

center with which the library must deal affects the stability of the computerized library system subservient to that policy. *Users*: in his conclusion the author writes, "To design on-line computer systems which perform limited file-searching functions may be to miss the real needs of most library users." (p. 132) In some cases more rather than less user inconvenience results from an automated system. Often the elegance of the system design seems more important than the people problems associated with accommodating the needs of the library staff and library users. If these needs are not met, redundant and secret personal systems evolve, causing a peculiar kind of subversion of the new system. *Efficiency*: in an automated system, a library should become more efficient as work load increases. As users of computing power, small and medium size libraries may become dependent upon large ones in cooperative arrangements. *Documentation*: in writing about poor library automation, "The lack of such a literature about failures is keenly felt, especially in the present context." (p. 118) Many travel dollars and expensive staff time have been wasted in system circuit-riding based upon the reports of over-enthusiastic authors.

Although the book is inadequate in its coverage of microform systems in library automation, it is a refreshing overview which may have more value to librarians and computer people who have been close to the complexity of their pet systems so long that the long view has become lost in the press of day-to-day decisions.—Ron Miller, *Five Associated University Libraries*.

***Librarianship in Canada, 1946 to 1967; Essays in Honour of Elizabeth Homer Morton (Le Bibliothécaire au Canada de 1946 à 1967)***. Ed. by Bruce Peel. Victoria: Canadian Library Association—Association Canadienne de Bibliothèques, 1968. 205 p. (68-143854).

Elizabeth Morton is truly a "notable" among Canadian librarians, and the proof thereof is the appearance of the present volume. *Librarianship in Canada, 1946 to 1967* is subtitled "Essays in Honour of Eliz-

abeth Homer Morton" and is in fact a *Festschrift* issued on the occasion of her recent retirement from the position of executive director of the Canadian Library Association—Association Canadienne des Bibliothèques.

The honor was richly deserved. Miss Morton was not only the first executive director of the C.L.A./A.C.B. but also for twenty-one years its soul, its cement, and its visible presence. (Figures of speech come easily to mind when referring to her.) Small wonder, then, that a considerable portion of this book is taken up with tributes to Miss Morton herself. If the *homages* (the French word in this case really puts it best) are sometimes a little flowery, well, that's quite understandable and forgivable.

The rest of the book consists of essays on a variety of subjects but having in common the aim of attempting to review Canadian library development in the generation after World War II. There are twenty of these essays in all: four deal with the C.L.A./A.C.B. itself, four with municipal and regional libraries, two with university libraries, two with special libraries, two with services for children and young people, three with bibliography and publishing, two with personnel and library education. The last essay—"A Cautionary Tale" by Robert Blackburn—is quite *sui generis*.

The contributors are all leading figures in Canadian librarianship and, as might be expected, they write well. They also, as might not be expected from a *Festschrift*, write to the point. One of the great drawbacks of most *Festschriften* is that the contributors, pressed for something to offer up, seem usually to have pulled their papers out of some desk drawer where they have lain since being rejected for publication elsewhere. *Festschrift* essays tend to be stale and dull, and the only connection which most have with each other is that their authors have at some time been associated with the person being honored. *Librarianship in Canada, 1946 to 1967* escapes such occupational hazards of *Festschrift* publication. The papers are up to date, specifically written for this volume, and together add up to a most useful

review of the Canadian library scene over the last twenty years. It is, in fact, the best book on contemporary Canadian librarianship—which praise is, however, somewhat lessened by virtue of the fact that it is almost the only book on the subject, too.

Space does not permit much commentary on individual papers, but three or four of special interest deserve note. Marion Gilroy's "Regional Libraries in Retrospect" gives the inside story on a library development which Canada pioneered and which has claimed international attention. Jean-Charles Bonenfant, in "Progrès des bibliothèques au Canada français," offers an unusually candid appraisal of public libraries in French Canada. Laurent Denis' "La formation des bibliothécaires de langue française du Québec" describes the evolution of a distinctive library school which manages to be both broadly North American and peculiarly "quebécois" in outlook. And, perhaps best of all, Robert Blackburn's aforementioned "cautionary tale" offers a delightful example (with a happy ending, for once) of the eternal battle between university librarian and professor.

It should be added that the appearance of this volume—printed by Charles Morris of Victoria—is first-rate. It is a pleasure to look at and handle. At \$7.50, this book is a very good value.—*Samuel Rothstein, University of British Columbia.*

***The Mirror of Brass; the Compensation and Working Conditions of College and University Administrators.*** By Mark H. Ingraham with the collaboration of Francis P. King. Madison: University of Wisconsin Press, 1968. 336 pp. \$7.00 (68-98321).

Those who found Professor Ingraham's earlier work (*The Outer Fringe*, Univ. of Wisc. Pr., 1965) of value will surely want to investigate his latest volume, a study for the Commission on College Administration of the Association of American Colleges. This work, as the subtitle indicates, is concerned with the compensation and working conditions of college and university administrators, and Ingraham once again has rendered a valuable and interesting com-

pilation of comparative data. Over six thousand responses were received to questionnaires sent to 877 institutions, both public and private, and a splendid synthesis of the data is presented in twenty-two chapters.

Ingraham's book is divided into two parts, the first of which deals with the various compensations and fringe benefits which were investigated. Among the topics included are salaries, vacations and leaves, life insurance, travel provisions, and retirement programs. In addition to a report and an analysis of the data obtained, space is allotted within the individual chapters for opinions voiced by various administrators with regard to the benefits discussed.

The second part of the book is composed of chapters devoted to particular administrative positions, and includes that of the president, the academic vice-president, dean of the liberal arts college, dean of the graduate school, director of libraries, the chief business officer, the dean of students, director of admissions, registrar, and the director of development. Again, a brief summarization of data is given, and within each chapter one finds a section entitled "Reflections" which consists of anonymous quotations gleaned from the questionnaires. Of particular interest is the chapter which is devoted to the director of libraries. The information here, as elsewhere, is condensed, but indicates percentages of men and women directors, median age, and percentages holding the PhD and other degrees. Further comments are directed to the topics of staff, authority, communication and status, and relations to government. The *Reflections* are with regard to various characteristics and responsibilities of a director's position, and the comments which are voiced are those which are frequently heard.

Perhaps the portion of Mr. Ingraham's study which will be perused most by librarians is the appendix which consists of a photocopy of the questionnaire used, and a set of sixty-three tables which summarize the questionnaire results. To be found here are data by which one can compare benefits and compensations for the different administrative positions which were included in the investigation.