

## THE COUNCIL ON LIBRARIANSHIP

By HOYT GALVIN\*

A librarian recruiting project has been initiated in North Carolina as a joint effort of the North Carolina Library Association and the American Library Association. A committee of the North Carolina Library Association was created to conduct the project. The committee is called the Council on Librarianship. Hoyt R. Galvin, Director, Public Library, Charlotte, is the Chairman, and Mary Frances Kennon, Assistant State School Library Adviser, State Department of Public Instruction, Raleigh, is the Secretary.

The success of the Council's activities will be determined to a considerable extent by the cooperation of all librarians of North Carolina. The project includes the preparation of exhibits and folders; the creation of a Speakers' Bureau, and an extensive Person-to-Person Recruiting Network. The recruiting activities of the Council will be directed in three directions:

1. Recruitment of high school and college students.
2. Recruitment from community groups.
3. Community education on the needs for librarians.

The recruiting project is the outgrowth of a grant of \$5,000. provided by the Reference Books Section of the American Textbook Publishers' Institute to the American Library Association. The American Library Association approached representatives of North Carolina regarding their interest in conducting a pilot project for recruiting librarians. The first major step was the holding of a recruiting conference in Raleigh on May 10 and 11, 1958 to explore the problems of recruiting. The participants of this conference included North Carolina laymen and librarians, plus representatives of the American Library Association and editors of national library periodicals. Dr. Harold Lancour, Assistant Director of the Library School, University of Illinois, attended the conference and edited the Proceedings. The Proceedings were published recently by the ALA and copies have been made available to members of the Council on Librarianship, as well as members of the Recruitment Committee of the Library Administration Division of ALA. The Council Chairman will have a few additional copies available to individuals in North Carolina who become involved in the recruitment project.

Following the appointment of the membership of the Council, by the President of NCLA, a meeting was held on September 10 at the Public Library in Charlotte. At that time, a Program Committee was appointed consisting of Cora Paul Bomar, Chairman; I. T. Littleton, and Mrs. C. Ernestine Milner. The second meeting of the Council was held on November 21 in Charlotte, and the Program Committee Report (*which follows*) was presented and approved unanimously by the Council. This Program necessitated the creation of six committees of the Council:

1. *Committee on Materials & Displays:*  
D. Eric Moore, Chairman; Lottie Hood and Mrs. Grace Farrior. Hazel Timmerman, Executive Secretary of the Library Administration Division of ALA will serve in an advisory capacity.
2. *Committee for Speakers' Bureau:*  
Elaine von Oesen, Chairman; Mrs. Carl Litaker, and Mrs. C. Ernestine Milner.
3. *Committee for Person-to-Person Recruiting Network:*  
Cora Paul Bomar, Chairman; and L. T. Littleton. Myrl Ricking, Chairman of the Recruiting Committee of LAD will serve in an advisory capacity. Since

\*Mr. Galvin is Director of the Public Library of Charlotte and Mecklenburg County.

## NORTH CAROLINA LIBRARIES

the Chairman of this Committee is also the North Carolina Chairman of a LAD Recruiting Network, this Network will include many librarians throughout North Carolina and the nation.

4. *Committee for Recruitment of High School and College Students:*  
Mildred S. Councill, Chairman; Ella Stephens Barrett, D. J. Whitener, and Mary Frances Kennon. Katharine Stokes, President of the Library Administration Division of ALA, will serve in an advisory capacity.
5. *Committee on Recruitment from Community Groups:*  
Patrick Penland, Chairman; Mary Norwood, and Mrs. J. Z. Watkins.
6. *Committee for Community Education:*  
Spencer Murphy, Chairman; Harold Moag, Jr., and Mary Lee Crouse.

These committees will be dependent upon librarians, library board members, and laymen of North Carolina if their recruiting efforts are successful.

The Council on Librarianship will seek to raise some \$77,000 to operate the three-year recruitment project. These funds will be used for the employment of a Project Director, and office personnel; the creation of first-class exhibits and folders for extensive use before the several types of groups; for a workshop to train speakers and recruiters, and to conduct the Person-to-Person Network.

It is hoped that the project will get into full operation early in 1959. Headquarters will likely be established for the project staff at the Public Library in Charlotte.

One purpose of the project is to serve as a pilot recruiting endeavor for the development of materials, exhibits, and recruiting techniques which might serve as a pattern for other states.

Some \$2,000 remains for the Council from the grant of the Reference Books Section of the American Textbook Publishers' Institute, and the North Carolina Library Association appropriated \$1,000. for the project. Using these available funds, the several committees will proceed as rapidly as possible, but it will be necessary to raise some \$74,000. additional if the complete plans of the project are to be fulfilled. Librarians and interested laymen in North Carolina are urged to communicate with the Council Chairman immediately if they know of a foundation that might be interested in financing the recruitment project of the Council on Librarianship.