books should endure. It might tax even an
electronic computer to calculate how many
books will be written and organized for use
in the fifth billion years still before us and
the amount of space they will occupy. Ob-
viously present methods and philosophies of
book production, book storage, book use,
will, under the onslaught of numbers just
simply have to change, and drastically. Over
the eons books by the millions, including
quantities of those now here and present,
will surely have to be laid to rest. Who can
believe that, a billion years from now, grant-
ing a stable and continuing civilization, our
present few hundred miles of books will all
be considered essential? Or a million years
from now? Or five hundred thousand years?
Or a hundred thousand? Or ten, or five? Or
even one thousand? This is a mere fraction
of a cosmic second, but long enough, even
at present growth rates of a doubling every
twenty-two years, as the Council has found,
to multiply the rate of book production by
fifty.

The fantastic long-range prospects of book
increase, both quantitative and cultural,
bring this reviewer to believe that of all the
worthy projects presently sponsored by the
Council the one retiring books from the Yale
University Library to compact storage is the
most important and a harbinger of things to
come. The next and eventual step will be
to retire books permanently. When and if
this is attempted it will be the most difficult
and painful task scholars and librarians have
ever undertaken, requiring wisdom and
judgment not now among us. And financial
support too, whether from foundations or
elsewhere, at levels not now approached. If
such discarding can be agreed on it will
remain only to strike off a list of the books
ominated and we will have, horrible
thought, a Shaw list of books no longer
needed in this world.

It is quite conceivable that in the world
of the far future the book as an individual
entity will not retain the prime importance
it now has. Knowledge may be organized
only by the codification of basic ideas, phil-
osophies, and facts without reference to
authorship. The complex author-alphabetic
approach which even the electronic ma-
chines have so far not been able to digest
could then be eliminated. It is possible that
some far-off foundation, or one not so far
off, will organize and support a project to
produce some kind of a giant total Syntopic
on of the world's history, science, literature,
philosophy, religions. Could this, perhaps,
be the stone to bring Goliath into a useful
submissiveness? None of us now present will
know.

We do know though that librarians, more
than most people, are, in these matters of
control and utilization of the world's knowl-
edge, at grips with one of the most funda-
mental cultural problems of the times. We
can be thankful that a great foundation has
recognized the import of these things and
set able and astute men and women search-
ning for solutions.—William H. Carlson, Ore-
gon State College Library, Corvallis.

Recruiting for
Librarianship

Librarians Wanted: Careers in Library Ser-
vie. By Adrian A. Paradis. New York:
David McKay Company, Inc. [cl959]. x,
276p. $3.50.

At a time when recruiting is a crucial
problem for the library profession, Adrian A.
Paradis's publication of Librarians Wanted,
the first book on librarianship as a career to
be issued in nearly a decade, should sup-
possedly be significant and thoroughly wel-
come news to all librarians involved, as all
should be, in recruiting. During recent years
Mr. Paradis has published several well-re-
ceived books for teenagers on various careers.
Presently the assistant secretary for corporate
work for a major airline, he was formerly
a professional librarian employed in law
and air transportation libraries. Librarians
Wanted may indeed be a useful addition, for
a year or so, to a high school library's collec-
tion on careers. It is cleverly conceived, rea-
sonably fast-paced, and, on the whole, inter-
esting reading. Yet in several important ways
it is sharply disappointing.

Mr. Paradis begins his account by describ-
ing the various kinds of jobs in libraries.
Here he directs almost as much attention to
nonprofessional as to professional positions.
He then devotes the greater part of the book
to a tour of more or less representative li-

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braries of virtually all types. These include public libraries (Cleveland; Dallas; Pittsfield, Massachusetts; South Hero, Vermont; and the Grosse Pointe Public Library near Detroit); regional, school, college and university (Duke, Dartmouth, Howard, Hebrew Union, Fairfield, Air Force Academy, and Stanford); government (Library of Congress, Department of Agriculture, Washington State Library, and the Chicago and Los Angeles Municipal Reference Libraries); and finally some twenty-eight special libraries of all varieties: Mayo Clinic, John Crerar, General Motors Public Relations Library (Ford's Engineering Staff Library gets approximately equal space), the AFL-CIO Library, McGraw-Hill, New York's Mercantile Library Association Library, the Truman Library, and the like. A number of other libraries are mentioned along the way.

At each stop the author usually introduces the head librarian (by name, often with some account of his or her career), and gives a brief account of the library's history. The library's activities and its services to its community, parent institution, or firm are described. The author may go into detail concerning the library's collections, the composition of its staff, typical reference questions asked by its patrons, its equipment ("club-like. . . comfortable couches and deep easy chairs . . . massive fireplaces"), its color scheme, or its problems ("Leaking roofs, lighting failures, plumbing breakdowns, flooded drains, falling ceiling plaster, and broken door hinges were but a few of [the building superintendent's] problems."). The librarians we meet are invariably competent, dedicated, and pleasant. If Mr. Paradis met any librarians who were ineffective or unhappy with their lot he was kind enough to leave them out of his book.

The final chapters consist of one entitled "Is It for You?" and others containing discussions of training for professional librarianship (the complete list of accredited library schools is provided), of the professional library associations, and of publications of interest to librarians.

It is unfortunate that Librarians Wanted is not as good in execution as in conception. First, is it really impossible to slant a book at teenagers without making it unpalatable to more mature readers? Mr. Paradis lapses all too frequently throughout the volume, and particularly in the early chapters, into an exclamatory, breathless, pseudo-confidential style of writing which is likely to antagonize any reader as sophisticated as a college sophomore and which will probably repel even a college freshman. So much, regrettably, for its utility in recruiting efforts beyond the high school level.

There is no escaping the fact that the book was carelessly written and edited. To the non-librarian it will not matter that the first person mentioned, in the acknowledgements, is "William S. Burlington of The John Crerar Library"—though it may startle librarians who are acquainted with William Budington. Nor does it greatly matter, in terms of the book's goal, that the author has the Board of Education for Librarianship, which was replaced by the ALA Committee on Accreditation in June 1956, still accrediting library schools in the spring of 1959. Any candidate for the profession who reads as far as the last page of the text, on the other hand, may well find himself mystified by the sentence that begins, "Inasmuch as half of your working hours will be spent at your job. . . ." Possibly the reader will have been stopped dead in Chapter 2, however, by the utter confusion of the statement, "In East Orange every effort is made to avoid isolating young people from the adult library and discouraging their use of the adult department for as long as possible." Under the circumstances routine typographical errors and simple blunders in grammar are perhaps no more numerous than might be expected.

Mr. Paradis pauses now and then to review the advantages and the disadvantages of working in a given type of library. On the whole, librarianship seems to come out rather well, despite an occasional reference to the "overburdened librarian." It is possible, however, that the reader considering librarianship as a career (and perhaps a few already pursuing it) may be tempted to chuck the whole affair upon pondering the rather morbid implications of the incongruously quoted comments of a corporation librarian: "Working under constant pressure takes a great deal out of the special librarian. I suspect that I would probably live longer if I had remained in some other type of library work but I'm having a lot of fun and I know I shall continue to in whatever time remains."

Any young person exploring a given pro-
fession as a possible lifetime career will have
a normal curiosity about salaries. It is too bad
that with an October 1959 publication date,
the salary data given in Librarians Wanted
refer to salaries received by library school
graduates of 1957, and even so are stated on
the low side. ALA is quoted as saying that
1957 graduates without experience received
an average of $3,900 to $4,200 in their first
positions, and those having some experience
an average salary of $4,500 to $4,800. Donald
and Ruth Strout's careful analysis of the 1957
salaries reported by the library schools, which
appeared in the June 15, 1958 Library Jour-
nal gives an average of about $4,250 for
graduates without experience and an aver-
age of about $5,000 for those with some ex-
pertise. It is further regrettable that the
publisher's deadline for page proof appar-
ently prevented the author from substituting
the Strouts' June 15, 1959 figures for 1958:
an average of $4,352 without experience,
$5,418 on the average for new graduates with
experience. At the other end of the scale, Mr.
Paradis's statement that "Chief librarians of
large libraries receive salaries of $7,000 to
$12,000 or more" is oddly restrained, even
as of 1957. In 1957, Edward G. Freehafer in
Should You Be a Librarian?, his excellent
contribution to the New York Life Insurance
Company's series of advertisements on ca-
creers, referred to a $3,900-$4,200 salary range
for new inexperienced graduates of 1956,
and mentioned top salaries of $17,000 for
chief librarians in major cities, $14,800 for
federal governmental positions, and $25,000
for librarians in industry. In this sensitive
area of salaries Librarians Wanted was out
of date, and surely unnecessarily so, the day
it was published. This reduces still further
its usefulness as a potential recruiting device,
leaving librarians yet without an acceptable
book-length account of their profession.
Thus in several ways Librarians Wanted
is a disappointment despite its praiseworthy
motive and its imaginative approach to its
subject. With only a little more restraint in
style of writing and a little more effort on the
author's part it could have been a most wel-
come addition to the profession's recruiting
literature. As it stands, librarians will wish to
use it in their recruiting efforts, or to buy it
for their collections, only with considerable
cautions, and very possibly not at all.—Robert
L. Talmadge, University of Kansas Libraries.

Successful Exchange

A Serviceable Reservoir; Report of a Survey
of the United States Book Exchange. By
Edwin E. Williams. Washington, D. C.: The

The survey, proposed by the USBE itself
and financed by the Council on Library Re-
sources, Inc., was eminently worth under-
taking. Its success was practically assured by
the Council's choice of Edwin E. Williams,
assistant librarian, Harvard College Library,
as director. Not only did Williams conduct a
skillful and comprehensive examination, but
(and in survey-making this does not neces-
sarily follow) he wrote a report that can be
read. His usual clear prose, flavored with wit
and never muddied by jargon, leaves the
reader with a precise picture.

The larger background against which this
survey was made is one of declining exchange
activities—particularly with regard to do-
mestic exchange—in American university li-
braries. In some libraries, once-flourishing
exchange sections are now one-man shows.
There is a suspicion abroad that exchange is
more costly than had been realized. Even if
a library receives "free" the material it sends
out, there is always a bill somewhere which
eventually must be justified.

The surveyor flashes a bright light on one
important aspect of this decline by his formul-
ulation of Williams' law: "Exchange is stimu-
lated when personnel resources are relatively
plentiful and acquisition funds are impover-
ished. It is inhibited by scarcity of personnel,
particularly when relatively generous funds
for purchase are available. Exchange is a
means of converting manpower into ma-
terial." He further enriches our terminology
and sharpens our thinking by giving names
to what he calls surplusage exchange and
publishing exchange. Although the latter is
not escaping thoughtful scrutiny, it is of
course surplusage exchange that has declined
most markedly among university libraries.

It is therefore pertinent to ask what the
functions of USBE are and how well it is per-
forming them. Williams finds that the USBE
is well managed, efficiently operated, and is
usefully serving both its domestic and foreign