. Libraries which do not own the work already will find that the acquisition of this great work should stand close to the top of its foreign desiderata.

The work is comprehensive, and even articles of somewhat doubtful value are included. The section on Luther contains approximately 3,700 titles. The citations are full and achieve a high degree of bibliographical accuracy and clarity. Here is a work which is a sine qua non for all European historians, and it can be acquired now at a relatively painless price (but for no less than $125 when it is finally complete).

Few regional bibliographies are fuller or more comprehensive than the Westfälische Bibliographie, compiled by H. Gunnewann and E. Joerdens for the Stadt und Landesbibliothek of Dortmund, with the cooperation of the Westfälisch-Niederrheinisches Institut für Zeitungsforschung. In the third volume, covering 1954, 1955, and January-June 1956 there are 8,152 entries, representing a detailed analysis not only of Westphalian newspapers and local serials but also of any and all other publications carrying items of regional interest. The arrangement is classified, with full topographical and personal name (author and subject) indexes.

The study of regional bibliographies is often rewarding even for the scholar or librarian who has no specific interest in the region covered. For example, in the section on bellettristic literature this reviewer discovered that there is a Hoffmann von Fallersleben-Gesellschaft which issues Mitteilungsblätter (Jahr. 2, 1954) apparently not yet listed in current bibliographies and reviewing organs dealing with German literary history. The section of folklore contains over 600 items culled from local newspapers and regional periodicals, including numerous items of basic interest for the general folklorist. It is even worth while for other regional bibliographers to search the bibliographical index, since there are references to items of Westphalian interest in all parts of the world, including the United States.

When Miss M. E. Kronenberg states in her Campbell's Annales de la typographie néerlandaise au XVe siècle; Contributions to a New Edition ('s-Gravenhage, Martinus Nijhoff, 1956) that she decided (quite properly) against including Hain numbers in her concordances in Chapter III, we realize clearly that the study of fifteenth century books is reaching maturity. It is no longer an appendage of local or national antiquarian lore or a minor branch of late mediaeval studies. The impressive accumulation of bibliographies, critical, descriptive, and enumerative, and the exceptional competence of scholars who have devoted their life work to incunabula has brought this field to ripest maturity.

Campbell's Annales has long been a classic among the national bibliographies of incunabula, but it has been urgently in need of revision for more than a generation. Miss Kronenberg, who has devoted a remarkably fruitful career to the study of the post-incunabula period in the Low Countries, has now turned her attention to fifteenth century printers; but unfortunately she begs off from the responsibility of a full-blown revision of Campbell because of age. What she offers in her "Contributions" will make the new edition of Campbell a comparatively easy task.

The first chapter lists no less than 458
Dutch and Belgian imprints not known to Campbell. It includes eighty-eight hitherto unknown Donatus imprints, mostly scrappy fragments that came to light in the GKW. Happily, Miss Kronenberg makes no effort to identify them with Laurens Jansz. Costeriana may now be well on the way to Dutch mythology. The second chapter contains 212 titles which were either printed outside of the Netherlands or subsequent to 1500. The third chapter contains three concordances of Campbell numbers with (a) foreign catalogs and bibliographies (twenty-one, including GKW), (b) Dutch catalogs and bibliographies (nine), and (c) Proctor’s “Tracts on Early Printing, III. Additions to Campbell’s Annales” (1897, reprinted in his Bibliographical Essays, 1905). The last chapter notes copies not listed in chapters I-III with locations. Finally there is an addendum of eighty-six Campbell titles in the Library of Congress’ noble Rosenwald Collection, one page, to be sure, but a tribute to a great collector. Miss Kronenberg’s book is slight in bulk, tremendous in significance. It is a basic addition to the collection of any research library.

A reference work that seems to have escaped all notice in the English-language press is Peter Beeck’s Fachausdrücke der Presse (Frankfurt am Main, Polygraph Verlag, 1950) in three alphabets, German, French, and English, each with definitions in two languages. This glossary of newspaper terminology is a guide to a professional jargon likely to occur in anyone’s daily reading, particularly in the field of libraries and books. Some of the terms can be totally mystifying, e.g., Leiche (German, omission of word or words); chien (French, filler); or passer au caviar (French, blotting out part of the text by ink). Translators, editors, and publishers will find that this is an invaluable work. The first edition (1942) did not contain the English section, which was subsequently added.

The late H. H. Bockwitz, guiding spirit of the Deutsches Buch- und Schrifmuseum in Leipzig, died on December 2, 1954, only a few months after his beloved museum opened its doors after recovering from the war. Bockwitz had a host of friends in all Europe. A collection of his essays, Beiträge zur Kulturgeschichte des Buches (Leipzig, VEB Otto Harrassowitz, 1956), has been published as a fitting memorial to him. It contains eleven essays published between 1938 and 1955, all replete with Bockwitz’ quiet but infectious enthusiasm for the book as the prime instrument of western culture. Paper, printing, and typography are the subjects of the essays, but they also reveal much insight into the cultural history of the periods with which they are concerned. The final essay, on “Schrift-, Buch- und Papiermuseen Europas,” describes the museums of the book that are to be found in many great European library centers, from Moscow to Antwerp. With the exception of the Dard Hunter Paper Museum in Appleton, Wis., and a few libraries and historical societies which own common presses, there is almost nothing of this sort in North America. We would do well to study Bockwitz’ essay carefully and consider the feasibility of a major museum of the book in this country. Bockwitz’ essays on research in the history of paper are also suggestive for us. With Dard Hunter we had perhaps the world’s most outstanding student of paper history. Unfortunately, the inspiration from the Mountain House in Chillicothe has not yet fired the imagination of young scholars. There is already a new generation of paper historians in Germany, but not in our own country. Bockwitz’ book is delightful, informative reading, but it should also serve as a text for the guidance of some of our own incipient scholars in the field of the history of the book.

From the files and the imagination of tireless Dr. Lius Florén Lozano, former librarian of the University of Santo Domingo, Ciudad Trujillo, and now director of the Servicio de Intercambio Científico. Centro Interamericana de Vivienda in Bogota come two important new bibliographies. His Bibliografía bibliotecologica Colombiano, 1953-1955 (Bogota, 1956; “Manuales de bibliografía y documentacion Colombianas, I) is the key to an enthusiastic literature on librarianship from the press of our closest South American neighbor. It is arranged by author and title, with a list of periodicals analyzed. Dr. Florén Lozano’s Bibliografia de las bellas artes en Santo Domingo (An-

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tares-Bogotá, 1956; “Materiales para el estudio de la cultura dominicana, v. viii) records contributions to all fields of the history of art in the Dominican Republic, from the earliest beginnings to the Trujillo era. Here are two bibliographies which are essential for all collections of Latin America.

A publication of considerable significance for librarians and bibliographers is the Klassifikatsiia literatury v organakh gosudarstvennoi registratsionno-uchetnoi bibliografii (Moscow, Press of the All-Union Book Chamber, 1955). The prestige of the All-Union Book Chamber and the significance of its bibliographical work will lend this little manual an importance disproportionate to its 140 pages and modest four-ruble price tag. There are thirty-one major classifications, and under these are clear-cut, concise definitions of the type of material to be classified. There is a full index. The growing quantity and quality of Russian bibliographical literature lends special importance to this work as a reference book. At the same time, however, it is well worth study for those who are revising old classification systems or constructing new ones.

Without committing one's self on the relative virtues of socialistic and capitalistic economics, it is obvious that the talented potential bibliographer beyond the Oder is not likely to be skimmed off for more lucrative fields such as oil field speculation, hand book making, or microfacsimile promotion schemes. In the Soviet Union and her satellites the bibliographer and the geologist, the librarian and the physician are on comparable economic levels (both low within European standards). The fact is, however, that the USSR and her associated economics are encouraging bibliographical scholarship and actually producing in volume and quality that has few parallels this side of the Oder. At the same time increased attention is being given to the bibliographical history of Russia before the Revolution. A major contribution in this field is S. A. Reiser, Khrestomatiia po russkoi bibliografii 5 xi veka po 1917 g. (Moscow, Gosudarstvennoe Izdatel'stvo Kul'turno-prosvetitel'noi literatury, 1956), a record of over eight centuries of bibliographical scholarship. Of course, there is little of significance in Russian bibliographical literature before the eighteenth century, and the bulk of the material is from the latter half of the nineteenth and early twentieth centuries. Nevertheless, the scattered selections from the early periods reveal clearly that Russia always belonged in the European cultural tradition. From 1850 on, Russian bibliographical scholarship not only kept pace with that of western Europe but also could show much original thought and method that can be studied with profit. The selections are accompanied by narrative and bibliographical commentaries, and there is an index. This chrestomathy should be studied along with Zdobnov's history of Russian bibliography. Comparable works for English, German, French and other national bibliographical traditions would be contributions of utmost value to all bookmen.

Vladimir Vasil'evich Stasov; materialy k bibliografii opisanie rukopisei (Moscow, Gosudarstvennoe Izdatel'stvo Kul'turno-prosvetitel'noi literatury, 1956) is a bibliography prepared at the Lennigrad Public Library (Saltykov-Shchedrin Library). V. V. Stasov (1824-1906) was one of the most colorful and, in many ways, one of the most productive figures of nineteenth century Russian cultural life. Closely associated with the Imperial Public Library (i.e., the Saltykov-Shchedrin), he had a major role in developing some of its collections which beggar description. In the colorful, intellectually fermenting, politically reactionary atmosphere of old St. Petersburg, Stasov was a personality of major significance. Intimately acquainted with writers, scholars, artists, and other cultural leaders, Stasov's importance in Russian cultural history extends beyond the implications of his voluminous bibliography or his services in the library. Incidentally, his interest in the Paris Commune and his efforts to preserve the literature about it mark him as a man who might have been a leading figure in the post-revolutionary years.

The bibliography consists of a chronological list of Stasov's printed works, collections and selections from his work, his correspondence, and works about Stasov (classified according to his interests). There are
indexes of titles of Stasov's publications, books he reviewed, and names. The second part of the bibliography describes manuscripts by and about Stasov, with indexes of titles and names. The book is well illustrated with facsimiles and several memorable photographs, for example, one showing a patriarchal Stasov in 1902 with Chaliapin and Glazunov, three with the intense and youthful Maxim Gorky, a solemnly posed snapshot with Tolstoy and a formal society-page picture including Rimsky-Korsakov, Chaliapin, and Glazunov. Here is the bibliographical portrait of the librarian comme il faut.

In 1953 Jozef Korpala published his important *Zarys dziejów bibliografii w Polsce* as the fifth volume in the “Książka w dawnej kulturze polskiej.” Hildegard Zimmermann of Halle has now translated this basic study of Polish bibliography as *Abriss der Geschichte der Bibliographie in Polen* (Leipzig, VEB Otto Harrassowitz, 1957; “Bibliothekswissenschaftliche Arbeiten aus der Sowjetunion und den Ländern der Volksdemokratie in deutscher Uebersetzung,” Reihe B, Band 2). The history of Polish bibliography is as romantic and tragic as the history of Poland herself, and Korpala provides much more than an “Abriss.” The story of J. A. Zaluski, his library and his bibliographical efforts, is one of the truly memorable episodes of eighteenth century cultural history. Feliks Bentkowski's *Historia literatury polskiej* (1814) is a significant document in Polish bibliography, written in the middle of the Napoleonic wars. J. M. Ossolinski, Joachim Lelewel, Jozef Zawadski, and Adam Jocher were stalwarts of Polish national bibliography in captive Poland of the nineteenth century, but it remained for Karol Estreicher to create the *Bibliografia polska*, a national bibliography that has no rival in other eastern European countries.

The work of the nineteenth century stalwarts of Polish bibliography is picturesque and well told, but Korpala's study is comprehensive. He analyzes special bibliography as well as national bibliography, and personalities and institutions prominent in Poland's bibliographical history come out in sharp relief. Over all other elements of Polish bibliography hovers the shadow of the great Jagiellonian Library of the University of Cracow, one of the truly distinguished libraries of central Europe. Korpala's last two chapters, on the occupation period (1939-1945) and on bibliography in the people's democracy (1945 to date) deserve special attention. Here we have the story of Poland's gravest crises, but through both of them the traditions of Zaluski, Ossolinski, and Estreicher have been perpetuated and strengthened.

A major French bibliographical enterprise of which little is known in this country is the union catalog of French periodicals. In 1938 French librarians began work on a *Catalogue collectif des périodiques conservés dans les bibliothèques de Paris et dans les bibliothèques universitaires de France*. So far thirty-two mimeographed volumes containing over 60,000 titles have been published in the very limited edition of some sixty copies. Fifteen more volumes are yet to appear. The periodical holdings of about a hundred libraries have been checked, and holdings up to 1939 are recorded. A supplement now in preparation will bring the record up to 1955, and thereafter the union catalog of serials in French libraries will be maintained on a current basis.

It was necessary to consider certain categories of serials in special terms, and an obvious group for separate treatment is the one including serials in Cyrillic characters (Russian, Ukrainian, White Russian, Bulgarian, and Serbian). Thus the catalog of *Périodiques slaves en caractères cyriliques* (Paris, Bibliothèque Nationale, 1956; 2 v.) has been published as a separate unit. It represents the holdings, as of 1950, of twenty Parisian libraries and twenty-five provincial university libraries (general and faculty collections). Over 7,000 titles are included in the two volumes. Bibliographical information is a bit meagre, but in all cases there is enough to identify the serial quite adequately. There is an index of subtitles which are in languages with the Latin alphabet.

The riches of the libraries of Paris in particular are more obvious than ever in a publication such as this one. A random check of 150 titles of nineteenth century serials

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in Cyrillic against the Union List of Serials and supplements indicated no less than thirty-seven titles not listed as being held by American libraries. For all of our financial superiority over European libraries, we still have a long way to go to equal some of the great European centers of research even in terms of current materials.

The Library of the Roumanian Academy (Calea Victoriei, 125, Bucharest), is doing a good deal of significant publication in the field of bibliography. The first in its "Seria de bibliografii retrospective" is Marx si Engels in limba româna, 1871-1944 (1956), with an introductory essay by Ion Crisan. This bibliography of translations and reviews of works of the two patron saints of international communism is a practical contribution to the history of the rise of communism in an eastern European country with an extremely conservative political history. The arrangement is chronological and divided into three parts, viz., writings by Marx, writings by Engels, and joint works. Two new numbers in the Library's "Seria de bio-bibliografii" cover Emanuel Bacaloglu (1830-1891) (1956, no. 8), a distinguished nineteenth century chemist and physicist, and Dimitrie Voinov (1867-1951) (1956, no. 9), a noted microbiologist. In each there is an introductory essay, on Bacaloglu by Fl. Cimpan and on Voimov by V. Gh. Radu. As this series develops, it will be a valuable source for students of the history of science.

The strongly divergent trends in American and European psychology give a special value to a general reference work in this field by a European. Georg Anschütz' Psychologie: Grundlagen, Ergebnisse und Probleme der Forschung (Hamburg, Richard Meiner Verlag, 1958) deserves a place on the shelf of any library with substantial collections in psychology. It is not likely to circulate widely among the clinical psychologists, but it will answer many questions not readily solved by most English-language reference works.

The work is comprehensive, covering the main trends of psychological research in all countries. The main text is in three parts, (1) problems of investigation, (2) principal results, and (3) special problems and peripheral fields. Perhaps most important of all from the reference standpoint is the comprehensive "Literaturübersicht." It includes a basic list of journals, congresses, and general manuals and subsequently a classified list of the most significant literature in all fields of psychology. Together with the author and subject index the bibliographies cover approximately a hundred pages. Quite naturally, the German literature of psychology is predominant, but the bibliography is all the more valuable to us for this feature. The basic literature by English, American, Italian, French, and other European psychologists is not neglected. An incidental value of Anschütz' bibliography is to provide an abundance of references for French and German reading knowledge examinations.

Occasionally a work not directly connected with librarianship or bibliography has such tremendous implications for our work, both direct and indirect, that it cannot easily be ignored. Such a title is the second edition of Father Pietro Tacchi Venturi's Storia della Compagnia di Gesù in Italia (Rome, "La Civilta cattolica," Via di Porta Pinciana 1, 1950-1951; 2 vols. in 4 parts). The characteristic element in the Jesuit vow, "a peculiar care in the education of boys," leaves no doubt as to the significance of the Society for the world of books. One might even be tempted to speculation on historical coincidence when we recall that the founding of the Society was coeval with the origins of printing in the Americas; but such an artificial construction is hardly necessary when we remember the glorious history of the "reductions" of Paraguay and the Jesuit press there. The valiant Jesuit travellers in the New World and the Old have created a literature (with accompanying bibliographical problems) that justifies the closest attention to the origins of the order and its programs and policies.

Father Venturi's great work dates back more than a quarter of a century, but it is the product of constant revision. The first volume consists of a history of religious life in Italy during the early period of the Society, while the second traces the order through the life of the founder. It would be difficult to find a work more enlightening and useful as general background for the student of
sixteenth century books and printing than the first volume. Here is a picture of the intellectual climate of Italy at the time of the Reformation in the sharpest possible focus. Chapters such as those on the catechism (*doctrina christiana*) during this period or on the press in the service of Italian reformers tell a story that is the part of every bookman’s education. The chapter on the new versions of the Bible is equally essential to a proper understanding of the bibliography of the age.

The second volume relates more specifically to the history of the company of Jesus, but here too we get the background for what is the strongest single educational force of modern times. But for the efforts of the Jesuit fathers world literacy would be infinitely lower than it is today.—*Lawrence S. Thompson, University of Kentucky Libraries.*

**Humanities and the Library**


Almost any librarian could read with profit this sample “syllabus” of a course in the literature of the humanities (religion, philosophy, fine arts, music, and literature). Its succinct account of the character of the literature in the fields covered, its wise and tolerant discussion of the problems of the librarian in trying to provide from this literature what the users of his library need, its constant emphasis on the role of the librarian as a professional builder of a collection of library materials shaped according to definite policy and plan for a distinctive community or group of patrons will provide not only the neophyte in librarianship, but also the experienced practitioner with much new information and food for thought. Here is a piece of professional literature the profession can be proud of, and here is a textbook for library school students (how few of them there are!) of which neither teachers nor students need be ashamed.

The Graduate Library School of the University of Chicago was awarded a grant by the Carnegie Foundation in 1948 for the purpose of preparing a series of three textbooks to be used in the “literature” or “books” courses developed after World War II in American library schools. These courses, as Dean Asheim explains in the preface to this book, were “intended to provide students with more knowledge about the contents of books and the criteria for evaluating them” than the standard reference, book selection, and cataloging courses of the pre-war library schools had provided. Due credit is given in this preface to Asheim’s predecessors as directors of the project, Clarence Faust and Bernard Berelson, and to his associates, members of the University of Chicago faculty outside the GLS, for their work in the projection and preparation of this book. The other two syllabi, for the social sciences and the sciences, have not materialized, but Asheim holds forth the hope that some kind of similar work on the social sciences will be published. The science syllabus was never completed. This state of affairs is extremely unfortunate. Librarianship needs more works of this kind, and failure to provide companion volumes to this for the other subject fields is most regrettable. One can only hope that the reception this book so richly merits will encourage the GLS to reconsider its decision and fulfill its intention of providing textbooks for all three courses. If they are like the syllabus on the humanities, they will be well worth waiting for.

In the meantime we have the consolation of the present work. Regardless of the merits or demerits of the “books” courses, all teachers and students of librarianship must be grateful that such an important contribution to library literature as *The Humanities and the Library* has been made. It is a useful text in any kind of reference course dealing with the subject fields it covers, and it provides some of the best material in print on the problems of book selection. The question of censorship and its implications in book selection, for example, are repeatedly brought to the reader’s attention, particularly with respect to books in the fields of literature and religion, and the consideration of this problem is handled in a manner that leaves no room for doubt as to the librarian’s professional responsibility in the area of
intellectual freedom. The knotty problem of censorship vs. selection is solved as the reader of Asheim's "Not Censorship, but Selection" (a speech delivered at the Whittier Conference on Intellectual Freedom) would expect; indeed, in many respects, this book is an amplification and detailed application of the general theories which the author so cogently expressed at Whittier. (See "Polemic Literature," pp. 37-40, and "Gifts," pp. 43-44, in the chapter on religion; the discussion of "popular" and pseudo philosophy, pp. 87-88; the account of censorship in the art department, pp. 141-43; and "The Question of Censorship" in the chapter on literature, pp. 260-62.)

Each chapter in this book begins with a definition of its field and an admirable summary of its history and literature. Then, in varying order for each field, are discussed classification and cataloging of materials, book selection and its problems, the different kinds of libraries and library service, and reference work (including an account of the different types of reference works in each field). Audio-visual enthusiasts will be happy with the amount of space and attention given to a consideration of the place of non-book materials in libraries (Asheim is for them and for the increasing provision of non-book materials and services by public libraries) and for the able discussions of the problems of picture, record, and film collections in art, music, and literature. A list of the representative reference tools in the field concludes each chapter. These lists of reference works are carefully selected, generally up-to-date guides to the best reference works in the humanities and are alone worth the price of the book to most libraries.

Some of us who still believe that history is one of the humanities might quarrel with the decision to omit that important field from this book. We can only suppose that history has been placed with the social sciences and mourn its loss from the volume now available. Though few historians tend to think of themselves as social scientists, librarians seem generally to have come to the conclusion that history is a social science. Undoubtedly good reasons can be advanced on either side of the argument, and in the present instance there can be no quarrel if the treatment of history in the promised social science syllabus is as excellent and library-oriented as the chapter on religion or philosophy in this.

The book is a good example of offset reproduction from typewritten manuscript, a method of printing adopted by the ALA for publications it does not expect to sell well enough to pay for the cost of letterpress. The present reviewer hopes that this prognostication of the book's success will not be justified. If every librarian who could use it to advantage or learn from it how better to serve his public would buy it, The Humanities and the Library would speedily go out of print.—Fredric J. Mosher, School of Librarianship, University of California, Berkeley.

Library Cooperation


The first half of this publication is devoted to principles and theory of collecting of resources in academic libraries. Axioms expressed or findings noted by Metcalf will be generally acceptable, since they appear to reflect the experience of American libraries as a whole. Incisively, the author has (1) indicated the differences between the college and the university (or research) library, (2) pointed out the problems of selecting books to meet the needs of a particular institution, and (3) suggested the avenues of cooperation which are directed at serving the needs of the particular users, and, at the same time, are economical. The remainder of this valuable brochure is devoted to the special
interests of the Hampshire Inter-Library Center (Amherst College, the University of Massachusetts, Mount Holyoke College, and Smith College), which was founded to provide helpful and economical library services among its members.

Metcalf's proposals concerning the Center are related to the assumptions he developed in the first part of the report. These may be summarized as follows:

1. Libraries—particularly research libraries—tend to grow more rapidly than other parts of education institutions, and to grow cumulatively.

2. Unit costs in libraries tend to increase rather than decrease as collections grow larger.

3. When a library gives improved services it almost invariably stimulates increasing demands for service.

4. The total cost of library operation tends to increase more rapidly than the cost of other parts of an educational institution.

5. The library serves a number of different needs, and providing for some of these needs is much more expensive than for others.

6. The average undergraduate spends well over three-fifths of his reading time on books assigned or specifically suggested by faculty members.

7. A library of from 50,000 to 100,000 volumes will normally take care of this type of reading.

8. More than 80 per cent (and, in some institutions, 90 per cent) of the average undergraduate's use of the library has been accounted for by his use of textbooks and of collateral readings listed for courses.

9. The importance of the remaining 10 or 20 per cent of the undergraduate reading (general reading, toward preparation of special reports, senior theses, etc.) should not be minimized.

10. This type of reading is important for preparing students for graduate work, and requires a larger collection than that needed for the usual type of undergraduate reading.

11. A large collection is even more valuable to faculty members than to students.

12. A good library collection is useful in attracting strong faculty members. (Paul Buck is said to equate this to an inducement of $8,000 annually.)

13. A liberal-arts college with 1,000 students can provide basic undergraduate library facilities and services for $35 per student annually, and this figure can be reduced as the student-body increases in size.

14. Selection of books for a college or university library—particularly beyond the basic undergraduate need—is not an exact science.

15. There is no limit to what a library might acquire if all wishes of faculty members and advanced students were heeded.

These problems suggest to Metcalf that the institution faces a dilemma in its library. It must either be ready to provide an increasing percentage of total resources, if the library is to meet the demands upon it; or, if it does not, the library must deteriorate in its quality and services. Metcalf observes that funds are sought after competitively by the various parts of the institution, and the growth of the library budget is reflected in a reduced percentage available for faculty salaries and other purposes. It would seem that one could approach this problem of budgeting in a more positive frame of mind if the library had been accepted as a principal axis of educational activity.

Metcalf's observations are generally based on common sense derived from long experience with academic libraries. But such observations may fall short of reality. Some may wish to quarrel with his estimates of the amount of use of materials, and with his $35,000 basic library budget for a college with 1,000 students—a budget which "can be reduced as the student-body increases in size" (p. 10). One is hard put to see how this figure can be reduced in total quantity, as more demands are made upon the library in terms of increased enrollment. Perhaps the proportion may be reduced. Although institutional needs vary considerably insofar as library needs are concerned, the $35 per student allotment must be regarded as a "low" basis of support. The figures in the "College and University Library Statistics, 1955-56," in the January, 1957, issue of CRL, show that for a median group of 1,316 students a median total operating budget was $60,610. Perhaps the libraries with about 1,000 students were spending more than was necessary on library services, but it is un-
likely. It depends, of course, on what kind of library service is being provided. There were expenditure-per-student lows of $14.77, $8.14, $11.21, and $12.96 for the four groups of libraries in the CRL statistics. It is questionable if these institutions are well served by their libraries. In library service, as in most things, you get what you pay for, even though there may be occasional bargains.

Against the background of principles of college library service, Metcalf outlines a program for cooperative library service which would widen the scope of the Hampshire Inter-Library Center to include as associate members Dartmouth, Trinity (Hartford), Wesleyan, Williams, and the Forbes Library in Northampton. Associate members would provide entries for a partial union catalog, make materials listed in such a catalog available to faculty members and advanced students of the member and associate-member institutions, determine if materials are in the Center before applying elsewhere for interlibrary loans, and consult with the Center's catalog before new subscriptions are placed for highly specialized serials, before buying books of the kind listed in the catalog. Deliberate purchasing of materials would not be prevented, but the librarians would know when they would be duplicating. It is estimated that the partial union catalog would cost $12,000. A possible budget for the Center for a year in the early 1960's would be $40,000, not including income or expenditures made possible by grants, endowments, or the sale of duplicates.

Again, Metcalf out of his experience cautions against "dangers that call for continued vigilance." These involve those difficulties which "arise inevitably from the nature of libraries, academic institutions, and human beings." Cooperation is a two-way street, and the idea of competition must be submerged if it is to be furthered. Metcalf suggests that "administrative officials and librarians are perhaps more likely than professors to regard other institutions as rivals of their own and to be impatient with the restraints on complete freedom of action that are bound to be entailed by cooperation." This is an interesting hypothesis, since many librarians believe that professors are likely to be more concerned than anyone else. The important point is to make sure that the "human beings" involved in the cooperative project understand fully what is being planned, and how the individual institution will benefit by the project. Oilimg and repairing are just as important here as in the care of any other machine.

The Hampshire Inter-Library Center in its six years of existence has been a demonstration of cooperation which suggests enlargement of scope. It would seem that some time in the future it may be useful to have a complete study of the use to which materials in the Center have been put. Undoubtedly, "the Center is making each dollar go further than it would go if spent by an individual library."—Maurice F. Tauber, Columbia University.

Documentation and Information Retrieval


A long-standing need for critical analysis of information retrieval in the present and potential states of the art is recognized in this monograph. The need is not fully met, but as a first attack the approach is praiseworthy.

A mathematical model system is set up, with formulations which are comprehensible to common minds. Indeed, the mathematical presentation is plainer than the verbal explanation, which uses too many words. Judicious verbal pruning would have improved clarity.

Cost analysis difficulties have long handicapped practitioners of information retrieval who preach the necessity of a cost-performance analysis before approving a system or project. The chapters on cost analysis in this monograph will give aid and comfort to these apostles of analysis. The critical faculty is exercised, as is necessary for such analyses, but not far enough. There is no adequate recognition of the intangible factors which
act like mercury on glass when the analyst tries to put a finger on them.

The chapters on correlation of methods and on systems design do not bring out clearly enough the nature and magnitude of the gap now existing between systems design and machine design. Classification and coding systems have not yet caught up with existing machine potentialities; designers can say, "Tell us how to program your requirements and we either have a machine to suit, or we can make one." This situation might be read between the lines, though the actual wording sometimes seems to suggest that machine design is behind rather than ahead of systems design. Again, greater clarity could have been achieved in fewer words.

The glossary of terms at the end is a useful feature. Exception can be taken to some of the definitions, but unanimous agreement in this area is rare. Dissenters are free to roll their own. The index of symbols is also useful.

Since the text says much about indexing, the index should be and is well done; the selection and arrangement of entries are commendable.—Julian F. Smith, Lenoir-Rhyne College.

Books West Southwest


If Dr. Powell's library runs out of books one day he may always replenish it with books of his own composition. His latest collection contains twelve essays divided into three sections: Arizona and New Mexico (with a side glance at Texas), the California coast around Big Sur, and Los Angeles with its neighbors—the Land of the Future, may the Lord help us!

With exception of those devoted to Robinson Jeffers, the author's chief literary enthusiasm, and to Prof. J. F. Dobie, the essays deal with the Southwest and a selection of its literature. Dr. Powell has experienced powerful responses to the unique color of the Southwest, and he has nurtured and amplified them through much reading and writing. In these essays he again tries to repay the debt he owes to the land and the literature by setting out "to re-create in prose what makes this country so increasingly meaningful and necessary to one." His method is to seek what he calls essences, which he finds in "altitude, distance, color, configuration, history, and culture." To transmit these materials into evocative prose is his intent.

Dr. Powell's interest and reading have been long and wide, making his essays a pleasant introduction for those who have little or no experience with the states or the books he describes. Using a selective method (he disclaims any attempt at being exhaustive), he relates the effects which some twenty-five books, chiefly novels, have had on his understanding and emotional response to California and the Southwest. His choice is interesting and we owe him thanks for reminding us again of Willa Cather's beautiful Death Comes for the Archbishop and for reviving Haniel Long's profound Interlinear to Cabeza de Vaca.

The chapter on Jeffers portrays him as a major poet and a universal man. Particularly interesting is the claim that Jeffers had "Goethe's universal mind," some six years after graduation from college. Jeffers himself is quoted as writing that he "always rather disliked Goethe and his fame." A judgment is made that Jeffers is committed to classical models, Aristotelian and others, while at the same time he displays some kind of Christian morality by cleaving a thoroughfare through complex emotion to arrive at a "lysis," a settlement, and an adjusted balance. It seems to me the case is not convincing on the basis of the evidence presented.

The author uses a large number of foreign words and phrases, some of which are incorrect or inconsistent. For example, p. 106, reads todas instead of todos; accents are sometimes present on Spanish words, sometimes not; two species of oak are given Spanish names usually given to other species, and there are other puzzles, which may, however, be traced to careless proofreading, as may be also a number of wrong word divisions.

The book is nicely printed and pleasantly bound.—Joseph Rubinstein, University of Kansas.

MARCH 1958
The Library and the Researcher

(Continued from page 106)

brarians suggests that the reasons are overwhelming. The writer entertains few hopes that the situation can be improved. What is fervently to be hoped is that the researcher understand why the librarian has been forced to put certain difficulties in his way. Without this understanding, a growing hostility is inevitable between these two, whose cooperation is a sine qua non of successful research. It is a subject that ought to be aired. Some librarian can do us all a great service by presenting the facts of this matter from his point of view.

Technological Progress

(Continued from page 123)

With the rapid change around us, it is no longer enough to train our library workers of tomorrow for today's jobs. Observed objectively, the best, most flexible library training possible would be a solid grounding in fundamentals, particularly mathematics and sciences. Fundamentally trained, the library school graduate may thus be able to take advantage of the specialized jobs that develop. Inadequate preparation could mean shortage of personnel to man the machines providing the library service, even as it is today. Today, there are professional routines so close to the clerical routines that even the inadequately trained professional may find placement because the supply is smaller than the demand. In automated libraries this might not be possible.

Librarians are feeling the pinch today for top-caliber personnel. This shortage, which will grow, soon will force additional streamlining of procedures, short cuts in indexing, cataloging, and increased salaries. Personnel shortages will force the first automation. And before automation becomes a significant part of library procedures and routines, librarians and library schools must face up to the problems of preparing within their own ranks sufficient technically trained people able to perpetuate the advances made and to add others.

It is very necessary that library schools be well aware of developments in the field of automation—where they can be applied, and where they may be improved. Most librarians, however, are unaware of the magnitude and complexity of the problem of switching from present-day libraries even to partially automated libraries. The significance of scientific advances, particularly in the field of electronics, requires re-emphasizing and re-examination of the basic principles of librarianship from which the every day struggle for space, personnel, and money has distracted us.

If librarians do not learn to extend their techniques and develop the new techniques required, other agencies, or new professions, will be created to do the job. If librarians restrict their activities to fit within the present framework and structure of librarianship, they will fail in their obligations to society.
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