

North Carolina Libraries

Volume 18, Number 2 — Winter 1960

Published four times a year by The North Carolina Library Association. Membership dues of \$2.00 per year include a subscription to North Carolina Libraries. Subscription to non-members: \$1.00 per year. Correspondence concerning membership or subscription should be addressed to the Treasurer, Miss Marjorie Hood, The Library, Woman's College of the University of North Carolina, Greensboro, N. C.

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Publishers: Joseph Ruzicka, Jr. and C. Merle Bachtell, Joseph Ruzicka, Library Binding, Greensboro.

National Library Week, April 3–9, 1960

The next issue of North Carolina Libraries will be devoted to National Library Week and is scheduled for appearance by April 1st. Sara Jaffarian, State Director for NLW, has a State Book Fair planned in Greensboro. Mrs. Luther Hodges is Honorary Chairman of NLW this year, and Mrs. Richardson Pryor is Chairman. Any suggestions for articles or news of local activities will be appreciated by the Editor of your NCL.

The President Reports

Greetings to NCLA

*By Benjamin E. Powell
First General Session
8 P.M. October 8, 1959
Durham*

This is indeed a pleasant assignment. I am honored to be able to greet you in the name of the American Library Association at your first General Session. Greetings generally received from the Association, when an officer or member of the Executive Board does not bring them in person, are in the form of a telegram wishing you a successful conference. I suspect that you allowed only time enough for that tonight, but I want to take a few liberties, more than I would with most groups, because this is my own association and I am proud of its achievements.

I want to say a word or two about a special membership promotion project the American Library Association launched on September 28 and 29. I hope all of you are members of ALA. Only about 40 per cent of the approximately 900 librarians in this state do belong to the national association, but I assume that that forty per cent includes most of those who come to state meetings.

This year ALA is going to make a special effort to bring more librarians into the association. A special committee has been named and staff time provided at Headquarters. We think the thousands of librarians who do not belong to ALA should come in, and that unless we convince them of the many sound reasons why they should belong to ALA, we are not being fair to them.

This advisory committee (1) will plan with other ALA divisions, ways of promoting membership through special interest fields; 2) cooperate with state and regional associations in encouraging membership in these associations and in ALA; 3) undertake studies of the present membership to determine why librarians do not belong and what stimulates new members to join; and 4) develop membership promotion materials and the like.

I hope the response of North Carolina librarians to the invitation will be enthusiastic. If 75 per cent of our librarians belonged, NCLA and the libraries and librarians of North Carolina would profit, and so would ALA.

The Recruiting Rally

*October 10, 1959, Durham
As reported by Hoyt R. Galvin, Chairman
The Council on Librarianship*

The Council on Librarianship sponsored a Recruiting Rally on Saturday, October 10, 1959, during the third general session of the North Carolina Library Association Biennial Conference in Durham, North Carolina.

Hoyt R. Galvin, Chairman of the Council on Librarianship, opened the Rally with the theme that recruitment is the job of every librarian.

Dr. Benjamin E. Powell, President of the American Library Association, gave the keynote talk entitled, "Librarians, Hold Your Chins Up." He reviewed factors which influence the choice of a profession. In considering a profession, the individual asks such questions as: Is it compatible with my talents? Is it interesting? Is it a growing profession? Does it offer sufficient financial return? The person making career choices also gives consideration to the profession practiced by persons he admires and respects.

In response to new demands, Dr. Powell warned, librarians must rise to the occasion. If we fail in our responsibilities, our places must be taken by others. He expressed faith that librarians have the ability and the know-how to meet the challenge.

In conclusion, he stated that no challenge can be greater than that of holding the key to knowledge. As librarians, our product is indispensable and the demand for our services is increasing. Librarianship offers unrivalled challenge, opportunity, and interest.

[Photograph: Mrs. Grace Farrow and ALA President Ben Powell standing together beside a large recruitment exhibit display reading "To Be a Librarian." The display panel lists librarian functions, types of library settings, and urges visitors to "Please Take One." Photo by Samuel M. Boone.]

Mr. Galvin then reviewed the functions of the Council on Librarianship, a special committee established in 1958 to carry out a three-year pilot project in recruitment for librarianship, sponsored jointly by the North Carolina Library Association and the American Library Association, with financial assistance from the Reference Books Section of the American Textbook Publishers Institute. He traced briefly the steps in the organization of the Council, its membership of 32 people, and its structure, consisting presently of six major committees.

Committee On Materials and Displays, which is providing exhibits and recruitment literature.

Committee For Speaker's Bureau, which will select and train speakers throughout the State to present talks on librarianship at local meetings.

Committee For Person-to-Person Recruiting Network, which has established throughout the State a network of local representatives to coordinate local recruitment efforts.

Working with and through these committees are three others designed to coordinate recruitment efforts directed toward various groups of people:

Committee For Recruitment of High School and College Students, which will direct projects with students and counselors.

Committee On Recruitment through Community Groups, which will work with women's clubs, and service organizations.

Committee For Community Education (Telling the Library Story), whose function is to promote good public relations programs designed to interpret library service. The various committees will work in close cooperation in order to carry out a unified program of recruitment. Mr. Galvin emphasized the close relationship of the Council and its program to the program of the American Library Association and to recruitment efforts of other state and regional library associations. He repeated that the full support of each librarian is essential to the success of this pilot project.

Reports from committee chairmen were heard next. Mrs. Grace Farrow, Chairman of the Committee on Materials and Displays, reported that her committee has completed several portable exhibits for use throughout the state. Four folding exhibits will be available for scheduling upon request, as will one larger exhibit. Other exhibits will be prepared as the demand develops. Mrs. Farrow's committee will supply displays requested by other committees and will also schedule them upon request by local librarians. Printed materials for distribution in quantity will also be supplied. She called attention to the new career guide by Adrian Paradis LIBRARIANS WANTED! (McKay 1959, \$3.50). Requests for exhibits and materials should be directed to Mrs. Grace Farrow, Assistant to the Librarian, Woman's College, Greensboro.

Myrl Ricking, Chairman of the Recruiting Committee of the Library Administration Division, American Library Association, and a member of the Council on Librarianship, described the structure and the functions of the A.L.A. Person-to-Person Recruiting Network. She traced the development of this network. The reorganization of A.L.A. two years ago resulted in the unification of all recruitment efforts in the L.A.D. Committee. Since that time, it has grown from a membership of five to a membership now approaching 700 members, consisting of the national committee plus a network of regional, state, and local representatives. The first year of operation was devoted to establishing lines of communication to inform members of the network of their functions. The network operates on the theory that recruitment is handled best as a person-to-person operation. While other resources such as materials, displays, and programs help, only the individual librarian can do the job, in a person-to-person relationship with the

prospective librarian. She pointed out that recruiting is something that we cause an individual to want to do—something which happens within an individual rather than something we say to him. The L.A.D. committee's function is to help the librarian do the job, supplying him with ideas, materials, and information. For this purpose, the L.A.D. committee is developing a network of person-to-person recruiters. The local representative is responsible for such efforts as contacting prospective librarians referred to him from A.L.A. or from the state representative, for securing displays, and speakers for local meetings, and for supplying information to counselors. Miss Ricking pointed out that the Person-to-Person Network is national in scope but local in operation. It works through existing state organizations. It is working in close cooperation with the Council on Librarianship in North Carolina. She suggested that each librarian use the new leaflet prepared by the L.A.D. committee, entitled, "Are You Telling the Library Story?", as a yardstick to measure the job he is doing.

Next, Cora Paul Bomar, Chairman of the North Carolina Committee for the Person-to-Person Recruiting Network, reported on the network organization in North Carolina. She reviewed the planning which has gone into the development of the organization and of the program projected by the Council on Librarianship. Names of individuals who have expressed interest in librarianship have been referred to her committee by the American Library Association and by North Carolina librarians.

Miss Bomar stressed the importance of good public relations in librarianship. She quoted statements which pointed up the significance of the public image of the librarian to those who are selecting a career. She further pointed out that career choice is a development process, involving youths, their parents, and their teachers.

In conclusion, Miss Bomar summarized the functions of the local representatives of the person-to-person recruiting network. These functions include making personal contacts with prospective librarians and work with community agencies and groups including public schools, colleges, counselors, and civic groups. In working with these groups, the local representative will call upon the resources supplied by the other committees of the Council on Librarianship.

Carlyle J. Frarey, Chairman of the Committee for the Speaker's Bureau, spoke of the need to select and train speakers throughout the state for participation in programs which provide opportunities for presenting librarianship as a career. He described the three main functions of his committee. First, it must select appropriate persons to serve as speakers, including both librarians and lay people—library board members, educators, and other laymen. Second, it must train speakers for the job to be done, supplying them with necessary information and helping them to develop the desired point of view. Mr. Frarey indicated that his committee plans to hold institutes or workshops in order to train speakers. Third, the committee must schedule speakers in response to requests from local librarians. Mr. Frarey asked all librarians to cooperate with his committee in suggesting potential speakers and in suggesting opportunities for speakers to participate in local meetings.

Mrs. Mildred S. Council, Chairman of the Committee for Recruitment of High School and College Students, reported that her committee will work closely with other committees of the Council on Librarianship. Its plans include: (1) establishing good lines of communication with school counselors, in order to provide them with materials and information about librarianship; (2) arranging exhibits and programs during school and college career days; (3) arranging displays and programs in college and public libraries during special seasons, such as National Library Week. (4) arranging visits from college library science students to high schools.

Mrs. Catherine Maybury, Chairman of the Committee for Recruitment through Community Groups, announced the action program of her committee. Present plans include: (1) contacting all women's clubs in the state to seek opportunities to present librarianship as a career; (2) contacting all civic and service clubs, for the same purpose; (3) providing spot announcements

on radio; (4) seeking opportunities for special television programs on librarianship; (5) seeking sources of scholarships for library education. She stated that her committee would seek to interest and inform prospective librarians, and would refer prospects thus identified to the person-to-person recruiting network. Her committee will draw upon the resources of other committees. She urged all librarians to suggest groups which her committee should contact, and to notify her of groups willing to hold programs on librarianship.

(See the Person-to-Person Recruiting Network, October Report, later in this issue, Ed.)

The Place of Librarians in Colleges and Universities

By Robert B. Downs

[Photograph: Dr. Robert B. Downs of Urbana, Illinois standing at a podium speaking, with Mrs. Lillian Buchanan, chairman, of Cullowhee seated at center, and Mr. John W. McDevitt of Raleigh seated at right. Caption reads: At College and University Section Meeting, October 9th, the Washington Duke Ballroom, Durham.]

If the Great Rebellion of 1861-65 had succeeded, and North Carolina were now independent of the remainder of the United States, the status of your libraries would be pretty much your own affair. For better or worse, however, you are now one of fifty states, and your problems are of a piece with those of the rest of the country. What you do to or for your librarians will have some influence on the national situation, and what is happening to librarians elsewhere will emphatically effect your future. None of us exists in a closed compartment, but are inseparable parts of a much larger picture.

This being the case, we must recognize that there will continue to be a free flow of librarians across state borders, and no matter how loyal and patriotic individuals may be, they will tend to go where working conditions are most attractive. The acute shortage of librarians which began nearly twenty years ago, and is likely to continue to prevail for the indefinite future, means that a reasonably competent librarian is offered a multitude of opportunities. He can go to any region of the United States (including Alaska and Hawaii) or, for that matter, to numerous fascinating places abroad; he can be placed in any type of library that interests him, and have his choice of public or technical services; if he is seeking climate and scenery, he can go to the Rocky Mountains, the Pacific Northwest, the South, or New England; and the large cities, from New York down, are all pleading with him to join their staffs; library salaries are comparable, at least, to those in a number of other professions, and vacation allowances are frequently generous.

Given such an idyllic situation from the point of view of the employee, and looking at the matter strictly from the standpoint of hardboiled realism, why would any enterprising and ambitious librarian, who has his own self-interest to consider, elect to remain where his status is unsatisfactory, salaries mediocre, vacation and other perquisites substandard? The answer is that he probably will not, unless he is motivated by a spirit of altruism and unselfishness rarely found in human beings.

Accepting, then, the fact that libraries are in a highly competitive situation, especially for personnel of top quality, exactly what is the nature of the competition that has to be met, when we go out to recruit library staff members? We are concerned here primarily with college and university librarians, of course, but we should not overlook the fact that there is considerable interchange across lines—from colleges and university into public, special, federal, and other types of libraries. In short, there is competition everywhere.

Status

Let us consider first the question of status, as a major factor in determining the librarian's choice of where he will work. Recently I surveyed the prevailing conditions in 115 American universities. The inquiry brought out that there are three different patterns discernible for the organization of professional library staffs. These are: (1) academic or faculty status; (2) separate professional group, which may be called administrative or professional, or be without any special designation; (3) civil service or other classified service plan.

A total of thirty-five institutions, nearly one-third of the total, reported that professional librarians are given faculty status, with titles. Another sizeable group, about twenty-seven, have been granted academic status without titles. These vary from a few institutions which have developed specific equivalent ranks for their staffs, to others which are very nebulous about the definition of academic. These last shade over into an even larger number of universities where librarians are regarded as belonging to a separate professional group. Some forty-three libraries fall into this category. Again, however, the term "special professional" can mean almost anything. For example, the librarian may be considered administrative employees, they may be classed as clerical or nonacademic, or their status may be so vague and indefinite that no one is quite certain where they belong.

In a considerable number of institutions, it is the practice to grant faculty titles to selected members of the staff and to classify the remainder in some other fashion. About forty-five universities follow this plan. Only the chief librarian is granted such recognition in some instances, or it may be extended to associate and assistant librarians and department heads.

The third principal type of personnel organization, civil service or similar classified scheme of service, is peculiar to state or other publicly-supported institutions. Of those reporting, eleven have all or some portion of their staffs so organized. Some libraries make exceptions for, or exempt from classified service, the top-ranking members of their staffs. At Minnesota, for example, all library department heads were transferred three years ago to full faculty status, while the remainder of the staff is under university civil service. Similarly, at Wisconsin, faculty rank is given to the director, his associates, heads of departments, and assistant heads of departments, with all others on state civil service. At Maryland, about one-third of the professional members have faculty status and the others are under a state classified system.

Less than ten per cent of the universities, you will note, have adopted a classified or civil service form of organization. It is almost unanimously agreed among librarians that this is the least desirable of all possible schemes. University librarians, in particular, view civil service with a jaundiced eye. From my own experience with it at the University of Illinois, before the staff there was granted academic status, I am convinced that civil service is an almost unmitigated curse when applied to university library staffs. All too frequently, it is used for the protection of the mediocre and inefficient, and reduces ambition and initiative. The library is handicapped in finding the best qualified persons for positions, because of restrictive residence and other special requirements and examinations. Innumerable job opportunities are open to good people who do not have to, and will not, submit to civil service examinations. This fact handicaps the library operating under civil service in attracting the strongest candidates.

Another fault inherent in a civil service organization is the transfer of many vital elements of control of the library staff from the library administration to civil service officers. Such aspects as salary scales, vacations, holidays, sick leaves, leaves of absence, hours of work, retirement, and working conditions in general, are likely to be dictated by civil service regulations, and the librarian has little or no voice in these matters. Perhaps the most important consideration of all is that, in the academic environment, professional librarians feel stigmatized by being classified as civil service workers, for ordinarily they alone among all university employees primarily engaged in academic activities are so designated.

I have dwelt at some length on the matter of a classified service, because it is my understanding that this is one of the most troublesome problems now confronting the librarians in the North Carolina state colleges and universities. I shall return to the question of status presently.

Salaries and Benefits

Some other practical indications of the standing of librarians are provided by the kind of treatment they receive in such matters as salary scales, tenure, sabbaticals, sick leaves, retirement provisions, and academic vacations. In these respects, too, we are in a competitive situation.

In the matter of salaries, the aforementioned shortage of librarians has done much to correct poor salary conditions. As reported not long ago in the "Atlantic Monthly," in a study by the chairman of the Department of Economics, Harvard University, the minimum salary for college librarians, around \$5,000, exceeded the minima for accountants, architects, clergymen, football coaches, newspaper editors and reporters, lawyers, musicians, nurses, social workers, trade union officers, and truck drivers, but fell below the minima for major league baseball players, skilled construction workers, engineers, physicians, and motion picture technicians.* The 1958-59 graduates of the University of Illinois Library School averaged \$5,000 when they were placed this year, and those with some experience ranged up to \$7,000. Other accredited library schools are reporting comparable figures.

Related to the subject of salaries is the question of financial recognition of the fact that librarians in academic institutions are expected to be on duty virtually the year round, while faculty members perform only during the academic year. Adjustments in salaries have been made in various institutions to compensate librarians and other staff members who are on twelve-month appointments. Among such universities are Rutgers, Oklahoma State, South Dakota, West Virginia, Arkansas, Denver, and Georgia. At the University of Illinois, two-ninths is added to the base salaries of persons on full-year appointments.

Vacation allowances is another live issue. Because library service is a continuous operation, it is generally agreed that, at least in this respect, librarians should be treated like members of the administrative staff, rather than receiving the long academic vacations typically a perquisite of the classroom teacher. Taking the country as a whole, one calendar month has evidently become the standard vacation allowance for college and university librarians, to which are normally added the usual holidays scattered through the year. Any institution offering less than a month's vacation finds itself handicapped in staff recruiting.

Several other aspects of employment conditions, I would like to touch on briefly. Tenure as applied to librarians is not a problem at present, since the existing shortage has made libraries happy to retain staff members with any merit whatever. It is probable that librarians have as much security of position as members of the teaching faculty.

Sabbatical leaves for librarians are relatively rare. Nevertheless, a number of colleges and universities do grant such leaves regularly or occasionally. Others are reasonably generous in granting leaves with pay for advanced study, particularly when such study is judged to be of direct benefit to the institution. The absence or presence of sabbaticals and study leaves is a criterion of the librarian's status.

As for retirement provisions, in a majority of cases in institutions which I have investigated, faculty members and librarians are under the same retirement system, receiving identical rights and privileges. Undoubtedly, this is the way it should be. A few universities—California, Chicago, Colorado, Harvard, Pennsylvania, Rochester, and Virginia, for example—maintain separate retirement plans for all or a majority of the library staff. These plans may or may not be inferior to those provided for the teaching faculty, but in any case, I see no justification for making a distinction. Also, such faculty perquisites as sick leaves, group insurance, and group

hospitalization plans, if they are provided for the faculty, should be made available on the same basis for the library staff.

The Case for Academic Status

Let's go back now to the general matter of status for professional staff members in college and university libraries. What can those of us who advocate improved status offer to justify our stand? First of all, we have expert testimony from many quarters supporting the point of view that much teaching and research activity would be crippled, if not brought to a complete halt, by the lack of libraries. Under modern conditions, it is inconceivable that scholars could be developed and trained, and carry on their work without libraries. Even those subject fields which depend primarily on laboratories must support expensive libraries and elaborate abstracting and indexing services to help them avoid repetition of effort and to serve as points of departure for new scientific advances. No one, I believe, will take exception to the statement that an adequate library is not only the basis of all teaching and study, but is an essential condition for research, without which additions are unlikely to be made to the sum of human knowledge.

I know of no better way to judge the quality of a university or a college than by looking at its library. There is no exception, I am convinced, to this rule: If an institution's library is weak, the institution itself is mediocre. As a corollary, if the university or college has a notable library, there is every probability that the institution itself is outstanding, for the better the library, the stronger faculty it will be able to hold and the higher quality students it will be able to attract.

There are various criteria by which the strength of the library can be judged. We have for example, certain standards fairly well established, such as the size and nature of the book collection, the adequacy of the library building and other physical facilities, the library budget in relation to total educational expenditures, and the number of staff members. All of these are indicative and useful. To my mind, however, no criterion is more reliable than the quality and status of the library staff.

Just as we can judge the college or university in terms of its library, so we can judge the library in terms of its staff. If the librarians are recognized as an integral part of the academic ranks, if they are a vital group in the educational process, with high qualifications for appointment, and all the rights and privileges of other academic employees, we can feel confident that library will rank high in all-round effectiveness. On the other hand, if the professional library personnel are in some nondescript category, without clearly defined status, with no institutional understanding of the contributions which they can make to the educational program, and if they are placed outside, or made ineligible for, the usual academic perquisites and prerogatives, we can be equally certain that the library is inferior, falling far below its best potentialities. There is a difference. The institution can pay its money and take its choice.

According to the old tradition, only the person who stands up in front of a classroom full of students belongs in the academic or faculty classification. That tradition has vanished in the most progressive institutions, especially in the state-supported colleges and universities. Now we find included in the academic category, for example, farm and home demonstration agents; research workers whose entire time is spent in laboratories and libraries, and who practically never come into direct contact with students; editors and other university press staff; radio and television personnel; deans and assistant deans of students; audiovisual specialists; student health service doctors; athletic coaches; legal representatives; student counselors; and, of course, professional librarians. These new facts of life completely explode the arguments of opponents of academic status for librarians, who have based their stand on the claim that librarians are not properly classifiable as academic, because most of them engage in no formal classroom instruction.

As a matter of fact, so diverse and so complex have the activities of the modern university become that a definition of academic staff limited to classroom teachers would be ridiculously narrow. Instead, the trend is to consider as academic everyone who contributes directly and substantially to the educational and research activities of the institution.

The question might then logically be asked: Is the participation of librarians in the educational program sufficiently direct and substantial to justify their inclusion in the academic category? A complete answer would require a minute analysis of the educational preparation, duties, functions, and responsibilities of librarians, and these are fully as varied in nature as any other large segment of a university staff. Look first at the kind of educational background expected and required of librarians.

There are now seven library schools offering a doctor's degree in librarianship: California, Chicago, Columbia, Illinois, Michigan, Rutgers, and Western Reserve. The number of librarians holding the doctorate in library science or in subject fields is steadily increasing. All the other accredited library schools are also organized at the graduate level and offering master's degrees. In addition, many departmental, divisional, and other specialized subject positions in libraries demand not only library school preparation but also expert knowledge of subject fields. It is quite common, therefore, to find in these positions persons with advanced training both in library science and in subject areas. In these instances, more is expected of the librarian in the way of educational background than of the typical classroom instructor, who is called upon to be an expert in one sphere only. On the University of Illinois Library staff, for example, we have persons with graduate degrees in bacteriology, bio-chemistry, chemistry, zoology, anthropology, physics, and mathematics among the sciences; classical languages, French, Spanish, English, speech, fine arts, and music, in the humanities; and history, political science, education, communications, law, and physical education among the social sciences. All these individuals hold, in addition, of course, degrees in library science.

So much for preparation. But perhaps there is some question about library work itself, the academic nature of which is sometimes questioned. Examine, for instance, the technical aspects, perhaps the least understood by laymen of all library operations. A top-notch acquisitions librarian or a first-rate cataloger and classifier must know far more than the outside covers of books to perform competently. In the catalog and other technical divisions of the Library of Congress, the New York Public Library, and large university libraries, one finds gathered linguists and subject experts whose erudition would stand comparison with most university faculty members. Furthermore, everything they know will be needed, sooner or later—so demanding is the modern research library and its collections.

Similar situations prevail with reference to other groups of librarians. The case of departmental and divisional librarians in subject fields has been mentioned. These librarians require a comprehensive familiarity with books, journals, pamphlets, and unpublished data in their specialties. Another group performing a similar, but more generalized, service are the reference librarians, who are to libraries what the family doctor or general practitioner is to medicine, in that they need to know something about everything. Experienced reference librarians are heavily relied upon by everyone engaged in serious study or research.

The whole matter boils down, it seems to me, to the question of whether librarians are entitled to hold up their heads in a community of scholars. I believe the answer is yes, because librarians are contributing in fundamental fashion, through developing and making available resources for study and research, to the primary purposes for which colleges and universities were founded. The classroom instructor, the research scholar, the librarian, and other members of the academic staff together form a great team, and each person on the team has a vital part to play. None of them is more important or less important than the others, for the lack of any one of them would alter the very character of an educational institution.

Responsibilities of Librarians

On the assumption that the work which librarians do justifies grouping them with the teaching faculty, what specific advantages does academic status carry for them? Is it chiefly a matter of prestige, to help librarians avoid inferiority complexes, to make them eligible to attend faculty meetings and march in academic processions, or is it worthwhile for other reasons? The situation varies from one institution to another, but in almost all cases librarians stand to gain materially by uniting with the rest of the academic staff. Some of these benefits I have already reviewed in discussing salary standards, vacations and holidays, sabbaticals, and retirement. In such matters, the provisions for the faculty are likely to be more generous than for non-faculty members.

More altruistically, one should take into account the advantages to the institution itself. The factor of staff morale, of esprit de corps, is of primary significance. One can expect the best results from any organization only if its place is clearly understood and appreciated. It has been my experience, reinforced by wide observation, that academic status can contribute in major fashion to the development of a library staff. It usually inspires a high sense of professional pride and responsibility, makes the staff conscious of the importance of its work, and appreciative of the fact that it is receiving proper compensation and recognition for its part in the institution's growth.

There should, of course, be no privileges without some corresponding responsibilities for librarians. If we are going to fight for and get academic recognition, we must do our part to merit it. There are various ways in which this can be done. One of our first tasks, I think, is to achieve a clear distinction and separation between clerical and professional duties in libraries. The most damaging argument against the acceptance of librarians into academic circles is that in perhaps a majority of our libraries there are too many routine, non-professional jobs being carried on by so-called professional staff members. It is difficult to defend as professional librarians who check in current periodicals, charge out books across a loan desk, file catalog cards, type orders, read book shelves, keep financial records, bind pamphlets, and all the other necessary, but strictly sub-professional activities that must go on in libraries.

One reliable yardstick for determining whether an undue proportion of non-professional work is being done by librarians is to compare the ratio of clerical workers to the total staff. If more than fifty per cent, indeed some experts in administration say if more than one-third, of the entire staff is composed of professionals, the probabilities are they they are performing a substantial amount of clerical routines, and at the same time neglecting opportunities to make important and useful contributions of a professional character. The ideal exact ratio may be open to question, and can best be determined by detailed analyses of positions.

A serious handicap to our efforts to bring about a clear separation between professional and clerical duties is the existence in the United States of thousands of small libraries, including numerous college libraries—many of them one-man or, more frequently, one-woman affairs. In such institutions, the librarian does reference, circulation, cataloging, and anything else that needs to be done, not excluding janitorial services. As soon as any library is large enough to afford two staff members, however, one of them should be professional and the other clerical.

As a corollary to the point about separating professional and clerical functions, librarians can further establish their claim to academic standing by positive contributions to the institution's educational program. The library must be made a genuine teaching agency through such devices as general courses on the use of books and libraries, through bibliographical instruction to students at all levels, through courses on the literature of special subject fields, through appropriate participation in courses in other departments, through publications instructing students in the utilization of the library's resources, by book-reviewing programs, by well-arranged and pertinent exhibitions of library materials, and by constant aid to individual research

and study projects. A library that conducts these types of activities need have no concern about proper recognition of its professional staff.

There are other directions, also, in which librarians need to exert themselves in order to fully establish their place in the academic world. One is through better educational preparation. We ought to have more graduate degrees, both at the doctoral and master's level, represented on our staffs, in subject fields and in library science. Like the teaching profession, librarianship is becoming increasingly a career for specialists, and our requirements are exceedingly diverse. In future, college and university librarians will undoubtedly be expected to possess academic preparation as thorough and as advanced as their colleagues in other fields.

Other ways to achieve academic respectability are to write for the professional journals, to carry on needed research in library science, and to help strengthen library associations by active participation in them. These things are expected of faculty members in all disciplines. If librarianship is a true profession, and I maintain that it is, then librarians can do no less. In recent years the quality and quantity of library professional literature have shown a vast improvement. Librarians know more about scientific research methods, and this is reflected in their writings. The same factors are observable in the work of our professional associations. All the evidence points toward the fact that librarianship as a profession is rapidly coming of age. Intelligent efforts on our part can materially hasten progress toward that end.

An overwhelming majority of university library administrators with whom I have talked and corresponded in the past few years have come to the conclusion that close identification with the teaching faculty is essential if the high aims we have for our libraries are to be achieved. As a practical matter, such integration may be satisfactorily brought about in any one of three ways: (1) faculty status, with each librarian assigned suitable rank in the faculty hierarchy; or (2) inclusion of the professional staff in the academic classification, with equivalent ranks; or (3) definition of librarians as academic without any attempt to integrate exactly library positions with faculty ranks. My personal preference is for the first or second solution, as being more clear-cut.

In conclusion, it should be emphasized that we, as librarians, do not want to cheapen high standards for faculty appointments by according such standing to poorly-qualified staff members. Librarians must offer equivalent qualifications if they are to expect academic recognition. In some instances, if an entire staff cannot come up to the specifications, a gradual approach may be preferable. Furthermore, as I have indicated, for academic advancement, criteria similar to those used for the teaching staff should be followed, including, in addition to educational and professional attainments, continued interest and participation in the activities of library associations, research in problems of librarianship, writing for publication, and other evidences of professional maturity. Given these basic conditions, there is not the slightest doubt that librarians should be and will be accepted as integral members of college and university faculties.

** The footnote in the original refers to the Atlantic Monthly study by the chairman of the Department of Economics, Harvard University.*

The Joseph Ruzicka Scholarship

[Photograph: Mrs. Elizabeth B. Bias of Washington receiving the Joseph Ruzicka Scholarship at the Association Dinner from Joseph Ruzicka, Jr., of Greensboro. The two are posed together, Mrs. Bias on the left and Mr. Ruzicka on the right.]

On October 9, 1959 at the banquet session of the biennial conference of NCLA 1959-60, the Joseph Ruzicka Scholarship award of \$1,000.00 was presented for the first time by Mr. Joseph Ruzicka, Jr., to Mrs. Elizabeth Bias of Washington, North Carolina. This award was

administered by the Scholarship and Loan Fund Committee and approved by the Executive Board of the North Carolina Library Association. The award given by the bookbinding firm of Joseph Ruzicka, Inc. of Greensboro and Baltimore, Maryland is for the purpose of encouraging college graduates to enter the library profession and assisting present librarians in furthering their studies and academic standings. It was granted on the basis of need, ability, and professional promise of the applicants. The scholarship is not an annual one, but is offered only when the company can economically make it available.

Mrs. Bias, the 1959-60 recipient, is a life-long resident of Washington, N. C. where she worked for several years as a teacher and elementary school librarian. She graduated cum laude from Atlantic Christian College in 1943 where she was President of the Student Body. She also received the Master of Arts degree in 1951 from East Carolina College in Greenville.

Relationship of the Administration and Faculty to the Librarian

By W. Burkette Raper

Address delivered by President Raper of Mount Olive College, to the Junior College Division of the North Carolina Library Association in Durham on October 8, 1959.

The relationship between an administrator and his librarian is based on their concept of what a library is and the role it should play in education. The same is true of the relationship between a professor and the librarian.

What is the most important building on your campus? It is hard for faculty members to give an objective answer to this question. It is especially hard for librarians! If asked what he considered the most important building at his college, the chemist would unhesitatingly point to the physical science building. The chaplain would no doubt point to the chapel. The director of Physical Education would honestly feel that the gymnasium is foremost because of its emphasis on physical fitness which is basic to successful studies in any area. Most librarians would think such a question stupid because everyone should realize the centrality of the library.

But such discussion misses the true concept of what constitutes education.

I. The Role of Books and Libraries in Education

Why are books written? A good answer to this question is found in a study of the writing of the Gospels of the New Testament. The Great Master Teacher himself wrote no books and passed on to his disciples no written literature. For a generation the teachings of Jesus were transmitted by oral tradition. Two factors eventually gave rise to the necessity of reducing the words of Jesus to written form.

As the Christian community grew, it was impossible for the eye witnesses of Jesus' ministry to keep in personal contact with all believers. The need to place in the hands of new converts precise information about their Lord constituted one reason for the writing of the Gospels.

In the second place, those who had been eye witnesses of Jesus' ministry began to die out and thus there arose a definite need to preserve for future generations what the Master had taught.

These two factors are both horizontal and vertical and they graphically explain the role of all good books.

First, consider the horizontal aspect of books. Here is a scientist who has made a great discovery that, if shared with others, will enrich the lives of all mankind. It is impossible for the scientist to travel to all parts of the world and discuss with all other scientists in person the discovery which he has made, but by reducing his findings to writing and publishing them in a book he can share with scientists everywhere his new found truths.

Second, consider the vertical aspect of books. Students of this generation can know the thoughts of great men in all generations because their thinking has been preserved through books. Without books how could we know the mind of Plato, Aristotle, Jesus, Augustine, or Kent? In every library these masters and others wait patiently to impart their wisdom to any student who will pay them a visit.

“Books are masters who instruct us without words or anger, without bread or money. If you approach them, they are not asleep. If you seek them, they do not hide, if you blunder, they do not scold, if you are ignorant, they do not laugh at you.”

— Richard de Bury

In my opinion the most important skill man has ever developed is that of communication and the greatest invention is that of printing. Because of our ability to communicate through writing and our ability to disseminate these ideas through the printed page, we are put in touch with mankind everywhere and share the knowledge of all ages. Most of us here come from liberal arts colleges and we are aware that the liberal arts have been the backbone of formal education for more than two thousand years. The library is an integral part of each course in the liberal arts. The effective role of the library is its integration with each course. The library must be the roots of each course in the liberal arts if that course is to produce fruit in the lives of its students. Liberal arts courses not rooted in the library soon wither and die so far as their contributing to true education.

Why do students not know who they are, where they are, nor how they got there? They have not been thinking. Why? They have not been reading. Why have they not been reading? Some do not know how to read, and others have never been introduced to reading.

II. Integrating the Library with the Curriculum

In the liberal arts our basic problem is to get students to read and this means the library. This integration of the liberal arts and the library depends upon what concept the faculty and administration have regarding the role of the library. The relationship between the administration and the librarian and the relationship between the faculty and the librarian is the result of how much importance is attached to books and I do not mean texts.

The proper relationship between a faculty and a college librarian cannot be established if the textbook is regarded as the lord of the course.

An administrator rises or falls according to the performance of the personnel whom he chooses to constitute his faculty. The wise president will find a librarian in whom he has confidence and leave to the librarian the organization and administration of the library. The librarian knows far more about the college library than does the president. The task of the administration is to see that the librarian has the finance and resources necessary to build a library that can adequately serve the needs of all departments. It is the task of the librarians in cooperation with the faculty to see that all the resources of the library are utilized to their maximum potential.

The librarian must see the library not as an entity within itself, but as an integral part of the total educational program of the institution. If the library is exalted above any other department, it has failed to perform its true role; namely, that of being a servant to all departments.

If the administration and faculty are agreed that reading—extensive reading—is an absolute necessity for a college to fulfill its role as an educational institution, proper relations will come easily. If the faculty and administration do not attach supreme importance to reading, then the librarian is simply reduced to a guardian of relics. In such instances, the library becomes a show case and nothing more.

Conclusion: In every library on every college campus there is a book or books that can change for good the life of each student on that campus. It is the privilege of the librarian to get that student and that book together. The value of the book is seen in that Christianity and other major religions have been sustained by their sacred literature. The fate of civilization may well depend upon what the world reads. The world is engaged in a fight for the minds of men, and this fight will be won not on the battlefield but in our libraries.

Biennial Conference Minutes

By Myrl Ebert, Recording Secretary

First General Session

Ballroom, Washington Duke Hotel, October 8, 1959, 8:10 p.m.—9:00 p.m.

The thirty-third biennial Conference of the North Carolina Library Association opened on Thursday evening in the Washington Duke Ballroom, Durham, North Carolina, October 8, 1959, with President Vernell G. Palmer presiding. Mrs. Palmer introduced Durham's Mayor E. J. Evans, who spoke a few words of welcome, offering the hospitality of his city and good wishes for the success of the conference and future of libraries.

The President next introduced Dr. Benjamin E. Powell, President of the American Library Association, who, in lieu of the usual telegram, personally extended greetings from the American Library Association. Dr. Powell also described briefly the intensive project of the national library body for this year, that of promoting greater and broader participation in the American Library Association by increasing membership in the organization.

President Palmer then introduced from the floor the special guests: Mr. W. Burkette Raper, President of Mount Olive Junior College; Miss Belle E. Schachtmen, Chief, Catalog and Records Section, U. S. Department of Agriculture Library; Mr. John Lorenz, Director, Library Services Branch, Department of Health, Education and Welfare; Miss Myrl Ricking, A.L.A. Person-to-Person Chairman and Chief of In-Service Training and Personnel Control, Milwaukee Public Library; Miss Hazel Timmerman, American Library Association; and honorary members. The President also commended and thanked the exhibitors, past Executive Board, the Committee and Section Chairmen, who with their assistants so ably contributed to the preparation and success of this program.

Mrs. Palmer then introduced Mrs. Elizabeth Hughey, President-elect, who in turn introduced the evening's guest speaker, Miss Ruth Warncke, Director, Library-Community Project, American Library Association.

Miss Warncke spoke enthusiastically on "Adult Education—an Opportunity for ALL Librarians", noting the enormous potential for informal enlightenment and intellectual stimulation offered by public library programs and emphasizing the obligation borne by all libraries in aiding the out-of-school individual.

Thanking Miss Warncke for her splendid address, Mrs. Palmer closed the session with brief announcements of schedule changes in Friday's program, at 9:05 p.m.

An informal reception followed, in the Washington Duke Ballroom.

Second General Session

Ballroom, Washington Duke Hotel, October 9, 1959, 6:30 p.m.—8:00 p.m.

The Association dinner was held in the Washington Duke Hotel Ballroom, Friday evening at 6:30, Mrs. Palmer presiding. Guests at the head table were briefly introduced, followed by the

introduction of Mr. Joseph Ruzicka who announced the winner and presented the Association's scholarship to Mrs. Elizabeth Bias.

Mr. Carlyle Frarey, Associate Professor in the School of Library Science, introduced the speaker, Miss Virgilia Peterson of New York City. A nationally recognized TV and radio personality, literary critic and author, Miss Peterson delighted a capacity audience with her pungent comparisons of certain popular current works with classic and neoclassic literature and briskly reviewed the trends of present day writing in her address, "Books in Profile."

Third General Session

Ballroom, Washington Duke Hotel, October 10, 1959, 10:00 a.m.–12:00 noon.

President Palmer opened the third General Session, then introduced Mr. Hoyt Galvin, Chairman of the Council on Librarianship, who presented the various speakers for the "Recruiting Rally" over which he presided. (See separate report.)

Mrs. Palmer introduced Miss Sara Jaffarain who spoke of National Library Week plans projected through 1962, with both the American Library Association and the State Library organizations.

The business of the Association resumed with a call for resolutions from President Palmer.

Mrs. Hallie Bacelli moved that the Association go on record as recommending and/or promoting legislative action to provide a librarian's allotment for every twenty teacher's allotment. Miss Emily Lofton seconded the motion. It was unanimously accepted.

Mrs. Mary P. Douglas, Chairman of Committee on Constitutions and Codes, moved for acceptance of all proposed revisions and deletions of the NCLA Constitution and By-Laws as set and by the Committee. Seconded. All approved. (Text of NCLA Constitution revisions as approved appears on page 57. Ed.)

Miss Cora Paul Bomar reporting for the Resolution's Committee on behalf of the Executive Board of the North Carolina Library Association, presented the following resolutions:

Resolution I

"Whereas the Senators and Representatives in Congress of the United States have demonstrated their belief in the educational and cultural benefits of public libraries by appropriating for the Library Services Act and by allowing states having necessary matching funds to obtain shares based on the full appropriation authorized by the Act; and Whereas the Senators and Representatives in Congress of the United States have demonstrated their belief in the educational and cultural benefits of school libraries by enacting the National Defense Education Act which allows states having necessary matching funds to support through school libraries instructional programs in the areas of science, mathematics and modern foreign languages and makes provision for scholarships and fellowships for librarians now, Therefore Be it Resolved that the North Carolina Library Association in Conference assembled in Durham, North Carolina, October 8, 9, and 10, 1959, express to the United States Senators and Representatives from North Carolina the grateful appreciation of the Association for these actions which will contribute to the development, education and enlightenment of the citizens of North Carolina."

Resolution II

"Whereas the North Carolina Library Association in conference assembled in Durham, North Carolina, October 8, 9, and 10, 1959, is highly appreciative of the many courtesies extended to its members; now Therefore Be it Resolved that we

express our appreciation to: the City of Durham and in particular Mayor Evans; the Washington Duke Hotel, for its courtesy and graciousness, efficiency and service, and the provision of facilities and accommodations over and above what might be expected which contributed so much to the success of the Conference; the Librarians of Durham and Chapel Hill and all others who have helped with arrangements and hospitality; the Businesses and Industries of Durham who contributed favors and other courtesies; the Newspapers for their full and careful coverage of the Conference; the Exhibitors and Joseph Ruzicka especially for printing the Conference Programs; Professional organizations, in particular the American Library Association, the Library Services Branch of the United States Office of Education and the United States Department of Agriculture Library for sharing with us their personnel; Educational institutions, in particular the representatives from the University of Illinois and Mount Olive Junior College for their participation in our program; Miss Peterson our Association Dinner speaker; the State of North Carolina for its treasurer, Mr. Gill; all members of the North Carolina Library Association who participated in making the programs stimulating and inspiring; Officers of the Association for expediting Conference meetings so that each was carried on within the time limits assigned it, and Finally, the outgoing President for the many hours which she personally has given to make the program of the Association and the Conference successful. And further be it Resolved, that these resolutions be included in the official minutes of the Association.”

Miss Bomar then moved for the adoption of these resolutions, inclusion in the Minutes, and copies sent to the press. Mr. Galvin seconded. All approved.

The president announced the opening of the Durham County Book Fair, presented the incoming officers for the next biennium and turned over the gavel and “reins of NCLA guidance” to Mrs. Elizabeth H. Hughey, the new president.

Mrs. Hughey graciously received the gavel and good wishes, spoke of the achievements of the past administration as the springboard and foundation of the new regime, and adjourned the thirty-third Conference at 12:00 noon.

Catalog Section Minutes

By Elizabeth V. Crawford, Secretary-Treasurer

The Catalog Section of the North Carolina Library Association met in the Washington Duke Ballroom at 2:30 p.m. Miss Moose welcomed the members and the many guests. Since the minutes of the 1957 meeting had appeared in the February, 1958 Proceedings issue of North Carolina Libraries it was voted to dispense with the report of the Secretary-Treasurer.

The Chairman asked the membership to fill out and return a questionnaire from Mr. Benjamin A. Custer, Editor of the 16th ed. of Dewey Decimal Classification requesting assistance on certain problems in the use of the form divisions, 01-09. The members were then asked to discuss and vote on two questions presented in a letter from Miss Edith Scott, Chairman of the Council of Regional Groups.

The first question raised by Mr. Custer was that of the classification decision on a new subject when the book to be classified is in the “Rush” category at LC and cannot be held for intensive consideration at the moment. Would DC users prefer having a provisional number assigned and

marked as provisional or would they prefer having no number assigned until the final decision is made? The membership voted that they would like a provisional number assigned.

The second question was concerning the desirability of continuing the payment to R T S D of affiliation dues. Mr. Carlyle Frarey suggested that we could use the money to better advantage locally, as A.L.A. doesn't need the money enough to justify the bookkeeping cost. His suggestion was put into the form of a motion, seconded and passed.

Miss Marianna Long, Chairman of the Nominating Committee, was introduced and asked to give the Committee's report. She recommended that the following officers be elected for the 1959-61 biennium: Miss Foy Lineberry, State College, Chairman; Mr. Carlyle J. Frarey, University of North Carolina, Vice-Chairman, Chairman elect; Mrs. Erma P. Whittington, Duke University, Secretary-Treasurer; Directors, Miss Jane Greene, Meredith College and Miss Mary Huff, Appalachian State Teachers College. Miss Long asked for nominations from the floor, but none were made.

At Miss Long's request, the election of the Committee's slate of officers was put into the form of a motion and seconded. By a show of hands the above officers were elected to serve for the biennium 1959-61. Miss Moose introduced the new officers and requested that they stand.

The chairman introduced the guest speaker, Miss Bella E. Shachtman, Chief, Catalog and Records Section, U. S. Department of Agriculture Library, Washington, D. C. Miss Shachtman spoke on "Cataloging in Source," telling how the idea was conceived and how it finally became a reality. She told of the report given at the American Library Association Conference in Washington, in which the problems it presented to the publishers, the Library of Congress and the Survey Team were explained. In closing Miss Shachtman said,

"Cataloging in Source is a dream that has enticed the library world for many years. I do not know if we can term the experiment a success, but we shall know the answer shortly. Whether it is 'Yes' or 'No', I feel strongly that something of value to all libraries will have been achieved. Whether its Cataloging in Source, or something else, something good will come of all this."

Miss Moose asked for questions after the address and Miss Elizabeth Walker suggested that we should let the committee who was to decide on the future of Cataloging in Source know that we, as catalogers, would welcome any information they were willing to give. Since subject headings and classification numbers was not a problem perhaps they would be willing to continue with that information in the books. Miss Moose thanked Miss Shachtman for the enlightening speech and declared the meeting adjourned.

[Photograph: Group portrait of retiring section chairmen, left to right: Elizabeth Williams of Charlotte; Mae Tucker of Charlotte; Tommie Gaylord of Swann Quarter; Vivian Moose of Greensboro; Mrs. Mildred Council of Mount Olive; Violet Caudle of Statesville. Mrs. Lillian Buchanan of Cullowhee was absent.]

Suggestions for potential speakers on librarianship as a career and suggestions for opportunities to present this subject are needed. Address information to Carlyle J. Frarey, Chairman, Committee for Speakers' Bureau, School of Library Science, University of North Carolina, Chapel Hill.

College and University Section Minutes

I. T. Littleton, Secretary

The College and University Section met in the Washington Duke Hotel in Durham at 10:00 A.M. on October 9, 1959 for a program meeting.

Chairman Lillian Buchanan presided.

The Chairman explained that, at a meeting of head librarians in Chapel Hill in April 1958 it had been suggested that the section take as its project for the biennium the consideration of the status of librarians in state-supported institutions and that the Executive Board of the Section decided to invite an authority on the subject to speak to the section at the biennium conference.

The Chairman introduced officers, distinguished members of the section and two representatives from the State Department of Personnel, Mr. John W. McDevitt, Director of the Department of Personnel and Mr. Parker, head of the analyst section of the department.

Mrs. Buchanan introduced the main speaker, Dr. Robert B. Downs, Dean of Library Administration of the University of Illinois. Dr. Downs surveyed the current status of librarians in the colleges and universities in the United States and spoke in favor of academic or faculty status for professional librarians in colleges and universities. His address will be published in the forthcoming issue of "North Carolina Libraries."

The remainder of the meeting was devoted to discussion and questions from the audience. The questions and answers that followed clarified many points made by Dr. Downs in his address.

Dr. Orne, addressing a question to Mr. McDevitt, inquired about the present status of academic librarians in the State and asked about the plans of the State Department of Personnel regarding the classification of librarians.

Mr. McDevitt stated that certain categories of the state employees are exempt from the State Personnel Act and that it is necessary for the Personnel Department to study what library personnel do in order to determine if they are exempt from the act. He stated that the department would review the status of library personnel upon request of the institutions.

Mr. Orne summarized the action taken at the University of North Carolina Library in Chapel Hill. The non-professional employees have been classified, but Mr. Orne expressed the opinion that it may be necessary for the Faculty Council to review the qualifications of the professional librarians and to grant faculty or academic status. He said that if this were the case, the status of librarians may be different in each institution, depending upon the action of the administration and Faculty of each college or university.

Mr. Downs recommended that the status of librarians be determined by administrative decision of the college or university administrative officers and the Librarian as was done at the University of Illinois, rather than by the Faculty.

Miss Cornelia Love asked, "What is the status of the Staff at Duke University Library?"

Mr. Benjamin E. Powell, Duke University Librarian, stated that three staff members have faculty rank and titles, but that the other professional staff members have the same perquisites of the faculty without faculty titles or rank.

After announcing the business meeting scheduled for Saturday morning October 10, the chairman declared the meeting adjourned.

The Colleges and University Section of the North Carolina Library Association held a business meeting at the Washington Duke Hotel in Durham at 9:00 A.M. on October 10, 1959. The chairman, Mrs. Lillian B. Buchanan, presided. The secretary read minutes for three previous meetings: the 1957 meeting of the section, a special called meeting of head librarians on April 26, 1958 and the program meeting at which Dr. Robert B. Downs spoke on October 9, 1959.

There was some discussion regarding activities and minutes of the Junior College and Special Library Committees which are a part of this section. It was decided that all activities of these

committees should be cleared with Chairman and Secretary-Treasurer of the Section particularly in cases where financial assistance is desired.

Annual reports of these committees should be made at the business meetings of the Section and incorporated into the minutes of the section.

Mrs. Mildred Council, Chairman of the Junior College Committee, reported that the Committee held a luncheon for Junior College Librarians at 1:00 P.M. on Thursday, October 8, 1959 at which Mr. N. Burkette Raper, President of Mount Olive Junior College, spoke on "Administrator and Faculty—Library Relationships".

Mr. Charles M. Adams, Librarian of Woman's College of the University of North Carolina, Greensboro, announced pre-conference on small college and junior college buildings to be held on Wednesday before the Southeastern Library Association Conference in October 1960. The conference will be held at Cullowhee, N. C.

Miss Virginia Trumper, Chairman of the Nominating Committee, which included Mrs. Helen Brown and Mrs. Mabel M. McCoy, presented the following slate of officers for the biennium, 1959-61: Chairman: J. P. Waggoner, Jr., Duke University; Vice-Chairman: Mrs. Treva Mathis, Guilford College; Secretary-Treasurer: Miss Hazel Baity, Meredith College; Directors: Mrs. Emma W. Pohl, N. C. State College; Mr. Charles C. Dean, Agricultural and Technical College.

The officers were elected by acclamation.

The meeting adjourned at 10:00 A.M.

Junior Members Roundtable Minutes

By Mary Frances Rich, Secretary-Treasurer

The Junior Members Roundtable of North Carolina Library Association meeting was held Friday, October 9, 1959 at the Washington Duke Hotel in Durham, North Carolina.

Mr. Charles Adams opened the breakfast meeting with the invocation. After breakfast, he spoke briefly on the "North Carolina Libraries," telling how Junior Members aid in its publication.

Mrs. Elizabeth Hughey, North Carolina State Librarian, then delivered a speech, "A Place on the Sun."

Violet Caudle, presiding officer, reported that the coffee hour sponsored by the Junior Members Roundtable was a success and suggested that it be sponsored again by the Junior Members at the next convention. She also stated that a potential of 150 people were eligible for Junior Members and asked what could be done about bringing these people into the organization. She also commented on the lack of understanding as to what Junior Members Roundtable really is and a need for making other people aware of us. Some feel we are not aggressive enough.

After these comments, she presented the slate of nominees:

Chairman: Virginia Harris

Vice Chairman: Joseph Dixon

Secretary-Treasurer: Mary Frances Rich

Directors: Janelle Carpenter and Adelaid McLarty.

The nominating committee was composed of: Chairman, Mrs. Dot Nahory, Mrs. Robert P. Asbury, and Miss Aleen Cone.

The Chairman then asked for suggestions on making Junior Members Roundtable a better organization. The following suggestions were made:

1. Recruit members from library schools before they graduate.

2. Convince those already in profession that they need Junior Members.
3. Contribute at least one article to "North Carolina Libraries."
4. Educate Principals to become library minded so that they will let Junior Members out of school for regional school library meetings.
5. Extend honorary membership to Junior Members in library schools.

Adelaid McLarty moved that we recommend to the Executive Board of NCLA that honorary membership be extended to library school students in NCLA and in Junior Members Roundtable. This suggestion was seconded and carried.

It was also moved that we be represented on the membership committee of NCLA. This was seconded and carried.

The minutes of the last meeting were read by Vera Melton. The treasurer reported \$22.20.

The suggestion was made that we have an official stationery. The motion was passed. Then it was moved that we let the stationery decision be left to the chairman. The motion was seconded and carried.

The gavel was then presented to the incoming chairman, Virginia Harris.

It was then moved that the Executive Board make plans to have area meetings. The motion was seconded and carried.

The meeting of the Junior Members Roundtable was then adjourned by Violet Caudle.

Public Libraries Section Minutes

By Dorothy Thomas, Secretary

The Public Libraries Section of the North Carolina Library Association, meeting in the Durham Armory, Durham, North Carolina, Friday, October 9, 1959, at 2 p.m., was welcomed by Miss Mae Tucker, Chairman.

Miss Elaine von Oesen introduced the speaker, Mr. John Lorenz, Director of the Library Services Branch of the Office of Education, Washington, D. C. In his speech Mr. Lorenz reported on the Library Services Act and especially on the progress made to date under the program of federal aid.

In the business session following, there were no minutes of the 1957 meeting available, and, in the absence of the Secretary-Treasurer, Miss Jane McDaniel, the Chairman reported that expenditures for the biennium had approximately equalled income, with the exception of a workshop balance which remains earmarked for future workshops. Mrs. Dorothy Thomas was appointed to take minutes. The Chairman reported 202 personal and 31 institutional memberships as of October 7.

After a review of the biennium Section goals and activities of the Executive Committee by the Chairman, oral reports of biennium activities, which were summarized in mimeographed reports distributed to the members present, were given by Committee Chairmen.

Miss Antoinette Earle, Chairman of the Adult Services Committee, reported on two study sessions of the entire Committee membership, and introduced Miss Gladys Johnson, who described the contents of the report, INTERLIBRARY SERVICE PROCEDURES IN NORTH CAROLINA*, issued by the Interlibrary Loan Subcommittee, and Miss Phyllis Snyder, who reported on another Subcommittee's study and evaluation of the Home Demonstration Clubs' reading program.

Audio-Visual Committee Chairman John Bridges reported that eight film previewing sessions had been conducted and 112 films purchased for the Adult Film Project, a new edition of HANDBOOK OF THE NORTH CAROLINA ADULT FILM PROJECT* issued in 1958, and a workshop held May 1959, evaluating the Project and films purchased. The Committee is presently working on a handbook of exhibition and display ideas and sources.

In her report on the activities of the Development Committee, Miss Alice Bryan, Chairman, stated that the Committee had issued a legislative brochure describing public libraries' need for increased State Aid, prepared the first draft (filed with the State Library) of a policy study stating suggested policies for public libraries, which will be issued in manual form, and had compiled and analyzed the major sources of financial support for public libraries in North Carolina in a financial resources study.

Miss Charlesanna Fox, Chairman of the In-Service Training Committee, reported that the Committee, in cooperation with the State Library, conducted four workshops attended by 200 staff members in September-October, 1958, and the requests continue for more workshops for both staff members and professional librarians.

With Miss Nancy Gray, Chairman, reporting, the Personnel Manual Committee announced the completion of the revision of the 1952 PERSONNEL MANUAL (with new additions) by the Committee, with the invaluable assistance of Dr. Donald Hayman, of the Institute of Government, and the publication of the new NORTH CAROLINA PUBLIC LIBRARY PERSONNEL MANUAL* by the Institute of Government in September 1959.

Mr. Paul Ballance, Chairman of the Resources Committee, reported the compilation and publication in October 1959 of a union list of serial holdings of the larger public libraries in North Carolina.

Mrs. Elizabeth H. Hughey, State Librarian, congratulated the group on its activities and accomplishments during the two-year period, and told the librarians that they needed "to congregate, coordinate, and cooperate" in order to further library services.

Miss Elaine von Oesen reported that public librarians have recognized a responsibility wider than their own service areas, and that the results were evident in the publications and projects of the Section. She reported that the State Library for reasons of economy will be using "mass mailings" of miscellaneous material and urged librarians to "look at it all!" Since North Carolina has no state standards for public libraries, she suggested that the Section might like to consider such a project.

As Chairman of the Nominating Committee, Mrs. Barbara Heafner presented the slate of officers for the next biennium: Chairman, Paul Ballance; Vice-Chairman, Mrs. Dorothy Shue; Secretary-Treasurer, Mrs. Dorothy B. Thomas; Directors, Evelyn Parks and Mrs. Louella S. Posey; Ex-officio, Evelyn J. Bishop. The officers, as presented, were unanimously elected.

The gavel was presented by Miss Tucker to Mr. Ballance, and the meeting was adjourned.

**Available from North Carolina State Library*

School and Children's Libraries Section

By Jackie M. Cumby, Secretary

The School and Children's Libraries Section of the North Carolina Library Association met at 12:30 P.M. on October 9, 1959, in the ballroom of the Washington Duke Hotel, Durham, N. C., for a luncheon and business meeting. Miss Elizabeth Williams, Chairman, welcomed the group. Invocation was given by Dr. A. B. Combs, Director of the Division of Elementary and Secondary Education, N. C. State Department of Public Instruction.

The following special guests were introduced: Dr. Combs; Miss Mary Helen Mahar, U. S. Office of Education; Miss Nora Beust, U. S. Office of Education; Mrs. Rosa J. Tillett, Instructional Supervisor of Durham City Schools; Mrs. Parepa Watkins, Instructional Supervisor of Durham City Schools; Dr. Charles L. Chewning, Superintendent of Durham City Schools; Mr. L. W. Hannen, Superintendent of Durham County Schools; Miss Pat Adams, President of N. C. H. S. L. A., from Greensboro Senior High School; and Miss Jo Crowder, editor of TAR HEEL BINDER (N. C. H. S. L. A. magazine) from Needham Broughton High School, Raleigh, N. C. After the luncheon, the group was recessed to reassemble in the ballroom approximately ten minutes later.

When the group reassembled, Miss Williams presented Mrs. Mary Peacock Douglas, Supervisor of the Raleigh School Libraries, as moderator for the panel discussion of the new A. A. S. L. STANDARDS FOR SCHOOL LIBRARIES. In her introductory remarks, Mrs. Douglas stressed the fact that the Standards, which will come from the presses early in 1960, are geared to a "look ahead" program. They are high standards.

Mrs. Douglas then presented the panelists: Miss Mary Helen Mahar, U. S. Office of Education, Washington, D. C.; Miss Gertrude Coward, Library Adviser, City Schools, Charlotte, N. C.; Miss Margaret Kalp, Instructor, School of Library Science, U. N. C., Chapel Hill, N. C.; and Miss Cora Paul Romar, State School Library Adviser, State Department of Public Instruction, Raleigh, N. C.

Miss Mahar, before discussing the background and development of the new Standards and their importance to school libraries, called to the attention of the members the following helpful Administrative Aids: 1. A reprint of material published in "School Life"—the bibliography of materials in certain subject areas, such as math, science, and available from the Office of Education; 2. A new materials list for foreign language teachers available from the Modern Language Association, N. Y.; and 3. A reprint of "School Librarians and School Libraries," an article from the June 1959 "Wilson Library Bulletin," which concerns loans open to teachers.

Miss Mahar then described the 1945 Standards, "School Libraries for Today and Tomorrow," as "still good but the quantity of standards needed revising." She pointed out the important difference between the old and new Standards as being that the 1945 Standards were the effort of school librarians while the new ones are "the combined effort of school librarians with educational and lay organizations"—such as A. A. S. A., C. E. I., National Citizens Council for Better Schools, and Public Library Association. She added that it is hoped that these representative organizations will have paved the way for the Standards before they are released by informing their members of what the Standards include.

As to the true value of the Standards, Miss Mahar suggested that we should work with our respective principals and teachers in discussion groups or with special committees to acquaint them with the Standards. We can do a little each year and build toward a "total program." She also stressed the fact that teachers should be able to find their professional literature in the library. As to library service provided for children, we should tackle reading guidance programs, using the new Standards as a guide. To extend curriculum services—such as music, art, science—we should ask teachers to recommend films, filmstrips, discs, and the like. Miss Mahar added that an important weakness in promoting the new Standards in school situations will be the lack of librarians. To alleviate this weakness, we need: 1. to improve our personnel in number and in quality; and 2. to improve our methods of communication by sending notification to teachers (would require clerical help in the library). In closing, Miss Mahar stated that we should establish the priorities of the Standards first and then work toward them, and that "teachers and librarians and principals must have vision to see that libraries can really make fine schools."

Miss Coward, as a library advisor of a large city system, discussed some of the contents of the Standards, specifically personnel, materials, quarters, equipment, and budget.

Miss Coward further added that services to provide these services, a competent library staff: for 300-900 pupils, a staff of one librarian and one-half clerk; for the next 400 pupils, an additional librarian; for the next 600 pupils, an additional one-half clerk. If the materials collection includes textbooks, we need additional clerical help. For an enrollment of 200-999 pupils, we need a library of 6,000 to 10,000 volumes; for an enrollment of more than 1,000 pupils, 10 volumes per pupil. As to expenditures, for a school of from 1,000 to 1,500 pupils, we should spend from \$4 to \$6 per pupil for books alone. The physical plant should be functional and should seat 10 per cent of the pupil enrollment. The reading room should seat 80 pupils. The library should be convenient for materials, for viewing, for management of the library; it should have necessary conference rooms and work rooms. In summation, Miss Coward stated that the library should really be an extension of the classroom, and that in small schools, a librarian should divide her time while in large schools, one librarian should work with teachers, one should work with materials, and one should work with pupils.

Miss Kalp, speaking as a library science instructor, stressed the implementation of the new Standards. She reminded us that the colleges and universities have the "grass-roots interpretation of the new Standards." They will have to try to bring a kind of flexibility to the new librarians concerning the new Standards, to get across to them the concept of school libraries as instructional resource centers, and to direct their attention to qualities and superior library resources.

Miss Bomar, as the State School Library Adviser, discussed the importance of the new Standards state wide in raising the level of the state and regional accreditation standards (minimum acceptance program). These are goals to reach in getting the very best school library program, especially in state allotment in personnel and in budget. In closing, Miss Bomar issued a challenge to the members to get a copy of the Standards as soon as they are available, to read and to study them, and to formulate the questions which those Standards have brought to mind, and then, using them as a guide, to project the library resources to meet the potential of the girls and boys.

Miss Williams, Chairman, opened the business meeting by first introducing Mrs. Vernelle Palmer, President of the N. C. L. A. during the closing biennium.

The Chairman then requested the reading of the minutes, which were read and approved. A suggestion was made that for the next Conference meeting, the Secretary should have mimeographed copies of the minutes to distribute to the members present so that time would not have to be taken up with the reading.

Under the heading of old business, the Secretary informed the group that she had written a letter from the Section to Mr. William S. Powell, expressing appreciation to him and to his staff for the excellent issues of NORTH CAROLINA LIBRARIES, of which he was editor, during the biennium. She also suggested that the Section should have stationery printed for the use of the Section officers.

Miss Williams summarized the work done by the Executive Committee of the Section on the Book Review Project during the biennium, and asked the question, "Shall it be completed within this biennium or shall it be continued into the next biennium?" She also reported that we had 216 paid members of our Section up to the time of Conference.

Miss Catherine Weir, Secretary-Treasurer of the Book Review Project Committee asked if the Section could underwrite the publication of the Book Review Project. The Chairman quoted the balance in the treasury as approximately \$230, and replied in the affirmative.

Discussion of the Book Review Project followed. Miss Mary Frances Kennon, Assistant State School Library Adviser, stressed the value of the book reviews to school librarians and to

teachers in selecting books for purchase. Miss Lottie Hood, Chairman of the Editorial Committee of the Book Review Project, brought the members up to date on the history of the Project during the past three years, stating that some 1,275 books had been reviewed so far.

Mrs. Mary Peacock Douglas, mentioning that most of the books reviewed for the Project have been reviewed in JUNIOR LIBRARIES, asked that we not get too heavy in our expenditures on the Project and that we try to work out a budget for our organization to see what we need to be paying for.

A recommendation was then made by Miss Williams to the incoming officers that since the Project has come to the point that it is in published form it may be continued for another biennium. She emphasized that so far we have nothing on which to base a true evaluation of the Project.

Miss Bomar asked the members whether or not it is the cost of the publication of the Project itself that we are questioning. It is good for this Section to promote reviewing! If the cost is too expensive, are there other ways of getting a distribution of reviews made? She noted that to her knowledge, this is one of the only real projects that we have ever had, and it does promote reviewing.

Mrs. Douglas then asked who had reviewed for the Project and who would review. Mrs. Vera Melton, incoming Chairman, added that if we do adopt the Project for the next biennium, librarians will have to accept reviewing.

Mrs. Litaker moved that we empower our Executive Committee, composed of the new officers, to do what they see fit concerning the Book Review Project for the biennium. Mrs. Daniels seconded the motion; the motion was carried.

The Chairman asked for the report of the nominating committee. Miss Ruth Stone made the report of the nominating committee, composed of Miss Stone, Chairman, Mrs. Joyce McLendon, and Mrs. Margaret Ertel. The following slate of officers was presented: Mrs. Vera Melton, Chairman; Miss Mary Guy Boyd, Chairman-elect and Vice Chairman; Mrs. Louise G. Henderson, Secretary and Treasurer; Mrs. Nancy M. Green and Miss Elizabeth M. Lassiter, Directors.

Miss Stone moved that we adopt this slate of officers as reported for the next biennium; Miss Eunice Query seconded the motion. The motion was carried.

Miss Elizabeth Williams presented the gavel to Mrs. Vera Melton.

Mrs. Melton called for people to volunteer to review books for the Book Review Project by leaving their names at the desk. She then called a brief meeting of the Executive Committee of the Section.

Mrs. Melton adjourned the meeting.

Library Trustees Minutes

[Photograph: Mr. James Atkins of Gastonia, who received the first citation from the North Carolina Association of Library Trustees, seated with Miss Marjorie Beal of Waynesville. Caption reads: Mr. James Atkins of Gastonia who received the first citation from the North Carolina Association of Library Trustees with Miss Marjorie Beal of Waynesville.]

The North Carolina Association of Library Trustees held its biennial meeting in Durham on October 9. Mr. Edwin Gill, State Treasurer, was guest speaker. The Citations and Awards Committee granted its first citation for outstanding service to libraries to Mr. James W. Atkins, Chairman of the Gaston County Public Library Board. Dr. Mark Lindsay of Hamlet, member of the State Library Board, reported on the National Institute for Trustees held in Washington in

June. Mrs. Joe Taylor of Sanford gave an illustrated talk on the New Guidebook for Trustees of North Carolina Public Libraries. The following officers were elected: Miss Nena DeBerry, Lilesville, Chairman; Mrs. Joe Taylor, Sanford, Vice-Chairman; Miss Elizabeth Battle, Tarboro, Secretary; Rev. H. H. Groover, Williamston, Director and Mrs. Eugene Bowman, Mocksville, Director.

Trustee Citation

At the biennial meeting of the North Carolina Association of Library Trustees held in Durham on October 9 the Trustee Citation was given to Mr. James Atkins, Chairman of the Gaston County Public Library Board. The Citation was given in recognition of his leadership and the magnitude of his services, his interest and his devotion to the whole cause of better libraries not only in Gaston County but through the entire state. The Citation reads:

“Mr. Atkins served as Chairman of the Gaston County Library Board for the past twelve years, but this in no manner limits or truly indicated the scope and the magnitude of his service, his interest, and his devotion to the whole cause of better libraries not only in Gaston County but throughout the entire state. This man’s interest in library work has been a continuing and growing not just interest but a genuine devotion since 1905. During these fifty-four years Mr. Atkins has been the great and devoted leader who has guided Gaston County’s library from its modest beginnings to its present enviable position among North Carolina’s finest libraries. A newspaper publisher, he has given unstintingly to all the media of the press in the cause of better library service.”

“Mr. Atkins has given freely of his time and talents not only in writing for his paper in behalf of the library but in speaking for better libraries through the country. His wealth of experience, his knowledge, his wide circle of acquaintances, the respect and esteem in which he is held, and his steadfastness and devotion to pleading the cause of better libraries in Gaston County have done more than any other factors in making what we now have in the way of library service a reality.”

Person-to-Person Recruiting Network

By Cora Paul Bomar

In September the Person-to-Person Recruiters began making personal contacts with prospective librarians. This work enlarged in October and by November 1 the Committees reported: 113 prospective librarians have been identified; more than 80 names of prospective librarians have been assigned to the recruiters and reports have been made on 30 individuals who have been contacted. Only 5 of those contacted are no longer interested in librarianship as a career.

The recruiters are enthusiastic about the work of the Network. Their personal interest in the prospective librarians will encourage those interested in librarianship to seriously consider a career choice in this field. The recruiters know that not all people contacted will enter the library profession; however, they do realize that telling the library story to any individual helps interpret library service to all.

The Committee invites all to send names of prospective librarians to the Committee chairman so that these names may be assigned to the individual recruiters. Forty-seven recruiters have accepted appointment to be a part of the Network. These are:

- Aderholt, Aileen (Miss), Lenoir-Rhyne College, Hickory, N. C.

- Ashley, Alice (Mrs.), Roseboro-Salemburg High School Library, Roseboro, N. C.
- Austin, Neal F. (Mrs.), Public Library, High Point, N. C.
- Bacelli, Hallie S. (Mrs.), Guilford County Schools, Greensboro, N. C.
- Brown, Harlan C. (Mrs.), St. Mary's Senior College, Raleigh, N. C.
- Boomer, Hortense (Miss), Morehead City High School, Morehead, N. C.
- Boone, Willie G. (Mrs.), Department of Public Instruction, Raleigh, N. C.
- Buchanan, Lillian (Mrs.), Western Carolina College Library, Cullowhee, N. C.
- Campbell, Neva (Mrs.), Chowan College, Murfreesboro, N. C.
- Close, Fred (Mrs.), Leslie Perry Memorial Library, Henderson, N. C.
- Copeland, Elizabeth (Miss), Sheppard Memorial Library, Greenville, N. C.
- Council, Elizabeth (Miss), Supervisor, Hickory School Libraries, Hickory, N. C.
- Council, Mildred S. (Mrs.), Mount Olive Junior College, Mount Olive, N. C.
- Cushman, Audrey J. (Mrs.), Durham Public Library, Durham, N. C.
- Farrior, Frace B. (Mrs.), Woman's College Library, Greensboro, N. C.
- Floyd, Mary B. (Mrs.), Whiteville High School, Whiteville, N. C.
- Frickhoeffer, Elizabeth W. (Mrs.), Harding, 329 Irvin Ave., Charlotte.
- Glenn, Mildred (Miss), Marion High School, Marion, N. C.
- Hawkins, Eleanor D. (Mrs.), Craven-Pamlico Library, New Bern, N. C.
- Henderson, Louise G. (Mrs.), Graham High School, Graham, N. C.
- Johnson, Bain (Miss), Thomasville Senior High School, Thomasville, N. C.
- Johnson, Leonard (Mr.), Dept. of Public Inst., Raleigh, N. C.
- Kennon, Mary Frances (Miss), Department of Public Instruction, Raleigh, N. C.
- Kesslee, Cecil (Mrs.), Hendersonville High School, Hendersonville, N. C.
- Lassiter, Elizabeth (Miss), Raleigh Elementary Schools, Raleigh, N. C.
- Lee, Mollie Huston (Mrs.), Richard B. Harrison Public Library, Raleigh, N. C.
- Littleton, I. T. (Mr.), D. H. Hill Library, Raleigh, N. C.
- McLarty, Adelaide (Miss), Onslow County Library, Jacksonville, N. C.
- McNeill, Emily (Mrs.), Laurinburg, N. C.
- Myron, Phyllis (Mrs.), Lee H. Edwards High School, McDowell St. Asheville, N. C.
- Norwood, Mary (Miss), Greensboro Public Library, Greensboro, N. C.
- Parks, Evelyn (Miss), May Memorial Library, Burlington, N. C.
- Peacock, Helen (Mrs.), Chapel Hill High School, Chapel Hill, N. C.
- Renfro, Julia (Miss), Cherryville High School, Cherryville, N. C.
- Ross, Loela M. (Mrs.), Winston-Salem Teachers College, Winston-Salem, N. C.
- Seagle, Mary Kent (Miss), Henderson County Public Library, Hendersonville.
- Shue, Dorothy (Mrs.), Cumberland County Public Library, Fayetteville, N. C.
- Smith, Ethel K. (Mrs.), Wingate College, Wingate, N. C.
- Smith, Marguerite (Miss), Pilot Mountain Schools, Pilot Mountain, N. C.
- Summers, James L. (Mrs.), Catawba County Library, Newton, N. C.
- Tillman, Jeanne (Miss), Law Library, Wake Forest College, Winston-Salem, N. C.
- Trotter, Jeannette (Miss), Public Library, Winston-Salem, N. C.
- Tucker, Mae S. (Miss), Head of Public Services, Public Library, Charlotte 2.
- von Oesen, Elaine (Miss), Extension Services Librarian, State Library, Raleigh.
- Worthy, Pauline (Mrs.), Washington High School, Washington, N. C.

- Wright, Nell B. (Mrs.), Public Library, 1110 East Seventh St., Winston-Salem, N. C.
 - Yates, Elizabeth (Mrs.), Jones Central High School, Trenton, N. C.
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NCLA Constitution and By-Laws Revisions

Constitution

Article V. Executive Board. Section 1. Personnel. (As it read):

“The officers of the Association, the Past President, two Directors elected by the Association at large, and the representatives of the Association to the A.L.A. Council shall constitute an Executive Board.”

Accepted revision:

Delete: Letter s on representatives

Add: The N. C. member of the Executive Board of the Southeastern Library Association shall serve as an ex-officio and non-voting member of the Executive Board.

Article VII. Affiliations. Section 2. (As it read):

“The North Carolina Library Association shall hold chapter membership in the American Library Association, and shall elect Councilors for representation on the A.L.A. Council.”

Accepted revision: To read (following comma): and shall elect its Councilor as provided in the A.L.A. constitution and by-laws.

By-Laws

Article I. Elections. Section 4. (As it read):

“A.L.A. Council Members. In elections held in the years in which Council member terms expire, the Committee on nominations shall present the names of two candidates for each representative from the N.C.L.A. to the A.L.A. Council.”

Accepted revision: Rephrase to read: A.L.A. Council Member. The N.C.L.A. Chapter representative to A.L.A. Council shall be elected for a four-year term as provided in the A.L.A. constitution and by-laws. The names of two candidates shall be presented for this office.

Article II. Duties of Officers. Section 6. (As it read):

“The President shall serve as an alternate Council member of the American Library Association for his term of office.”

Accepted revision: Delete, as this statement does not conform with A.L.A. provisions.

Article II. Section 8. (As it read):

“As soon as the ballots shall have been counted and the representatives to the American Library Association Council have been established the Corresponding Secretary shall notify the American Library Association who these representatives will be, together with their terms of office.”

Accepted revision: Rephrase to read: As soon as the ballots shall have been counted and the representative to the A.L.A. Council established, the Corresponding Secretary shall notify the American Library Association the name of the duly elected chapter representative.

Renumber Article II, Section 7 to read: Section 6; Section 8 to read: Section 7; Section 9 to read: Section 8; Section 10 to read: Section 9.

With Humbleness and Courage

By Elizabeth H. Hughey

Speech at the final session of the North Carolina Library Association Conference at Durham, Saturday morning, October 10, 1959.

It is with humbleness that I accept this gavel, and yet with courage. Courage which comes with the challenge emanating from the achievements of this Association under your leadership and the strength of this Association's membership.

We, the people you have elected to serve as the Executive Board of this Association, pledge ourselves to your service. We need to know your wishes and have your suggestions and ideas for continuing an organization dedicated to furthering the library profession and library service in North Carolina.

The potential for this organization grows each year. Currently, we have a pilot recruiting program. Our libraries are participating in programs of the National Defense Education Act and the Library Services Act. North Carolina has one of the eight Library-Community Project Grants. It is participating in the National Library Week Program and has an expanding Interlibrary Loan Program.

These last few days we have been reminded by several laymen that the library story is not being told in North Carolina. Too many of our citizens do not know of the many library resources available through our school, college, and university, public and special libraries.

The Board has also subscribed to the idea of concentrating vigorously on telling the library story during the next biennium. We commend this idea to each section of NCLA and to each member. We ask for your help in getting a slogan which will help place emphasis on this idea. Please send your suggestions to your association President.

Through our combined efforts we believe the library story can be told adequately in North Carolina.

[Photograph: Group portrait of NCLA officers and board members. First row, left to right: Mrs. Louise M. Plybon, Dr. Carlton P. West, Mrs. Elizabeth H. Hughey, Miss Lottie Hood, and Mrs. Dorothy E. Shue. Back rows: O. V. Cook, Mrs. Vernelle G. Palmer, Mrs. Mary P. Douglas, Charles Adams, Miss Cora Paul Bomar, Miss Marjorie Hood, and Miss Allegra M. Westbrook.]

Officers and Committee Members of NCLA, 1959–1961

North Carolina Library Association

Officers

- **President:** Elizabeth H. Hughey, Librarian, North Carolina State Library, Raleigh.
- **Vice President and President-Elect:** Carlton P. West, Librarian, Wake Forest, Winston-Salem.
- **Second Vice President:** Louise M. Plybon, Librarian, Charlotte Public Schools, Charlotte.

- **Recording Secretary:** Dorothy E. Shue, Librarian, Cumberland County Public Library, Fayetteville.
- **Corresponding Secretary:** Lottie Hood, Library Supervisor, Catawba County Schools, Newton.
- **Treasurer:** Marjorie Hood, Head Circulation Librarian, Woman's College of the University of North Carolina, Greensboro.
- **A.L.A. Representative:** O. V. Cook, Associate Librarian, University of North Carolina, Chapel Hill.
- **S.E.L.A. Representative:** Cora Paul Bomar, North Carolina Department of Public Instruction, Raleigh.
- **Directors:** Mary P. Douglas, Supervisor of School Libraries, Raleigh; Allegra M. Westbrooks, Librarian, Brevard St. Branch, Charlotte.
- **Past President:** Vernelle G. Palmer, Librarian, Boyden High School, Salisbury.

Section Officers, 1959–1961

Catalog:

- **Chairman:** Miss Foy Lineberry, D. H. Hill Library, North Carolina State College, Raleigh.
- **Vice-Chairman and Chairman Elect:** Mr. Carlyle J. Frarey, School of Library Science, University of North Carolina, Chapel Hill.
- **Secretary-Treasurer:** Mrs. Erma P. Whittington, Duke University Library, Durham.
- **Director:** Miss Jane Greene, Meredith College Library, Raleigh.
- **Director:** Miss Mary Alice Huff, 308 Faculty Apts., Boone.

College and University:

- **Chairman:** Mr. John P. Waggoner, Jr., Duke University Library, Durham.
- **Vice-Chairman:** Mrs. Treva Mathis, Route 9, Box 402, Greensboro.
- **Secretary-Treasurer:** Miss Hazel Baity, Meredith College Library, Raleigh.
- **Director:** Mrs. Emma W. Pohl, Box 946, Chapel Hill.
- **Director:** Mr. Charles C. Dean, Agricultural & Technical College, Greensboro.

Junior Members:

- **Chairman:** Miss Virginia Harris, Public Library of Charlotte and Mecklenburg County, Charlotte.
- **Vice-Chairman:** Mr. Joseph M. Dixon, Haywood County Library, Waynesville.
- **Secretary-Treasurer:** Miss Mary Frances Rich, Public Library of Charlotte and Mecklenburg County, Charlotte.
- **Director:** Miss Adelaide McLarty, Onslow County Library, Onslow.
- **Director:** Miss Janella Carpenter, Elizabeth Grammar School Library, Charlotte.

North Carolina Association of Library Trustees:

- **Chairman:** Miss Nena DeBerry, Lilesville.
- **Vice-Chairman:** Mrs. J. O. Taylor, Jr., 508 Greensboro Ave., Sanford.
- **Secretary:** Miss Elizabeth Battle, Tarboro.
- **Director:** Rev. H. H. Groover, Williamston.
- **Director:** Mrs. Eugene Bowman, Mocksville.

Public Libraries:

- **Chairman:** Mr. Paul S. Ballance, Public Library of Winston-Salem and Forsyth County, Winston-Salem.

- **Vice-Chairman and Chairman Elect:** Mrs. Dorothy E. Shue, Cumberland County Public Library, Fayetteville.
- **Secretary:** Mrs. Dorothy B. Thomas, Mitchell-Avery-Yancey County Library, Celo Community Route 5, Burnsville.
- **Director:** Mrs. Louella S. Posey, Kinston Public Library, Kinston.
- **Director:** Miss Evelyn L. Parks, May Memorial Library, Burlington.

School and Children's Section:

- **Chairman:** Mrs. Vera B. Melton, 2126 Pine Dr., Raleigh.
- **Vice-Chairman:** Miss Mary Guy Boyd, 860 W. Bessemer Ave., Greensboro.
- **Secretary:** Mrs. Louise G. Henderson, Box 523, Graham.
- **Director:** Mrs. Nancy M. Green, 114 E. Seeman St., Durham.
- **Director:** Miss M. Elizabeth Lassiter, Rt. 4, Holly Springs Rd., Raleigh.
- **Director:** Miss Margaret I. McIntyre, 205 Thurston, High Point.
- **Director:** Mrs. Margaret Farley, Greenville High School, Drawer 405, Greenville.

Committee Appointments, 1959–61

Archives:

Charlesanna Fox, Chairman, Randolph Public Library, Asheboro; Myrl Ebert, Division of Health Affairs Library, University of North Carolina, Chapel Hill; Mrs. Hallie Sykes Baccelli, Guilford County School Libraries, Greensboro; Mrs. Leola M. Ross, Winston-Salem Teachers College.

Conservation of Newspaper Resources:

Mary Canada, Chairman, Duke University Library, Durham; Mrs. Monroe J. Bahnsen, Louis R. Wilson Library, University of North Carolina, Chapel Hill; Mr. H. G. Jones, North Carolina State Dept. of Archives and History, Raleigh; Sangster Parrott, North Carolina State Library, Raleigh; Elizabeth Shepard, Pack Memorial Library, Asheville.

Constitution and Codes:

Mr. Winston Broadfoot, Chairman, Duke University Library, Durham; Mrs. Ann E. Johnson, North Carolina College, Durham; Mrs. Andy P. Orr, N. C. State College, Raleigh; Jean Phifer, Myers Park High School, Charlotte.

Committee on Committees:

Dr. Jerrold Orne, Chairman, Louis R. Wilson Library, University of North Carolina, Chapel Hill; Mrs. Helen M. Peacock, Box 1023, Chapel Hill; Mrs. Harlan C. Brown, St. Mary's College, Raleigh; Marianna Long, Law Library, Duke University, Durham; Elaine von Oesen, N. C. State Library, Raleigh.

Cooperative Committee on Library Resources:

Margaret Ligon, Chairman, Pack Memorial Library, Asheville; Pauline Tekesky, Interlibrary Center, Louis R. Wilson Library, Chapel Hill; Mrs. Barbara E. Heafner, Gaston County Public Library, Gastonia; Virginia Trumper, Woman's College Library, Greensboro; Gladys Johnson, State Library, Raleigh.

Committee on Education for Librarianship:

Evelyn Parks, Chairman, May Memorial Public, Burlington; Dorothy Lou Dickey, Olivia Raney Library, Raleigh; Mrs. Helen S. Monahan, Charlotte Medical Library, Charlotte; Evelyn B. Pope, North Carolina College, Durham; Mrs. A. H. Taylor, Box 252, Newton; Margaret Allman, School of Library Science, UNC, Chapel Hill.

Federal Relations Committee:

Hollis Haney, Chairman, Richmond-Moore County Library, Rockingham; Phyllis Mai Snyder, State Library, Raleigh; Mr. D. W. Hurley, Biscoe; Mr. Wendell W. Smiley, East Carolina College, Greenville; Helen Stroupe, Lincolnton High School, Lincolnton.

Intellectual Freedom Committee:

Mr. Thomas M. Simkins, Jr., Chairman, Duke University Library, Durham; Mrs. Lilian B. Buchanan, Western Carolina Teachers College, Cullowhee; Mary Frances Kennon, Ass't. State Library Supervisor, Dept. of Public Instruction, Raleigh; Mr. Harlan C. Brown, D. H. Hill Library, Raleigh; Ruth Stone, Central High School Library, Charlotte; Mrs. Martha E. Young, East Winston Branch Library, Winston-Salem.

Legislative Committee:

Mrs. Edith F. Cannady, Chairman, Granville County Library, Oxford; Mr. Tommie Gaylord, Trustee, BHM Regional Library, Swan Quarter; Mrs. Mollie H. Lee, Richard B. Harrison Public Library, Raleigh; Mrs. Vera B. Melton, Needham Broughton High School, Raleigh; Mrs. Ford S. Worthy, Washington High School, Washington.

Membership Committee:

Mr. Leonard L. Johnson, Chairman, Library Services, Dept. of Public Instruction, Raleigh; Nell Benton, Bowman Gray School of Medicine Library, Wake Forest College, Winston-Salem; Violet Caudle, Iredell County Public Library, Statesville; Mrs. Joyce C. McLendon, 121 S. Tarboro St., Raleigh; Marjorie Hood, Woman's College Library, Greensboro.

Nominating Committee:

Beulah Beatrice Holbrook, Chairman, Hugh Morson Junior High School, Raleigh; Mrs. Mildred Mullis, Morganton Elementary School, Morganton; Margaret Johnston, Stanly County Public Library, Albemarle; Dr. B. E. Powell, Duke University Library, Durham; Mrs. Ray N. Moore, Stanford L. Warren Public Library, Durham.

North Carolina Libraries—Editorial Board:

See title page.

Publications:

Dorothy Long, Chairman, North Carolina Memorial Hospital, Chapel Hill; Edith M. Clark, Rowan Public Library, Salisbury; Mr. Edgar P. Lynch, May Memorial Library, Burlington; Mrs. C. H. Marteena, Bennett College Library, Greensboro.

Scholarship Loan Fund:

Walter Gray, Chairman, Atlantic Christian College, Wilson; Susan B. Borden, Goldsboro Public Library; Gertrude Coward, City School Libraries, Charlotte; Antoinette Earle, Davidson County Library, Lexington; Mrs. Willie G. Boone, 2918 University Drive, Durham; Dr. Benjamin F. Smith, James E. Shepard Library, North Carolina College, Durham.

Special Memberships Committee (Honorary, Student, Complimentary, etc.):

Irene Hester, Chairman, Greensboro Public Library, Greensboro; Clyde Smith, Olivia Raney Library, Raleigh; Mildred C. Herring, Senior High School, Greensboro; Jean Freeman, School of Library Science, University of North Carolina, Chapel Hill.