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SPECIAL LIBRARIES

Official Journal of the Special Libraries Association

VOLUME 36

February 1945

NUMBER 2

The Special Librarian—How Special
John H. Moriarty

The Special Library and Demobilization
Irma A. Zink

A Scientist Thinks about the Postwar Industrial Library
F. T. Rogers, Jr.

Postwar Planning for Library Service on the West Coast
Dorothy Engstrum Rosen

Better Homes in the Offing
Gladys Miller

Convention 194—?
Walter Hausdorfer

Published by
SPECIAL LIBRARIES ASSOCIATION

For those thinking beyond V-Day

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By RAPHAEL LEMKIN

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• February •

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THE SPECIAL LIBRARIAN—HOW SPECIAL¹

By JOHN H. MORIARTY

Director of Libraries, Purdue University, Lafayette, Indiana

AMERICANS are going to have to export American talent. In the coming years not only our goods but also our sons and daughters are going out into the Chinese, the Russian, the Spanish and other worlds. While we go on building at home, we shall also start a new America in other continents. It will be a complex world and we have done and will do our share to make it so. Our capacities have deceived the best informed nation on earth, the Germans. Other nations, to avoid the German error, will demand to learn from us, to discover how to deal with us, to gauge precisely. The exchange of goods will surpass anything known and as never before our young people will go out to reveal us to other nations which in turn will send their selected personnel to us. This is inevitable and to some of us distasteful, for we have been raised in a static, inward-turning era of American growth during the past fifty years.

This challenging future has its varying and special significance for all librarians. For one thing there are going to be more of them; for another they will have to be more personally capable; and finally they will have to have more basic technical skills. Business, industry and research are beginning to recognize the value of libraries although their conceptions of a librarian's job are somewhat vague. These vary as widely as do the conceptions of a secretary's duties. Everyone knows that a girl may be called a secretary in one office when all she does is to copy the boss' meticu-

lously handwritten drafts. In another office, the boss' secretary may in fact sign his checks, write his letters and speeches, make up his mind for him and run his company. There exists a range of demand on special library service which is just as antipodean. To one special library there come requests only for periodical articles and books which any sub-professional assistant could handle; on another will be placed complete responsibility for production of reports on which company funds and company reputation hang. There is nothing wrong with this range or these conditions, except our temptation by using the same word, special librarianship, to cover both extremes. My definition is that special librarianship is considerably more than the first type of service and generally less than the second. Typically it is the sustained and continued service of securing assessed information, not limited to print, for one group, often in one field of knowledge, but equally often in several fields. My thesis is that we must take steps to set standards for this work and set them high.

CAPACITIES

What kind of persons are going to carry these standards? What capacities should they have by nature? They will have to be generally of the same level as lawyers, doctors, teachers and the nation's other professional groups. Whatever unevenness of capacities among special librarians may exist will as surely be found among their fellow professionals; one doctor may succeed by his bedside manner, another although gruff will do well through reputation gained

¹ Paper presented before the S. L. A. Indiana Chapter, November 15, 1944.

from super-skillful diagnoses. Similarly one special librarian may by excellence in mental agility compensate for messy library arrangement; another with his methodical neatness may save his organization from the effects of his not-too-quick comprehension.

Those character trait-lists which books on special librarianship tell us are needed by special librarians are usually called "qualifications desirable," and are true enough but rather non-selective. We are told of "alertness, objectiveness, retentive memory, awareness of what is going on in the world, knowledge of the particular area".¹ But these qualifications are also important when choosing a mayor or a messenger boy. They do not even mean as much as the general statement I have made above, that librarians need the same intellectual and personal capacities as are needed in any other profession, and I feel that statement is about as honestly close as you can come to a general one.

What special librarians usually discuss among their bibliothecal selves is, shall the staff be qualified as lawyers or librarians, economists or librarians, political scientists or librarians. And at this point our thinking becomes emotional rather than realistic. We tend to envision a legislative reference library and there is the political scientist, handing to a grateful legislator the correct number of copies of a draft of a new bill which he has just tossed off in the previous hour. And what is the librarian of such a library doing? He is in a dark corner, clipping and scribbling notes on some other state's new session laws. That's all, it comes out in discussion, that "they" will let a trained librarian do. In any such discussion I used to become quite unpopular. I would ask how long before "they" would let the librarian learn to do the drafting if that was the better job. I would be told, "Oh, 'they' never give him a chance!" When I'd proceed to ask,

"How long does he put up with it? When does he plan to quit", then my listeners would look at me with that "oh-you-pampered-men-never-understand" look, and the conversation would stop. So I have learned not to talk that way, except to a room full of people. I still believe, however, that if the librarian after due seasoning in a special library is pushed aside by a specialist, there is probably a toss-up as to whether or not it isn't a matter of personal incapacity on the librarian's part rather than true need for a specialist. It is up to the librarian to define what opportunity he wants and if it is not afforded, then to lay plans to leave and go elsewhere; that is what other professions' practitioners do when denied opportunity.

The basis for my belief that special librarianship belongs to librarians is the very nature of the special library and of its use. The library of the typical organization big enough to have one must have material in it on many subjects. The library of an advertising agency, or a bank, probably exists to give statistics on almost every other industry and topic than advertising or banks. The research staff of a bank does not expect its library to specialize unduly in banking practices or expect its librarian to know any more intimately the work of the bank's cashier than it expects the credit manager to know the cashier's work. People in large organizations do not pretend to specialize in each others' work.

The subject library of a chemical firm is almost certain to be named to me as a challenge of my ideas about librarians in special libraries. If it is, I am not being understood. The special librarian working with chemical literature must have or gain easy familiarity with the nomenclature of the field, the characteristics of formulae, the system numbers, the periodic groups and tables, cyclic and acyclic divisions, the unit processes and must generally understand the boundaries and interrelations of the fields of the

¹ Manley, M. C. *Public library service to business*. Newark, Public library, 1942. p. 31.

scientific and engineering use of chemical knowledge. But the librarian need not be a chemist and if he be one, it is generally of a rather elementary specialization such as that which a high-school teacher of the subject might have. For the librarian must attentively and adequately serve a variety of clientele, not only watching out for the literature and information in all the parts of the chemical field, but also the company's non-technical, social and economic interests.² Consequently the specialist who becomes librarian will soon realize that the great subject of chemistry, or of any science, which daily develops both as to theories and facts, dooms anyone as universal in interests as a librarian must be, and as absent from the laboratory as a librarian must stay, from having any standing or self-confidence as a subject specialist. The moral is, if you work at librarianship, make your specialty librarianship.

TRAINING

This profession of librarianship is like any other true profession. The word profession quite properly indicates both an area of useful service to society and also the group which serves. The conception does not truly include any set or limited body of knowledge. The minister, the physician and the lawyer have always been generally and rightly considered as the man and woman who knew and had to know more than theology, or the human body or court rulings. The lawyer who succeeds must try to be an orator and psychologist, and probably a tax or rate specialist, or a penologist, or a dabbler in politics, all in order to arrive in his own profession. Even the supposedly aloof scientists find themselves being authors and public speakers, teachers and supervisors, as well as thinkers and experimenters in their subject fields. No professional school or scientific faculty actually trains its students in such general but basic activities. The best a school can do is teach the practices, theories

and facts about its subject. It may indicate the wide interests and the public conduct appropriate to its graduates and may provide "mock" situations as part of its training, but professional education does not make a student expert. Indeed if it tries to introduce a person to the entire range of a true field of service, the best it can do is touch the fundamentals. From there on, the professional is on his own.

A widely held view of library school training makes it differ from other training in that it is supposed to send its graduates out into the field ready to carry on at once. This goes back to two periods in American library development. The first was around 1900, when in quick succession many institutions turned their libraries, up to then staffed by amateurs, over to quite "green" library school graduates. These men and women headed rapidly developing libraries or departments of libraries and did remarkably good work. This was due not alone to their ability but, and this is quite important, to the fact that they were reasonably independent in their positions and were not likely to be caught up on every trial and error made. They entered institutions with no libraries to speak of and so any intelligent growth and service given seemed a great gain. These pioneers had many trials but they also are credited with the greatest progress.

A second period of opportunity for newcomers was immediately following 1918, when many new graduates were placed in high positions. There is a tendency today to remember this latter period, to recall with satisfaction the fine results and to forget the fumbling. Now that we face another postwar boom in information services it is well to pause and consider these previous experiences of the profession. These people grew as all professionals must grow, as special librarians must grow, not by being completely prepared for their positions but by reason of job responsibility and opportunity. It is this duo, responsibility

² *Journal of Chemical Education*, v. 21, July 1944, p. 320.

and opportunity, as much as any inner impulse from education and zeal, which gave these library school graduates their success. But this success caused others searching for its secret to give an altogether unfortunate credit to formal library training. It became a common belief among less discerning administrators that a library school graduate could be thrown into any library work and start at peak efficiency. The reaction has been inevitable. With opportunities for easy advances in professional work tightening up, with the work itself in larger institutions and in special libraries becoming highly complicated, the poor library school graduate is caught between high expectations and impossible requirements. However, I wish on behalf of library school training to vote it a very high priority among the requirements for special library work. There is greater need than ever for it. Special libraries are rarely so large that new systems cannot be tried and effected. If the critical and comparative eye of the professional is needed anywhere, it is needed in a special library where changes in organization practices, methods and products constantly confront the librarian. Miss Ruth Miller, Librarian of the Central Hanover Bank and Trust Company in New York, has said: "The main value of library school training is the professional attitude and resourcefulness it develops in a person as much as the techniques and routines it teaches. If a person has a good firm knowledge of the fundamentals he can more intelligently break away from them in order to develop new ideas and plans which may one day broaden the fundamentals."³

PERSONNEL PROBLEMS

How does anyone beginning library training or work, know he wishes to become a special librarian? And on the other side of the hiring desk, how does the special library officer know what type of person to employ for his library?

The library schools are trying to answer these questions by two types of programs.⁴ Simmons in Boston teaches special library administration as a subject in its own right; Columbia has been stressing special library administration and has offered subject work in law and music librarianship; Denver has done what most schools do. This is to emphasize the attractiveness of the special library field for students with valuable subject specialization in their undergraduate work. Then those who prefer the special library field can prepare for it by concentrating all the project work, which must be done in the various basic library science courses, upon topics related to their field of interest. This is usually in the subject of their undergraduate or graduate work, as for example: chemistry, commerce, education, Romance languages, forestry, etc.

But the schools are not doing enough, either in training or recruiting for special library work. There are reasons for this. We are not conducting standard libraries for which a curriculum can be prepared with assurance. Admittedly by our very name, we are staffing special libraries. Probably the schools and the more serious thinkers about special library work are right in maintaining it is better for a beginner to commence professional work in a general library. There the staff is larger and one can learn by example and there opportunity also is afforded to observe certain types of specialized work. The large institution can absorb the beginners' mistakes more easily than the more sharply responsible and shorter-staffed special library. It is therefore probably preferable that librarians for the industrial and organizational library be secured from the staffs of the larger public and university libraries.

However, persons have come into special library work by many chance ways and will continue to do so. What of the person already working for an organiza-

³ *Special libraries*, v. 35, July-Aug. 1944, p. 324.

⁴ *Special libraries*, v. 35, Ap. 1944, p. 120; and the schools' catalogs.

tion who is drafted to serve in the library although he has no true library background or training? This individual is in a tight spot. He should do three things. The first is to find out why he was put there. If it is because he does not fit into any other kind of job, he should quit *if* and *as soon* as he can. Even if he does satisfactory work in the library, he will be better in some other company where a failure has not been chalked up against his record. The second is to do as good a job as he can. He should visit and study his fellow special librarians. Above all he should avoid the amateur's mistake in thinking that because most libraries are easy to use, they are therefore easy to create. The assemblage and maintainance of a good streamlined collection of information, handily arranged, take long hours and all kinds of brains. The third thing is to wangle the hiring of *full time* or part time professional *assistance or advice* on library problems and to maintain a self-critical attitude.

And now what about the personnel officer or special library supervisor who wants to hire a new librarian? The education of the employer of the special librarian is a continuing job. It must be carried on by individual special librarians and by our Association as assiduously as that of trustees is prosecuted by the public librarians. A committee of the Association, its Training and Professional Activities Committee, is charged now with this work.⁵ It is studying the question of evaluation of success in special library work, the question of salary and that of position. It is only by such education that there can be driven home to the employer, for example, the distinction between librarian and literature searcher. The librarian may be a literature searcher also, but a literature searcher is not *per se* a librarian. And in the matter of salaries it is especially important that an understanding be reached.

The United States Civil Service Commission has just rated anew the chiefs of certain divisions at the Library of Congress so that they are paid over \$7,000.00 a year, namely the Law Librarian, the Director of the Legislative Reference Service and the chiefs of the Divisions of Music, of Orientalia, of Maps, of Prints and Photographs and of Manuscripts (whose specialty of course is American history), as well as the Director of the Hispanic Foundation. For pure subject cataloging with no supervisory work required, the Commission has agreed that from \$3,800 to \$4,600 may be paid, this salary being rated by those doing independent subject heading and classification work in science, history and the like. Here is one employer, the United States government, who has been somewhat convinced and has seen some light. If this can be spread among all government agencies' libraries, it will finally be felt in an ever-widening circle of special libraries.

Finally there is a problem of promotion in terms of position and opportunity. In a special library more than in others this is a personal affair. Promotion comes from good service, and/or bluff, and/or luck. It is often the case that as the special librarian grows in knowledge and personal ability the library grows with her. Sometimes there is a question of promotion to another type of position in the company. If the chance comes to work as Consumers' Counsel or Vice-President-in-charge-of Public Relations, jump at it. That is what the lawyers do when given such a chance, so why shouldn't the special librarian?

WORK EXPERIENCES

There is an old truism that the employer is best handled by giving him and the organization good service. To define just what, in any particular special library constitutes maximum service, is very difficult. It is something that could be decided only by a mass meeting of the librarian, the supervisor and the whole

⁵ *Special libraries*, v. 35, July-Aug. 1944, p. 229.

group served, attended possibly by a panel of frank special librarians from other similar institutions.

The supervisor would have to answer for quarters, equipment, library stock and policy. The company's research workers, officers and other users would have to attest that their demands were fully expressed and were reasonable and clear-cut, as well as intelligently supplemented as progress or lack of progress in investigations resulted. The special librarian would have to demonstrate that his arrangements were appropriate to the assurance of maximum benefits for his clientele. This would take into consideration the limitations of his time, the library's own stock and that of accessible libraries, and certain intangibles. Intangibles are matters such as rapport with the library users, the gaining of their confidence and respect by demonstrating willingness and intelligence in both successful and unsuccessful cases. As for the panel of special librarians, these could probably tell the boss he was niggardly, the company researchers that they were addled and the special librarian that he was completely obtuse, and that in their libraries they did things so much more skillfully.

But without such a mass meeting the professional and intelligent person in charge of a special library can probably hold a meeting of I, myself and me, at which almost the same story will come out. The choice of methods and their execution can only be judged when local conditions are fully understood. The real requirement is that the librarian has been around, has seen and known of several systems, has thought through professionally the local problems and made some experiments, and at last chosen good arrangements with appropriate local adaptations. The public and university librarian is coming to the point too when he must ask for deferral of judgment on his arrangements. Often he must continue an outmoded and disliked classification or

service arrangement because the size of the collection or the architectural facts of the building do not permit any rearrangement to meet the professional heart's desire.

The same logic holds true for the quality of service. It does not do to accept a company officer's statement that he receives no service from the library. Perhaps the librarian in a banking library quite sensibly did not waste time checking on the language of flowers so he could send off a correct bouquet to his Aunt Matilda on her anniversary. The question of service may be one of time available. If a heavy load of clerical and sub-professional work must be carried by one or two persons, allowance has to be made for subject searchers that are skimped. But the librarian may be at fault for not demanding a share of the filing pool or stenographic pool. Still it is on the manner of making such demands that professional success or failure so often hangs. How one person "gets away" with it and another does not is one question that is hard to answer. Yet courage, imagination and self-respect have some part in it. United with a desire to serve, these will help win the respect of staff and supervisor. In this connection, the librarian in a special organization library has one advantage over the public librarian who is working in a special department. He knows who is supervisor and assistant, and grades service and time spent according to their importance to the organization. The librarian in a public library's Technology Division, for example, has no such guidance in measuring out service. Still the level of work in both cases is really remarkably conscientious. For one thing the special librarian knows that some of the less important of his clientele this year may be promoted within three or four years, and have retentive memories. The great art of good relations with the library staff is service, certainly, but I would not be an American, if I did not say something

about imaginative reporting, which is the special librarian's publicity. This reporting should take full credit for services given and be both regular and *now and then* special. It should reach the whole organization served if possible. The reports should be well told, and the librarian should not forget that in a small organization this can be done verbally as well as in writing.

As good service and expanding use increase the special library's standing, how should it develop? Again I feel it is a question of function. If the library grows by becoming a production unit, turning out information reports or surveys, then it probably should add subject specialists working on such, full time. The status of these persons must be fully understood. They are not librarians but are rather consultants. In the Legislative Reference Service of the Library of Congress there are subject specialists in administrative law, in public education and the like. These individuals may not be as skillful in discovering the Library's resources as regular readers. This is not very important. They have sub-professional library staff members assigned to help them. Their work rather is to see that the reports to Congress are in content technically expert. They are not librarians and show no signs of wishing to be. If your organization shows need and willingness to afford such services, by all means arrange for it. In organizations whose staff and whose libraries' clientele are "doers", that is business men, industrialists, public officials and others of the "doer" type, such consultant service added to the library service may be in order. Also there is nothing to prevent librarians on the staff having the inclination and skill from taking on such consultant work either for full or part time.

Another typical form of growth is the expanding of stock, of periodical files, of books and printed services. This is usually for the "thinker" type of clientele,

the lawyer, doctor and scientist who want to find material and examine it for themselves. If your users are of the "thinker" type, fairly conventional library service may be what is needed.

FUTURE OF THE SPECIAL LIBRARIAN

The future of the special librarian follows upon the expansion of American skill. One of the most warming experiences we university people have had is contact with the armed services trainees. The pedagogy of much of the training given is to have the service man listen to talks and read the text handed out, but the men will not submit to this. Despite training pressure, they come into the libraries to borrow comparative and supplementary texts. The high school teachers and librarians have been teaching the use of books and it has taken wide effect. When the Services release these men, many of them will return to the schools and later when employed by your organization they will wander into your plant or corporation library exactly as they are now coming voluntarily into ours.

It is here that the librarian will come to the fore. The very technology of information is becoming overwhelming. The government is now accumulating war combat film at millions of feet per month and is frantically devising schemes to know what it has and then to control it once it knows. If the flood of print has brought the librarian to his present professional status, the flood from the camera bids fair to double his standing. One picture is worth ten thousand words, and in speaking of film I mean not micro-film but pictures, both moving and still. Persons who need information are not going to ignore such advantages. The day is not distant when medical libraries will have transcriptions giving the sound of normal and abnormal lung in-and-exhalations, heart throbs and the like for the instruction of the medical practitioner.

Handling and rendering available all *these* variations of records is the great

and common professional task for all librarians. If any of us need fear the future, it is because there will be so much to do, so many ways. We shall need all the virtues and abilities of our past. We shall need all the education, all the flexibility, we can muster. There will always be a human loyalty to our organization, but there will be, however, less of the attitude expressed by the statement: "You have to come into our library young and grow up from the bottom". What will be needed rather is the attitude: "Something is wrong with this place and let's change it. You can start with me." Only people with such an attitude will

have the philosophy to meet the convulsions of our immediate future. The special librarian who has seen organization and reorganization, who has seen perhaps the whole company dissolve, is the best equipped of all librarians to meet these changes. If there are any who find them unpalatable, I can only offer them the great remark of Carlyle to Margaret Fuller. That brilliant blue stocking had in her middle thirties announced that she had decided to accept the Universe. Carlyle in a reply heard all over London and Boston snorted back: "Gad, you better".⁶

⁶ Wilson, D. A. *Carlyle on Cromwell and others* (1837-1848), New York, Dutton, 1925, p. 349-350.

THE SPECIAL LIBRARY AND DEMobilIZATION

By IRMA A. ZINK

Librarian, Potomac Electric Power Company, Washington, D. C.

THE special librarian in industry has the opportunity for a very real and highly personalized type of service to the returning man or woman who is in the process of reorientation into the company. Such service requires the closest cooperation between the personnel department and the library. The library can be of assistance to the personnel department, and the cooperation of the personnel department is essential to the library.

Much has been written and much more will be written concerning the psychological readjustment that must be made in changing from a strictly regimented life to peace-time occupations. Suffice it to say that there probably will be two main types of individuals with which industry will be dealing: those to whom the whole experience has been abhorrent and so foreign to their natures that the more quickly they can forget it

and the more unobtrusively they can re-enter their old life, the better they will be; and those who have had opportunities for growth and change to such an extent that they will wish to bring their experience and their new abilities into play in the old situation. Both have something in common, but each has divergent needs.

What both will want is to be brought up to date on what has been happening in the company during their absence. Its cooperation in the war effort, its adjustment to the new demands made upon it, its plans for the future; all these are of supreme interest. Some companies have made an effort to keep their absent employees informed by sending them house organs or company letters from time to time. If these are available, and the employee has not seen them, they will be an excellent means of telling him what he wishes to know. If such is not the

case, then someone in the company should prepare for him a very brief history of the company during the war. Some libraries are repositories of sufficient information to make it possible for the librarian to prepare this history. Where this situation does not exist the library can act as yeast in setting the idea to fermenting. There is always some official who has the necessary information and who can be prevailed upon, with the aid of the library, to work out such a project.

However, there is also a wider area in which the returning employee will find a gap in his knowledge that the library can fill. After he knows, or has at hand, what has been happening in the company during his absence, where will he discover what has been going on in his special field or in the field in which the company is interested? It is the obligation of the librarian to be ready with the answers. A judicious choice of material from clipping files, periodicals, newspapers and books will serve to give him a bird's-eye view. A few pertinent paragraphs, with reference for wider reading, should be sufficient. These will serve the double purpose of giving the desired information while, at the same time, recalling the library to the mind of those who have used it. They will also introduce the library to those who are not or have not been library-minded.

The office through which the returning employee makes his first contacts with the company is probably the best distributing agent for such material. However, it might be found advisable to write him a personal note to arrange for a personal interview. One cannot place too great an emphasis on the necessity of complete cooperation and coordination of effort between the personnel department and the library.

All of this leads up to the most important problem, that of getting the individual back into the organization and functioning at top efficiency in the shortest possible time. If his war experience has

had little connection with his peace-time occupation, he will have become rusty on techniques and procedures. Here is where the library can be most useful to him. Handbooks, manuals and descriptions of new methods should be placed in his hands as soon as possible. Perhaps an all-inclusive list of recent accessions, with very brief annotations, will serve this purpose. In large organizations where there is a good deal of departmentalization, books of interest to that special department could be listed and given to the department head to distribute. The difficulty is always to know where to strike the mean between overwhelming both the department head and the employee with too much material, and failing entirely to present only the most pertinent information.

For those who have been fortunate enough to do about the same type of work in service as they were doing in industry, the matter assumes a different aspect. Here, in all probability, it is the one coming back into the organization who will have something to offer. War has stepped up the pace in many fields of knowledge and endeavor, and achievements in many lines have, of necessity, been kept secret. The returning soldier will more often than not be the one person who has the newest approach and the latest techniques at his command. The question now is how to give him the opportunity to communicate his knowledge to the organization. Here, again, the role of the library will be mainly that of a leavening agent. It will be up to management to see to it that all possible advantage is taken of this new source of information, and the librarian should be the one to suggest this idea to management. And, if the contributions made by the returning service man are such as to be worthy of preservation, surely a record of them should be kept in the library.

Finally, the library has a responsibility toward those who have come back with a

more mature outlook and a desire to advance in their positions. Most communities have facilities for night classes and for other sorts of in-service training. The librarian should be familiar with them. The demobilizing agency offers each man and woman opportunities for further education and the very fact that he or she is back on the job means that it was not feasible to devote extra years to such pursuits. However, the armed forces have offered their personnel various self-help courses under the aegis of the Armed Forces Institute and many will have formed the habit or desire to continue in such part-time endeavors. It will certainly be to the advantage of both the company and the individual if he is encouraged. Undoubtedly the personnel director will be cognizant of community facilities for such continued schooling, but the library can be a fountainhead of information and assistance if the libra-

rian has the requisite community contacts and is aware of community resources. And, while the library cannot undertake to furnish textbooks, it will have much collateral material that can be most useful to an aspiring student. Again it is a question of finding ways of extending the library's resources to those who need them. Each situation is a law unto itself and each librarian will have favorite and time-tested means of placing the library's wares before its public.

It goes without saying that a rapid reintegration of service personnel into society is an end desirable in itself. When the special librarian can render good service to the company and its employees, there can be no argument against putting forth great effort to achieve the desired result of a happy man or woman giving his best work to a company that is making a contribution to the life of the nation.

A SCIENTIST THINKS ABOUT THE POSTWAR INDUSTRIAL LIBRARY¹

By F. T. ROGERS, JR.

Laboratory, The Lukas-Harold Corporation, Indianapolis, Indiana

IN my thinking about the postwar industrial library, I find it extremely helpful to keep always in mind the fundamental philosophy which I associate with the library and with the librarian. This philosophy stems from the time when the functions of the library and the librarian were solely to collect and preserve the written evidences of man's knowledge and man's thoughts. The library and the librarian came in time to constitute a veritable mine of human experiences and of human reflections upon those experiences; and as a living record of the past, they came to constitute a foundation-stone upon which the future

could build. To a definite and probably measurable extent, in fact, the library and the librarian have served to help mankind to push himself, through the relentless flow of precious time, upwards toward a more satisfying life. Not that one can comfortably say that life on the planet Earth in this Fourth decade of the Twentieth century A. D. is a "more satisfying" life, but one can say that, at least from our point of view, the life of the Twentieth century has potentially more satisfying characteristics than the life of, say, the Fourteenth.

In the present day and age, a time which we like to think of as being characterized by a growing "social sense" in the mind of the people, the library and the

¹ Paper presented before Indiana Chapter S. L. A., March 29, 1944.

librarian are in a position peculiarly well suited to the active encouragement of man's efforts toward his more satisfying life. Like the medical profession and like the ministry, the library and the librarian have long been servants of mankind; as humanity needs physicians and clerics, so now it needs librarians and their profession, if it is to find its rational way with more clarity and less anguish through these troubled years. You librarians have the knowledge of the ages in your stacks. We, the soldiers and the statesmen, the designers and the engineers, the philosophers and the scientists, as well as the rest of us, the people, ask your help in finding, learning and using that knowledge.

PHILOSOPHY APPLIED TO INDUSTRIAL LIBRARY

This is all very well, you may say, but how can it best be applied to the industrial library and to the industrial librarian? My answer is that there are several possible ways, some minor, some major, all progressive, none revolutionary.

There is not, I think, much more that the industrial librarian can do in regard to the collecting of books and journals, for the publishers seem to be more than willing to keep him informed of new material. Probably the only phase of collecting which could advantageously be augmented, is that of locating and acquiring scarce items. I am thinking, for example, of Sir Richard Glazebrook's old standby, his *Dictionary of Applied Physics*, which should be in every industrial library but is not, and also of the brilliant recent work of Conrady, his *Applied Optics and Optical Design*. Unlike the average reader of books, the progressive technical people who use the industrial library will want these scarce volumes because they are good books, and they will want to use them for long periods of time—borrowings from other libraries are not uniformly satisfactory. The finding and acquiring of such items is, I know, slow work and difficult, but

your conscientious user of the library appreciates it no end.

Even though an industrial library has an excellent collection of books and journals, its use may be severely inefficient if access to the collection is difficult. I am inclined to feel rather strongly that in a large industrial organization, the library should exist as a group of carefully located branches. There seems to me to be a tendency toward the branch-library system in the colleges and universities doing a large amount of technical work; and I feel that the library for industry could well be patterned along the same lines. For example, the scientific branches of Miss Alice Dean's admirable library of The Rice Institute, are so situated on the campus that no group of scientists is more than a 60-seconds' walk from all of the collection which pertains to his own field of science. Industrial installations consisting of three branches, each located centrally among its potential users—one branch for engineering and design, another for the collection of works on manufacturing and production and a third for research—would appear to me to meet all requirements for maximum usefulness with a minimum of duplications.

What about the "creature comforts" which the postwar library could provide? Shall we be satisfied with the austere glory of the Bodleian, where, as Sir J. J. Thomson tells it, the ink has been known to freeze during Tripos examinations? Or shall we insist upon the cozy geniality of the library of the Yerkes Observatory? My own preference, personally, is for a library of the kind that Donald Culross Peattie had in his cabin on Fish Creek; but that, I fear, is mere impractical dreaming! Certain things we shall have, and soon, for they are almost upon us full-blown. Fluorescent lighting, air-conditioning, which seems to have potential value for the books as well as for their possibly allergic users, sound-absorbing walls—these I need not urge.

What I do want to urge however, and especially for industrial and commercial libraries, are provisions for two rather more personal and intimate comforts. Inasmuch as I am definitely hedonistic, as I know countless of my colleagues are, both in industrial and in scientific circles, I am convinced that the attractiveness of a library as a place for prolonged and serious technical work is to a large degree controlled by "the little things". Two of these I now propose; and though they may amuse you, such as they are, I offer them. First, I propose that every library install for its users, at least two deeply cushioned, heavily-upholstered chairs—chairs designed in the best tradition of men's clubs for relaxation and consequently for a most effective use of the mind. I feel in all seriousness that the technical libraries at Yerkes Observatory and at Phillips Hall in Chapel Hill, owe a good measure of their usefulness to the persuasive appeal of their deeply upholstered chairs. Secondly, I propose that the library profession re-examine its general ban upon smoking, with the aim in mind of discovering ways and means to permit it. Having studied at times in libraries wherein smoking was tolerated, I am whole-heartedly for it! I agree in fact, with J. B. Priestley when he implies in his *Midnight On the Desert*, that a smooth-burning pipeful of proper tobacco is one of the fundamental pleasures of existence. To the average scientist, it is the spark plug to his thought processes. I submit, therefore, that the industrial library can serve its clientele more extensively if it will suitably cultivate these two harmless pleasures (or minor vices) of its clientele, and will thereby hang out a larger "Welcome!" sign.

SERVICES LIBRARIES CAN RENDER

Aside from these relatively minor matters about which I have been speaking, there remain other proposals of much more importance. I am speaking now of services which the library could render to people in active departments of research

and of engineering, and to a lesser extent to people in departments having to do with manufacturing and production.

The first of these professional services which comes to mind as being of value, would be the rapid reproduction of selections from journals and books. As an example of what I have in mind, suppose that I happen to be assigned to work on a technical problem having to do with some special aspect of what we call a "vacuum system", and suppose for the moment that I know nothing about the details of vacuum systems. I know of a magazine article, however, which is just the thing to orient me in the field of vacua. I telephone the library and, having introduced myself, I ask it to furnish me by three o'clock with a copy of this article. The library, being my ideal post-war library, locates the article, photostats it, and dispatches it to me within the hour, thus making everyone happy; for I have now a copy of the article, which I can take with me wherever I go and can study whenever I please, while the library still has its copy of the magazine in its file, and not roaming around somewhere. Whether the library does the photostatting or some other department of the parent company does it, is immaterial to me as long as the delay for reproduction does not regularly impede my work on vacuum systems.

The other of these professional services which comes to mind as being of value, would be the rapid preparation of abstracts of journals. My conception of the way this job should be done is that it should be a cooperative job. Suppose that I am still working on my vacuum systems, but that right now I am interested in the details of how to measure a vacuum. I have discovered in the course of my work, one or two or three ways in which to measure a vacuum; but I do not wish, as the saying goes, to "miss a single trick". I want, therefore, to see, at least in the form of abstracts, everything that has been published in the jour-

nals on the subject of the measurement of vacua. So I telephone the library and ask for a complete abstracting of the writings on the subject: "Vacua, Measurements of". The chances are that the library staff will be momentarily at a loss to fill this request of mine; so we arrange to proceed cooperatively. For the next two or three days, then, I examine all available indexing and abstracting journals for references pertinent to "Vacua, Measurements of", carrying the search back as many years in time as seem worthwhile, and I mark all these references. Then the library staff, following my markings, compiles a complete, annotated, abstract-history of the subject, carefully typing it in legible form, and binds the completed study in a booklet as a library-report. All of which procedure satisfies everyone: it saves the library staff from the bewildering search for references to a subject, all of whose ramifications might not be clear to it; it saves me from the time-consuming task of personally collecting the mass of information, by leaving it in the hands of trained librarians; and,

finally, it produces an information booklet of solid technical value to the company for years to come.

CONCLUSION

To provide effectively even these few services which I have outlined, a company's industrial library would clearly require a larger number than they now have of assistants or apprentices requiring no special training, who could handle those routine matters of the library's operation. I feel that this need for such additional help is obvious, for trained and professional librarians cannot serve to the best of their ability if they remain tied down to the drudgery of the mere mechanics of library-housekeeping.

In summary then: for the postwar years, I should hope to see industrial libraries giving more effective attention to the problems of maximum usefulness (as branches, if necessary) and to matters of attractiveness and comfort to their users; I should hope to see the libraries' activities so closely integrated with their companies' industrial programs, that they include active participation in reprinting and abstracting services for the company.

POSTWAR PLANNING FOR LIBRARY SERVICE ON THE WEST COAST

By DOROTHY ENGSTRUM ROSEN

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TODAY, when the abnormal has become the commonplace, librarians and research workers the country over know the sharp impact of war and the attendant disruption of normal operations and performances. At the risk of being charged with a sectional or prescribed view, it seems correct to say that the upheaval on the west coast has been particularly marked. The War has

produced economic and social situations with which Westerners formerly had little or only slight acquaintance. The accelerated industrialization, on a tremendous scale, of the entire region with particular concentration in the five large cities, Seattle, Portland, San Francisco, Los Angeles and San Diego, has brought to the fore people, problems and concepts only partially recognized before.

Aircraft and its allied manufactures and ship-building are, of course, the two largest industries, but many others such as the fabrication of steel and the whole range of petroleum refining and its synthetics have made their appearance. It is long since this area could be called the "wild" west and now it is no longer the agricultural west alone. World War II has been the means of closing the industrial frontiers of our country in the area where geographic frontiers were the last to be sealed.

While the closing phases of the War are still far removed, western librarians are turning their attention to the problems of readjustments that will come with peace, or more correctly the cessation of battle. These problems are no minor ones in view of the large shifts in population, the changed economies of many sections, and the intensified industrialization that was hastened by the onset of hostilities. In the industrial and metropolitan areas are current such questions as: How much library service should be provided for industrial workers? Is this a problem for the employing organization or the public library of the community? How far can joint, cooperative industrial research be carried on in a competitive industry? How can library resources be developed cooperatively? Should responsibility for enrichment of research tools in an area be shared by the libraries of the area, and if so, on what basis should distribution of responsibility be made among the several types of libraries? How can private industry, as well as separate governmental agencies and jurisdictions be encouraged to cooperate by sharing rather than duplicating their research resources? How can new industries, and old ones, be encouraged to set up library and research divisions under the direction of trained librarians? How can we "sell" the library idea to industry?

And, if industry does develop its planning and research functions, how can alert, dynamic, young men and women,

qualified for library service, be encouraged to prepare for it? Particularly, what can be done to interest men in librarianship? How can established services in technical, industrial and public libraries be maintained and expanded? What is to be done with new concentrations of population where library facilities are inadequate? How much money will be available for library service after the war? Actually, how important is the library function? Is it merely a desirable, but non-essential service agency, or does it deserve a high priority rating in the postwar world? What effect would an economic depression have upon library service? Under such circumstances, would business and government tend to dispense with this agency?

POSTWAR PLANNING IN URBAN AREAS

These, then, are some of the considerations being pondered in the urban areas, and many plans to cope with them are in the making. In the large rural areas of Oregon and Washington librarians are directing special attention to the extension of library service and to broadening the basis for its support. Within the last few months the Washington Library Association has issued a pamphlet, *Program for Library Development in Washington*, which outlines plans for the expansion, in all fields, of library service to the citizens of that state. In their recapitulation, the committee members who prepared this program stress the need for extension of adult library facilities by grants-in-aid similar to those provided for public schools; the need for better school library service; the necessity for developing and co-ordinating library resources and services in institutions of higher education and particularly for the increased support of the Pacific Northwest Bibliographic Center at the University of Washington; the need for amplifying the services of the State Library to all citizens and, finally, the particular necessity to interest all citizens in library matters by keeping them well in-

formed as to progress made for improvement of services. Of striking import is the directive of Governor Earl Snell of the state of Oregon under which library needs of the state in the postwar era are being surveyed. Much of the planning for enlargement of public library service in these two states is under the able guidance of their respective State Librarians, Gretchen Knief Schenk in Washington and Eleanor S. Stephens in Oregon.

In California, the theme selected for the 1944 convention of the California Library Association was "Pertinent Phases of Library Development after the War with Emphasis on Inter-American Relations". Under the leadership of its President, Dr. Mary Duncan Carter, members of the Association participated in a series of significant conferences dealing with Latin American trade and cultural relations, their development in the postwar scene and their import to library service. At one session devoted to "Regional Resources: Fixed or Fluid?", Dr. Laurence Clark Powell, Librarian of the University of California at Los Angeles, presented a number of librarians, all experts in their special fields, who discussed such matters as present resources, duplicate disposal, union catalogs, inter-library lending and documents. Out of this session came a resolution by which the Association is to take steps to develop specific plans for regional library cooperation. Since that time, Dr. Fulmer Mood of the staff of the University of California at Berkeley has been appointed by the University's administration to direct a survey of library resources of the state University at Los Angeles and at Berkeley and of the several state colleges. Such a survey should provide information useful not alone to the state institutions, but to all institutions of higher education in California.

A RECRUITMENT PROGRAM

Two related problems to which considerable thought is being directed are

those of recruitment and training for the profession. Looking forward to the postwar demands for personnel in the library field, and endeavoring to meet the present shortage of trained workers, a joint recruitment program has been set up by the Alumni Associations of the School of Librarianship at the University of California and the School of Library Science at the University of Southern California. This program, which was instituted in 1943, is at present directed primarily to the matters of acquainting vocational counselors with the requirements and qualifications needed for librarianship and to interesting young men and women of varied educational backgrounds in entering the profession. Opportunities in the special library field and the importance of special subject knowledge are particularly stressed. It is presently anticipated that the Alumni Association of the School of Librarianship at the University of Washington will join in this activity and future plans include the expansion of speakers' committees and participation in counseling programs.

In southern California, some of the most extensive postwar library planning has been carried on in conjunction with the Committee for Economic Development. With Helen E. Vogleson, Librarian of the Los Angeles County Public Library, as Chairman, the Libraries and Research Division of the Women's Committee of the C. E. D. has been at work since early 1944. Through numerous sub-committees, various aspects of the problem of library service in the Los Angeles metropolitan area are being studied.

CO-OPERATION BETWEEN PRIVATE INDUSTRY AND GOVERNMENT

Recognizing that postwar economic stability is largely dependent upon close co-operation between private industry and government, and that libraries have the responsibility to assist both in the solution of their problems, the sub-committee on Special Services, chaired

by Josephine B. Hollingsworth, Librarian of the Municipal Reference Library in Los Angeles, has prepared several working plans of particular interest to special librarians. One plan calls for a pooling of library resources for such postwar industries as petroleum and rubber by the establishment of a joint research library operated and maintained by the industries served. Such a program is in successful operation in the aircraft field at present under the direction of the Pacific Aeronautical Library in Los Angeles. Another project calls for the compilation of a detailed card directory of library resources in the area which will supplement the national volumes now in preparation.

Still another plan proposes distribution of a pamphlet publicizing the services libraries can provide for industry in its anticipated difficult period of reconversion. This leaflet will be brief; it will use non-library terminology and will chart practical ways in which libraries can aid both within and without the individual

plant or firm. One of the most ambitious plans for the area is the proposal that the Los Angeles Regional Planning Commission investigate and co-ordinate the library building programs of the several jurisdictions within metropolitan Los Angeles to the end that library service here may be more evenly and adequately distributed without undue hiatus or duplication. Finally, peace-time service to veterans is being accorded large consideration. Several library agencies are working Vocational service of the Administration.

In review, this summary of postwar ing with the Veterans Administration and especially with the Rehabilitation and plans for library service on the west coast seems lengthy. Solutions for the problems indicated, however, are but a part of the total service responsibility of librarians to the social scene, no matter what their special fields or abilities may encompass; and western librarians have already gone to work to meet this call upon their resources, training and abilities.

BETTER HOMES IN THE OFFING

By GLADYS MILLER

Decorating Editor, *Small Homes Guide*, New York, New York

A NEW approach to living is being crystallized. Its success or failure in large and small communities depends greatly on the available reference material in libraries and the familiarity librarians have with the literature.

Readers who are, or who should be, interested in this material are those whose work includes a study of Home Economics, Economics, Current Events, Art, Architecture, Markets and Marketing. Homemakers should be interested because of vast anticipated renovation and re-building markets.

Training directors in retail stores should be supplied up-to-date material and sales-people be encouraged to read. This material should include books with basic information; books with specific information; current magazines and technical books as well as booklets and pamphlets prepared and issued by manufacturers many of which are far in advance of books on the subject.

Henry Kaiser and others claim that six million new homes will be needed after the war. What kind, what style, what materials, can and will be used? What should be known and understood

as to individual houseplanning or group and section development planning? How much interest and knowledge should citizens have in slum clearance? What is the truth about prefabrication? What will the plastic, glass, synthetic rubber fields contribute to better living? How will electronics make housekeeping easier? Will new styles, new fabrics, new floor coverings be developed which will replace all those now in existence? Is our present American home dated? New hospitals, new factories, new public buildings, new airports will be needed. How will these affect communities? Need we have slums? If not, what are some of the problems and solutions?

All of these questions and their answers should have vital interest for the citizenry of any community. The problem is not something superficial and fleeting. It affects the very fiber of the culture of our nation, as well as its morale and morals. The solutions should not be left to politicians.

Already many signs point to various groups organizing for study throughout our great country. The General Federation of Women's Clubs has placed the study of the American home at the top of the list. The Cooperative School for Teachers in New York offers a course which attempts to meet realistically the problems of the directors of all city child care centers. Class meetings utilize workshop techniques in analyzing problems presented by the participants. Among the problems discussed are planning new buildings and remodeling old ones, selecting equipment, budgeting, organizing programs, planning meals and utilizing community resources. The Boards of grade schools, high schools and colleges, are realizing that changes are needed in their courses of study. Manufacturers and retail outlets are cooperating to create and sell better designed and better quality material.

The war has of necessity created a vast amount of new materials, which will

affect our homes, offices and public buildings—new paints, easy to apply and clean; fabrics which will not shrink or stretch and can be easily wiped off with damp cloths; and the great field of electronics will eventually do miracles. Most anticipated is the Precipitron, which will keep dust out of the air and off the furniture. New uses of metal will in the future make furniture lighter and easier to move. New plastics will create new fabrics with greater durability and maintenance qualities.

The public should be kept constantly informed on these subjects and learn to know and recognize good design, excellent proportion, appropriate scale, perfection of line and the use of color. Although we have made excellent strides culturally through listening to the radio and phonograph and through educational courses, toward an appreciation of good music, conversely, there has been a tendency to minimize the factors which create a good home. Decorating has been considered a superficial need. If anyone could see the homesick confused government girls, the WAVES and the SPARS, moving into their well-planned, gay and colorful temporary quarters in Washington; if everyone could hear the many questions asked by the young brides planning for the homes they will have when husbands return from the War; if everyone could read the hundreds of letters coming in from all parts of the world from boys interested in how other people live compared to our standards, all would realize the challenge ahead of us.

Libraries can meet this by purchasing some of the following books and magazines and by collecting pamphlets from near and far. Also many manufacturers have technical exhibits which could be shown in public and special libraries.

BOOKS

- Aronson, J. *Encyclopedia of furniture*. Crown. 1938. \$4
 Aronson, J. *Book of furniture and decoration*. Crown. 1941. \$2.75

- Caverly, D. P. *Primer of electronics*. 1943. McGraw. \$2.
- Denny, G. *Fabrics, a dictionary*. Lippincott. 1942. \$2.50
- Fry, E. M. *Fine building*. Ryerson Press. 1944. \$4.50
- Gillies, M. D. *All about modern decorating*. Harper. 1942. \$4
- Hardy, K. *Beauty treatments for your home*. Funk. 1942. \$3
- Hawkins, J. H. *Your house, its upkeep and rejuvenation*. Barrows. 1943. \$2.50
- Miller, G. *Decoratively speaking*. Doubleday. 1939. \$4
- Mills, J. *Electronics, today and tomorrow*. Van Nostrand. 1944. \$2.25
- Munsell, A. H. *Color notation*. Munsell Color Co., Baltimore. 1941. \$2
- Perry, T. D. *Modern plywood*. Pitman. 1942. \$4.50
- Phillips, C. J. *Glass, the miracle maker*. Pitman. 1941. \$4.50
- Terhune, F. *Decorating for you*. Barrows. 1944. \$3.75
- Toumey, D. *Home mechanic*. Macmillan. 1943. \$2.50
- Townsend, G. and Dalzell, J. R. *How to plan a house*. American Technical Society. 1942. \$4.50
- Tucker, A. *Design and the idea*. Oxford. 1939. \$1
- Whitman, R. B. *First aid for the ailing house*. McGraw. 1942. \$2.50
- Wills, R. B. *Houses for good living*. Architectural Book Publishing Co. 1940. \$4
- Wright, F. L. *Autobiography of Frank Lloyd Wright*. Longmans. 1938. \$3.50

IN A LIGHTER VEIN AND NOT SO
FUNDAMENTAL

- Draper, D. *Decorating is fun*. Doubleday. 1939. \$2.79
- Robsjohn-Gibbings. *Goodby Mr. Chippendale*. Knopf. 1944. \$2

MAGAZINES

- Architectural forum*. monthly. \$4. Time, Inc., New York
- Architectural record*. monthly. \$3. F. W. Dodge Corp., New York
- House and garden*. monthly. \$3. Condé Nast Publications, Inc., New York
- House beautiful*. monthly. \$4. Hearst Magazines, Inc., New York
- House furnishing review*. monthly. \$2. Haire Publishing Co., New York
- Interiors*. monthly. \$2. Whitney Publishing Co., New York
- Magazine of art*. monthly. \$5. American Federation of Arts, Washington, D. C.
- Modern plastics*. monthly. \$5. Modern Plastics, Inc., New York
- New pencil points*. monthly. \$3. Reinhold Publishing Corp., New York
- Retailing* (Home furnishings edition). weekly. \$3. Women's Wear Co., New York
- Small homes guide*. twice annually. 25¢ each. National Homebuilders Bureau, New York

LAURA WOODWARD

Her life was full of action while her dreams
Were fraught with true objective; thus her acts
Brought definite results for all of those
Who joined with her in work for common ends.
She had the gift of leadership it seems
And all her moves were based upon sound facts
And all the fellow workers whom she chose
Were honored by her faith in them as friends.

Now she has left us for a greater life
In that hereafter where all facts are known
And where her ideals will be understood.
God grant that we may profit by her strife
For sound objectives, and our thoughts be flown
To tell her that her aims were understood.

DORSEY W. HYDE, JR.

CONVENTION 194—?

IN view of the critical transportation situation that necessitated the severely restrictive ODT order, and of the desire of Special Libraries Association to cooperate with the government in its all-out war effort, the S. L. A. Executive Board has voted to cancel the Convention scheduled to be held in Chicago, May 21-23, 1945. It was only after careful consideration, and with regret, that this step, for the first time in the thirty-seven years of the Association's existence, was deemed necessary. Executive Board and Advisory Council meetings will, however, be called in Chicago at the end of the Association year, to

transact the necessary business of the Association. Out of town attendance must be strictly limited to fifty.

Plans for presenting papers and proceedings in printed form are under consideration. Dates for a Convention in 1946, corresponding to those in 1945, will be held open for the Association by the Drake Hotel.

Because we shall not have the inspiration of meeting in convention, we must redouble our efforts to support Group, Committee and Chapter activities to maintain the high level of enthusiasm that characterizes our Association.

WALTER HAUSDORFER, *President*

LIBRARY BINDING INSTITUTE ACTS ON CRITICAL SITUATION

CRITICAL conditions in the supply of buckram for binding and in bindery operations and labor costs were the most important problems covered at the tenth annual conference of the Library Binding Institute, held in Detroit on November 15 and 16, 1944. It was also discovered that an increasing loss of time and money was caused by periodical materials being sent to the bindery incomplete.

What is being done to meet the danger of the threatened end of the buckram supply was reported by the Executive Director, Pelham Barr. The members expressed their appreciation of the cooperative efforts of Phillips Temple, S. L. A. Washington representative. (See *SPECIAL LIBRARIES*, December 1944, p. 501.)

The latest Washington regulations, with explanations and answers to questions, were the subject of a special session, a considerable part of which was

devoted to what is permissible and what is not in raising wages under the War Labor Board regulations.

The members unanimously agreed that the Class "A" binding specifications should be maintained as they now are, regardless of materials shortages; and that when alternative cover materials have to be used, they will be submitted to the Joint Committee for approval, in accordance with the established procedure. All agreed that quality of workmanship must not be lowered in any way. The shortages of materials and labor have led to giving priority to the work of regular customers.

The postwar "miracle" materials which are expected will have to be tested in the laboratory, in the bindery and in the library before they can be permitted in the specifications, the members were warned; and L. B. I. will be ready to undertake the necessary research. Some of these

materials, especially those developed by concerns not familiar with the needs of library binding, may be found not to live up to the extravagant claims made for them. Particular difficulty is expected in binding materials using new synthetic resins and plastics.

Cost and production controls were the most important topics at the Management Session. For some time, the Executive Director has been studying the problems of developing a system which would really be workable in library binderies but no ready-made system to date has been found satisfactory for this purpose.

Of particular importance to special libraries are the difficulties being caused by incompleteness of periodicals and other serial materials sent to binderies. The problem is an old one greatly aggravated by the low supply of extra title pages and indexes; many publishers have been forced by the paper shortage to print no more than is absolutely needed. Too many librarians, the members reported, have become dependent on their binders to locate missing material. Much incomplete material is held up in the bindery, sometimes for months, while the

binder tries to obtain the missing parts.

Under the chairmanship of Ralph A. Ulveling, Librarian, Detroit Public Library, a number of leading librarians presented papers at the Joint Session of librarians and binders which opened the meeting. Among the papers specifically applicable to special libraries was one on "Conservation of a Technology Collection" by Ernest I. Miller, Chief, Technology Department, Detroit Public Library. Mr. Miller's paper offered the following ideas: In the technology library field, greater emphasis is on preservation for use than on preservation for historical purposes. Most important in such a library are the files of technical journals and learned society publications. One practice is to bind in standard buckram everything that is to be saved. The selection of "little used" items would require considerable "master-minding" so the Technology Department now binds in all advertising pages and covers. Also widely used in a technical collection are manufacturers' data and catalogs, so that it is frequently found necessary to bind trade literature.

PELHAM BARR

ACTIVITIES OF CHAPTERS, GROUPS AND COMMITTEES

CHAPTERS

Connecticut

The Connecticut Chapter is planning to have group discussions at each meeting when members with problems will have an opportunity to discuss them with other members having similar ones. The subject matter of these discussions will be limited so that concrete ideas will develop rather than vague generalizations.

Illinois

The Illinois Chapter War Activities Committee had as its first project the filling of blank scrap books for service men in Army and Navy Hospitals, isolated camps, battleships, transport vessels, landing craft and submarines. With a little ingenuity to make these attractive, and

filled with cartoons, quiz games, poetry, pin-up pictures and cross-word puzzles, they afford many hours of amusement for the men.

Indiana

The January meeting of the Indiana Chapter was devoted to an open discussion of new methods and procedures. Pamphlets, routing periodicals, short cuts and "Problems: How are they solved" were among the topics discussed. The last subject dealt especially with the problems that have come about because of the war, such as the length of time it takes to have publications bound, the delay in securing missing items, etc.

Montreal

The Montreal Chapter is sponsoring refresher courses for librarians this spring which will

consist of a fortnight's program of one-half day lectures given by members of the Special Libraries Association and the McGill Library School Staff.

Philadelphia Council

In celebration of its twenty-fifth anniversary the Special Libraries Council of Philadelphia and Vicinity devoted its November 1944 *Bulletin* to the story of the founding of the Council and its aims through the years which followed. The Council was organized on October 6, 1919, in the office of Mr. C. B. Fairchild, Jr., Executive Assistant of the Philadelphia Rapid Transit Company.

A Science-Technology Group has recently been formed within the Council in response to a petition signed by 50 technical librarians. The potential membership of this Group is 110 members representing 67 companies.

At its first meeting there was a discussion of abstracting versus indexing periodicals, led by Miss Gretchen Little, Librarian of the Atlas Powder Company. Plans are under way for discussions at future meetings on patent searches and similar topics.

Southern California

Dr. Mary Duncan Carter, Director of the School of Library Science, University of California and an S. L. A. Director, has been granted a year's leave of absence to become librarian of the O. W. I. Library at Cape Town, Union of South Africa. Miss Violet F. Myer of the Queens Borough Public Library, New York, has been appointed Assistant Librarian.

Dr. Maurice Melles, Deputy Director of the Office of Production and Development with Lockheed Aircraft Corporation, spoke informally on the "Role of a Library in Industrial Research" at a meeting of the Southern California Chapter on November 20, 1944. Dr. Melles believes that "it is the librarian who should adapt herself to the engineer's point of view, should use the terms and subject headings with which the technical staff is familiar. He outlined the steps usually taken by the engineer in solving his research problems, listing the use of the library as a readily accessible and economical step. He stated that the engineer wants material on the basic theories and principles in back of the product on which he is working, rather than specific solutions. The research man expects, obviously, the necessary handbooks; moreover, he expects the librarian to call his attention to all new material on his subject. It would be well, therefore, to keep the librarian informed about each problem under consideration in the research laboratory." Lastly, Dr. Melles pointed out, "Engineers, just like most

men, are creatures of habit; they do not like change. Especially not in the library."

An unusual meeting was held by this Chapter in January when member "experts" presented the problems of following current state legislation. Thomas Dabagh, County Law Librarian, discussed the complexities of California state legislation; and Olive Ryder of the County Public Library and Josephine Hollingsworth of the Municipal Reference Library (Los Angeles) told about how to obtain information concerning legislation pending before the Board of Supervisors and the City Council.

GROUPS

Hospital and Nursing Librarians

The December 1944 issue of the *News Letter* of the Hospital and Nursing Librarians' Group contained so much interesting information that part of it is quoted below:

"Our membership includes 43 Active, 10 National Associate, 2 Institutional; a total of 55 members. We thought you might be interested that of this number 31 librarians are from the East, 17 from the Middle and Central states, 3 from the South, 2 from the West, 1 from Canada, and 1 from Hawaii. What about you librarians from the South, the West and Canada? Send in your application for membership and help our Group grow.

"The notices about the Group in the various journals brought in a response from over 150 librarians. Many of these have already joined, but we need many more to help promote library service in hospitals. The growth of our profession depends on the unity and organization of all hospital librarians.

Qualifications for Membership

"A great many letters have come to us asking for the qualifications for membership in this Group. All individuals actively engaged in library work in a hospital, or those formerly so engaged, are eligible. This includes all medical, nursing school or patients' libraries in hospitals.

Records of Patients' Reading

"Of special interest to patients' librarians will be this announcement of a project on the records of patients' reading, to be worked out with the cooperation of the Hospital Librarianship Course at the University of Minnesota. Those of you who are keeping such records are urged to send to your Group Chairman the forms that you use, with a statement of the number of patients who have reading histories.

Gift of \$1,000 Creates Library

"A \$1,000 check has been presented to Paterson (N. J.) General Hospital for the estab-

lishment of a library for the hospital's School of Nursing. Known as the Wilson Memorial Library, it has been dedicated in honor of John R. Wilson, retired superintendent of Paterson schools.

Information Wanted

"One of our members, a librarian in a nursing school, wishes information about a satisfactory classification in use in Nursing School Libraries based on the Dewey Decimal System. Her library has 3,500 volumes classified in Dewey. Difficulties are met with books in the Nursing Specialty. Anyone having suggestions to help to 'ease her thorny problem,' please write to Myrtle Stubkjaer, Secretary of the Group, Glen Lake Sanitorium, Oak Terrace, Minnesota, who will pass on the information to her.

Good News

"We are proud to present the following announcement which was received from Associate Dean Ernest J. Reece, Columbia University, New York.

"The School of Library Service at Columbia University announces a program of courses relating to hospital library work for the summer session of 1945, running from July 2-August 10, inclusive. The core of the program will be a course entitled *Library Work with Hospital Patients*. It will be open to persons who, being personally and otherwise suited for professional library work with patients, are graduates of an accredited library school. It will be available also, as a free elective, to first year students at the School of Library Service who have finished such prescribed courses as are essential to the pursuit of electives and are adapted to dealing with patients in hospitals. This course and the advising of students regarding the program will be in charge of Miss Ernestine Rose, formerly a hospital librarian. Specialists in the New York area will be drawn upon for the presentation of subjects in their respective fields. Among the courses listed are: Psychological foundations of reader guidance; Bibliographical

and reference service in the medical sciences; Survey, principles and procedures of guidance; Problems in case work and in educational, mental, social and vocational guidance of the exceptional; Psychology of the physically handicapped. Field assignments in hospital libraries are also planned for the students. Enquiries and requests for application blanks should be addressed to the School of Library Service, Columbia University, New York 27, New York."

"All succeeding issues of the *News Letter* will be sent only to members of the Group and to any other S. L. A. members who wish to be kept on the mailing list. To all our friends who are not yet members, we urge you to write to Mrs. Kathleen B. Stebbins, Special Libraries Association, 31 East 10th Street, New York 3, N. Y., for an application of membership."

RUTH M. TEWS, *Chairman*

COMMITTEES

Student Loan Fund

Miss Marion Hatch, Librarian of the Business Branch of the Pittsburgh Public Library, is a member of the S. L. A. Student Loan Fund Committee 1943-46, and not Miss Margaret Hatch of San Francisco, as listed in the October 1944 issue of *SPECIAL LIBRARIES*

[ED. NOTE: The Editor wishes to make this column of special value and interest to all S. L. A. members by printing in it projects and activities of Chapters, Groups and Committees. This can be done only if material is sent to her office, 80 Park Place, Room 8321, Newark 1, N. J., by the fifteenth of each month. One way to assure this cooperation would be for each Chapter President and Group and Committee Chairman to appoint an "Editor's Scout" who will keep the Editor informed of what takes place in his respective Chapter, Group or Committee. The Editor should also receive all Bulletins and other material issued by these units.]

EVENTS and PUBLICATIONS

THE LIQUIDATION OF WAR PRODUCTION: CANCELLATION OF WAR CONTRACTS AND DISPOSAL OF GOVERNMENT-OWNED PLANTS AND SURPLUSES (New York, N. Y., McGraw-Hill, 1944. 133p. \$1.50), by A. D. H. Kaplan of the Committee for Economic Development, sug-

gests a guide for making decisions, outlines the responsibilities that must be borne by both business and government, and presents 41 specific points for consideration in any program designed to solve the problems of war contract cancellation and war plant and surplus disposal.

A report of the Committee on Economic Policy of the U. S. Chamber of Commerce entitled *ECONOMIC POLICY: MEANS AND ENDS*, is published as Bulletin No. 12 in a series on Postwar Readjustments. It sets forth the limitations of programs which confine themselves to stating objectives without describing the means of attaining them. Further, it sets forth a number of essential means upon which it is hoped there will be wide agreement.

* * *

In war or in peace public health is vital to a nation's strength. Pertinent data about epidemic diseases for 34 countries is gathered together by J. S. Simmons, T. F. Whayne, G. W. Anderson and H. M. Horack, in *GLOBAL EPIDEMIOLOGY* (Philadelphia, Pa., Lippincott, 1944. \$7).

* * *

FM FOR EDUCATION (Washington, D. C., Govt. print. off., 1944. 20¢), by William D. Boutwell, is a primer of facts and ideas about the educational use of frequency modulation broadcasting. The pamphlet illustrated with photographs, charts and diagrams, details suggestions for planning, licensing and utilizing educational FM radio stations owned and operated by school systems, colleges and universities.

* * *

BEST SERMONS (New York, N. Y., Ziff Davis, 1944. 362p. \$3) is a selection of 52 out of 6,000 sermons submitted for consideration to the editor, G. Paul Butler. These provide a much needed source of inspiration and are representative of the best Catholic, Jewish and Protestant thought of the present day.

* * *

THE BIBLIOGRAPHICAL CENTER FOR RESEARCH, ROCKY MOUNTAIN REGION (Denver, Cal., Education Committee of the City Club, 1944. Price?) is a 47-page pamphlet giving a full description of the Center and its activities. The union catalog now contains approximately 3,400,000 cards.

* * *

Bulletin No. 9 of the American Association for State and Local History, *HOW TO ORGANIZE A LOCAL HISTORY SOCIETY* (Washington, D. C. The Association, 1944, pp. 227-256), by Bertha L. Heilbron, contains a proposed constitution and concrete suggestions for establishing a local historical society.

* * *

LIBRARY MANUAL (New York, N. Y., H. W. Wilson, 1944. 92p. Price?), by Marie A. Toser, is a study-work manual of twelve units appropriate for teaching the use of books and libraries in secondary schools. Each unit contains an explanation of some type of reference book and is followed by exercises to be filled in by the pupil. Quizzes are attached.

THE FIELD SEED INDUSTRY IN THE UNITED STATES (Madison, Wis., University of Wisconsin Press, 1944. 252p. \$3), by F. V. Beck, analyzes production, consumption and prices of leguminous and grass seeds. It also presents a continuous series of wholesale and retail prices and interprets their significance; consumption; geographic and seasonal sales; geographic distribution of production and patterns; seed prices in relation to other prices; data on carry-overs on the farm and in the trade and their effects; the industry's outlook.

* * *

D. G. Johnson and O. H. Brownlee discuss the pros and cons of food subsidies as a means for controlling inflation in their *Wartime Farm and Food Policy Pamphlet No. 10* entitled, *FOOD SUBSIDIES AND INFLATION CONTROL* (Ames, Iowa, The Collegiate Press, Inc., 1944. 53p. Price?)

* * *

LATIN AMERICA IN THE FUTURE WORLD (New York, N. Y., Farrar & Rinehart, 1945. 385p. \$3.50), by G. H. Soule and others, is a discussion of the prewar and present economic status of Latin America, with recommendations for postwar policy in the light of the Atlantic Charter's "freedom from want" clause.

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Five major undertakings designed to yield a large part of the information needed by Government and business to reconvert the nation's operations from war to peace have been scheduled for 1945 by the U. S. Bureau of the Census. A full description of the "Census Bureau's Program for 1945," by A. W. von Struve, appears on pages 18-19 of the December 1944 issue of *Survey of Current Business*.

* * *

In an article entitled "Cataloging the Non-musical Phonograph Record," in *Library Journal*, January 1, 1945, pages 20-21, Charles E. Stowe presents 18 rules which have been adapted from the cataloging practices for musical recordings in large libraries. Examples are given with each rule.

* * *

TEMPO BOOK 1944 (New York, N. Y., Modern Industry, 1944. 64p.) describes 152 new successful industrial products, processes and procedures developed during the past year. Photographs and a detailed index are included. Free with an 8 month's subscription to *Modern Industry*, 347 Madison Ave., New York 17, N. Y.

* * *

The DRUG TOPICS RED BOOK 1944-45 (New York, N. Y., Topics Publishing Co., 1944. 484p. \$3) contains pharmacy and professional data, product information, prices, information on animal and poultry health, manufacturer's catalogs and a list of manufacturers.

* * *

The 5th edition of G. S. Brady's MATERIALS HANDBOOK (New York, N. Y., McGraw-Hill, 1944. 772p. \$5) presents data on a wide range of industrial materials for purchasing agents, engineers, executives and foremen. Includes also the principal materials involved in import trade.

* * *

The fundamentals of electronics from the individual electron to television are discussed in ELECTRONICS TODAY AND TOMORROW (New York, N. Y., Van Nostrand, 1944. 178p. \$2.25), by John Mills. The author points out the possibilities for telephone, broadcasting and television, through greater development of electronics.

* * *

The EXPERIENCE OF 123 COMPANIES WITH WAGE INCENTIVE PLANS is published in 2 parts by the Dartnell Corporation, Chicago, Ill., at \$5 for both. Section 1 is entitled, "Fitting the Plan to the Operation" (25p.); section 2, "Putting the Plan into Operation" (45p.).

* * *

A "List of Periodicals in the Special Libraries in the Chicago Area" appears in *Illinois Libraries*, October 1944, pages 343-432.

Please Mention Special Libraries When Answering Advertisements

Write to the New York Times, 229 West 43rd Street, New York 18, N. Y., for information on obtaining copies of a booklet entitled a **PEACE PROGRAM FOR VETERANS**. It is an analysis of plans and programs discussed at a series of meetings at the New York Times Hall by officials of government agencies and spokesmen for leading community, industrial and labor organizations. This pamphlet may serve as a guide on policy and procedure for veterans and interested organizations.

* * *

In the **POSTWAR WORLD** (New York, N. Y., Abingdon-Cokesbury Press, 1945. \$2) thirteen experts present their understanding of the problems, the results we may expect, and the probable costs.

* * *

Studies in Business Administration, volume 17, no. 2, by Wallace P. Mors, is entitled, **CONSUMER-CREDIT THEORIES; A HISTORICAL AND CRITICAL ANALYSIS** (Chicago, Ill., University of Chicago Press, 1944. 74p. \$1).

* * *

The Advisory Board for Medical Specialties announces the compilation by the A. N. Marquis Company, Chicago, Illinois, under the direction of its Board of Editors, of a third edition of the **DIRECTORY OF MEDICAL SPECIALISTS** certified by the American Boards. Libraries are allowed a 10% discount from the list price of \$10.35. Until the issuance of the new Directory, names of diplomates currently certified will appear in the *Monthly Supplement to Who's Who*.

* * *

All classes of waxes, such as mineral, vegetable, animal, insect, synthetic and compounded waxes are discussed in detail in **COMMERCIAL WAXES, NATURAL AND SYNTHETIC** (Brooklyn, N. Y., Chemical Publishing Co., 1944. 583p. \$11), edited by H. Bennett. It also includes a glossary of terms and wax formulary giving the most useful formulae of commercial materials containing waxes, such as adhesives, agricultural specialties, materials of construction, protective and decorative coatings, stencil paper and ink, photography, soaps and cleaners, etc.

* * *

The whole subject of diving, surface and underwater cutting and welding and the equipment used in these operations are described by F. E. Thompson, Jr., in **DIVING, CUTTING AND WELDING IN UNDERWATER SALVAGE OPERATIONS** (New York, N. Y., Cornell Maritime Press, 1944. \$2). The book also contains a description and the treatment of diving accidents and injuries, accident prevention and instructions on how to act in emergencies. Helpful sketches show the methods of work; drawings and photographs illustrate all the equipment discussed.

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The IDEA OF PROGRESS IN AMERICA, 1815-1860 (New York, N. Y., Columbia University Press, 1944. 305p. \$3.50), by Arthur Alphonse Ekirch, Jr., surveys the idea of progress as expressed in the United States from the War of 1812 to the Civil War and analyzes it against the background of European philosophical and revolutionary contributions to the American faith in progress.

* * *

VITAMINS IN QUANTITY COOKERY (Stamford, Conn., The Dahls, 1944. 72p. 3 for \$1), by Alice Easton, is one in a series of more than 100 "specialized idea volumes" on commercial hospitality for hotels, restaurants, clubs, hospitals, schools, railroads, etc.

* * *

Persons in the alcoholic beverage trade will find in TOPICS 1944 LIST BOOK (New York, N. Y., Drug Topics Direct Mail Service, 1944. 60p. \$4) a list of wholesale druggists, giving names, street and city address, names of officers, buyers and principal executives, association affiliations, number of city, country and inside salesmen employed, and detailed descriptions of kinds of merchandise handled; chain stores, giving headquarters address, names of officers and buyers and number of stores operated; department stores (maintaining toilet goods or drug departments), giving addresses and names of buyers of drug and toilet goods departments; manufacturers' sales agents.

* * *

POST WAR PLANNING AND HOUSING (1944. 38p. \$1), a report of the Post War Planning and Housing Committee of the New York State Association of Real Estate Boards, Inc., gives results of a survey to determine a post-war planning program for new housing and is available from Owners' Division, New York State Association of Real Estate Boards, Inc., 210 State St., Albany 6, New York.

* * *

A broad but practical view of the ADMINISTRATION OF THE COLLEGE LIBRARY (New York, N. Y., H. W. Wilson, 1944. 625p. \$4.50) has been prepared by Guy R. Lyle with the collaboration of P. H. Bixler, M. J. Hood and A. H. Trotter. The book evaluates various methods and recommends the best policies to be followed in problems of personnel, finances, equipment and services.

* * *

A HALF CENTURY OF PROGRESS (Minneapolis, Minn., Investors Syndicate, 1944. 52p. Price?) highlights statistically the economic happenings and developments in the United States during the half century between 1894 and 1944. Figures have been gathered from both government and private sources.

Please Mention Special Libraries When Answering Advertisements

PORT TERMINAL OPERATION (New York, N. Y., Cornell Maritime Press, 1944. 448p. \$5), by Lt. Col. E. H. Lederer, will meet the training needs of wartime and peacetime demands for efficient pier warehousing and rapid water transport and will serve as a day-to-day guide for S/S Line Executives and personnel, Stevedoring companies, Towing companies, Warehouse and Pier managers, Ships' officers.

* * *

The CLUB MEMBERS' HANDBOOK (New York, N. Y., New Home Library, 1944. Price?), by Lucy Rand and Harold V. Milligan is a complete guide supplying instructions for conducting meetings, preparing reports and programs, doing committee work, speaking in public. There is also a discussion of parliamentary law, club etiquette, rights and duties of officers, club finances, conventions, publicity, etc.

* * *

Bibliographies:

ANGLO-AMERICAN LEGAL BIBLIOGRAPHIES. Compiled by William L. Friend. (Washington, D. C., Supt. of Docs., 1944.) 166p. \$1.50.

BUSINESS INFORMATION FOR POSTWAR PLANNING. Compiled by M. E. Hunt and H. M. Stikeman. (New Jersey, Business Branch of the Public Library of Newark, November 1944.) 4p. Price?

ELECTIONS DATA IN STATE DOCUMENTS. Compiled by D. W. Kaufman. (Washington, D. C., Bureau of the Census, October 1944.) 36p. Price?

GUARANTEED EMPLOYMENT AND INCOME STABILIZATION. Compiled by Industrial Relations Section. (Princeton, N. J., Princeton University, 1945.) 4p. Price?

SALES MANAGEMENT FOR POSTWAR NEEDS; Postwar Planning for Industry, Part IV. Compiled by Business Information Bureau. In *Business Information Sources*, November 1944, pp. 9-12. (Cleveland, Ohio, Cleveland Public Library, 1944.) 25¢ a year.

SICKNESS BENEFITS AND GROUP PURCHASE OF MEDICAL CARE FOR INDUSTRIAL EMPLOYEES. Compiled by Dorothy Dahl, Industrial Relations Section. (Princeton, N. J., Princeton University, October 1944.) 28p. 30¢.

STRESS AND STRAIN ANALYSIS BY MEANS OF X-RAY BACK-REFLECTION METHOD. Compiled by H. R. Isenburger. Reprinted from *Welding Journal Research Supplement*, November 1944. 2p.

MOTION AND TIME STUDY. Compiled by Joseph E. Zerga. In *Journal of Applied Psychology*, December 1944. pp. 481-500.

ZIONISM AND PALESTINE. Compiled by Zionist Archives and Library. (41 E. 42nd St., New York, Palestine Foundation Fund, Sept.-Oct. 1944.) 5p. Price?

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Susan B. Anthony Memorial Library of California

Mementos of the fight for woman suffrage are to be found in the Susan B. Anthony Memorial Library of California, a collection of selected material concerning Miss Anthony, her work and her co-workers located in the Los Angeles Public Library. Many libraries have miscellaneous material on the women's rights movement but this collection seeks to specialize and classify its information so as to honor the great leader and those who were prominently identified with her.

A committee of five admirers of Susan B. Anthony, headed by Mrs. Una R. Winter of Upland, Calif., spent several years collecting material and preparing it for use. In 1941 it was presented to the Sociology Department of the Los Angeles Public Library for preservation. The committee adds to the collection as new treasures become available.

The usual books on suffrage, a number of them autographed by Miss Anthony, are to be found in the collection. However, the most important material is of a type not found in books. Besides a number of original letters by Miss Anthony and her associates and original photographs, there are many volumes of clippings from the press of the day, cartoons, leaflets, announcements, programs, memorials, badges, campaign buttons, and reminiscences, all arranged chronologically under subjects so that students and research workers may find wanted information quickly.

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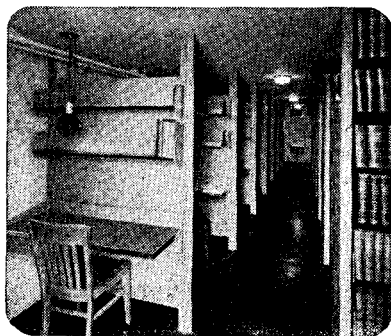
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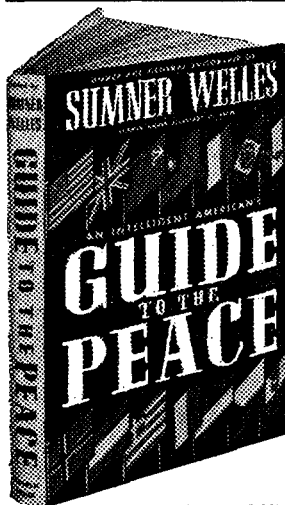
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