









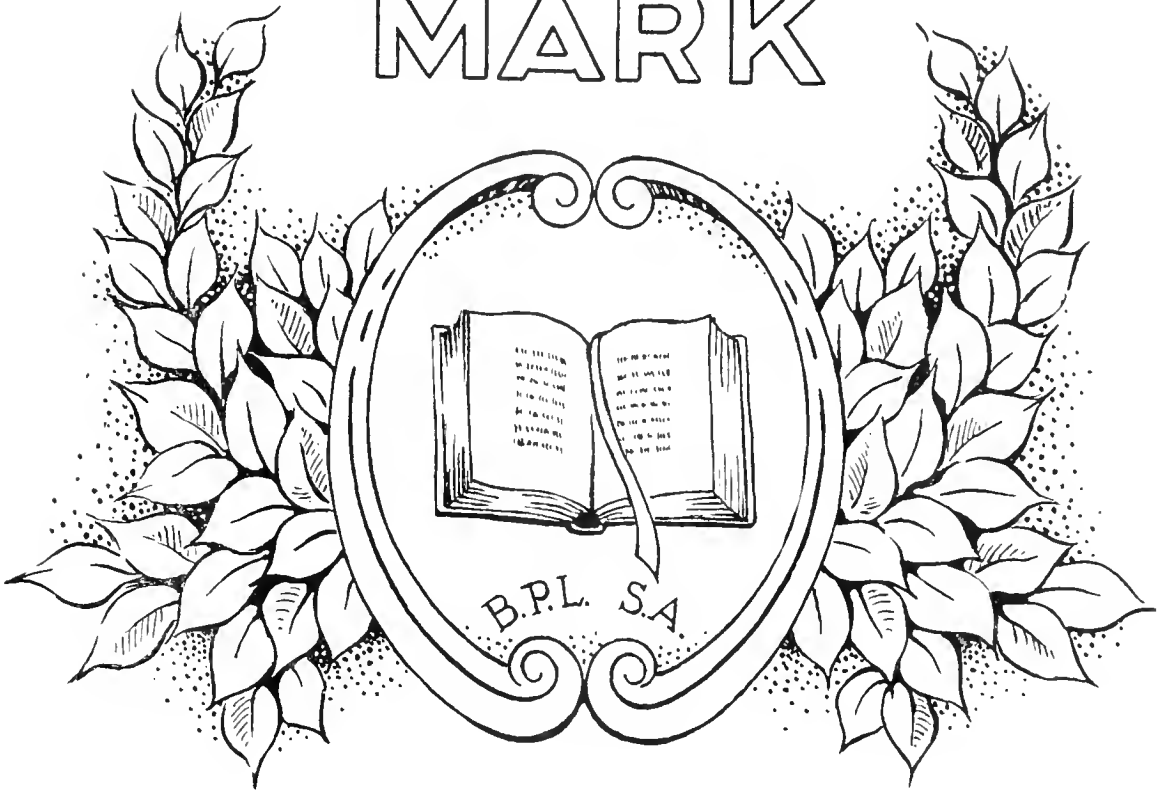






AUG. 577

THE  
*Question*  
MARK



THE BOSTON PUBLIC LIBRARY

JANUARY 1963



Published by the Boston Public Library Staff Association

Volume XVIII Number 1

January 1963

Publications Committee: Jean Hancock, Margaret Butler, Janice Maniscalco, Thomas J. Manning, Sarah Richman, Catherine Richmond, Edwin J. Sanford, Anna Scanlan, I. Roger Stevens, Cartoonist, Sarah M. Usher, Indexer, William T. Casey, Chairman.

Publication date:  
The fifteenth of each month

Deadline for submitting material:  
The tenth of each month

In addition to his ability to laugh, homo sapiens can also be distinguished from lesser orders of primates by a characteristic that is particularly noticeable at this time of year. For this is the season when he rises from his couch, draws himself proudly erect and somberly declaims his New Year's resolutions.

Despite the fact that many of these edifying resolves are destined to wither in the chill blasts of January, this practice of trying to improve ourselves, if it is done in moderation, can have a definite salutary effect on both our character and our business associations. For the benefit of those members of the staff who might be interested in applying certain principles enumerated by Dr. Coue, the QUESTION MARK takes the liberty of offering a few suggestions for possible resolutions.

Administrators, department heads and all who find themselves in positions of authority might resolve to become better acquainted with their subordinates. A knowledge of the strengths and weaknesses of individual members of a department can often minimize friction, reduce personality clashes and provide for a more efficient distribution of the work load. A worker who feels that his superior is genuinely interested in him and his problems will often extend himself to do a little more than the bare minimum.

Those who labor in the vineyard can face the rising sun and resolve to generate a few more eggs in the performance of their daily routine. Few of us may rise to become "Ruler of the Queen's Navy" but it won't do any harm to give those door handles an extra flick or two with the polish rag.

All of us, chiefs and Indians alike, if we greet the new year with one resolution, could do no better than to resolve to work in harmony with our fellow staff members during 1963. Before the scoffers rise up to charge us with dealing in platitudes, let us pause to reflect on those instances when that harmony was lacking, when departments were rent with internecine strife and ill feelings were permitted to dominate common sense.

The name on the masthead of our publication appears to be singularly appropriate as we contemplate the months that lie ahead. Finding ourselves without a supply of entrails, we venture no prognostication for the future, except to note that whatever happens it won't be dull.

THE PUBLICATIONS COMMITTEE

PRESIDENT'S NOTES

The new sick leave policy has been announced and, by this time, we hope you all have had the opportunity to study it at length. The Executive Board believes that the new policy will work to the advantage of both the library and the staff. Much time was spent by the Executive Board with Mr. Gaines in working out a policy that appeared to be in everybody's best interests. Mr. Gaines and your president spent many more hours discussing areas of disagreement. What we wish to emphasize is that the new sick leave policy was a cooperative undertaking, characterized by complete candor and a spirit of mutual understanding. Honest differences of opinion were discussed openly and amicably.

We do, of course, welcome the benefits that have accrued to the staff during the past year. What we value most of all, however, is the spirit that has existed between the administration and the Executive Board. The friendly atmosphere and spirit of good will that has prevailed makes for a climate that encourages cooperation and sympathetic consideration of variant

viewpoints. It is also a most encouraging progressive step to have the Staff Association and members of the administration consult prior to adoption of new personnel policies. We hope that this spirit of friendly cooperation will endure and thus insure a high level of staff morale.

In this, our swan song, we wish to thank the members of the Executive Board who have given so much time and energy to the many issues brought to their attention. Much of their work has not been publicized. The many hours of time they have devoted to the Association is known only to their department heads to whom we also extend our sincere thanks.

LOUIS RAINS

President

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Calender of Events

A.L.A. Mid-Winter Conference, Chicago  
January 30 - February 2, 1963.

M.L.A. Mid-Winter Conference, Boston  
(Sheraton Plaza Hotel, Copley Square)  
Thursday, February 14, 1963.

PERSONNEL NOTES

Transferred

Margaret E. Lewis from Uphams Corner to North End, December 26, 1962.

Irene M. Mains from North End to Lower Mills.

Terminated

Lois Inman, West Roxbury - to return to school.

Mary Wallace, Music Department - to accept another position.

Devra Zetlan, Codman Square - to accept another position.

Married

Bonnie H. Atchison, Uphams Corner to Thomas E. Reilly Jr., December 28, 1962.

Anne P. Kearney, Lower Mills to Joseph A. Crowley, December 26, 1962.

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ALICE JORDAN MEMORIAL

A memorial to the late Alice M. Jordan, Supervisor of Work with Children at the Boston Public Library for many years, was established in 1962, in the form of a course in the Art of Story-telling. The Round Table of Children's Librarians, co-sponsor with the B.P.L., announces this course will be given in 1963, beginning on Tuesday, March 12 at 7:30 p.m. and continuing for eight weeks, through April 30. Mrs. Beryl Robinson of our staff, well known for her successful TV series on 21 inch classroom, will again present this course.

Since space is limited, it is urged that all interested in attending send applications as soon as possible to Mrs. Elinor Conley at the Adams Street Branch of the Boston

Public Library or to Miss Anne Armstrong at the B.P.L. Open Shelf Department. It is hoped that contributions to the Memorial Fund which makes this course possible will again be generous.

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OPPORTUNITIES FOR ALL

The Membership Committee of the Massachusetts Library Association is presenting to all members who attend the Mid-Winter Meeting in 1963 an opportunity to serve their organization by promoting fellowship and the advantages of membership in a special way. Red stickers of the type used as legal seals will be provided to be attached to the name tags of persons who have joined M.L.A. during the fiscal year (beginning July 1, 1962.) Members are invited to assist in welcoming everyone whose tag is so marked.

A further opportunity to serve is open at most all times, namely to interest others in joining. May we remind you that trustees, library personnel at EVERY level and all interested are invited to be members as individuals. Institutional memberships are available to libraries, business firms, and other organizations. Dues are scheduled according to salary or type of membership.

To assist in active campaigns to increase our ranks, a special leaflet outlining advantages of participation has been prepared by the Membership Committee. It is hoped that this will be ready for distributing soon.

THE MASSACHUSETTS LIBRARY  
ASSOCIATION MEMBERSHIP COMMITTEE

PAUL McGERIGLE

The Kirstein Business Branch staff is bursting with pride as their most recent alumnus, Paul McGerigle, joins the staff of Governor Peabody.

A graduate of Boston University with an M. A. in Library Science from the University of Chicago, Paul was Librarian of the Junior College of Boston University from 1952 - 1957. He was then asked to serve on the Special Commission on Audit of State Needs, and later became Assistant Secretary and Research Librarian in the office of Governor Furcolo. While in this position, he prepared materials for the Governor's messages and speeches, in addition to maintaining a governmental and research library.

He will work with the Peabody administration in a research capacity, with emphasis on matters related to education and taxation.

Farewell gift from the Business Branch staff was an initialed attache case, presented during our Christmas dinner party, held at the Executive Suite.

Paul's unfailing good nature and co-operativeness, plus his invaluable background, made him a joy to work with. And, in addition, he is that rare bird, a genuine gentleman. We know he will have a fine contribution to make to the new administration.

WINIFRED L. ROOT

Following are a few verses from Paul's farewell to his fellow-workers:

Soundly minded - hale and hearty  
Thankful for the Christmas party,  
I tell you all I'll miss you much  
But so there'll be no tears and such  
Just before my last leavetaking  
My will and testament I'm making.

cont.

My first request before I go  
To Marilyn, Isabelle and Joe.  
Patrons needing your statistics  
Problems needing Joe's logistics -  
And questions rising from below  
'bout DOC and GPO.

I leave the second floor a lot  
Of questions I can't answer but  
They've always answered every query  
Even though they must be weary  
Of hearing patrons say "Hello -  
They said downstairs that you  
would know."

I leave you girls who call to ask  
If you can do some simple task  
As finding a street address for  
The boss's errant son-in-law,  
"His name is odd - it sounds like Whelp  
And he's left-handed - does that help?"

Each one of you has been a friend  
I really hate to make an end.  
(But six line couplets aren't my game  
I really fear this is quite lame.)  
But I'll be back to haunt you gaily  
With questions from the State House  
daily.  
So as I leave with hops so hippity  
I wish you all -- much serendipity.

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"MIKE" SULLIVAN RETIRES

The new sick leave policy has accelerated the departure or retirement of Michael Sullivan, Buildings Department, who will soon reach the compulsory retirement age of 70 years. Mike had over 35 years of service in the Library's Buildings Department. A native of Ireland he is a veteran of World War I.

Mike with his snow white hair,  
smiling Irish eyes, and friendly grin  
was a familiar figure as he labored  
in the Library Courtyard trying to  
keep it as green as the "ould sod".

His elfish sense of humor, delightful brogue and ready chuckle made it a pleasure to have Mike among us.

cont.



We will miss his "green thumb" and pleasant presence among us. He made a host of friends during his years in the Library. We all wish him well.

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ALUMNAE NEWS

The following two letters were received from former South Boston employees.

Cairo, Egypt  
Nov.16,1962

Dear Friends,

I hope that things are going well for you at the library, and that this finds you fully staffed and not unduly overworked. We are having a very pleasant time here in Cairo, and thought you would be interested to know what we are doing.

I am working (mornings only,9-2) as English language cataloger for the library of the American University here. Perhaps 75% of the AUC collection is in English (the rest is in Arabic), but they use LC cards for as many books as possible, so the work is not too formidable. It is much like an American library except that most of the staff are Coptic\*, and speak English, French and Arabic interchangeably. Also, a servant in turban and flowing gallibiya carries books from department to department (we are on four floors) and brings us "masbut" (Turkish) coffee under the palms of our morning tea break.

We have a three-room apartment now, on the ninth floor of a large apartment building in Falaki Square in Bab al-Luk, the heart of the business section. Falaki Square is sort of like Fanuiel Hall, Park Street Station, and Perkins Square rolled into one! The ceilings of the apartment are high, we have two large French doors which open onto porches, and there is a good east-west draft, so it is pretty satisfactory by Cairene standards.

We have hired a cook-suffragi from Aswan, who comes every morning except Friday (Friday being the day of rest for most Egyptians) to do the grocery shopping, clean the house, cook the meals, and do the dishes. He speaks English well (though I have picked up some words, my Arabic is still poor) and, having worked for a succession of American families, cooks very much according to our tastes.

We have, of course, done a great deal of sight-seeing to the Citadel, Mousky (Miss Connell can tell you about that!), pyramids, Sa'dkara, etc., and last Sunday afternoon took a felucca (sailboat) trip up the river about 10 miles. Between the red sunset and yellow moonrise, it was a glorious trip!

Regards to all,  
Louise Goldschmidt

\*Egyptian Christians

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Cincinnati, Ohio

Hi!

I just wanted to wish you all a happy holiday season and hope you weather another New England winter safely.

My husband and I are awaiting Christmas and (hopefully) a December baby. I've been keeping busy with night school math classes and trips to the branch library. In terms of the future, we hope to return to Boston and once we have our twenty children I plan to get my library degree.

Once again, happy holidays!

Sincerely,  
Margie Franz

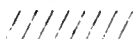
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CONGRATULATIONS!

Central Charging records had not 1 but 2 engagements to boast about during the Christmas Season. The first was Mary Kelly's engagement to Richard Joyce and the second Ann Connolly's engagement to David McLaughlin (a former CCR employee). Both fiance's are currently serving in the Armed Forces.

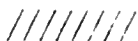
MEMORIAL BRANCH ALUMNI NOTES

Charles Collins, former library aide at Memorial Branch, is now officially Frater M. Vincent. At solemn ceremonies at the Cistercian Abbey of Notre Dame du Calvaire, North Rogersville, New Brunswick, in Canada, "Charlie" as he was familiarly known to the library staff, made his profession. Frater Vincent keeps the staff at Memorial informed of his life as a Trappist monk through delightful letters and the monastery newsletter, SOUND OF OUR BELLS, sent bi-monthly to relatives and friends.

NOTE: "Charlie" also worked as a Junior Library Assistant both in Book Stack Service and the Office of Records, Files, and Statistics.



John McLaughlin, who worked for many years as a library aide at Memorial while going through high school and college, is now "Father John" assigned to St. Joseph's Parish in Holbrook, Mass. His busy schedule as a curate leaves little free time, but somehow Father John manages to stop by the branch quite frequently whenever he visits his family who live nearby.



Susan Walker, former young adult worker at Memorial, is now Mrs. Gerhard Holschen of Mettmanner Strasse 39, 4 Dusseldorf, Germany. She is working for a Japanese Import-Export firm.

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CHAIN OF BOOKS

A certain booksman (so the story goes) Once ran a shop and kept the books in rows

Arranged by author. Then one fateful day

cont.

A wall of shelving buckled and gave way,  
Precipitating half his precious stock  
In jumbled heaps upon the floor! The shock

Was great, but even greater was his awe  
When, picking up the nearest pile, he saw

A marvel which -though it perplexed him sorely -

Might have amused Chris (Haunted Bookshop) Morley:

Reading the title of the topmost book  
He noted with an unbelieveing look  
The last word in that title was the same  
As the first word appearing in the name  
Of the book underneath it! This was so  
In chain-like sequence down the  
scrambled row;

(E.g., Sentimental Journey, Journey to the Moon,  
Moon and Sixpence, etc.) - a strange festoon!

Now, reader, with the clues supplied below

Can you name eight books in another row

With titles similarly head-to-toe?

1. A play by Shakespeare
2. A novel by Willa Cather (1923)
3. A musical comedy by Moss Hart (1941; written for Gertrude Lawrence)
4. A novel by Sherwood Anderson (1925)
5. A book of memoirs by Osbert Sitwell (1942)
6. A novel by E.M. Forster (1908)
7. A play by Arthur Miller (1955)
8. A novel by Thornton Wilder (1927)

(Note: Words like "A" or "The" which start a title

May be ignored for this quiz as not vital.)

One month will give you ample time, we think.

Next month's issue will show each proper link.

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HAVE \* YOU \* DONATED \* A \* PINT \*

OF \* BLOOD \* YET \* \* \* \* \* IF \* NOT \*

MAKE \* AN \* APPOINTMENT \* TODAY

BOOK SELECTION

The main editorial of the December 8 issue of the NEW YORKER is a blast at best-seller lists which must be of great interest to librarians everywhere, since so much of book-buying policy is determined by such lists. While reading those outspoken words, I was strongly reminded of equally forcible words on a similar subject written by a famous BPL'r of an earlier day. Since not many BPL'rs will probably get the chance to read the New Yorker editorial and the essay, I hope the QUESTION MARK will print these excerpts as a staff service.

NEW YORKER, December 8, 1962. page 41

"A recent TIMES best-seller list included a coloring book for adults, a journal kept by a child, a pamphlet of newspaper photographs with humorous captions, the autobiography of a baseball manager, the reminiscences of a lawyer who had appeared for the defense in a sensational Hollywood trial, a discussion of dieting, and a study of the sexual activities of unmarried women. Fortunately the list is meaningless... the only redeeming quality of best-seller charts in general is their inaccuracy. They are based on slim and unreliable evidence... few bookstores are consulted, fewer report, and there is nothing to prevent those that do report from falsifying their records to suit their inventories... the inaccurate ratings perform a major disservice to serious writings, the sales of which are often damaged by exclusion from the list... the book chart... tries to show the conformist how the literary herd is running and encourages him to run away from literature with the herd... sales in the arts have never been an index to value (MOBY DICK was not a bestseller in its time...)"

Lindsay Swift, 1900 THE PUBLIC LIBRARY AND ITS RELATION TO LITERATURE  
BPL No. 6199.34

"Whatever else a great library ought

or ought not to garner to itself, it has one plain duty to acquire books of literature... a library should see to it that "real" books come first... other books are for the material benefit of some particular men, creed, political system, commercial theory... they too should be here, every one of them, if possible, but not to the neglect of the poetry, drama, criticism, essay, novel... the primordial cells of the tissues of a library... The BPL has the important works of every age and country... its foundations were laid by earnest and scholarly men... in every large library there are periods of uneven, ragged growth... this is due to the tastes, sometimes the caprices of trustees or of certain members of the working force... it is astonishing into how few hands the welfare of any great institution is practically committed. Recently was a mighty rage for books on theosophy, palmistry, ...astrology..yachting..customs.. genealogy..all those demands must be met in some fashion, but the more serious requirements are never to be neglected...little confidence is to be placed in the man..too ready to do what people will like...there is but one consuming ideal which a large library has a right to cherish, and that is to have on its shelves every broadside, pamphlet, or book which ever was or ever will be printed... but he who thinks today that he can choose with entire wisdom, is a fool ...and any man, or institution, or church which undertakes to prescribe what another may read is knavish... the people want...stories and they hopefully frequent these halls to get them...there are at least 50,000 people in this city who want to be reading at the same moment DAVID HIRUM, JANICE HEREDITH , RICHARD CARVEL, TO HAVE AND TO HOLD. It takes more than the ample purse of this rich city to feed such an appetite...At such a point begins the problem of attempting to minister to the pleasure rather than to the needs of a population...!

HARRY ANDREWS

XXXXXXXXXXXXXXXXXXXX

What happened to the old fashioned wheels of progress???? Are they still effective???????

An LA

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Dear Soap Box:

The Job Evaluation Committee started off with a tremendous rush. The members of the Committee were excused from regular duties, worked full-time on this project, worked evenings to help bring this important work to completion. Then followed a long hiatus while the raw scores were computed and tabulated. Two more meetings and still no report on implementation. The last meeting was held months ago. No date has been set for another meeting.

This job evaluation has taken a tremendous amount of time and effort from all the staff, particularly from the members of the Committee. I believe a report to the staff is long overdue.

De LA' d

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Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is withheld from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions containing not more than 300 words will be accepted.

Dear Editor:

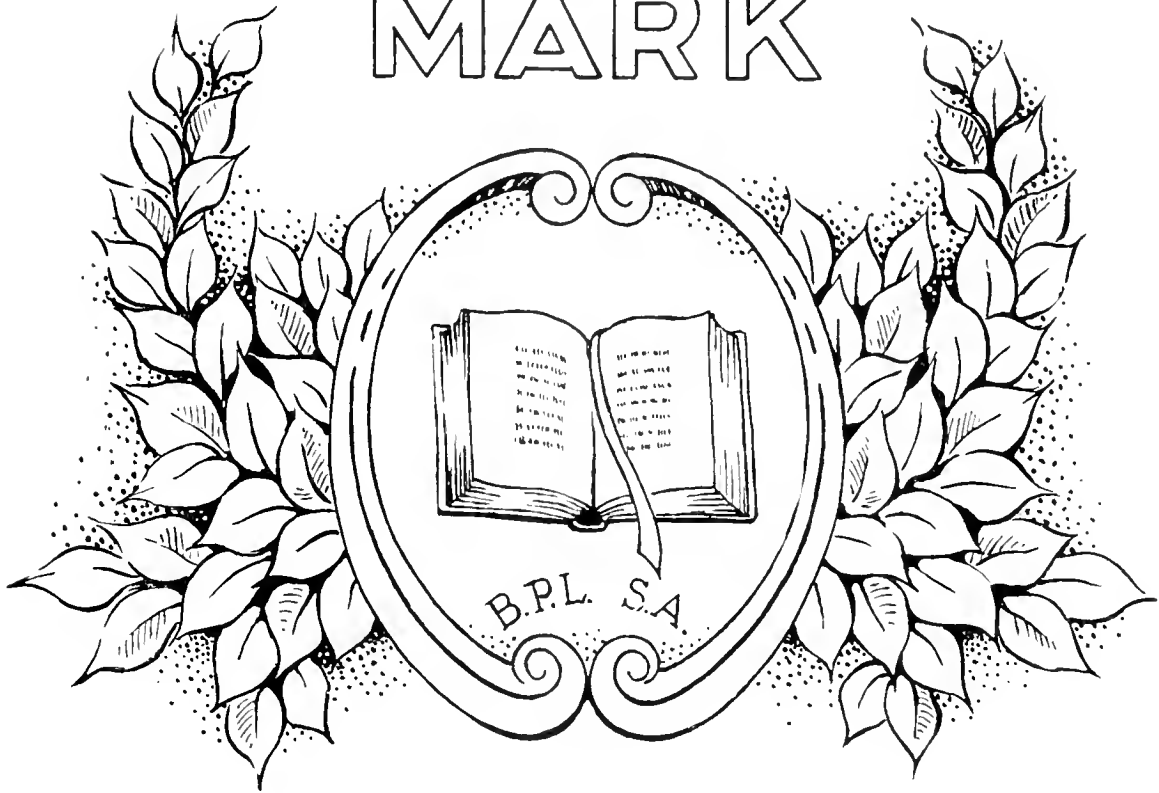
Well! here we are again. The beginning of a new year and still no sign of progress in the Job Evaluation battle.

I'm not a seer, but I seem to remember hearing a month or so ago that it (Job Evaluation) would be made known to everyone at the beginning of the year. Well, the big question is, WHAT YEAR IS IT???





THE  
*Question*  
MARK



THE BOSTON PUBLIC LIBRARY

FEBRUARY 1963





Published by the Boston Public Library Staff Association

Volume XVIII Number 2

February 1963

Publications Committee: Harry Andrews, Jean Babcock, Doris Gray, Jane Manthorne, Edward J. Montana, Jr., Mrs. Bridie Stotz, Martin F. Waters, Pat White, Barbara Whitledge, Roger Stevens, cartoonist, Sarah Usher, Indexer, William R. Lewis, Chairman.

Publication date:  
The fifteenth of each month

Deadline for submitting material:  
The tenth of each month

We feel a certain affinity with those stage personalities who on opening night experience that dread disease which oftentimes plagues public performers - stagefright! The symptoms in our case are a constriction of the muscles in the writing hand and a mind suddenly devoid of editorial ideas rather than the knocking of knees and vocal restrictions which embarrass the performer. In the theater the tradition which insists that "the show must go on" vitalizes the artist; and moments after the curtain rises he forgets his audience, conquers his fright, and proceeds to deliver a sparkling performance. We, the members of your Publications Committee for 1963, may not achieve the heights necessary to produce a 'sparkling performance'; but our efforts coupled with the assistance which must come from you, the members of the Staff Association, can result in a paper worthy of the standards set by the better QMs of previous years.

The QM is a continuing function and as such it continues the policies and traditions established and extended through the years. The 1963 Publications Committee represents a new cast of characters playing at the same "old house" speaking familiar lines. Our sphere of activity is wide even when viewed through the confines of the Constitution of the BPLSA which states its purpose as: fostering professional librarianship, furthering the common interests and welfare of the bibliothecal staff, and promoting greater efficiency in library service. With these goals as our guide we therefore feel free to comment on all matters affecting the Library staff, to question decisions which offend us, to probe and investigate when necessary, to be constructive in our criticism and generous in our praise when edicts please us. We accept without reservation the proviso (voted by the Staff membership at the Annual Meeting in January) that the Chairman of the Publications Committee "shall provide editorial comment following any letter in 'The Soap Box' where he feels that such commentary is needed to bring out facts". We do not feel that this measure is restrictive upon us in any way. Any factor which aids communication and builds a closer relationship with the administration we consider good. However, we reaffirm past policy which governs the use of this very important part of the QM. "The Soap Box has served as a much needed safety valve for pent-up feelings, and often as a means of emphasizing problems which may otherwise have been overlooked... all material meeting deadlines which is not libelous or obviously incorrect, and is within the interests of the membership..." and conforms to the general rules for this column will be accepted for publication.

The Staff Association and its QM have been fortunate in the attitude taken by both Administration and Trustees regarding the activities of the Staff Association and the freedom of speech as it applies to the QM. Although the QM is officially 'the bulletin' of the BPLSA and should reflect the thinking of the Association it also has the duty of objectivity in its reporting.

THE PUBLICATIONS COMMITTEE

PRESIDENT'S NOTES

Let me take this opportunity to thank you all for electing me and the members of the Executive Board to serve you in these offices in 1963. In the ensuing months, we assure you that we will try to prove that your confidence in us was well placed.

I think, however, that we must as an organization clearly realize the implications of the fact that on our 1963 slate three offices went uncontested. Obviously, many of you "do not choose to run." Any organization which cannot find an ample number of people willing to assume the leadership of that organization is in serious trouble. One of the primary endeavors of your 1963 Executive Board will be to seek out, find and train the leadership we will need in 1964, but this is a job which we cannot do alone. All of you must help us with it, if the BPLSA is to continue flourishing.

It is undoubtedly true that our organization problems go hand in hand with the difficulties every library administration now faces in recruiting and keeping able librarians and library assistants. I assume that acute staff shortages within various departments cause some staff members to hesitate about taking on Staff Association responsibilities - and keep them away from our poorly attended business meetings. Despite my full awareness of this continuing shortage I, nonetheless, enjoin each of you to make time, somehow, for fuller participation in your Staff Association. Now is the time to begin searching within yourselves

and among your fellow staff members for names to present to the next Nominating Committee when it comes into being this May.

And to Department Heads and Branch Librarians, a special plea! The future welfare of the BPLSA may well rest in your hands. Only you can rearrange schedules to make it possible for yourselves and your staff members to attend our business meetings, fulfill committee assignments and assume offices in the Association. Often such schedule changes are extremely inconvenient; but if they are not absolutely impossible, please bear with the extra work that may temporarily fall on your shoulders. Our staff representatives need your help, too, in making known to new staff members - and perhaps reemphasize to old ones - the purposes and accomplishments of the Association. We extend our gratitude to those of you who consistently do make these sacrifices year after year to keep the organization running.

On February 1, the 1963 Executive Board held its first meeting. Much of the morning was spent upon setting the usual routines into operation, including the announcement of various committee chairmen.

Amongst our old business, inherited from the prior regime, lay the vitally important matter of the Job Evaluation Study. You will remember that a vote taken at the November Business Meeting was unanimous in favor of immediate publication of the results of that study. With that desire, the 1962 Executive Board was in complete agreement. The 1963 Executive Board is in no less accord. After weighing the worthy arguments set forth by the

cont.

President's Notes cont.

Administration - for holding up publication until money is at hand to effect any salary changes involved, we still feel that such reasons do not outweigh the lowering of staff morale already resultant from this long waiting period. Consequently, a letter is on its way from the Executive Board to the Assistant Director (Personnel) requesting, on behalf of the Library Assistants Service, that the results of this study be made public without further delay.

Another item of old business was a possible change in anniversary dates for our part-time employees from October 1 and May 1 to September 1 and April 1. Currently, the Executive Board is seeking statistics to determine just what proportion of Library Aides are hired during the month of September.

As you will remember, this is a Bertha V. Hartzell Memorial Lecture year. Under the chairmanship of Elinor D. Conley, Adams Street, the Hartzell Memorial Lecture Committee has been lucky enough to secure Dr. Meyer M. Kessler of M.I.T. for this lecture. Dr. Kessler is, at present, working on a project for the National Science Foundation. He will speak on the problems of information retrieval and dissemination. Date for the lecture has been set for Friday, April 5. (Those who voted to change our spring professional meeting from snowy February to enchanting April please note that every other Friday in April this year is either a holiday or part of National Library Week.) Put that date down in your calendar of events and please keep it free. Those monster mechanical computers may help us one day in solving our student use problems - at least on the college-research level!

A suggestion had been made that the Staff Association hold a white elephant sale for the benefit of the Randolph Public Library, recently devastated by fire. The Executive Board did some realistic thinking about the time and effort needed to

make such a sale a success. At hand, they had information revealing that the Town of Randolph is, apparently, willing and financially able to remedy their library losses. Consequently, the Executive Board concluded that our best form of assistance could be given by continued donation of books on an individual basis via Edna G. Peck, Book Selection HR&CS. If any of you feel that further gestures, in some other form, should be made by the BPL SA out of a spirit of neighborliness, we will gladly consider suggestions at our March Board meeting.

In this cold, often drizzly, or downright snowy New England climate, we were not surprised to find some staff members resentful of the recent directive that no staff member shall use the Blagden Street door as an exit at the evening closing hour. We all understand the necessity of department heads or their assistants reporting to the Officer-in-Charge that their departments are empty, but we do sympathize with those Blagden Street parkers who loathe getting their feet wet, thereafter, on the long march from front door to car. Since a guard is, apparently, still going to be kept on duty at the Blagden Street door during evening hours, the Executive Board was happy to pass along to the Assistant Director (Personnel) a request that the order forbidding staff to use that exit be reconsidered. It is such minor issues that often shake our morale!

Feeling the need of some background material, the Executive Board has assigned to the Personnel Committee, headed by Dorothy Shaw, Periodical, the task of gathering together information upon personnel rating sheets and promotion systems of other large libraries, allied educational institutions and local establishments hiring large numbers of employees. With this information at hand, plus recommendations from the Personnel Committee as to desirable features of a promotional policy from the employee's viewpoint, the Executive Board feels it will then be in a position to discuss as intelligently as possible any changes envisioned

cont.

President's Notes Cont.

in our own fluctuating promotional system. I am sure that the Personnel Committee would welcome any advice you may have on how they can best acquire the desired data.

We have had a prolonged discussion of our blood bank program which seems to be in dire straits. Certainly this is a vital program if any program ever was! In accordance with a vote at the January Business Meeting, we have appointed a special committee to work on this program. Louis O'Halloran, Division Office HR&CS, has graciously agreed to act as chairman and to try to make this program successful. You will be hearing more from him in the way of facts about the process of giving blood and a plea to all of you who are reasonably healthy to share your much-needed good red blood. Let's get behind this program and produce our quota of 30 pints a year.

As we set forth on our course for 1963, the Executive Board extends to all staff members their best wishes for a year that is professionally satisfying and personally both healthy and happy!

B. GERTRUDE WADE  
PRESIDENT

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PERSONNEL NOTES

Entered

- John J. Mellen, Audio Visual
- Sandra Brown, Office of Records, Files, Statistics
- Harry W. Hall, Central Charging Records
- Christie V. Jorgensen, Cataloging and Classification, R&RS
- Alfred J. Pruitt, Book Stack Service
- Reed Cherington, Book Purchasing
- Joseph Lucas, Bookmobiles
- James J. Duffy, Central Charging Records

Transferred

- Sarah T. Cadbury from Mt. Pleasant to West Roxbury

- Mrs. Laurelle W. Cole from Allston to Connolly
- Irene M. Mains from open Shelf to Mt. Pleasant

Ceased

- Susan Aiken, Cataloging & Classification, HR&CS - to be married
- Thomas J. Crowley, Book Stack Service - to return to school
- Marie Cambria, Connolly - return to school
- Eleanor Palmer, South End - to move out of state
- Paul McGerigle, Kirstein Business Branch - another position
- Ruth Sullivan, Science & Technology - another position
- Patricia Tyner, Records, Files, Statistics - to stay at home

Retired

- Margaret Gannon, Bindery, January 31, 1963.

Married

- Carol A. Courley and Walter Feuerstein - Northeastern students, February 2, 1963
- Priscilla Deane, General Reference - to Robert S. Ramsay, January 25, 1963.
- Loretta J. Turner, Adams Street - to Ward Johnson, January 26, 1963.

NORTHEASTERN STUDENTS

Entered

- Jerome P. Grace, Book Purchasing
- Paul D. Quinlan, Book Purchasing
- Ruth E. Maguire, Uphams Corner
- John C. Handy, Book Stack Service
- John H. Phillips, Book Stack Service
- Arthur F. Radden, Book Stack Service
- Marie G. Stone, Division Office HR&CS

Re-Entered

- William R. Maxwell, Records, Files, Statistics
- Adam Artis, Book Stack Service
- Howard R. Druker, Book Stack Service
- Robert J. Gaudet, Book Stack Service
- William Henderson, Book Stack Service
- Leonard V. Iovino, Book Stack Service
- Robert F. Kane, Book Stack Service

Bruce N. Miller, Book Stack Service  
 Marion Steinbrenner, Book Stack Service  
 John Whittaker, Book Stack Service  
 Walter Feuerstein, History Department  
 Patricia Tradsham, Cataloging and  
 Classification R&RS  
 Claire Karam, Cataloging and Classifi-  
 cation R&RS  
 Marilyn L. Rand, Cataloging and Classi-  
 fication R&RS  
 Elizabeth I. McLucas, Cataloging and  
 Classification R&RS  
 Carol A. Feuerstein, South End  
 Mark A. Neckes, Open Shelf  
 Mary V. O'Brien, Jamaica Plain  
 Lorraine A. Thompson, Mt. Bowdoin  
 Hilary A. Wayson, Bookmobiles  
 Vincent Ellis, Book Purchasing  
 Martha Talbot, Book Purchasing

Returned to school

David Kane, Office Records, Files,  
 Statistics  
 David F. Allen, Book Stack Service  
 Michael Berman, Book Stack Service  
 Barbara Carlson, Book Stack Service  
 Dean Denniston, Book Stack Service  
 Moore Dodge, Book Stack Service  
 Ernest Gam, Book Stack Service  
 Michael Konowitz, Book Stack Service  
 Robert MacDonald, Book Stack Service  
 Peter Ranney, Book Stack Service  
 Glenn Ryan, Book Stack Service  
 Catherine Coggon, Cataloging and  
 Classification R&RS  
 Marie LaRiviere, Cataloging and  
 Classification R&RS  
 Mary MacDonald, Cataloging and  
 Classification R&RS  
 John Sullivan, History  
 Gail Berry, Mt. Bowdoin  
 Charles Gosselin, Open Shelf  
 Nathan Green, Central Charging Records  
 Joan Harrington, South End  
 Elaine Miller, Bookmobiles  
 Laura Richards, Audio Visual  
 Dorothy Titus, Jamaica Plain  
 Nicholas Foundas, Book Purchasing  
 Kenneth Fuleo, Book Purchasing  
 Janice Wright, Book Purchasing

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The staff of the Boston Public Library offers congratulations to one of its members, Miss Virginia Haviland, on her recent appointment as Chief of the Children's Book Section, Library of Congress, effective March 4, 1963.

This honor comes as no surprise to the staff since Miss Haviland has been active in children's work for many years and has made a major contribution to this phase of library work both nationally and internationally. She has been actively associated with the Children's Services Division and served as chairman of the Division 1954-55. She has represented ALA at IFLA several times; she has served as Chairman of the Newbury-Caldecott award committee; as a judge for the New York Herald-Tribune Spring Book Festival awards; and also on the jury of the Hans Christian Andersen International Children's Book Award. Currently she is known as a book reviewer and associate Editor of HORN BOOK MAGAZINE. She has taught Children's Literature at Simmons College Library School since 1957 and has been active on the Planning Committee of the Boston Herald Traveler Children's Book Fair. She is also the author of several children's books. She has done an excellent job of promoting books and the Boston Public Library among parents and teachers in book talks to adult groups interested in children's literature; she is a member of the Women's National Book Association. Since her appointment as Reader's Advisor for Children, 1952, Miss Haviland has been a vitalizing force in the Boston Public Library's work with children. She is editor of BOOKS ON PARADE, the BPL publication promoting children's books, she is chairman of the Book Selection Committee for Children and has made a major contribution in establishing the system for re-evaluation of the book collection for children and compilation of Replacement Lists, now nearing completion of the first issue. Her work with children's books at the Boston Public Library has been greatly benefited by her work with ALA and international groups.

The BPL is honored that the Librarian of Congress, L. Quincy Mumford, has chosen Miss Haviland to assume this great responsibility of organizing this new service to develop a greater use of the library's resources in children's books as part of the overall services of the Library of Congress. Miss Haviland is undertaking this work on a leave of absence from the Boston Public Library. The best wishes of the staff go with her as she begins this new phase of her work. We are sure she will make a notable contribution to the field of library work with children and be an asset to the staff of the Library of Congress.

Note:

A luncheon has been planned for Thursday, February 21, to honor Miss Haviland and to provide her many friends an opportunity to wish her well in her new venture.

The Luncheon will be held at the Red Coach Grill, 43 Stanhope Street at 12 noon.

For further information and reservations please contact one of the following committee members no later than February 16.

Committee

- Rose Marie DeSimone
- Martha Engler
- Veronica Lehane
- Mildred Adelson, Chairman

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BRANCH NOTES

On Wednesday, February 6th, the Friends of Adams Street Branch enjoyed a very pleasant evening with Miss Edna G. Peck as their guest speaker. In her usual fine form (as if she could be otherwise), Miss Peck reviewed a fine collection of recent books, chosen with care from her "Fireside Reading" list. Ranging from the very serious problems of today (Hoover's A Study of Communism), to such diverting and entertaining gems as The Uncle by Abrams, with four or five other types of current literature in between,

Miss Peck gave her audience a real incentive to read, not these but other books on her list. As one member of the Friends group put it at the social coffee hour after the book talk "She really had us right in the palm of her hand!"

\* \* \*

Miss Loretta Turner, Young Adults worker at the Adams Street Branch, became the bride of Mr. Vard Johnson at a very simple small wedding in Cambridge on January 26th. A few days before, the staff at Adams Street gave Loretta a little going-away party and presented her with a piece of silver in her chosen pattern, with their best wishes for her future happiness.

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ALUMNAE NEWS

Edith H. Bailey, formerly Branch Librarian, Phillips Brooks, who has been living in Hawaii with her daughter Ruth (also a Phillips Brooks alumna) has returned to the mainland. They are now living in Portland, Oregon where Miss Bailey has accepted the position for the program activities of the Congregational Church.

\* \* \*

Marion C. Kingman formerly Branch Librarian, South End, left recently for a vacation trip to Hawaii. Miss Kingman plans to go via the Southern Route visiting New Orleans en route. After a stop at Berkeley she plans to fly to Hawaii where she will spend some time with relatives.

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During the past several years the Library has been used by more and more students of all ages. Periodical and Newspaper has received its full share of this avalanche. In order to make it easier for both student and librarian, several measures have been taken to ease the situation.

Seat numbers (which are necessary for the delivery of books, as in Bates Hall) have been added to the ends of the tables in the Periodical Reading Room, so that if necessary, twelve more patrons can be seated in the Reading Room and seventy-six in the Newspaper Room. This aids in keeping students off the floor, the stairs, and the window seats.

Patrons formerly wasted a great deal of time in looking up individual authors and subjects in the card catalogue which lists magazines by title only, and does not analyze the contents. Now, a sign has been put on top of the catalogue, informing students that if they wish to find articles in periodicals, they should consult the indexes on the opposite side of the room. Another sign indicates that the catalogue is incomplete and that the patron may ask the librarian at the Main Desk for additional information.

Extra copies of the READERS' GUIDE have been placed on the shelves and several other indexes (BIOGRAPHIC, INDEX TO BOOK REVIEWS IN THE HUMANKITIES) have been more conveniently located so that they are directly accessible for public use. Each of the index shelves has been numbered, and a corresponding number put on each volume. It is, therefore, easier to return the index to its proper place after being used, and serves as a reminder to the patron that this is what should be done.

Each volume has a detailed list of instructions affixed to the cover telling the reader how to obtain the periodicals in the easiest way. Thus service has been made smoother and faster and more people are accommodated in a shorter time.

The lighting has been improved. Five new lamps have been added: one on the Main Desk; two on the tables in the reference room; and two on the walls of the

cont.

reference room, one illuminating the index section.

Because of increased interest in science, required projects for science fairs, and so on, the two most popular magazines in the field, SCIENCE DIGEST and SCIENCE NEWSLETTER, have been used so often that the volumes are beginning to show signs of wear. Additional subscriptions have been ordered, and multiple copies will soon be available. Along the same lines, two periodicals, NEW REPUBLIC and NATION, which were beginning to disintegrate, and which are also heavily used, have been replaced by microfilm copies and may be used in the Patent Room.

Both on the covers of the indexes and on individual signs on each table mention has been made of the fact that mutilation, "borrowing," or defacing library materials is illegal and punishable by law. It is still too early to know whether this innovation has had any effect.

Additional improvements will be made as special problems arise. In the meantime, more people are being served faster and easier than ever before.

DAVID J. MONTANA, JR.

INSTITUTE ON THE  
CIVIC ROLE OF THE OLDER PERSON.

On Monday, February 4, 1963 there was held in Alumni Hall, Boston College, an Institute on the Civic Role of the Older Person, under the auspices of the Center for Applied Studies in Aging and Citizenship.

The library has been cooperating with the center, most recently in connection with a project to gather information about important buildings and streets in the South End. The South End Branch has served as a repository for information gathered, and History supplied a bibliography of published materials and also provided assistance with research problems. Kathleen Hegarty coordinated the library's participation in this project.

The Institute at Boston College was for the purpose of developing plans for future projects of value to the community

cont.



which contain an undertaking by senior citizens. Many excellent ideas from visiting "Shut-ins" for the collecting and organizing of local history materials, were developed.

A very interesting group of speakers addressed those in attendance. Monsignor Francis L. Lally, Chairman of the Boston Redevelopment Authority discussed the aims and methods of redevelopment in various areas of the city.

In the afternoon Mr. Warren Roubush of the Department of Health, Education and Welfare outlined the objectives of the proposed "domestic Peace Corps" and the part that the senior citizen might be expected to play in it. Participating in the Panel discussion which followed his brief address were Dr. Howard B. Sprague, a heart specialist, who has done considerable research in the field of gerontology; Mr. Alfred Gardner, an attorney, who pointed up the deficiencies in some of our present laws such as the lack of protection of the rights of the elderly to paid employment; and Dr. W. Linwood Chase, former dean of the Boston University School of Education. The discussion was most lively, audience participation most active, and one may be sure that courses of action are being developed in which the resources of the library will be called upon.

SARAH L. FLEMING

ALA - MIDWINTER

While a grin cold wave nipped the noses of good Chicagoans, your reporter moved from meeting to meeting at the ALA Midwinter sessions in the Edgewater Beach Hotel. Sparks actually flew at every door knob and light switch as the unprecedented low humidity index left the air charged with static electricity. Sparks flew, too, as philosophies of young adult librarians collided and new ideas came forth.

Of prime importance to librarians working with youth were the Board of Directors of the Young Adults Services Division (YASD) meetings (numbering eight rigorous hours); the Activities Committee meeting, which plans future projects;

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the Child in Trouble meeting, reporting on an experiment in bibliotherapy; and a special Book Selection Sub-Committee get-to-gether to evaluate and propose changes in the annual "Interesting Adult Books for Young Adults" list.

From the meetings of YASD attended by this reporter the following news items, decisions, progress reports, and plans emerged:

- The Africa list, patterned after "Richer by Asia" and long in process, should be available for distribution by Convention time.
- A new project on Latin America is well under way, again in the spirit of the Asia list but directed more to the young person himself. Noteworthy here is the fact that consultants for this project are drawn from Latin American countries. Invitations to them were phrased in the appropriate languages, Spanish or Portuguese, a nice gesture.
- The sequel to "Book Bait," much needed for book talks, has encountered snags and is still not completed.
- The National Library Week Committee of YASD is investigating the possibility of surveying the effects of reading on young people. ALA will be checking the Boston Public Library's Book Ballot project in regard to this proposed nation-wide survey.
- YASD is considering including in "Top of the News" full reviews of possibly "controversial books," i.e. mature adult books with meaning for young people. The Board believes that such reviews will offer support to YA librarians and school librarians if their adult selections for teens are challenged locally.
- Aware of the growing interest in bibliotherapy and its possible application to pro-

cont..



blems of delinquent youth, YASD and the Children's Services Division (CSD) are "trying out" novels with themes on gang involvement and trouble-with-the-law on test groups. Possibly the books may prove to be vehicles of communication between social workers and teen-agers or between probation officers and teen-agers in the counseling process.

The annual list of adult books for young adults formerly tagged "Interesting Adult Books for Young Adults" will be known in the future as "Significant Adult Books for Young Adults." The YASD Board concurred that the word "interesting" is far too nondescript and innocuous for such a provocative list.

Under consideration is a bibliography of biographies and biographical fiction with indexes of vocations, periods of history, and national origins. Biographies especially useful for young people are listed to a degree in standard bibliographies of history and vocations, but the Board believes that a more comprehensive listing is needed.

These notes from midwinter are fragmentary compared with the massive volume of ideas and decisions handled, but they do show the major areas of consideration. Pervading the sessions was an eagerness which went beyond the business at hand, an awareness of what comes next, namely the July convention's "Conference within a Conference." All librarians have a key role in this "inquiry into the needs of students, libraries, and the educational process."

JANE MANTHORNE

### JCL. NOV.

ALB

Apply for membership applications to

Mary Farrell  
Cataloging, R and RS

JLA

Apply for membership applications to

Aleanora Chaplik  
Codman Square  
Anne Armstrong  
Open Shelf, Children's Section

### Married

Priscilla L. Deane of General Reference to Robert Mansay of Cambridge. The wedding was held January 25, 1969 in Marshfield, Mass. A reception was held at the home of the Bride.

### BPL IN THE NEWS

CHRISTIAN SCIENCE MONITOR, Jan 15.  
New England Report: The Library problem by Robert P. Hey.

BOSTON GLOBE, Feb 4, 6, and 7.  
Series of articles on problems plaguing public libraries in the nation, Massachusetts and Greater Boston by Robert E. Glynn.

BOSTON SUNDAY GLOBE, Feb 10.  
Column on Boston City Hall news by Joseph A. Keblinsky.

BOSTON SUNDAY HERALD, Feb 10.  
Tell it to Joe column by Joe Harrington.

### LITERARY CHAIN \*

The following is the list of book titles suggested by the clues given in a quiz in last month's QM. The last word of each title appears as the first word of the next.

1. Love's Labour's Lost
2. Lost Lady
3. Lady in the Dark
4. Dark Laughter
5. Laughter in the Next Room
6. Room with a View
7. View from the Bridge
8. Bridge of San Luis Rey

### ARMYVETS

Commander Edward Hayward, building 3, announced recently that Michael Venedik, Patent, has agreed to assume the duties of Adjutant and Quartermaster in that organization. Mike succeeds Leonard Macmillan, Book Purchasing, who has held this post for over five years. To Len from a grateful membership, "Thanks for a job well done," to Mike, our "best wishes."

\* Puzzle appeared in the MONITOR, author is Maurice Segoff, a former BPL'er

Margaret M. Gannon, popular member of the Bindery staff retired from the Library service on January 31. She began her career in January 1945. Her particular duties included the operation of an Oversewing machine and the preparation of periodicals for binding. During her eighteen years in the Bindery, Margaret performed her duties with efficiency and dispatch. Her co-workers remember her keen sense of humor and ready wit always delivered with a happy smile. In a testimonial to her worth to the department 28 Bindery personnel and friends gathered at Steubens Restaurant on January 22 to bid her farewell and wish her well in her coming retirement. Margaret accepted with heart-felt thanks the gift of money proffered by her colleagues and promised to make good use of it on her trip to Miami Beach where she is presently enjoying the warm sun. The Library staff joins the Bindery people in offering its congratulations and best wishes for her future.

\* \* \*

Clarence M. Fuller, Central Charging Records, is retiring on the last day of February.

Mr. Fuller was associated with the Boston Public Library in its cataloging project for many years before joining the regular library staff in 1949. He began his Boston Public Library career with an assignment to the Division of Home Reading and Community Services. Later he was assigned to the Business Office and finally came to Central Charging Records in 1953.

He and his ever present boutonniere became a familiar and pleasant sight in our main lobby. We will miss this congenial gentleman "of the old school". We unite in wishing him the happiest of retirements.

LOUIS POLISHOOK

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We are sorry to report the death on January 26, 1963 of Catherine P. Loughman, Branch Librarian Emeritus. Funeral services were held on Jan. 29, at St. Aidan's Church, Brookline. After forty years of service in the Boston Public Library, Miss Loughman, at that time Branch Librarian at the Uphams Corner Branch, retired on Dec. 31, 1960. Miss Loughman was first appointed Branch Librarian at the Mount Bowdoin Branch in 1938 and remained there until 1946 when serious illness forced her to retire. She fought her way back to better health with courage and determination and was able to return to the library service in 1948. Thereafter, she was successively Branch Librarian at Fellows Athenaeum, City Point and Uphams Corner. She was a fine and generous person and will be remembered by her associates as an excellent administrator. All those who knew her will remember her enjoyment of staff parties; the pleasant atmosphere in the branches where she worked; her love of flowers and pretty things; but above all, Catherine Loughman was a wonderful example of determination and courage in overcoming illness and physical handicaps which would have defeated one less brave.

\* \* \*

We, at Charlestown Branch, were both shocked and saddened to hear of the sudden death of Celia McCarthy. She passed away Tuesday morning, January 29th at the Massachusetts General Hospital where she had been taken a week previously with a severe heart attack.

It was just over a year ago that Mrs. McCarthy was a guest of honor at a retirement party held by the Friends of the Charlestown Branch Library. It was one of the largest turnouts by the "Friends" group, with over two hundred people in the community coming to bid "Celia" fond farewell.

With more than forty years in the service and most of these at Charlestown, Mrs. McCarthy had built up quite a clientele. There were several

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adult patrons who would do business only with Mrs. McCarthy because she knew just what kind of book they would like.

Affable, good-natured, easy to work with, and a readiness to do favors for anyone who asked, -- Cecelia combined all these traits with a keen sense of humor. Her sensitivity towards the feelings and wants of others sometimes caused her to be taken advantage of, but not enough to deter her from "doing a good turn." Celia brought to the Library the same vivacity and zest for living that colored her own personal life. Even after she retired a path was worn to her door by the many friends she had made in the library.

We are at least thankful that Mrs. McCarthy was a witness to the standing ovation and testimonial given to her by her many friends in Charlestown. We know they will miss her very much as we all most certainly do.

LINDA M. IVERS

\* \* \*

Both present and past members of the staff at Mount Bowdoin mourn the sudden death of our former cleaner, Lillian E. Smith, on January 27. Forced to retire about a year ago because of the serious illness of her daughter, Mrs. Smith took over the care of her three small grandchildren. Her daughter succumbed to her illness in November. The death of her beloved daughter was too severe a jolt for her ailing heart and mother followed daughter just two months later.

We here at Mount Bowdoin who were so fond of our kindly, loyal and wonderfully dispositioned Mrs. Smith and her devoted daughter are shocked and saddened by the double tragedy. Although she had not been working here for the last year, we had been in touch with her by personal visits and telephone calls. Mrs. Smith was always interested in what was happening to her "girls" at Mount Bowdoin. We will miss her greatly and always remember this most popular staff member with great affection.

ANNE COLEMAN

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We have probably all had the experience with members of the public, relatives and friends who think we do nothing but read all day, and that we must know every book in the place. Some years ago I ran into a remark of Dr. Johnson's which has helped me to "defend" myself from the second half of that charge, and which fixed for me once and for all what the chief function of the librarian was. Boswell is describing the visit by himself, Doctor Johnson, and Sir Joshua Reynolds to the house of a Mr. Cambridge on April 17, 1775:

"No sooner had we made our bow to Mr. Cambridge, in his library, than Johnson ran eagerly to one side of the room, intent on poring over the backs of the books. Mr. Cambridge said... 'I have the same custom you have... odd that one should have such a desire to look at the backs of books.' "Johnson wheeled about and answered, 'Sir, the reason is very plain. Knowledge is of two kinds. We know a subject ourselves, or we know where we can find information upon it. When we enquire into any subject, the first thing we have to do is to know what books have treated of it. This leads us to look at catalogs, and the backs of books in libraries.'"

As private persons we naturally all know some subjects ourselves; but as librarians we only need to know where to find the information on subjects wanted by our patrons. But it helps when we can manage to read some of the books loosed on society each day. But which ones? Over 16,000 books were published in this country in 1962. Mr. Edward Weeks, editor of the Atlantic Monthly, in an interesting article in the Dec. 2 issue of the New York Times Book Review gives a list of the ten best in his judgement. His list is as follows:

- SILENT SPRING  
by Rachel Carson
- THE REIVERS  
by William Faulkner
- IN THE CLEARING  
by Robert Frost

Cont.

THE THIN RED LINE  
by James Jones

CONTEMPORARIES  
by Alfred Kazin

SHIP OF FOOLS  
by Katherine Ann Porter

MORTE D'URBAN  
by James F. Powers

TRAVELS WITH CHARLEY  
by John Steinbeck

THE POINTS OF MY COMPASS  
by E. B. White

PATRIOTIC GORE  
by Edmund Wilson

Should any member of the staff ask me which ones of these ten I myself have read I would have to turn off my hearing aid. But on the basis of several reviews we could conclude that the three best and most permanently valuable of these books are the Faulkner, the Powers, and the Edmund Wilson

HARRY ANDREWS

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WINTER VACATION

Ken Barnes, Periodican and Newspaper, left Feb. 2 on a cruise to the West Indies. He will stop at Puerto Rico, Barbados, and Venezuela among other places, and spend a large part of his time taking photographs, in color, of the local attractions. Ken will return well-tanned we hope on the sixteenth.

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EDUCATION PLUS

On January 6th, Paul F. Crane of the Education Department became the proud father of a lovely daughter. Helen Miriam who weighed five pounds at birth is now a healthy seven pounds.

\*\*\*\*\*

IT'S COLD

Thermometer at zero,  
We huddle safe at home,  
Suppressing Melville's "hypos"  
Which urges us to roam.

The bulletins don't scare  
On television news;  
We hear with scant attention  
The Huntley-Brinkley views.

If Mao's really pushing  
His redness to excess,  
And what Fidel is up to-  
We couldn't care less.

"Macwonder" the patrician  
Is blackballed by DeGaulle  
In league with ancient Konrad-  
A twosome to beat all.

Unrest in Arab countries,  
And Boston's unsolved crimes,  
And strikes in huge Manhattan  
Denying us "THE TIMES".

The current seesaw status  
Of dialogue by K's,  
And often really baffling  
Administration ways.

They none of them give shivers,  
Nor troubles new or old;  
MacFrost has taken over-  
IT'S COLD! IT'S COLD! IT'S COLD!

HARRY ANDREWS

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DATELINE-PEKING

Frederick Nossal

He explained it was the usual public education campaign, don't spit, move down the aisle, form queues at bus stops, don't heave garbage out of windows, make way for mothers with children, keep the bus clean.

AMERICAN VIKING

James Dugan

"When the devil wanted nothing to happen, he appointed a committee."

Snatched in Passing

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# Soap Box

Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is withheld from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions containing not more than 300 words will be accepted.

Dear Editor:

The city employee's who were evaluated by the Jacob's Survey had the results published prior to monetary implementation. The Library Assistants at the BPL have been waiting two years for their Job Evaluation. I think the RESULTS of our Evaluation should be published as long as the money to implement it doesn't seem to be forthcoming in the near future.

WEARY OF WAITING

Dear Soap Box:

A notice sent to the units of the HR&CS Division dated January 22 speaks of "A study of staffing and procedures in the New York, Queens, Philadelphia and Enoch Pratt Public Libraries... to be made by a group from the Boston Public Library during the week of February 4th..." Four people were being sent to represent that Division. Did any other members of the staff go? How many went altogether? And will we all be told what the group learned at those libraries?

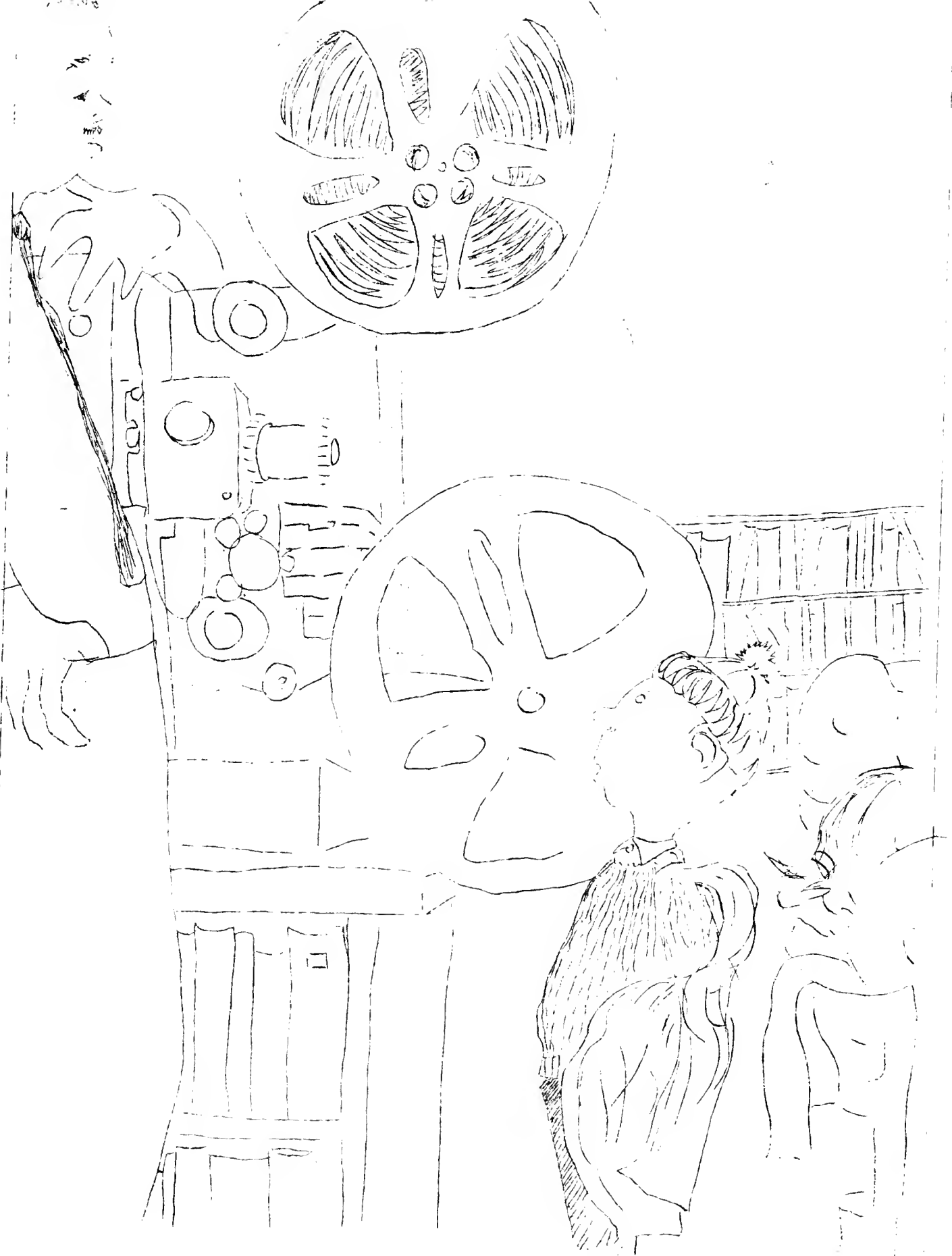
PCM

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NOTE:

We would like to believe that the reason there are so few letters to the QM this month is that everyone is happy and well satisfied with conditions here at the BPL.

Unfortunately we are unable to believe this is so. Action on any situation which can be corrected is much more likely to be achieved by a well-thought out presentation of the problem in the Soap Box, than by a griping session in the Coffee Shop.



"May I get a book afterward?"







THE  
*Question*  
MARK



THE BOSTON PUBLIC LIBRARY

MARCH 1963



Published by the Boston Public Library Staff Association

Volume XVIII Number 3

March 1963

Publications Committee: Harry Andrews, Jean Babcock, Doris Gray, Jane Manthorne, Edward J. Montana, Jr., Mrs. Bridie Stotz, Martin F. Waters, Pat White, Barbara Whitlege, Roger Stevens, cartoonist, Sarah Usher, Indexer, William R. Lewis, Chairman.

Publication date:  
The fifteenth of each month

Deadline for submitting material:  
The tenth of each month

The ides of March are upon us. Beware the ides of March! This stern warning to a certain Roman has little meaning now. Although in the recent past this date marked a deadline of which income earning Americans were painfully cognizant. Today the date merely announces the advent of a new season. It is one of the many heralds of Spring; and as a harbinger of Spring it warns us that time, as always, is moving swiftly. This is the time for activity, the time to emerge from the long Winter sleep and meet the needs of the present. One of the needs of the immediate present here at the BPL is a plan of action to counteract the problems set up by the continuously increasing use of the Library by students. And it is increasing! Witness the evidence presented in the figures compiled at Center Desk in Bates Hall on Saturday March 9 when all previously existing records for call-slip handling were surpassed. (Amazing when one realizes the competition for student time provided by the finals of the state interscholastic hockey or basketball tournaments or the pleasant weather.) No longer does the staff member ponder the prospect of another busy week-end. He merely applies the principle of arithmetical progression to the previous week's total and girds himself for the predicted onslaught. The sheer number of students to be accommodated is, of course, only one aspect of this many faceted problem. There are many others equally deserving of mention, however, one will suffice to illustrate the whole.

The Library Administration has been aware of this situation for some time. Indeed, even before student use of libraries became a popular 'catchword' phrase, the Administration had anticipated the problem and provided for a staff Council on Student Use of the Library. The Council has been hard at work in its study of this difficult situation and a glimpse of their efforts was evident in their recent meeting with heads of the parochial schools of the city. We had hoped that the Council's report would have been released prior to our deadline. However, as such apparently is not the case, we look forward to its publication in the very near future. The problem is with us now, it will not solve itself. We await the Council's recommendations for our information and guidance patiently but anxiously.

Since the last issue of The Question Mark, most of your president's time and effort has gone into appointment of committee chairmen and assistance to them, where needed, in setting their committees into operation. We have not yet held a second Executive Board Meeting.

Already your Personnel Committee is hard at work learning as much as possible about promotional systems. The Assistant Director (Personnel) has been most cooperative in offering to turn over to this committee any material which he has on hand and to assist them, if needed, in acquiring more information about practices in other libraries. Watch the next issues of Q.M. for articles on this subject. Miss Shaw has promised to summarize for publication some of the more important findings of that committee's study.

At our next Board meeting, we will be talking to the Chairman of the Program Committee about plans for 1963. As you know, our Constitution calls for two professional meetings each year. Remember that the first of these, the Bertha V. Hartzell Memorial lecture, will be coming up soon in April. Since the student use problem is a universal one directly affecting everyone working in an open department and indirectly affecting others, I have been talking to the Program Committee Chairman initially in terms of a fall professional meeting on some aspect of this topic. We will begin to think more definitely about the fall program at our March Board Meeting. Naturally, if we agree upon this topic, we must await the recommendations of the Student Use Council and coordinate our efforts with theirs. However, if you have any concrete suggestions which you would like to make, please pass them along to the Program Committee. (See list of committees.)

In the past, several different staff members have asked me why we do not have various types of social programs. A B.P.L. Pops night has been suggested; some people have indicated that younger staff members might enjoy an evening

of dancing; at one time there seemed to be some interest in a music group. Do any of these ideas appeal to you? or do you have other projects in mind? If so, take a minute to express your feelings to the Program Committee. Part of the value of the Staff Association lies in the opportunity it offers for us to get to know one another better. If a reasonable number of people (say 30-40 or more) really desire some particular social activity enough to support it wholeheartedly, there is no reason why we should hesitate to try it out, even though the activity may not be of interest to 100% of our membership.

Like myself, several staff members seem to have missed the Type I Oral Polio Vaccine when it was provided by our Boston Health Department Clinics. Mrs. Wollent has been kind enough to ascertain for us the following facts:

1. Type I vaccine is not now available anywhere in the city, but will be available again at a later date.
2. You can take Type II oral vaccine even though you have not previously taken Type I. (The order seems unimportant.)

Type II Oral Polio Vaccine Clinics will be operating between March 23 and March 30. All of our departments will receive a schedule of times and places as we did before. I am told that most people working at Central were able to get to the clinic at City Hall and back during a lunch hour. Let's all make the effort this time!

B. GERTRUDE WADE  
President

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TODAY'S CHUCKLE

Personnel manager to female applicant: "We offer several fringe benefits - two weeks' vacation, paid-up insurance, a pension plan, and two unmarried vice-presidents."

Entered

Annette Giacobbi, Central Charging Records (formerly part-time)  
Pamela Dondale, Personnel Office (formerly part-time in Information Office)  
Anthony Pacy, General Reference  
Joanne E. Raymond, Cataloging and Classification HR&CS  
John C. Shea, Periodical and Newspaper (formerly part-time)  
Richard Story, Central Charging Records

Transferred

Joseph Lucas, from Bookmobiles to Central Book Stock - Branch Issue Section

Ceased

Kendall Brown, Rare Book - another position  
James Duffy, Central Charging Records - personal reasons  
Robert P. Giddings, Music  
Mrs. Lois Gordon, Mattapan - to remain at home  
A. Robert Phillips, Periodical and Newspaper - another position  
Patricia Murray, Personnel Office - another position  
Hugh Walsh, Central Charging Records - to return to college

Retired

Clarence M. Fuller, Central Charging Records

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OFF TO THE WEST INDIES

Mrs. Evelyn Isaacs, Personnel Office, and her husband left Boston on Sunday, March 10th, for a 6 weeks' trip to the West Indies. Among the places they expect to visit are Antigua in the British West Indies; Kingston, Jamaica, St. Thomas, Virgin Islands, and Caracas, Venezuela. Mrs. Helene Fisher held a luncheon at her home for Mrs. Isaacs and the Personnel Office staff on the previous Saturday at which time a steamer travel iron was presented to Mrs. Isaacs. Happy flying, Evelyn!

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In the midst of world-wide political upheavals, floods, devastations of all types and increased taxes at all levels, it is encouraging to know that there are due shortly three major events which will help relieve the pressures created by world tensions.

The first event SPRING has been coming annually for a very long time. Each appearance is welcome and never does its appeal diminish.

NATIONAL LIBRARY WEEK is relatively a new event. This is its sixth appearance. This year it will be observed throughout the nation during the week of April 21-29. As usual the Boston Public Library will participate in this national observance.

The latest addition to these annual events is the Book and Author Luncheon. This year as in previous years it will usher in locally National Library Week. The fourth annual Book and Author Luncheon will be held Monday, April 22nd at 12 noon at the Statler-Hilton ballroom. Tables for ten may be reserved. The speakers as now lined up are Walter Slezak, author of What time's the next swan? as told to Smith Corona Model 88E. John Updike, author of several novels including Rabbit run, The poorhouse affair and The Centaur; Clarence Randall, whose latest book The joy and challenge of the years of retirement is receiving considerable attention especially by those anticipating this "blessed event" within the next decade. (A handsome, (?) scintillating (?) vivacious and clever (?) lady author will be added to this group of gentlemen).

Mrs. Endicott Peabody, will represent National Library Week at the Luncheon.

EDNA G. PECK

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Hartzell Lecture

Dr. Meyer Kessler, MIT will be the speaker. In addition there will be a reception for the new officers of the BPLSA. Friday evening, 5 April in the Lecture Hall. Time: 8 p.m. All staff members are urged to make a sincere effort to attend this meeting.

The Intellectual Freedom Committee met in Chicago to discuss its program for 1963. Uppermost in the minds of the committee members was the rash of attacks on libraries, particularly in California, for possessing titles disapproved by noisy and militant minorities. The similarity of the techniques used and the emphasis on a few selected titles -- the most prominent recent one being The Last Temptation of Christ -- leads to the belief that there is a central leadership programming the effort to intimidate libraries.

To defend libraries, the Committee proposed to ask the ALA Executive Board to explore the possibility of retaining legal counsel to advise libraries and perhaps even to create a defense fund for individual libraries coming under attack. The results of this exploration will be made known during the annual convention.

Everett Moore has resigned his post as editor of the Intellectual Freedom feature in the ALA Bulletin. His successor will be chosen by Archie McNeal of the University of Miami.

In another part of the forest, LeRoy C. Merritt has been asked to write for publication by ALA a modest volume on book selection, with special emphasis to be given to the question of creating book selection policies which will provide a defense against criticism. In the words of one member of the group which met with Mr. Merritt to discuss the broad outlines of the book, what is needed is advice on "what to do till the doctor comes." The projected volume will doubtless relate to the work of the Intellectual Freedom Committee, although its actual sponsorship is in the hands of the Public Library Association.

From the rather limited view of this one observer at a very large gathering of many committees, it appears that after federal aid to libraries, intellectual freedom is perhaps the area of greatest concern in library circles this year.

ERVIN J. GAINES

The Midwinter Meeting of the Massachusetts Library Association was held in the Grand Ballroom of the Sheraton Plaza Hotel on Thursday, February 14. After a reading of the minutes of the previous meeting, Ervin J. Gaines, Assistant Director, (Personnel) BPL and Chairman of the Committee on Intellectual Freedom gave a short talk on the activities of the ALA Intellectual Freedom Committee. This committee, at the recent Convention in Chicago, passed a motion recommending to its Executive Board that a defense fund be set up to provide legal counsel for libraries under attack by pressure groups. Special mention was made of the John Birch Society and the trouble it is causing libraries in California.

The Nominating Committee presented the slate of officers for 1963/1964. Pauline Winnick, Coordinator of Young Adults Services, HR&CS, BPL is the candidate for Archivist.

Mrs. V. Genevieve Galick, Director, Division of Library Extension, Massachusetts Department of Education, briefly related the progress of the State Aid Program and noted the increase in the number of libraries applying for it, from 237 in 1961 to 286 in 1963. Of the regional libraries: one system is in full operation (Western Regional); one is partially on its way (Central Region with headquarters at the Worcester Public Library); the contract for this area was expected to have been signed by the end of February. The Eastern Region is still in the planning stage, but there should be some action in the next few months.

The ALA Councillor, Lawrence E. Wikander, noted that for the first time a President of the United States, directly through a Presidential message, has asked for Congressional action on federal aid for libraries on a wide scale.

Following this announcement, Milton E. Lord, Director, BPL, spoke on the proposed amendment to the State Aid to Libraries Bill. By its terms money for the financing of state aid

cont.

MLA cont.

would be taken from the General Funds rather than from tax revenue as is done now, thereby conforming to the original intent of the law. Under the present system a certain amount of the tax money, which goes to the cities and towns anyway, must be set aside for libraries. The metropolitan officials feel that this is interference with local autonomy and object to it. As a result only 81 of 340 cities and towns have received direct grants-in-aid, and 68, including Boston, are getting less support than before. Therefore Mayor Collins proposed an amendment to remedy the situation. The new plan will bring more money to the libraries and will not interfere with local autonomy. The town officials may then use the income tax revenue in any way they please.

On Monday, March 25, there will be a hearing before the Committee on State Legislation. Voters should write to their state representatives asking them to support the amendment which emphasizes the original intent of the bill.

Later in the morning a symposium on State Certification of Librarians was held. Each member present was given a copy of the proposed revision of the law on certification now in effect. The principal points of the revision are:

1. the law will be mandatory rather than permissive.
2. it sets up the standard of formal education in librarianship, requiring an M.S. in Library Science or at least thirty hours credit in library science attained at the graduate or undergraduate level for the Professional Certificate.
3. it provides for hardship where libraries cannot recruit fully qualified candidates.
4. it contains a "grandfather" clause.
5. it uses existing legislation to penalize those libraries which do not comply; applies only to municipalities of 10,000 or more.

A complete copy of the Revision may be obtained from Mrs. Miriam Putnam, President of the Massachusetts Library Association, and Librarian, Memorial Hall Library, Andover. In addition, comparisons were made with the librarian certification systems of New York State, and the Massachusetts Department of Education.

The last event of the day was a panel on the subject of "Legal Certification: Questions and Answers." Kathleen Hegarty, Coordinator of Adults Services, HR&CS, BPL was the Moderator, and Pauline Winnick and Arthur Curley (formerly of Open Shelf, now Librarian of the Avon Public Library) were two of the Panelists. The panel discussed many points which were in need of clarification.

The meeting adjourned at about 4 p.m. It was, all in all, a very successful and informative day.

EDWARD J. MONTANA, JR.

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C H O I C E

Weatherwise there's progress;  
The frosts have left the stage;  
Spring is next on billing,  
Succeeding icy age.

Order still prevails,  
Ordained in primal time;  
Season follows season,  
Unchanging and sublime.

No determined cycle  
Invests the human scene;  
Error follows error,  
And lawlessness is queen.

Man alone amazes.  
Conceived in primal slime,  
Though hedged divinely,  
The slime is making time.

Yet we'd seek no changes,  
Nor heed rebellious voice;  
Though we choose perdition,  
What grace to have a choice.

HARRY ANDREWS

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MARY M. SULLIVAN

We are sorry to report the death on February 23, 1963 of Mary M. Sullivan, Branch Librarian Emeritus. A Requiem Solemn High Mass was celebrated on Monday, February 25 at St. Paul's Church in Dorchester.

Miss Sullivan began her library career at the Central Library in 1902. In 1904 she went to Dorchester as an Assistant and in 1907 she was appointed Branch Librarian at Neponset. Subsequently in 1920 Miss Sullivan became the Branch Librarian at Parker Hill where she remained until her retirement in 1948.

Miss Sullivan was an unassuming and charming lady. As the Branch Librarian at Parker Hill she became closely associated with the community and the people she served so faithfully. She made the Branch Library a part of the social and cultural life of the community.

Her quiet smile and advice was given to all alike, whether she was inspiring a young man with courage to continue his education, or whether she was encouraging a member of the staff to qualify for advancement in her chosen profession. People and books were her major interests.

She will be remembered by her friends and associates with affection.

BRADFORD M. HILL

Ed. Note: Miss Sullivan was the sister of Miss Katherine Sullivan who worked for many years at Center Desk.

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BRANCH NOTES

East Boston has always been most fortunate in its recruitment of Library Aides. Usually talented in the artistic and musical fields, as well as being fast "book-shelvers", they also manage to accrue four-year college scholarships with equal ease. Two of our present aides, Loretta A. Gibbons and Maria A. Magnolia have crossed the science barrier by winning the first and second places in

a recent high school science fair exhibit. Congratulation girls!

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The South Boston Branch Library is proud of Library Aide Mildred M. Connolly, senior at South Boston High School, who was awarded first prize in the annual Evacuation Day Essay Contest for South Boston students. Mildred received her prize at the historical exercises held in the All-purpose Room of the South Boston Branch, Monday, March 11, under the sponsorship of the South Boston Citizens Committee.

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MRS. GERTRUDE S. MCCABE

The forlorn-looking desk in the Book Purchasing Department was until March 1, graced by our longtime friend and genial associate, Gertrude Steinmann McCabe. Her last day was highlighted by the presentation to her of assorted gifts of household fineries, orchids, musical teddy-bears, and even string beans. The beans were distributed to all who could obtain a bag to carry them home in. All expressed heartfelt sincere good wishes for the health and happiness in her new life which she and her husband, Irving J. McCabe have looked forward to for many years.

Gertrude came to us from Jackson College where she was an outstanding mathematics student. She worked in the gift Section and became in time the final source of information for all things pertaining to Government Documents, library exchanges, and gifts. In her quiet, efficient, pleasant way, she handled all the bothersome details with a frictionless ease that would amaze a time-and-motion study man. No detail was too small for her to handle; she was never too busy to put aside for a moment some extremely pressing project to undertake to solve some fussy problem to which only she knew the answer. She never forgot her friends' birthdays, or omitted sending cards to the sick. She was always to be



counted on when there was a collection being taken up for a worthy cause and could produce a contribution from her billfold with a swiftness that would make Houdini envious.

No one could be more deserving than Gertrude of the usual send-off festivities which library friends traditionally accord to those leaving the service. Her many friends throughout the library would have been pleased to attend a farewell party in her honor, but Gertrude did not want it that way. She did, however, consent to attend a simple Luncheon at the Sheraton Plaza with her long-time fellow members of the Book Purchasing Department. An excellent luncheon was enhanced by an unburned frankfurt (her favorite delicacy) which was especially ordered for her by Mary Alice Rea and Dick Sullivan.

We all wish Gertrude and Irving the best of luck and only regret that Gertrude left without giving her rendition of her favorite piece called, "Two Lone Sheep on the Mountain." This is usually so well received that an encore is demanded. Gertrude then recites the "Two Lone Sheep on the Mountain" backwards.

GERALD L. BALL

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LEND-A-HAND SUNDAY

Sunday afternoon, February 10, began in the usual manner of any winter Sunday in the Boston Public Library. There were the eager students, rushing upstairs to get seats, well aware that by 2:30 this comfort would be unavailable. Also there was the serious researcher, an experienced old-hand in library usage, and finally the visitor, peering into Bates Hall, comparing it's vastness with the cosy home town library.

About 2:10, a pleasant faced man in his forties, approached the desk and requested information on obtaining books from the stacks, adding that he was a non-resident and this was his first visit to the library in Boston. Following a detailed

briefing he departed for General Reference to consult the card catalogue.

Shortly thereafter an avalanche of patrons descended upon us. They came singly, they came in pairs, they came continuously and soon the Center Desk area resembled Park Street subway at rush hour. We handled an average of 580 slips per hour from two p.m. to six p.m. or just under 10 slips per minute. In addition there were endless discussions with borrowers making applications for books.

Some two hours later, I glanced to the right and observed a volunteer project in brisk operation. A staff member was busily opening pouches and removing crossed slips. Outside the Center Desk enclosure, a college girl (one of our patrons) was conscientiously sorting the crossed slips by seat number and giving these to two assistants for delivery. Another of the volunteer aides was Police Officer Charlie O'Connell, who on his tour of inspection of the building observed such chaos at the desk in the reading room, that obviously the needs of the moment were for helping hands rather than quelling riots or suppressing vandalism. The third volunteer was our first time visitor, who having shed his hat and coat was competently distributing crossed slips around the hall. "You folks were so busy we just had to give you a hand."

To these kind souls, though they may never read the QUESTION MARK, at least a grateful salute from the harassed staff is now part of the public record.

GRACE M. MARVIN

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THINK ABOUT IT

About the Liquid Soap--  
How come it isn't?

QUINCY TO EUROPE

In the past few months the Boston Public Library has shared in an unusual young adult project which is currently making news. An advanced Problems of Democracy class of Quincy High School under the leadership of teacher Ellis Swartz is doing research on the lives and philosophies of fifteen world leaders - among them, Franco, Adenauer, Fanfani, Macmillan, and DeGaulle. Culminating their study, twenty students will depart in April on a three week trip across Europe, interviewing many of their subjects.

Joining with the Thomas Crane Library of Quincy, the BPL has aided in the research, offering a bibliography of world leaders, instructing the project members on the use of the library, and alerting them to new books relative to their research. At least one of our staff, Readers Advisor for Young Adults Jane Manthorne, is sporting a "Quincy to Europe" button for her part in the project.

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CARIBBEAN CRUISE

On Feb. 2nd shortly after 4 PM the Bremen slipped out of her berth at Pier 88 in ice choked North River, and crept silently down fog-shrouded New York harbor. I was safely aboard with my two cameras, a battery of lenses and a hundred feet of Daylight Anscochrome film, most of which I managed to use before my return. I'm rather embarrassed to say that one of the first things I did was to get sea sick (on a "smooth" and "slight" sea too). I ate practically nothing for two days, and lost six pounds during the trip.

On Wednesday morning we came to San Juan, Puerto Rico, and I was off to El Yunque, the rain forest; during the afternoon I wandered around old San Juan. I observed at first hand "Operation Bootstrap" which makes this island different from most of the others I visited, which were primarily agricultural.

Thursday we arrived at St. Thomas and after a tour of the island I took a lot of pictures in Charlotte Amalie and did

a little shopping.

The next island to be visited was Martinique. Fort de France was not circled as the guide books forecast, but it did have open gutters, and you had to watch where you stepped. A statue to her most famous citizen, the Empress Josephine, stands in a park near the quay. It was hot near the coast but cool in the mountains. We drove to the village of St. Pierre which was destroyed by the eruption of Mt. Pelee in 1902. There was a lush countryside and a rain forest in the interior. The roads on Martinique were not nearly as bad as I expected, but a woman who rode in the back seat of our car complained bitterly because the haripin turns were not banked. At two o'clock in the morning after leaving the island most of the passengers were aroused by the ringing of the ship's alarm bells. I heard later that some people slept through the excitement, but, as it was not the signal to take to the boats, nobody was really frightened. It was probably caused by a short circuit in the ship's electrical system.

Barbados is rather flat and much given over to the growing of sugar cane. There is a fine view of the Atlantic from the thousand foot elevation of Hackleton's Cliff. Another tourist stop was Christ Church, famous for its mysteriously shifting coffins for which no satisfactory explanation has ever been given. Afterwards I spent some time photographing the section of Bridgetown around Trafalgar Square.

Our next stop was at Grenada, which is particularly beautiful when viewed from the sea. There was no organized shore trip here, so I had to hire a taxi all by myself. The driver could not obtain other riders as everybody was going to the beach. I could not spare the time from taking pictures. Grenada is known as the "Spice Island," and I also saw cocoa beans growing. It being Saturday I was able to get pictures of some interesting native markets.

We left Grenada late in the afternoon for La Guaira, Venezuela. This was the only place we visited where the customs officer looked inside my camera bag. There was a guard on the pier with a

cont.

sub-machine gun. The Communists have been very active there, but all was quiet during my visit. It was really hot at the pier, but we soon got into taxis for the trip along the seventy million dollar super-highway to Caracas. We visited the Capitol, the Pantheon, and Bolivar's birthplace. We then had lunch at the Hotel Tamanaco where I went to the observation roof and took pictures of the city with its spectacular backdrop of mountains. After lunch we saw the racetrack, Officer's Club, and took the Cable Car ride to Mt. Avi a. If I had known what the trip up the mountain was like, I might have remembered an important engagement elsewhere.

That evening the Bremen left La Guaira with its myriad of lights glowing on the mountain-side; and when the ship tied up at the dock at Willemstad, Curacao, to take on oil, we took a long ride by taxi to the center of this attractive Dutch city. I looked around in the shops and before leaving on a tour, photographed some of the sights. Among them was the Queen Emma, a pontoon bridge, perhaps the most famous landmark in town, and the floating market. During the tour we had a typical Dutch lunch at Ft. Nassau which overlooks the Schottegat basin. The city has an enormous number of oil refineries, oil refining being the chief industry of Curacao. The island is deficient in rainfall, which results in cactus occupying a prominent place in the flora.

The last port to be visited was Port-au-Prince, Haiti. The natives here were more enterprising than at the other islands. Not only did they dive for money, but they sold furniture from their boats. They actually had some fairly large tables, and while I didn't see them sell any, they did a brisk business in smaller items.

The tour took us to the mountain resorts of Petionville and Kenscoff. Haiti is a little arid, but is extensively cultivated and the scenery is spectacular. After returning to Port-au-Prince I visited the Iron Market on my own and found that the best way to get rid of unwanted natives was to try my French on them. That night we left for New York, and you guessed it, I got sea-sick again, but this time the sea was logged as "very rough."

KENNETH C. BARNES

SLIDES OF THE WEST INDIES AND SOUTH AMERICA

By Kenneth Barnes

The slides will be shown at the Little Theatre, March 25, 26, and 29, 1963 from 1:30 to 1:50 PM.

Please watch bulletin boards for any changes in dates or hours.

The program can also be presented in one complete showing any day after 5 PM if there is sufficient demand.

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On page 10 of the BPL STAFF MEMO #25., 21 February, 1963 under 'Recruiting leaflet' there is the following statement, we quote, "The girl on the cover of our attractive new leaflet is Jean Babcock, of the RRS Division Office." We of the Publications Committee (one member abstaining) agree that the statement is more accurate and certainly more gallant with the transposition of the word attractive so that it reads thusly: "The attractive girl on the cover of our new leaflet is Jean Babcock, of the RRS Division Office."

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Two boys, apparently high school students, came to the Education Department and asked for "six leather-bound books." When questioned about the authors or titles of the books, one replied, "It doesn't matter, as long as they are bound in leather. We just need them for props in a play."

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On a sub-zero blustery day last month a 4 yr. old "Barefoot Boy with feet of Tan," clad only in shorts and T-shirt was training for the Olympics in the Chevannes Gallery. A kindhearted Center Desker certain that he had eluded his worried mother, took him in hand and went looking for her.

When found, completely surrounded by books, she looked over her Library specs and said, "Is he bothering anyone?" To an amazed shake of the head she said, "Just leave him alone."

RUTH FOLEY

The fact that we have no holiday in August creates an aesthetic imbalance in the Library year which offends the sensibilities. We are particularly conscious of it in March, because March too was for a long time in the same barren position, until a kind researcher unearthed the story that on March 17, 1775 the valiant citizenry did cause the snaky British to depart from Boston, and we now have a holiday on that day. I don't know of any similar patriotic event in August; but my own researches have led to the discovery that BPLr's and their patrons have an even greater reason for a special day of gratitude in that month. George Ticknor was born on August 1st.

The following quotations from THE FLOWERING OF NEW ENGLAND give some idea of Ticknor's place in the Boston of his day:

"...he was the great intellectual and social figure, the host of every visitor, the one man who had seen all the world, and who numbered among his correspondents the preeminent minds of half a dozen countries...where books were concerned he knew all the resources of Europe...his knowledge of Spanish literature was greater than that of any man in Spain...on terms of intimacy with all the great and famous people in England, France, Italy, Germany, and Spain...he had made Boston once and for all a centre of historical research..."

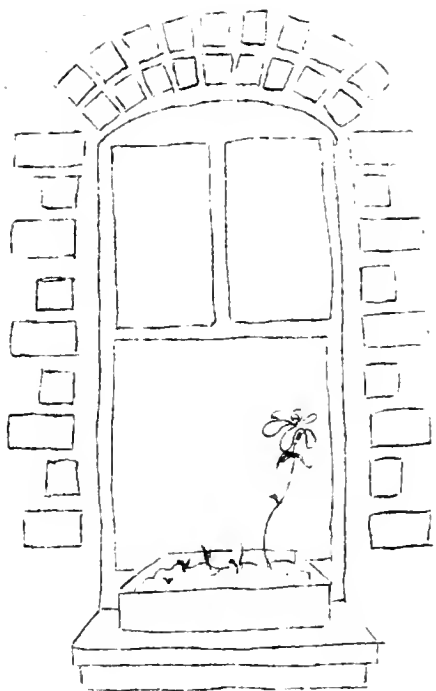
But Ticknor's own letters and journals give a much fuller picture of his experiences and his industry. This Boston boy must have been a very remarkable person indeed to have gained such immediate and complete acceptance in all the highest political, scholarly, and fashionable circles in the major centres of Europe. But that would not be reason enough for making a holiday of his birthday. He has earned that sort of secular beatification because he was the chief if not the "onlie begetter" of our Library.

The Administration here could help by beginning the mounting of a massive propaganda and educational drive to tell the public the Ticknor story, and persuade the city legislators to make August 1st a legal holiday. I suggest that as a

first step we put the name Ticknor back into the title of the department which owes so much to his generosity and scholarship. Ticknor says that when he was visiting the British Museum he compared their collections in the field of Spanish literature with his own, and that his was better. That collection he gave to this Library, and for that alone he would deserve not to be robbed of his titular enshrinement. And he did a lot more than just give us some of his books. All his energy and learning, his intelligence and time, and his many connections in Europe he put at this Library's disposal. He traveled personally and at his own expense to set up agencies in several European places for the buying of the first books for us. He was in his own person our first Book Selection and Book Purchasing Departments. And Mr. Bates's generous gifts were given the more readily because he knew that Ticknor was connected with the new institution.

For a second step I suggest that we move from its inconspicuous place above the balcony in the Rare Book Department, Ticknor's magnificent portrait by Sully, who caught so much of the power and radiance of the man. In its present location even staff members can see it only rarely and, even then, not too well. It should be hung in some prominent situation in the front hall or near the Abbey Room where the public will become more aware of the man and give us the opportunity to tell them of the part he had in the making of the Library.

For the staff there is only one recommendation: Read his book. THE LIFE, LETTERS, AND JOURNALS is one of the most fascinating books we have in the Library. It is quite long, and many of the once famous names will not mean much today. But if you will use the index and check the references under Adams and Jefferson, Washington and Webster, Madame de Stael and Lafayette, Bonaparte and Metternich, Southey, Scott, Wordsworth, Macaulay, Bishop Cheverus and Sydney Smith, Lord Holland and Talleyrand, you will not only continue with other names but enlist yourself enthusiastically to work for the establishment of TICKNOR DAY.



Soap Box

Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is withheld from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions containing not more than 300 words will be accepted.

To The Editor:

It seems regrettable that some of the Staff of the Reference Division were not invited to attend the recent meeting in regard to student use of the Library. We are all concerned about the increasing use of the Central Library Collection by high school students and would be interested to know

what is being done in relation to this problem.

PRS \*

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Dear Soap Box:

Previously new salary schedules were first worked out by staff association representatives and the administration, and then the staff association gave active support to budget hearings at City Hall. But now who on the staff knows what the proposed salary schedule is? Some members, at least, of the Job Evaluation Committee claim they do not know. How can you support a plan you are ignorant of?

Maybe we are better off if we have little or no voice in arriving at our salary schedules, but I don't think so.

Let me know. Let me disagree. Let me help if I agree.

HONEST EARNEST

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To the Soap Box:

Could it be that there exists in the Boston Public Library a double standard? It appears that the Division of Home Reading and Community Services has Coordinators, Supervisors, Readers' Advisors, full compliment of Branch Librarians and a permanent Chief Librarian. It also appears that titular positions in this Division are filled rapidly whenever qualified personnel are available.

The Division of Reference and Research Services, however, seems to suffer from a lack of Coordinators and Curators even though it seems, albeit to an uninformed observer, that qualified people are available to fill these positions.

Sometimes we wonder if there is a lack of interest on high for the function of the Reference Division. Or could it be that our cause is not represented with vigah. Or maybe a great reference collection is going to be quietly permitted to wither on the grapevine.

WORRIED

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\* See Editor's note at the end of the Soap Box.

Dear Soap Box:

It is quite generally held that an election year is the most propitious for public employees to obtain raises. It seems that this is so because fair treatment of the public employee may become an issue in an election campaign as well as have an effect on the vote of the individual employee on a public payroll.

Although job descriptions were written for all employees below the grade of chief and branch librarian, yet it appears that only the Library Assistants are being considered for any increases in the immediate future. Are the Mayor and City Council going to consider the budget in this most favorable year for raises without any attempt to improve the salary schedules of the Professional Service? Surely the professionals are not considered less deserving. Must there be a Library lag? Must other city employees get their increases, and then have library employees try to catch up.

The City Record and Boston newspapers, in commenting on the exclusion of the Library from the Jacob classification, say the Library has its own plan? What plan? I don't know. Who does? Does it include raises for some levels of professional staff, for all levels, for no levels?

There is no lack of publicity on the efforts of the School Committee and the teachers organizations to obtain more favorable salary schedules for the Boston Public School teachers.

The teachers know what is being sought for them. Are we less interested in our remunerations?

PROFESSIONALLY  
INQUISITIVE

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To the Editor:

The February issue of the Staff Memo has succinctly stated the purpose and scope of the recent "junket" of a group of staff members to various large libraries, alluded to in the last issue of the QM. Any misgivings as to the worth of this venture were dispelled by the splendid report prepared by Miss Walker and Miss Becker, and presented so ably by Miss Walker at the meeting of the Home

Reading Division on March 8.

Viewed in the light of their outstanding practical experience as branch librarians, this appraising, clear-eyed look at the ways in which other comparable libraries are facing up to common problems had a special validity. The report would be well worth hearing as it stands, by other interested members of the staff as well as by the Director and Trustees. May they avail themselves of the opportunity enjoyed by the branch librarians and other officers of the Home Reading Division.

XYZ

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Dear Soap Box:

There used to be a mirror in the front elevator to help the operator see any one coming before he closed the doors. Inadvertently the door is often shut in someone's face (through no fault of the operator), or someone coming around the corner sees the door closing just too late.

Wouldn't it be a worthwhile thing to install on the elevator a convex mirror such as they have on hotel elevators and on the MTA busses?

It is very annoying to see the door close and have to wait until the elevator makes its slow climb to the third floor, then down to the basement before it stops to take passengers again for the third floor.

Since the front elevator will be much more heavily used during the planned repairs to the rear elevator, the installation of such a mirror now would seem to be helpful if not absolutely necessary.

PER ASPERA AD ASTRA

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To The Editor of the Soap Box:

It

would be a kindness to the staff to keep the Staff Library open as many hours as the Library itself is open. It is fast getting to be the only place where one can go to "read one's office", possess one's soul, or just get away from nagging noise.

It's an annoyance to begin to open the door to the Staff Library and find that some meeting is in progress there. Can't the Administration put

cont.

cont.

one of their offices at the disposal of these small meetings? Ladies and gentlemen of the brass, will you stop poaching on our limited demesnes and stay in your own baronial acres?

FCM

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Dear Soap Box:

Why has there been no publication of the proposed schedule of LA salary schedules which the Job Evaluation Committee was supposed to help create? Why shouldn't the individuals affected have a chance to examine these schedules before the money is actually appropriated for them? There is certainly ample precedent for such prior publication both inside and outside the Library. In the Library in the past, such a phrase as "if and as budgetary conditions permit" was used to indicate that proposed schedules might take some time to effect. The results of the Jacob classification was available to other city employees much in advance of any planned date of payment. This has allowed individuals and organizations the opportunity to make appeals before the fact. Why should the Library LA have to contend with a "fait accompli"?

The Job Evaluation Committee held its latest meeting in July of 1962. Members of the committee report that at least one further meeting was to have been scheduled shortly thereafter, but to this date no further meeting has been scheduled. Members of the committee report that they do not know what decisions were finally made (we assume some were).

Maybe no news is good news, but it is also a good way to start disturbing rumors.

Must it always be?

TOO LITTLE AND TOO LATE

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Ed. Note:

The staff would have been welcome, but it was indicated that the Lecture Hall was to be filled to near capacity by the invited supervisors, principals and school librarians. As it developed, because of bad weather and other circumstances, there would have been room for the staff but it was then too late to invite them.

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BOSTON PUBLIC LIBRARY STAFF ASSOCIATION

OFFICERS AND COMMITTEES - 1963

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(Note: Most recent past president, Louis Rains, is a non-voting member of the Board. William R. Lewis as Editor of Publications (or a member of the Publications Committee) is "allowed to attend the meetings of the Executive Board but not to take part in the discussions or in the voting".)

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Euclid Peltier	Audio-Visual Dept.
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Edna Mollent	Personnel Office
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Charles Gillis  
Madelene Holt  
Ruth Hayes  
Elinor Conley, Chairman

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Division Office, H.R.S.  
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Open Shelf Dept.  
Division Office, R. & R.S.  
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Division Office, R. & R.S.

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Branch Issue Dept.  
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Augusta Rubenstein	Mattapan Branch
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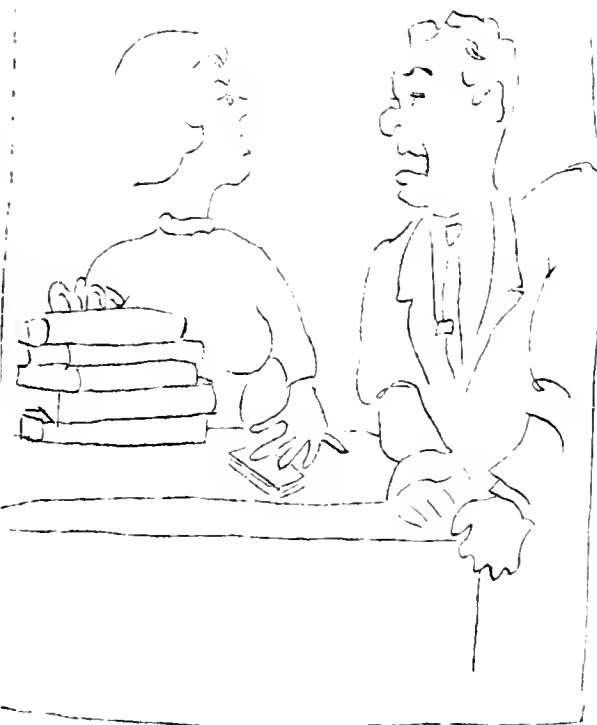
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Laura L. Howe	Teleston Square Branch
Rhoda Tucker, Chairman	Mattapan Branch

LIBRARY COMMITTEE

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Mary G. Langton	Hospital Library Service
Eleanora H. Chaplik, Chairman	Dodman Square Branch

LEGISLATIVE AND LEGAL MATTERS (To be announced)



"EVERYTIME HE'S LATE HE SAYS HE WAS UP ALL NIGHT REVIEWING A BOOK."

... "THE MOST FASCINATING BOOK I EVER READ--- I'LL RECOMMEND IT FOR REJECTION, OF COURSE."



"HER REVIEW SAYS IT'S A WONDERFUL BOOK BUT IT'S NOT WORTH TEN DOLLARS, OFFER THEM FIVE."

"HE CAN'T JUST REJECT A BOOK, HE HAS TO GET NASTY."

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THE BOSTON PUBLIC LIBRARY STAFF ASSOCIATION

INVITES YOU TO

THE NINTH

Bertha V. Hartzell  
Memorial Lecture

Friday, April 5, 1963 at 8 p.m.

THE SPEAKER

Dr. Myer M. Kessler

DIRECTOR OF THE TECHNICAL INFORMATION PROJECT  
OF THE M.I.T. LIBRARIES

THE SUBJECT

"The New Boston -  
A Center of Information"

THE PLACE

LECTURE HALL - CENTRAL LIBRARY BUILDING

*Refreshments*

THE BERTHA V. HARTZELL MEMORIAL LECTURE COMMITTEE

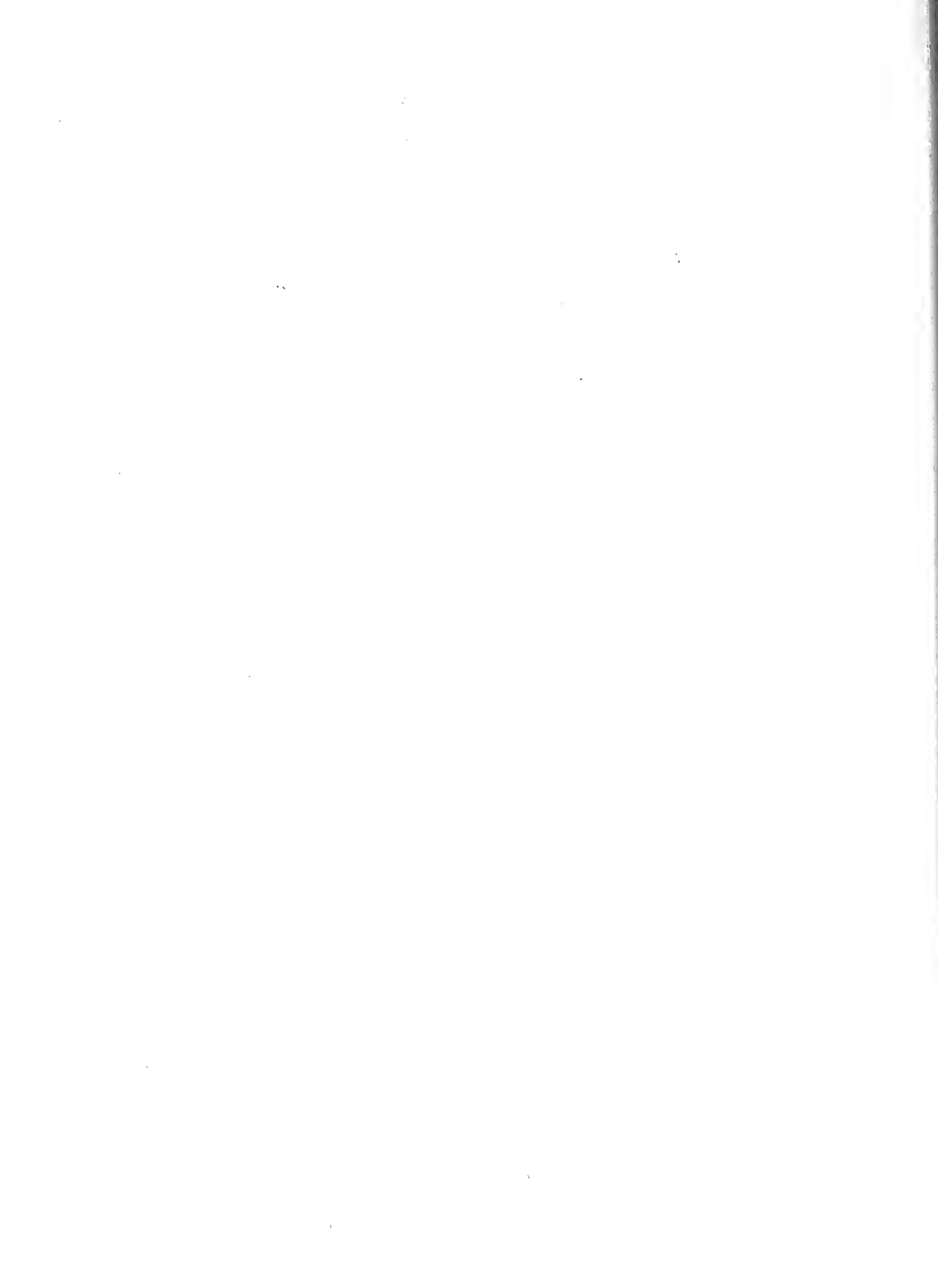
Elinor D. Conley, Chairman

Geraldine T. Beck

Ruth M. Hayes

Madalene D. Holt

Charles J. Gillis



THE  
*Question*  
MARK



THE BOSTON PUBLIC LIBRARY

APRIL 1963





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Publications Committee: Harry Andrews, Jean Babcock, Doris Gray, Jane Manthorne, Edward J. Montana, Jr., Mrs. Bridie Stotz, Martin F. Waters, Pat White, Barbara Whittlege, Roger Stevens, cartoonist, Sarah Usher, Indexer, William R. Lewis, Chairman.

Publication date:  
The fifteenth of each month

Deadline for submitting material:  
The tenth of each month

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He has the right to criticize  
Who has the heart to help.  
A.L.

The recent unpleasantness has been happily resolved. Or has it? Whereas the immediate incident is no longer with us, the greater problem - that of communication, or to be more specific, the lack of same - is unfortunately still the state of the relationship between administration and staff. It has been stated that we are quick to criticize and we seemingly delight in discovering flaws in administration practices. Not at all. Like most humans we delight in things that please and usually react favorably when given the opportunity. However, the recent breakdown in communication and resulting sag in staff morale are impossible to overlook.

It appears to us that a well-informed staff would function more efficiently than one not so well informed, and that in its awareness of what is required of it could be expected to operate up to standards established by the administration. Communication as it applies to staff-administration relationships connotes nothing more mystical than the flow of information. We are especially concerned here with that information which governs personnel policy and procedure. The staff cannot be held liable for errors of omission or commission where the necessary guide-lines of instruction are lacking.

To be non-constructively critical serves no true purpose. We sincerely wish to be helpful. Perhaps it is too obvious to suggest that administrative directives announcing new or revised policy be stated in clear and concise terms which are understandable to all concerned and which, when read by one and all, convey a single intent and interpretation. A further thought occurs to us - why not utilize the Staff Manual. In its completed form the Manual could be the ultimate source and sole arbiter of any future staff-administration differences. This could be our Bible - on one hand it could be the administration's statement of policy, procedure and goals and on the other, the staffs' protection against unwritten policy and arbitrary decisions.

THE PUBLICATIONS COMMITTEE

READ

The fifth freedom ... enjoy it!  
NATIONAL LIBRARY WEEK April 21-27, 1963

Staff members who were unable to attend the Bertha V. Hartzell Memorial Lecture on April 5 missed a fine professional program. To Mrs. Elinor Day Conley and her committee, I would like to express again my gratitude for arranging and carrying through this program to such a successful evening. I pass along to them the many thanks which I have received from people who thoroughly enjoyed this lecture. Our thanks, too, to Mr. Louis Rains who first suggested our excellent speaker, Dr. Myer Kessler.

Since the last issue of The Question Mark, the Executive Board has held one meeting. The Board voted unanimously that the Staff Association should support Senate Bill #537, proposed amendment to the Massachusetts State Aid to Libraries Bill. Since we supported the original state aid legislation, it is logical for us to put forth our efforts on behalf of this amendment designed to restore the intentions of that legislation as it was originally proposed. Staff members will receive more information about this new bill. Meanwhile, I am working out with our Legislative-Legal Committee Chairman, Miss Helen Sevagian, ways in which our support can be most effectively expressed.

Several ideas for our Fall Professional Meeting have been passed along to our Program Committee Chairman. Among the subjects suggested were: the student use problem, effects of state aid and regional planning upon the Boston Public Library, the functions of a staff organization, a book fair for librarians and teachers, a reading institute and a general discussion of the Future of the Boston Public Library. The last topic might, of course, encompass several of the others. In regard to these possible subjects, members of the Program Committee would welcome expressions of your opinion, I am sure.

By the time this QM arrives in your hands, we hope that the results of the job evaluation study will have been published by the Administration. At our March Board meeting, Mr. Gaines explained carefully to us the reasons

for the last few months of delay on this matter. The Board found these reasons sufficient to warrant tabling our request for full publication until the April Board Meeting.

Full examination of the hiring pattern for extra assistants throughout the year has led the Board to drop its request for a change in their anniversary dates. Although a larger number of part-timers come to us in September than in any other month, this figure was not found to be sufficiently great to demand a change which would be administratively difficult to handle. Actually, many extra assistants are hired during every month of the year. Present anniversary dates for this area of service are, apparently, just about as acceptable as any other two dates would be. Our thanks to the Personnel Office for making these records available to us for study.

A preliminary report from the Personnel Committee upon their investigation of promotional policies was received and accepted by the Executive Board. It was decided that this information, intended primarily for use by the Board in discussing policy with the Administration, should not be published in the QM at this time.

Subsequent to our Board meeting, the Staff Association was invited by the Director of the Boston Public Library to participate officially in the hospitality which the Library intends to provide for the 137 British librarians expected to visit Boston in October. Hastily gathering the Board together, I was delighted to express to Mr. Lord their hearty acceptance of this invitation. We have agreed that the Staff Association will sponsor a tea for these visiting librarians on October 9, the day of their arrival. Details of how this tea will be arranged will be decided upon later.

To the Pre-Professionals involved last month in a misunderstanding of the details of their contract with the Library, I extend my sympathy as President of this Association. It is my understanding, however, that this situation has been worked out by the Administration to the eventual satisfaction of all concerned. I join with the many staff members who discussed this incident with me in hoping that

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PRESIDENT'S NOTES CONT.

it will cause us to create better and fuller means of communication throughout our library system in order that future misunderstandings of this nature may be prevented.

B. GERTRUDE WADE  
President

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PERSONNEL NOTES

Entered

C. David Benson, Rare Book  
Gladys H. Grund, Mattapan  
Anthony J. Pacy, General Reference  
Richard B. Story, Central Charging Records

New Northeastern Students

Peter Collins, Records, Files, Statistics  
Anne M. Burnett, Book Purchasing  
Evon H. Cairis, Book Purchasing  
Kenneth K. Cahoon, Book Stack Service  
Frank R. Castellano, Book Stack Service  
Henry J. Fenricle, Book Stack Service  
David H. Jaspán, Book Stack Service  
James M. McKenna, Book Stack Service  
Alys M. Pecoraro, Uphams Corner  
Susan E. Simons, Charlestown  
Francis A. Vidito, Book Stack Service

Transferred

Catherine H. Richmond, from Charlestown to Brighton Branch  
Josephine Frost, from Brighton Branch to Allston Branch  
Katherine A. Bodwell, from East Boston to Orient Heights  
Mary A. LaFollette, from Orient Heights to East Boston

Married

Roberta MacCausland, General Reference to Alexander J. Dorey, March 30, 1963

Ceased

Sarah Cadbury, West Roxbury - to be married and live in California  
Christie Jorgensen, Cataloging and Classification RRS - to move to Florida

Mrs. Loretta Johnson, Adams Street - to stay at home  
Patricia Murray, Personnel Office - another position  
Donna L. Pascale, Cataloging and Classification RRS - another position  
Robert Pasztor, Book Preparation

Deceased

Joseph A. Crowley, Book Stack Service  
March 18, 1963

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SARGENT REPORT

Staff members living in Allston or Brighton may wish to attend the public meeting to be held in that area on May 2 to discuss the Sargent Report. As you know, this report is the result of a study of Boston's school construction needs made by Harvard University for the Boston Redevelopment Authority with the cooperation of Boston School officials. On May 2, Mrs. Louise Day Hicks of the Boston School Committee will speak at the William Howard Taft School (20 Warren Street, Brighton) on that section of the report which applies to Allston-Brighton. She has agreed to try to answer any questions which residents wish to raise.

This meeting is being sponsored by the Allston Brighton Inter-Agency Council, a group in which our branch libraries serving that area are represented. The meeting will begin at 7:45 P.M. If interested staff members have any questions about this meeting, please contact one of the branch librarians in Allston-Brighton.

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BPL DRAMATIST

Raymond C. Burke, a member of Branch Issue since last summer, an alumnus of Hingham High School, class of '62 and an ardent devotee of the drama, has made his debut as a dramatist with an entry in the Massachusetts Drama Festival. His play entitled "A Thread of Song" was adapted from three Dorothy Parker short stories and was presented at John Hancock Hall on April 5 as one of sixteen plays which were semi-finalists in the Mass. Drama Festival.

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Half a century of service to the Library is a rare distinction and one of which Joseph A. Crowley was rightfully proud. We had considered him a permanent landmark and his sudden death on March 18 was a shock to all of us.

Entering the service on February 11, 1909, "Uncle Joe" worked in many departments and for several years as assistant in the Patent Room until he was transferred to Book Stack Service, formerly the Issue Department, where he became Assistant In Charge. His long service was broken only by his absence in the service during World War I. Few people knew the book stacks as well and certainly no one cared as much about them.

His anecdotes were a delight and he was kind of unofficial historian of a half century of change and progress. Nothing pleased him, or his audience more, than to reminisce about his memories of the days of Horace G. Wadlin, James Lyman Whitney, Horace Wheeler, Frank C. Blaisdell, Lindsay Swift, Langdon Ward, John Singer Sargent, Charles F. D. Belden, Samuel A. Chevalier, and other notable figures in the long procession of notable names in the Library's history.

His devotion to his appointed task, his considerate and sympathetic treatment of his staff, his unflinching and cheerful cooperation will long be remembered and will serve as a fitting memorial.

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The death of Joe Crowley on March 18 has left a gap in the inner life of the library which cannot be filled. His gait and nonchalance, his peppy approach to any problem, and his constant, goodnatured joking have become, over the years, as much a part of his co-workers lives as books and slips. No matter how harried one might be, a few words with Joe Crowley and nothing seemed as bad as it had a few moments before. The lives of many new employees have been made happier because of working for or with him. His love for the library, never verbally expressed as such, was so much a part of him that he inevitably passed some of it onto others in his stories and memories of

other days. Who can say that Joe Crowley is gone? It seems to me that he will always be here in some guise, in the memories of his friends, in his sayings which are legion and have become part of our BPL language. No one can put as much of his life, time and spirit into an institution as Joe Crowley has without becoming part of it and to those of us who knew and loved him he is always here.

C. O'T.

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The following is a tribute from a member of the public.

INCOMPARABLE PUBLIC SERVANT

To "die in harness" that was his wish - and it was granted by Heaven. Joseph A. Crowley's sudden death has deprived the Boston Public Library, in Copley Square, not only of its longest-in-service employee, but also of one singularly competent. With exemplary dedication he served for more than fifty-four years. No one, in that long span of time, sought his help that he did not respond with pleasant alacrity. In the fine art of dealing successfully with, of gratifying patrons, there was nothing worth knowing, or doing, that Joe did not know, that Joe did not do. Who can forget his straightforward manner and speech - no fuss, no feathers - one of Nature's noblemen, every inch a man, every inch a gentleman? Invariably gracious and alert, it was part of him to be obliging. He belonged to that charming elite who seem to be receiving when they are conferring. And guileless, a spade he could call a spade. Chockfull of proud memories of old South Boston, get him going, he was a racy raconteur. But the highest tribute is his life - it was GOOD.  
R.I.P.

J.X.R.

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BRANCH NOTES

Hyde Park

The Hyde Park Branch Library is very proud of library aide Margery F. Morgan, senior at Saint Clare's High School, Roslindale, who was awarded a Presidential Scholarship, a full tuition scholarship at Boston College, Chestnut Hill, Mass. Margery is planning to enter the School of Education at B.C., majoring in chemistry. Our best wishes go with her for her continued success.

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South Boston

The April exhibit in the showcase at South Boston Branch Library, TIME FOR TRAVEL, featuring travel books, of course, shows the results of trips to far off countries which have been enjoyed by staff members. Included in the display are objects from 20 countries, including such distant spots as Thailand, Hong Kong, Baalbek, Pitcairn Island and Colombia. Contributors were South Boston Staff members, Irene Tuttle, Taimi Lilja, Martha Engler, Helen Connell, Jennie Femino, Julie Fraser and Mary Voigt.

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Roslindale

That newly-added sparkle in the children's room at the Roslindale Branch Library is coming from the third finger, left hand of Miss Margot Woodward. Wedding bells are set to ring in August. We all think Margot's fiance, Mr. Robert H. Cornell (mathematics teacher at Lincoln-Sudbury Regional High School) is a most fortunate young man to win so fair and talented a bride. Our hearty congratulations and best wishes for a bright future to these young people. For five years, users of the Roslindale Branch Library have found it a treat just to look at our attractive, demure library aide, Miss Katherine O'Rourke. The young lady's charming exterior is not her only embellishment however, but houses a brilliant mind and scholarly taste for Greek, Latin

and the Classic Era. In June Miss O'Rourke graduates from Regis College and leaves the library and her native land to travel abroad. Italy and Greece are of course on the itinerary. Upon her return in the fall, Miss O'Rourke plans to attend Columbia University where she has been accepted to study for her doctorate.

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Mt. Bowdoin

Miss Madeleine Piscopo, one of Mt. Bowdoin's Library Aides has been granted a substantial scholarship to Boston University. She is to enter the "Six Year Medical Course" in the fall. One of these days we will all be able to address her as Dr. Piscopo----- this is her fondest hope.

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"WHAT DO YOU WANT--BLOOD"

This is a phrase that we have all used at one time or another for one reason or another. Our answer to the above question is a definite and emphatic "yes". We could not be any more serious when we ask that you become a blood donor in order that the employees of the Boston Public Library might continue to benefit from participating in the Red Cross Blood Bank Program.

The donations you make now count as insurance for the future. Participation in this program guarantees any amount of blood which might be needed by you or your family when the need arises (have you priced a pint of blood recently?). The actual giving of the blood is a painless process and you are usually in and out in less than one hour. It will, we are sure, prove to be a very rewarding experience. The library allows each successful donor one half of a day off.

The hours at the Red Cross Blood Center which is located at 314 Dartmouth Street in Copley Square are very convenient. They are:

- Monday 10:00 a.m. to 2:45 p.m.
- Tuesday 2:00 p.m. to 7:45 p.m.
- Wednesday 11:00 a.m. to 3:45 p.m.
- Thursday 2:00 p.m. to 7:45 p.m.
- Friday 11:00 a.m. to 3:45 p.m.

Cont.

Cont.

Be sure to indicate on the blood donor's card that your donation is to be credited to the Boston Public Library blood bank. So if you are between the ages of 18 and 59 won't you please make it a point to give in the immediate future? Unmarried donors between the ages of 18 and 21 need their parent's consent; forms may be obtained by contacting any member of the committee or Mrs. Wollent at the Staff Hospital. The need is NOW. If you have any questions please do not hesitate to contact any member of the committee.

RoseMarie DeSimone  
Connolly Branch  
Joyce Kearney  
Information Office  
Ed Peltier  
Audio-Visual Department  
Louis O'Halloran, Chairman  
Office, Div., HR & CS

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Dear Friends:

Your Editorial Board has very kindly allotted us some space in this issue of the "Question Mark." Frankly, we need a full newspaper-sized publication, double-page spreads, banner type and other dramatic accessories in order to thank adequately each and every person who has so generously contributed books to the Turner Free Library, subsequent to our tragic loss from fire.

In our eyes, cynicism now constitutes a misdemeanor! If any one of you feels tempted in that direction, for whatever reason, we, at Turner, have for you the remedy truly tried by fire! Furthermore, YOU are amongst the many who have concocted this remedy, making ours a most heart-warming experience. The generosity, good judgment and plain, unvarnished kindness which have been expressed by you and the hundreds of others throughout Massachusetts is something which can never be discounted and for which we hereby say with all our hearts, "Thank you!"

Come see us and your gifts! And, for comedy relief, come learn which inks run, which colors survive, our own answer to the wood-versus-metal-controversy and other odd bits of post-fire

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"reference" data!

With grateful best wishes from The Town, The Board of Trustees and The Staff.

Mrs. C. Fenno-Faulkner  
Librarian

Turner Free Library, Randolph, Mass.

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Concerning top shelves in the stacks

I've often wished my girth was 1 ss  
Or that my charms were greater  
I've even longed to get here soon  
Instead of always later  
But never until now have I  
Desired to be extra high!

For many years the bottom row  
Annoyed me in my searching  
My back was bent from bending low  
My stiff knees kept me lurching  
But now I reach--and reach in vain!  
That extra shelf gives me a pain!  
C.O.T.

\*\*\*\*\*

A gentleman asked at the Education Department where he could get "current book information." Before the librarian could answer, he added, "You know, the C.B.I."

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An assistant at one of the branch libraries suffered an unfortunate accident when she fell down a flight of stairs in her home. It was not without its humorous aspects. The cause of the accident was a book left at the top of the stairs by her young son; title of the book Dive into Danger.

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The forthcoming American Library Association Convention (July 14-20 in Chicago) promises a fascinating variation from its usual pattern. Instead of meetings segmented according to the special interests of divisional and sectional sponsors under a loose over-all theme, there will be a strong one-focus program drawing together virtually all conference attendees as participants. The "Conference within a Conference" or CWC will be "an Inquiry into the Needs of Students, Libraries and the Educational Process." The CWC will consist of five sessions on Tuesday, Wednesday, and Thursday, July 16, 17, and 18. Monday and Friday meetings will be devoted to association and division business meetings.

The announced purpose of the CWC is "to examine trends of society, their effect on the nation's educational needs and implications of these for students in libraries." The announced objectives are to examine the national crisis in education; to assess libraries' roles in meeting the crisis; to explore issues and problems to be solved in fulfilling the libraries' role; to make recommendations for programs of action to help libraries fulfill their role.

Two major innovations are apparent in the conference planning: first, the single focus and second, the opportunities for full individual participation. Three of the sessions will be in the form of small (no more than thirty-five members) discussion groups. Librarians throughout the country are being urged to prepare for action within a discussion group. Members will be assigned advance reading and advance thinking.

Areas of concentration for the discussion groups will be the identification of student needs and library responsibilities in meeting them, library resources and their availability to students, and the possibilities using advances in technology to make library resources more available.

Well aware of the pressures of student needs on the Boston Public Library, staff members will predictably be much involved in the forthcoming convention. Volunteer discussion leaders are invited to contact Phyllis Maggeroli, Director of the Special Program, Chicago Conference, or Jane Manthorne, of their intentions of taking part.

JANE MANTHORNE

On Monday evening, March 25, the Boston Chapter of Special Libraries Association held its monthly meeting at the Kirstein Business Branch. After dinner at the Smorgasbord Restaurant on Tremont Street, the program began at the library.

In the absence of Mr. Robert L. Martin, President of the Boston Chapter, Miss Dorothy Hart, Past President of the Chapter and Librarian of Arthur D. Little, Inc., introduced the speakers of the evening. The organization was fortunate in having as speakers, Mr. Gerard Renard and Mr. Albert Maria, both business analysts in the local office of the U.S. Department of Commerce. Mr. Maria explained the various government services available to those interested in exporting and importing and Mr. Renard spoke of the publications of the domestic section which assist the businessman in promoting his enterprise.

Mr. Bradford M. Hill, Acting Chief of the Division of Reference and Research Services welcomed the group and Miss Rita M. Desaulniers explained a little of the workings of the Kirstein Business Branch.

After the meeting, many of the librarians toured the building and coffee was served on the Second Floor.

RITA M. DESAULNIERS

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SIXTY-FIVE PLUS

Clarence B. Randall, one of the guest authors at the April 22nd Book-and-Author Luncheon, says in his new book Sixty-Five Plus... "in middle life they permitted their entire reserve of energy to be consumed by exacting daily routines. There was no time for serious reading, and their capacity to be stirred by it atrophied. Life was a mad race to catch planes, to keep engagements, to turn up at cocktail parties, and to be seen in black tie at banquets. There was no pauses for reflection, no recharging of the brain by plugging it into the high voltage of a fine book."

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CERTIFICATION OF LIBRARIANS  
IN MASSACHUSETTS

The Proposed revision of the law on certification of librarians in Massachusetts was discussed in detail at the recent Mid-Winter Meeting of the Massachusetts Library Association, and was presented in outline form in the last issue of the Question Mark. Because this revision affects every librarian in one way or another, the features of the proposal are being presented here in greater detail.

First of all, the law will be mandatory rather than permissive as it is now, and in connection with this a standard of formal education in librarianship will be set up. The Board of Library Commissioners will grant certificates, upon application, only to those who have completed an approved program of study in librarianship. An approved program will be one accredited by the American Library Association. An alternative will be thirty semester hours of graduate or undergraduate credit in library science earned at a college or university accredited by any regional accrediting association recognized by the National Commission on Accrediting. Once the Certificate of Professional Librarianship has been granted it will be on a Permanent basis.

When libraries cannot recruit fully qualified candidates, the Board will grant a Provisional Certificate, on request from the library board of trustees, to the person to be employed provided that he has graduated from a college or university accredited by a regional accrediting association recognized by the National Commission on Accrediting. The Certificate will be valid only for a specific position in a specific library, and for a period of three years. It may be renewed by the Board for additional periods of three years each, at the request of the library board of trustees of the employing library, providing that there is evidence of professional growth on the part of the librarian, for example: progress toward the Certificate of Professional Librarianship, other formal education, in-service training, individual study, etc.

Either the provisional or permanent certificate will be granted by the Board on a reciprocal basis to anyone who has a similar certificate from another state or country where the requirements are  
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comparable.

When the law is passed the Board will grant a permanent Certificate to anyone who has a professional certificate given under present legislation or who has been employed in a professional position in a public library for one year prior to the effective date of the law. Those who have worked in a professional position for less than one year and who do not hold professional certificates will, on application, be granted a Provisional Certificate which will be valid for five years. After five years of satisfactory performance in a professional position a permanent certificate will be granted. After the law is passed there will be a limit of two years during which certificates may be exchanged and Provisional Certificates applied for.

No examination or test will be required for the granting of a certificate of professional librarianship. However, in any given library the board of trustees, as a condition for employment, may require qualifications beyond those needed for certification.

One year after the law has been passed all who are employed in public libraries in cities or towns having a population of 10,000 or more will have to have Certificates of Professional Librarianship or a Librarian's Provisional Certificate, if the library is to be eligible for state aid.

The proposed law is based on the recommendations of the Subcommittee on Certification of Librarians of the Massachusetts Library Association, whose report was accepted by the Association at the 1961 Annual Meeting. It should be noted that the revision is still in the proposal stage, and that there may be changes made before it is put into its final form.

EDWARD J. MONTANA, JR

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NEW LIBRARY TRUSTEE

Mayor Collins recently announced the appointment of Attorney Lenahan O'Connell of Jamaica Plain as a Trustee of the Boston Public Library. He succeeds Patrick F. McDonald.

Mr O'Connell is currently secretary of The Civil War Centennial Commission of Massachusetts.

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For 5 weeks, from February 16 through March 16, the NEW YORKER carried long articles in its REPORTER AT LARGE department on the Eichmann trial in Jerusalem. Though the whole subject of Eichmann is now a dull drag to most people, of interest mainly to students of the Nazi era, the articles were absorbing and exciting. And since the author, Hannah Arendt, is a distinguished writer on political science, whose books THE ORIGINS OF TOTALITARIANISM, THE HUMAN CONDITION, and ON REVOLUTION we have here at the Library, I thought that members of the Staff might want to read a short synopsis of the NEW YORKER pieces.

Miss Arendt writes with great power and force, and, considering the subject, and her own experiences, with unusual objectivity. The only passion she shows is for justice. She discusses not only the happenings and atmosphere in the courtroom, the attempts by the prosecution to make it a show trial by bringing in irrelevant evidence, the fairness of the judges, the legality of the kidnapping, the international repercussions, and the personality of the accused. She goes into the whole background of the Nazi plan to exterminate the Jews of Europe, the many German offices, bureaus, banks, industries and individuals involved in its implementation, the methods of liquidation, and the response of the various governments and peoples all over occupied Europe toward this most monstrous event in all history. Eichmann's role was that of chief transport officer. He had to deliver the victims to the death camps, and though because of these deliveries many millions died, he thought he ought to let off because he himself did no killing. He followed orders and did his job with great efficiency owing mainly to the cooperation of the leaders of the various Jewish communities themselves, who had no idea what was meant by Eichmann's talk of emigration and resettlement.

Miss Arendt is grimly humorous about Eichmann as a person. He was a very ordinary man, unpretending, and without much imagination. In a memorable phrase she speaks of the "banality of evil". He at first boggled at the idea of exterminating a whole nation, but when he saw that "important" people like generals, industrialists, professors, social leaders,

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and respectable civil servants didn't bat an eye at the plan, he went enthusiastically along. Hitler's word was law, and if this was Hitler's order, he would make himself into a very loyal subject. He chiefly admired Hitler because from an ordinary corporal he was able to become leader of a state. Nor was Eichmann lacking in conscience, but it was a peculiarly inverted form of it. He once helped a half-Jewish cousin of his to escape, and his conscience bothered him so much, that he confessed his lapse to his superiors who gave him absolution.

The most interesting of the articles is the last. During the trial one witness mentioned a German sergeant ANTON SCHMIDT who was executed for helping the Jews. Miss Arendt compares his action with that of a German doctor BAMB who witnessed many murders of Jews in Sevastopol, but did not protest, because, as he wrote later, "opponents of the Nazi regime" disappear in silent anonymity, and any interference was "practically useless". The passage in the articles contrasting the two attitudes is worth remembering.

"It is true that the totalitarian state tried to establish holes of oblivion into which all deeds, good and evil, would disappear, but just as the Nazis' feverish attempts, from June, 1942, on to erase all traces of their massacres-through cremation, through burning in open pits, through the use of explosives and flame-throwers and bone crushing machinery-were doomed to failure, so all efforts to let their "opponents disappear in silent anonymity" were in vain. The holes of oblivion do not exist. Nothing human is perfect, and there are simply too many people in the world to make oblivion possible. One man will always be left alive to tell the story. Hence, nothing can be "practically useless"-at least, not in the long run. It would be of great practical usefulness for Germany today-and not merely for her prestige abroad but for her sadly confused inner condition-if there were more stories like Schmidt's to tell. For the lesson of such stories is simple, and within everybody's grasp. Politically speaking, it is that

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under conditions of terror most people will comply, but some people will not, just as the lesson of the countries to which the FINAL SOLUTION was proposed is that "it could happen" almost anywhere but it did not happen everywhere. Humanly speaking, no more is required, and no more can reasonably be asked, for this planet to remain a place fit for human habitation."

HARRY ANDREWS

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News item from the Milwaukee Public Library Staff Publication, THE BOOKTRUCK

The Common Council on March 4th approved the following new beginning pay levels: Librarian I's at the fourth step of the salary pay scale (\$5808) and Librarian I's with one year or more of experience at the maximum step in the Librarian I pay scale (\$6060).

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COMING EVENTS

Four prominent authors will be speakers at the Book & Author Luncheon to be held on Monday, April 22, at the Statler-Hilton Hotel, co-sponsored by the Women's National Book Association and the BOSTON HERALD-TRAVELER. They will be Elizabeth Hardwick, Clarence B. Randall, Walter Slezak, and John Updike.

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Second Governor's Conference on Libraries, a highlight of National Library Week, will be held at the Student Union, University of Massachusetts at Amherst. Time and date: 12 noon on the 28th of April.

Governor Endicott Peabody, the host, will speak on the role of the state government in library development. The guest speaker will be Professor James MacGregor Burns of Williams College, biographer of President Kennedy and author of The Deadlock of Democracy.

Invitations (RSVP) to Library Supervisors and Department Heads. Tickets are \$3.50.

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To be held at the Boston Center for Adult Education, 5 Commonwealth Avenue, April 22 - 25, daily 3:30 p.m. to 9:00p.m. There will be a reception on April 22, 3:30p.m. to 6:00p.m. to which all Librarians are invited. Invited guests include David McCord, Edward Weeks, Emily McCloud, and Mrs Endicott Peabody, the Commonwealth's First Lady and chairman of National Library Week Committee in Massachusetts.

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Staff on Radio and TV observe National Library Week

Milton E. Lord, Director, BPL interviewed by Bill Hahn WNAC - morning of April 23

Euclid Peltier, Audio-Visual one of 5 librarians on Spectrum WHDH-TV - April 21, 10:00 a.m.

Pauline Winnick, Div Off, HR & CS with other librarians on Checkpoint WCOP - April 21, 10:30 a.m.

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CONGRATULATIONS!!

To Mr & Mrs Thomas McGuiggan (Nancy Cushing, formerly of Central Charging Records) on the birth of an 8 lbs. 3ozs. baby girl on April 10.

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To Mr & Mrs Lawrence Zivin(Joella Zivin, formerly of the Rare Book Department) on the birth of a 10 lb. baby boy. Mr & Mrs Zivin are currently living in New York.

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To Mr & Mrs Daniel Comegys on the birth of a 6 lbs. 5 ozs. baby girl, Allison Danielle, on Jan. 20, 1963 at the U. S. Army Hospital, Wurzburg, Germany. (Daniel, formerly of Book Purchasing Department and Elaine, formerly of the Business Office)

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Adams Street  
 Allston  
 Brighton  
 Charlestown  
 Codman Square  
 Connolly  
 Dorchester  
 East Boston  
 Egleston Square  
 Faneuil  
 Jamaica Plain  
 Hyde Park  
 Kirstein Business Branch  
 Lower Mills  
 Mattapan  
 Memorial  
 Mount Bowdoin  
 Mount Pleasant  
 North End  
 Orient Heights  
 Parker Hill  
 Roslindale  
 South End  
 South Boston  
 Uphams Corner  
 Washington Village  
 West Roxbury

Elinor Conley  
 Christiana P. Jordan  
 Mrs Margaret Haverty  
 Linda M. Ivers  
 Mr William Casey  
 Susan Wheatley  
 Helen A. Brennan  
 Mary Bennett  
 Dorothy Becker  
 Ethel E. Lindquist  
 Mrs Patricia Czabator  
 Mrs Geraldine Beck  
 Rita M. Desaulniers  
 Mrs Anne Crowley  
 Theodora B. Scoff  
 Columba N. Bartolini  
 Mrs Catherine M. Baxter  
 Helen Colgan  
 Patricia Ewasco  
 Mrs Margaret Donovan  
 Bertha D. Streeter  
 Isabel Martino  
 Anne Connolly  
 Martha C. Engler  
 Sara Richman  
 Mrs Mary Bowker  
 Dorothy J. Flood

HARTZELL MEMORIAL LECTURE

The ninth annual Bertha V. Hartzell Memorial Lecture, sponsored by the BPLSA was given on Friday evening, April 5, in the Lecture Hall.

B. Gertrude Wade, President of the Staff Association, welcomed the assembled members and guests, and commented on Mrs. Hartzell's work and leadership in the field of education for librarianship. The Chairman of the Lecture Committee, Mrs. Elinor D. Conley, introduced the speaker of the evening, Dr. Myer M. Kessler, Director of the Massachusetts Institute of Technology Libraries.

Dr. Kessler's address, entitled The New Boston-- a center of information, stressed the world-wide importance of Boston as an information center both in the past and in the future. He believes that the long-standing pre-eminence of Boston in cultural and intellectual pursuits must not be permitted to languish, and that we must be constantly alert in providing the necessary environment for continued expansion and growth. Librarians should especially be aware of the developments of computer use in areas such as information retrieval,

abstracting, indexing, and language translation.

Throughout his talk Dr. Kessler emphasized the importance of keeping civic and professional leaders in the community informed of the value of computers in research, especially in science and of the necessity for providing encouragement and aid to institutions and organizations engaged in research and development of computer programs.

Following Dr. Kessler's address refreshments were served and a reception held for the new officers.

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REMINDER TO ALL STAFF REPRESENTATIVES

I would like to thank staff representatives who have responded so promptly to our annual dues appeal. However, there are several departments and branches which have not yet submitted 1963 dues. We urge all who have not already done so to pay their dues at their earliest convenience.

Jean Babcock, Chairman  
 Membership Committee



Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is withheld from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions containing not more than 300 words will be accepted.

To the Soap Box:  
 There are over 400,000 priests and bishops in the Catholic Church all over the world, yet when one of them is appointed to a higher station, the appointment is made by the Pope himself. There is grandeur and consolation at such orderly procedure in so vast and complex an organization. The Pope may

not know the candidate, and, as in some of the new countries, perhaps not even the area. But this personal laying on of hands strengthens the faithful in their loyalty to the institution and inspires confidence in the rightness of the choice.

The Library here is a smaller principality, so some of us found it disturbing some months ago when we were told that the appointing power had been surrendered by the Trustees and the Director into the hands of the chief librarians. Behind the scenes the Director of Personnel, the chief librarians, and heads of units involved should all be consulted at length about the fitness of a given candidate for a particular job, no matter how these officials and officers had themselves got into their positions. But it would make for more dignity and propriety if the appointment were announced to the staff by the Director as having been made by the Trustees. Even the Library could profit from occasionally copying the pageantry and procedures of more ancient and more complex societies.

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To the Soap Box:  
 The TIMES LITERARY SUPPLEMENT (London) is in one respect the exact opposite to our own QM: The reviews in the body of TLS are unsigned, but the LETTERS TO THE EDITOR, their Soap Box, are signed and make very lively reading. Recently a concerted attempt was made to force them to change their policy of anonymous reviewing, but fortunately it did not succeed. With an anonymous review, the reader can concentrate on the thing said and not on the sayer. He does not get bowled over by a big name nor turns up his nose at a small one.. And the reviewer is free to give his honest opinion about the book he is discussing, without embarrassment, if knows the author, and without fear of reprisal. It is the same with our Soap Box, and it was a wise decision by the Association to permit anonymity of opinion. The rules are followed, long letters are excluded, the Editor always knows the name of the writer, and the whole Publications  
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Committee responsibly studies the letter for reliability of facts and courtesy of expression.

Most QM readers turn first to the Soap Box. It may be because of the unfortunately common failing to see denigration and attack. But it may also be due to the fact that many staff members think there is something rotten in our Elsinore, and not wanting to write themselves because of humility, or pride, or weariness, or because they think it is of no use, they turn to the complaint department to see if their particular beef is mentioned.

If any change is going to be made in Soap Box policy, I suggest that we ask all writers to use a pseudonym, so that the Staff can attend to the argument, not the reputation.

HARRY ANDREWS

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To The Editor:

Since my last puny little pay raise was in 1959, (that is I think it was 1959, before Cresap, McCormick and Paget) I am understandly curious to know where we, library employees and city waifs stand in the all-over city pay hikes. Does anyone know? Or, do I have to ask "Joe" of the Boston Herald?

STRANGELY PUZZLED

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To The Editor:

I wish it could be made clear whether or not library employees are city employees?

If they are, why don't the benefits of city workers apply to them, such as increases? It seems that every other city department including teachers are receiving increments.

Since the library is not, does this mean that those of the Professional Service (P2) who have reached their maximum and haven't had an increase for a number of years, will remain at the same salary with no hope for any further remuneration?

When one is dedicated, conscientious, indefatigable and faithful worker, shouldn't some monetary recognition be shown?

It does seem unfair.

Is there a ray of hope in the not too distant future?

ANXIOUS

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To The Editor:

Within the last month several of our pre-professional librarians who were not currently attending library school had their pay cut and were then notified that they were to be fired.

One of these was a girl who had put herself through college by working in our library. Upon graduation she applied for a position in the professional service; was accepted as a pre-professional; was admitted to library school and completed a semester therein. In short, she did everything she knew was expected of her. She did not know; and I did not know; and I haven't met anybody who did know that she would be fired from the service of the library if, after over four years of working and attending school, she decided to skip a semester of library school.

According to the staff manual the rules for attendance at library school allow five years to complete the course. The granting of this period of time can be taken only to mean that attendance need not be continuous. It would not be possible to attend continuously and take five years to complete the course.

Although this terrible mistake has been corrected, this does not wipe out the fact that such a mistake was made. Also, it seems that action to correct this mistake was prompted by the horror and indignation which it caused throughout the library.

While it is reassuring to know that there are those among us with the wisdom and courage to correct such mistakes, we cannot but have a sense of foreboding that mistakes of similar magnitude may be made which cannot be so easily and happily resolved.

TOM PAIN

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To the Editor:

I would like to thank our Assistant Director (Personnel) for reversing his recent decision in regard to several of our Pre-Professionals as soon as he realized that his decision had been based upon insufficient information in regard to their intentions, and to their understanding of the terms of their service. Of course we all want an administration which does not make errors; but falling short of this millenium, should we not be grateful to find an administration willing to acknowledge its mistakes and to rectify them as quickly as possible? In the final analysis, I wonder if I should not acknowledge a certain amount of guilt myself in relation to this entire episode. Several months ago I began to be aware that certain aspects of the library's contract with those in the Pre-Professional Service were apparently not clear to everyone. Yet, neither as a Branch Librarian nor as President of the Staff Association did I make any formal request that the exact terms of this contract be spelled out to all of us so that there would be no misunderstandings. If we sincerely believe in the need for two-way communication between administration and staff, is it not as incumbent upon us to ask for clarification of matters we do not understand as it is incumbent upon the administration to explain policies clearly to us?

B. Gertrude Wade

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"Whatever you have in mind, forget it."





Its time to... \_\_\_\_\_

# GIVE...

WE

TO FILL THE EMPINNESS IN  
THE HEARTS OF NEEDY PEOPLE.

CARE

ON

### COMMITTEE FOR CARE

Rhoda Placker - Mattapan Branch Library

Grace Marvin  
and - Book Selection Department, H. R. S.  
Mary Ohear

Laura Royer - Egleston Square Branch Library

WE



THE  
*Question*  
MARK



THE BOSTON PUBLIC LIBRARY

MAY 1963



THE QUESTION MARK

Published by the Boston Public Library Staff Association

Volume XVIII Number 5

May 1963

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Publications Committee: Harry Andrews, Jean Babcock, Doris Gray, Jane Manthorne, Edward J. Montana, Jr., Bridie Stotz, Martin F. Waters, Pat White, Barbara Whitledge, Roger Stevens, cartoonist, Sarah Usher, Indexer, William R. Lewis, Chairman.

Publication date:  
The fifteenth of each month

Deadline for submitting material:  
The tenth of each month

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The recent pamphlet from City Hall in the form of a Message from the Mayor of Boston to Municipal Personnel on Conflict Of Interest Law has to the best of our knowledge, failed to alarm any of our staff members; or at least at last count none had submitted resignations or applied for special municipal employee status. It must be admitted, however, that there was a brief flurry of genuine concern among some of us regarding at least one area - to wit-certain librarian-publisher relationships such as for example: could acceptance of the posh entertainment provided by enterprising publishers at library conventions be interpreted as bribery? After much soul searching we have convinced ourselves that along with the acceptance of an occasional review copy of a new book the sin like most sins has implications which are more moral than legal. We quickly dismissed the fears of other members who felt a certain conflict might be read into their book-related moonlighting jobs. We decided that none of our law enforcement officers could possibly raise any objection to this employment if the salaries of these professional librarians were ever revealed. All things considered the Mayor's message caused very little commotion here at the BPL.

On the other hand, the recent issue of the BPL Staff Memo caused many an eyebrow to raise not a little and several staff members were asking, "How come?". This publication which purports to be " a bulletin of information from the general administrative officers of the library" and which carries out its announced purpose in admirable fashion seems to be cutting in on our territory and adopting the informal chit-chat and personal notes' type of reporting long familiar to readers in the QM. We feel that this is an unwarranted invasion of our own special province. So long as Staff Memo has access to the official library viewpoint for its dissemination of information pertaining to library matters it should confine itself to this type of reporting.

Render therefore unto Caesar the

Things which are Caesar's, etc. etc. etc.

THE PUBLICATIONS COMMITTEE

PRESIDENT'S NOTES

At a Meeting of the Trustees of the Boston Public Library on April 26, I was asked as President of the Staff Association to express the opinion of the Staff in regard to the publication of the Library Assistant Reclassification and the new salary schedule connected with this reclassification. Needless to say, I echoed the presentation which the Assistant Director (Personnel) had already made of the necessity to publish this reclassification and implement it with all possible speed. Speaking on behalf of our Library Assistants, both Mr. Gaines and I emphasized the patience with which people in this area of our Service have awaited the results of the job evaluation. With the backing of both your Executive Board and a special committee recently appointed by the Board to discuss in general terms the reclassification in its final form, I felt empowered to state clearly at this meeting of the Trustees that the Staff Association believes attention to this area should be given first priority over any other personnel-salary revisions. I can assure you that the Trustees agreed that this matter shall be given top priority.

As you know, however, the budget picture at the moment is not a good one. We can only hope that our administrators will be able to prove to the budget experts of the City our real need for increased appropriations. Meanwhile, the Executive Board of this Association believes that the reasons which they have been given for a continued hold-up of the reclassification are sound enough to lead the Board to retable this matter until the full budget picture can be clarified. This decision was made at the May Executive Board Meeting.

For further information on this subject, please attend the Business Meeting of the Association on May 17. Bring your questions there so that we can attempt to give you any answers which we possess.

By now, it may have become evident to some of you that the still unpublished L A reclassification is, actually, only a first step towards a still

larger pattern of personnel re-organization. As we understand it, a gradual decrease in the number of professional positions and an increase in the number of Library Assistant positions within the bibliothecal service is already in process. Your Executive Board has given informal endorsement from the Staff Association to the general pattern of this reorganization plan, for the following reasons:

1. Eventually it should provide a real career service leading to semi-administrative posts for more Library Assistants - who make up a large part of our Association membership.
2. It should make it possible to provide higher salaries for both LA's and Professionals without increasing total personnel budget costs.
3. We hope that it will leave professionals freed from the many clerical tasks which now occupy many of their working hours.

Again, if you have questions about this subject, please bring them up at the May Business Meeting.

Since many staff members have expressed great interest in the coming October visit of 137 British librarians to Boston, I investigated the possibility of combining our October Professional Meeting with this visit in some fashion. Unfortunately, the schedule which has been laid out for these visitors to cover their requests is a crowded one into which there is no way to insert a Staff Association Program. The Entertainment Committee has agreed to assume responsibility for the Tea which the Association is sponsoring, and we hope that it will be possible for many of you to meet these visitors.

Committee chairmen will be glad to know that the Executive Board has authorized a new printing of Staff Association stationery. In response to a request, they have, also, asked the Special Services Committee to revise and reprint our discount list.

B. GERTRUDE WADE  
President

PERSONNEL NOTES

Transferred

John C. Shea - from Periodical and Newspaper to Bookmobiles

Ceased

Alfred J. Pruitt - Book Stack Service, to enter the service.

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JOIN ALA TODAY

This is the time to support the American Library Association. You need the National Library Association to set and improve library standards. ALA needs you to demonstrate that it represents the profession.

Membership application forms may be secured from:

Mildred C. O'Connor  
Education Department

Mary D. Farrell  
Cataloging & Classification R&RS

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COMING EVENTS

Arnavet's Banquet - 16 May at the Frolics in Revere, Mass.

Conference on Libraries and Urban Social Problems - 27-29 May at Endicott House, Harvard College

MLA - 6-7 June in Plymouth, Mass.

SIA - 9-13 June in Denver, Colorado

AIA - 14-20 July in Chicago, Illinois

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LEGISLATIVE & LEGAL COMMITTEE

Members of the Legislative & Legal Committee for 1963 are:

- Paul F. Crane, Education
- Ruth M. Hayes, Home Reading Office
- Martha A. McDermott, Bookmobiles
- Elizabeth L. Wright - Trustees Office
- Helen H. Sevagian, Information Office, CHAIRMAN

ROUND TABLE OF LIBRARIANS FOR YOUNG ADULTS

The Pleasant Valley Country Club in Sutton, Massachusetts - a hilltop haven as delightful as its name - was the setting May 9 for the spring meeting of the Round Table of Librarians for Young Adults. Several B.P.L. staff members were in attendance.

N.E.L.A. - Yes or No?

Important in the agenda was the possibility of the group's affiliation with the New England Library Association. Richard J. Sullivan, President of the Association, presented facts which the Round Table should contemplate in regard to what N.E.L.A. can offer member sections and what member sections can contribute to N.E.L.A. So far, Mr. Sullivan pointed out, the N.E.L.A. has achieved employment of a part-time executive secretary, incorporation under Massachusetts law, and a conference date (September 25-28, Wentworth-by-the-Sea, Portsmouth, N.H.). It is planned that this conference and future ones will not be as fragmented as in the past, but will offer a unifying general session of interest to all.

In a strong "sales pitch," Mr. Sullivan put forth the values of affiliation with N.E.L.A. as follows: 1) increased financial assistance for sections in programming; 2) membership of each section in Advisory Council; 3) participation of member sections in programs beyond their own; 4) professional association with other specialists; and 5) opportunities to further regional planning and development. Membership of a section in N.E.L.A. must be instituted by the petitioning of ten members of a section who signify their intent to the Advisory Council. An informal request for a show of hands following Mr. Sullivan's presentation showed no expressed readiness to petition N.E.L.A. for membership.

There is, Mr. Sullivan acknowledged, a reticence, a wait-and-see attitude toward N.E.L.A. at this point. N.E.L.A. has a mailing list of six thousand names and a paid membership of four hundred. The four hundred members are fairly evenly distributed in regard to geography and type of library.

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Why Two Libraries Are Necessary

A first draft of a flyer, "Every Young Person Needs Two", was submitted to the membership. Terse yet comprehensive, this flyer is intended for distribution to school administrators and educators to point out the necessity and roles of school and public libraries in serving youth. Pauline Winnick, Coordinator of Young Adult Services, served on the committee responsible for the much-needed leaflet.

New Officers

New officers for the Round Table of Librarians for Young Adults were elected with Richard Morrill, Director of the Leominster Public Library as President, and Arthur Wolman of the Mattapan Branch Library as Vice-President.

Book Reviewing

Main speaker of the day was E. Louise Davis, a book review editor of Library Journal. Miss Davis followed the whole procedure of a LJ book review from the receipt of a book or galley in her to the appearance of a review in Library Journal. The primary mission of her periodical, she indicated, is to serve as a buying guide for libraries which lack pre-purchase access to new books. Miss Davis emphasized the need for more subject specialists in reviewing, especially in the sciences. At the conclusion of her long, fully detailed talk, Miss Davis invited comments and suggestions and was approached by several members for individual consultations.

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**ENGAGED!!**

Pamela Dondale, Personnel Office to Paul F. McNealey (formerly of C.C.R.) on April 16.

Barbara Whitley, H.R.&C.S. Division Office to Donald Flye on April 21.

The passing of Joe Crowley has left another vacancy, that of "Sherlock Crowley", which cannot easily be filled. Whenever the irate public sought a book in vain, and complained bitterly the Court of Last Resort was Joe Crowley. He would set off with his flashlight, whistling, and when he returned nine times out of ten he had the wandering volume in hand. When asked where he had found it, he invariably replied "On the shelf". This has been known to cause near apoplexy in those who had already searched unsuccessfully! Many times he was asked for his formula for finding missing books and he always said "That secret goes with me" and so it did. The only information he would give was "I ask myself 'where would I go if I were a book' and I go there".

C.O'T.

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The Education Department will have two of its Library Aides going to college in September. Toby Simmons, a senior at Girls' Latin School will enter Northeastern University where she plans to major in English. She belongs to the athletic, dramatic, and literary clubs, and is on the yearbook staff. Mary Harrigan, who is a student at Notre Dame Academy in Roxbury, has been accepted at the end of her junior year to enter the University of Massachusetts this fall under the Early Admissions Plan. Mary is a member of the National Honor Society and the Drama Club, and is editor of her school newspaper.

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**CONGRATULATIONS!!**

To Mr & Mrs Phillip Flattich on the birth of a 7 lbs. 11 ozs. baby girl on April 30. Mr & Mrs Flattich have named their second daughter Marlene. (Of course we know that this is after her charming mother, the former Marlene McLaughlin of the Book Preparation Department)



BRANCH NOTES

Mattapan

The Mattapan Young Adult Council and the Friends of the Mattapan Branch combined forces and resources to present a timely and provocative program on Monday, April 22nd in observance of National Library Week. Mrs. Amelia Mederos, a former attorney and Notary Public in Havana, presented a candid picture of Cuban life under Batista and Castro. The Young Adult Council noted that this program had value in relation to their high school classes. With this thought in mind, principals and heads of history departments of the secondary schools attended by the young adults of the Mattapan area were sent written invitations by the Council. Invitations were also sent to youth leaders of activities in which young people of this area are involved.

To enhance the value of the program, the Division of H.R. & C.S. prepared an excellent book list reflecting different points of view with regard to Cuba, its recent history, and American foreign policy. The question period that followed the talk by Mrs. Mederos was heated and rewarding. Mr. Mederos was most helpful in clarifying a few answers of his wife when she was challenged by a couple of pro-Castro supporters. The audience experienced with this interchange the tension and drama that are part of a sensitive topic.

The program was attended by eighty people who enjoyed a refreshment period after the talk as well as meeting Mr. and Mrs. Mederos who were available for further questioning. The fine cookies and brownies were made by the Friends of the Library and served by members of the Young Adult Council. The Young Adult Council ushered and handled publicity and many of the details that made for an excellent evening. Alan Lipson, Boston Latin School senior President of the Mattapan Young Adult Council and Mrs. Robert Rotman, President of the Mattapan Friends, deserve a large share of the credit for this program.

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Mattapan Branch is proud to recognize the splendid school achievements of its fine corps of library extras. Not only has this achievement been exhibited in the class rooms, but each one has demonstrated talents in the after-study activities of their respective schools.

MATTAPAN EXTRAS - FRONT AND CENTER:

Carol Bornstein, a Girls Latin School senior, will be attending Beth Israel School of Nursing in the fall. During the past year, she was Business Manager of her year book, and a member of the G.L.S. of Drama Club. Carol is the author of the G.L.S. Senior class song. She also did a fine job of representing Junior Achievement on the Young Adult Council.

John Connors has been awarded a \$1200. scholarship to Boston College. He is a member of the National Honor Society, and an editor of his school year book. He is also the mathematical coordinator of the Student-Aid Society.

Rena Fisher has served as a Library Extra at the Mattapan Branch for three years. She has held a scholarship for her first two years at Boston University College of Liberal Arts.

Barry Hecht and Alan Paskind are graduating this June from Boston Technical High School, and both plan to further their education in studies at Northeastern University. Both are on the Class Day and Senior Prom Committees. Barry is also a contributor to the school newspaper, and one of the editors of the school year book.

Harvey Levensohn, Mattapan Branch's poster and display maker, is first year, Dean's List student at Massachusetts College of Art. Harvey was President last year of the Mattapan Young Adult Council.

Arlene Richmond, niece of Sarah Richman at Uphams Corner, will be enrolled in the freshman class at Boston University College of Business Administration. Her tuition bill will be reduced by a \$900. scholarship. Arlene has been an active member of the Senior Glee Club, Spanish Club and the Drama Club at the Jeremiah E. Burke High School.

We, the regular staff at the Mattapan Branch are proud of these fine young people. Good luck.

Adams Street

Among the paintings exhibited during National Library Week at Adams Street were several by a former library aide at the Branch, Susan King. Miss King, now a student at the Mass. College of Arts, loaned a number of interesting abstract paintings demonstrating various moods which attracted much attention. Another library aide, Deborah Field, also loaned some of her work which consisted of Japanese brush paintings. Miss Field is a student at Girls' Latin School.

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The final meeting of the season of the Friends of the Adams Street Branch was held on May 1. The program consisted of a talk entitled The Roots of Latin American Culture by Dr. Alfonso Barrera of Ecuador. Dr. Barrera is now doing research work in international law at Harvard University, and his talk was both interesting and informative. A group of fifty "Friends" enjoyed the program and the social hour afterwards.

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The all-Dorchester Branch Library program in celebration of National Library Week was held at Adams Street on Thursday evening, April 25. This marked the first occasion on which all seven of the Dorchester branch libraries had joined in the planning and execution of a program, and it is generally felt that the results of this first attempt were encouraging and that other such programs may be planned in the future with success. Each of the seven branches had its own exhibits, built around the theme Dorchester Authors and Artists, and the actual program on Thursday evening consisted of a talk entitled Writing About Dorchester, by Mr. Francis Russell, author of TRAGEDY IN DEDHAM and also of many articles on Dorchester and other historical subjects. Since Mr. Russell lived and attended school in Dorchester, his subject attracted an audience of about 100 Dorchester residents, all of whom appeared to enjoy the evening.

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East Boston

Recently Stephen R. Schmidt, a resident of East Boston, a senior at Boston College High School, and a member of the part-time staff of the East Boston Branch, received notice that he was to be honored in a very special way by the Mayor of Boston.

Each year the Mayor sponsors a dinner for the "Men of the Future". To this are invited one Senior, one Junior, and one Sophomore, who in the eyes of the school officials are most outstanding in the class and who most deserve this honor.

It was Stephen, despite how unworthy he considers himself, that Rev. Ambrose Mahoney, S.J., Principal of B.C. High, picked as the outstanding Senior to represent his school. Stephen has worked at East Boston for over a year and has managed to maintain a "B" average at a school which demands much of its students.

Now, what are the future plans of this "man of the future"? It is Stephen's fondest desire to enter Cardinal O'Connell Minor Seminary in preparation for the Priesthood. If he is able to accomplish this, although he remains in obscurity for the rest of his life, he feels that this honor of "Man of the Future" will not have been given to him in vain.

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JUNE BRIDE

The staff of the Open Shelf Department is happy to announce the forthcoming wedding of a former employee, Miss Constance May Broadhurst, who will be married to Mr. Kent Cameron on Saturday, the first of June at the Congregational Christian Church, Somerset, Mass.

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BEST WISHES

To Patricia Harrington, Bates Hall - Center Desk who is now recuperating at her home 2272 Center Street, West Roxbury following an emergency appendectomy. We sure Pat would enjoy hearing from her friends in the BPL.

## 2ND GOVERNOR'S CONFERENCE ON LIBRARIES

The new and attractive campus of the University of Massachusetts was the setting on April 25 for a large gathering of librarians who were there to attend the 2nd Governor's Conference on Libraries. Along with the Massachusetts Board of Library Commissioners the Conference was co-sponsored by the Massachusetts Library Association, the Massachusetts Library Trustees Association, and the Massachusetts Committee for National Library Week.

This affair having survived a change in state administrations seems likely to become a permanent fixture and potentially the highlight of future state observations of National Library Week. Similar in format with the initial Governor's Conference, the 1963 version centered around a luncheon followed by a program of speakers. The festivities were held in the huge ballroom in the Student Union building attractively situated near the center of the campus.

Toastmaster, John A. Humphry, Secretary of the Board of Library Commissioners, got the speaking program underway by introducing the commonwealth's First Lady, Mrs. Endicott Peabody, who, in substituting for the Governor in his address of welcome, delivered brief but warmly sincere remarks in a manner which charmed the visiting librarians and made one feel that Mrs. Peabody regarded her duties as chairman of the Massachusetts Committee for National Library Week quite seriously. Mrs. Peabody was followed on the speaker's rostrum by John W. Lederle, President of the University of Massachusetts. Mr. Lederle took this occasion to inform the group of the 100th anniversary of the school and that the event would be observed throughout the academic year.

Richard J. Sullivan, Chairman of the Board of Library Commissioners, was introduced and read a letter from the Commissioner of Education, Owen B. Kiernan.

V. Genevieve Galick, Director, Massachusetts Division of Library Extension announced the winner of the Dorothy Canfield Fisher Award, one of the Book-of-the-Month Club Library Awards, as being the Jacob Edwards Memorial Library of Southbridge. The Librarian, Mary Anna Tien, accepted for the town and Library Trustees.

Mr. Humphrey then introduced the chief speaker of the Conference, James MacGregor

Burns, Chairman, Department of Political Science at Williams College. Professor Burns is the author of a biography of President Kennedy, JOHN KENNEDY: A POLITICAL PROFILE and his latest book, THE DEADLOCK OF DEMOCRACY: FOUR-PARTY POLITICS IN AMERICA has just recently been published. The subject of Professor Burns' address "Towards new issues of politics" obviously had its basis in his new book. He spoke of the need of a "shifting of the pivot of debate." The great issues of the past as exemplified by the New Deal, Fair Deal, and the Eisenhower years, he feels are being overcome and whereas some of these issues are still with us, we now have the capability to solve them. It is the new issues of the next decade which should be the subject of a great national debate. He calls them the 'American way of life' and 'problems of the mind and spirit.' Among the new issues he includes the shift of federal assistance to urban areas as opposed to the present emphasis on rural assistance; federal aid for education and medical care; federal governmental assistance for the arts (subsidy without destroying creative abilities); protection of the civil rights of all Americans; continued and enlarged cultural exchanges. These problems he said should be met at the state and local level not just at the top. To solve these problems he envisions a new type politician--one who "must be concerned by issues of the mind rather than merely the problems of the stomach." The private citizen must also take a more active part in his government perhaps by joining a political party and "giving up the anonymity of the Independent." For an informed electorate he sees Libraries as "centers of thought in the community."

Professor Burns concluded his address with a quotation from John Maynard Keynes whose observation in the 1930s is appropriate today, "We are at one of those uncommon junctures of human affairs when we can be saved by the solution of intellectual problems and in no other way."

The luncheon was excellent, the program interesting, however, something was lacking - hardly anyone remembered to mention libraries.

BOOK AND AUTHOR LUNCHEON

The opening salute to the 1963 National Library Week in the Boston area was the Fourth Annual Book and Author Luncheon held at the Statler-Hilton Hotel on Monday noon, April 22, 1963. This luncheon sponsored annually by the Boston Chapter of the Women's National Book Association and the Boston Herald-Traveler, is given in honor of National Library Week and provides a fitting tribute to The Week which has become so vital a part of our library profession.

The guests of the Fourth Annual Book and Author Luncheon were welcomed by Miss Louise Weiscopf, Chairman of the Book and Author Luncheon Committee. After all of the nearly 800 guests had fed the inner man, Mrs. Endicott Peabody, Honorary Chairman for Massachusetts National Library Week, welcomed the guests on behalf of NLW and spoke of the values of books and reading to every citizen of the Commonwealth. With her sincerity, charm and vivaciousness Mrs. Peabody won the hearts of all her listeners. Miss Weiscopf then introduced the other head table guests. Marcia Magill, Editor, Doubleday & Company, Inc., Edward A. Weeks, Editor, Atlantic Monthly and Edna G. Peck, President, Boston Chapter, Women's National Book Association and Chief of the Book Selection Department, HRS, Boston Public Library.

Alice Dixon Bond, Boston Herald-Traveler, Mistress of Ceremonies, with her usual vivacity and graciousness, introduced the guest authors. Elizabeth Hardwick, wife of the poet Robert Lowell, and author of several books including the recent A VIEW OF MY OWN, essays in literature and society, was the first speaker. Those familiar with Miss Hardwick's writings found in her address the same appreciation for good literature, and the same devastating wit that characterizes her novels and essays. Her charm as a native Kentuckian was obvious. Clarence E. Randall, retired business man, rather than author (according to his own evaluation) despite the popularity of his new book SIXTY-FIVE PLUS, captivated his audience by his sincerity, his direct approach and his real appreciation for the written word. John Updike, the young modern whose short stories and novels, the latest of which is THE CENTAUR, have won for him wide acclaim, provided the group with a literary talk which gave them

plenty to think about in the days to follow. The last speaker, Walter Slezak, author of the popular WHAT TIME IS THE NEXT SWAN? introduced the right note of gaiety to provide the guests with a pleasant sense of relaxation with which to conclude the luncheon.

Once again National Library Week in the Boston area got off to a good start.

NEW BOSTON TEA PARTY

Several members of the staff managed to make time on Tuesday afternoon, April 23, to attend the National Library Week Tea in the State Library. They were met by their hostess, Mrs. Endicott Peabody, in a receiving line which included Mr. Karl Nyren, Director of the Lexington Public Library and Chairman of National Library Week in Massachusetts, and our state librarian, Mr. Albert Matkov. In the midst of our delighted surprise later when Mrs. Peabody remembered our names (although we are not normally part of her social circle), we found some old friends in the midst of the large milling crowd gathered around a beautiful, lavishly spread table. There was Mrs. Irene Wadsworth Faunce, once our Children's Librarian, but long since flourishing at Houghton, Mifflin. Among the staff of the State Library, all of whom turned themselves inside out to show us about, we discovered Mrs. Anna Lima, once Miss Pepi of the BPL. And guess who "just happened to be passing by the State House"? None other than Miss Katherine Rogan, former librarian at Charlestown Branch, and still a spry lady who celebrated her eighty-ninth birthday during the week before this day. In every way, we enjoyed a most pleasant afternoon which we hope may become a NLW custom.

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The Charles River Library Club held its semi-annual meeting in the Lecture Hall on Thursday, May 2, 1963 from 10:15 A.M. to 12 noon. Milton E. Lord, Director, BPL, gave a warm welcome to the members, and spoke wittily on the history of the Library, and the foibles of its construction. Mr. Lord also mentioned that the building will be enlarged in the not too distant future and that most of our problems will then be solved.

Euclid Peltier, Chief, Audio Visual Department, BPL, was the featured speaker. Mr. Peltier spoke eloquently on the uses of and necessity for audio-visual materials in the library. Because the library is a communications center, he said, and is mainly concerned with the spread of ideas, it must use several means to achieve its purpose. The principal method is the providing of reading materials for the public, but it is not the only way.

The public library by its very nature is an appropriate agency for the circulation of films and recordings. It is open to and serves the whole community, and it knows the needs of the area that it serves. As an educational institution, it is concerned with general learning and can correlate the uses of films, recordings and books. Because it is a public institution it is open long hours, making the materials more accessible than would be the case with a private agency. Along the same lines, it is also the leader in the sponsoring of local film activities.

The Audio-Visual Department, BPL, is slightly over ten years old. During 1962 it circulated 9,000 films to 1,700 organizations. These were shown to an audience of 500,000.

During this same period an average of thirty-five hundred records per month were lent. A borrower may take six records at one time, on a regular library card. This is for the same period as a book. There is jazz, classical, opera, and folk-music, but the recordings of works of literature are becoming more and more important. There is a great demand for plays of Shakespeare, and Columbia Records has announced that it will soon record the

works of Eugene O'Neil. Robert Frost reading his own poems is also very popular.

The Department is experimenting with filmstrips. They are used primarily as illustrations for the pre-school story hours. Sometimes they are very successful, sometimes not. They are especially useful in the small library, because the room in which they are shown does not have to be darkened, but most importantly because of price: two to six dollars per film-strip, as against \$120. to \$300. for a film.

The films are not loaned to individuals but only to organizations located in the Boston area. An exception is made in the case of libraries and institutions of higher learning, which must, however, use them themselves, they may not lend them in turn. Organizations not in the area may borrow only commercial films. All films must be reserved in advance, and are on loan for thirty-six hours during the week, or from Friday to Monday on weekends. There is no mailing service (as this would add about ten days to the borrower's time). Films must be picked up at the BPL.

Selection has become very difficult. Ten years ago there were few good films, and the problem was getting enough; now the situation has gone to the other extreme and there are too many. The trend is toward television documentaries which are very popular. "Mrs. Kennedy's Tour of the White House" is a good example of this type film. (BPL has on order).

The criteria for selection is similar to that for a book. The film must have a content that is of importance to the objectives of the library; it must be well-presented and have a valid content. Also, who made it and why? What does it do and how well does it do it? And, of course, who will use it? The department does not usually buy films that are available from other sources. For example, the School Department has a collection and it is not duplicated by the Library.

The Selection Committee is made up of members of the Department, adult, young adult, and childrens' workers, and, if the film is of a specialized nature, on mental health, art,

alcoholism, etc., of experts in the field.

The principal problem is having the right film at the right time. As in the case of a book, it must also be relevant, related, and should be able to stand on its own. It should not have to be explained to the audience, except in the case of a classroom film.

The children's films do not duplicate television or the movies. The department does not have animated cartoons, but the art work, music etc. must be of superior quality.

The best programs are those built around a theme. The Festival of Award Winning Films was one of these, composed of short subjects which have received Academy Awards. Everyone reads about these in the newspapers, but few people ever get a chance to see them. In addition, booklists on appropriate topics are provided.

The Department is also an information center. It has a complete file of catalogues, and members of the staff are on hand to answer questions on films or recordings.

In five or ten years it is hoped that 8MM film with sound will be available. It is still in the experimental stage, and has not yet been perfected. It will cut costs in half, and save space. It will then be possible to have the better Hollywood feature films in the Library's collections.

The program concluded with the showing of two films: one for National Library Week, "The Fifth Freedom," written and narrated by Karl Nyren, formerly of the Fine Arts Department, and now Director of the Cary Memorial Library, Lexington; the other, "N.Y., N.Y.; A Day in New York," had won awards at the Cannes, Brussels, London, and Edinburgh Film Festivals, and was described by Mr. Peltier as experimental, but not "too far out." The audience was fascinated, and it was a beautiful film, but if this one was not "too far out," the writer would like to see those that are.

EDWARD J. MONTANA, JR.

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MAYFLOWER DESCENDANTS

On Sunday afternoon, April 28, Bradford M. Hill, Acting Chief Librarian for Reference and Research Services, gave a talk on Governor William Bradford before the Massachusetts Society of Mayflower Descendants. Mr. Hill who is a descendant of Governor William Bradford chose the Governor as the subject of his talk. There was a record attendance and members came from as far as Plymouth and Worcester to hear Mr. Hill speak. His talk stressed the character of William Bradford and its development through intelligent association with people and events which made him the greatest man of the Plymouth colony. A social hour with refreshments followed.

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MEN'S NOTES

The Men Librarian's Club held its Spring meeting at the Cambridge House on April 28 with about sixty members and their guests in attendance. After a delicious roast beef dinner the club was treated to an interesting illustrated lecture on the Civil War. The speaker also brought with him for exhibit a portion of his own collection including books, pamphlets, paper money, uniform insignia, and weapons. In addition to the usual large turn out of BPL staff members the following BPL alumni were in attendance: Sam Goldstein of Science & Technology, Paul F. Mulloney of Science & Technology, Maurice Rahilly of Periodical and General Reference, Frank J. Seegraber of General Reference, David G. Sheehan of General Reference, Warren Watson of Open Shelf, and Bob Woodward of History.

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JACK TULLEY RETURNS

Fire Prevention Inspector, John Tulley returned to work recently following a long illness. His many friends on the staff take this opportunity to say "welcome back, Jack".

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Some years ago, when preparations to celebrate our centennial were getting under way, I was asked, through channels, for suggestions for the occasion. I submitted two. One was extravagant, impracticable, bordering on the macabre, but not untinged with imagination. I thought that the remains of Bates and Ticknor, the two primary people involved in our beginnings, should be removed from their cemeteries and interred permanently in a corner of our courtyard. With proper tablets and inscriptions that corner would become forever a sacred grove and shrine, countless visitors would hallow it, and all the world would admire Boston librarians for the way they honored their founders.

Considering the logistics involved, it is not surprising that my suggestion was turned down. Instead, at celebration time, the statue of Ticknor was moved from its place against the wall to the centre of Bates Hall, somebody made a speech, and the statue was pushed back against the wall. People responsible for budgets and realities cannot be bothered with imagination, or be sensitive to discourtesies to the safely dead.

My second suggestion was also turned down. It was not really too far out, and logistically within the limits of the possible. I wanted the Library to send out invitations, and run an ad in the local papers, inviting all men and women who had ever worked in the Library in any capacity, and for no matter how short a time, to come and spend a few hours with us here at the Library on some specially designated day, perhaps a holiday, when the Library is closed to the general public. The entire acreage of the Library would scarcely be sufficient, and no doubt it would involve some work, but most of those who came would have laid up the occasion in their mental coffers as a permanent bright memory. Because that is the way most people who have worked here feel about this place.

This affection for wood and stone and sundries which survives war and marriage and age and trouble is generated by an indefinable enchantment which permeates this place entirely, and which can only be called GENIUS LOCI.

I think it was a publicity opportunity missed when the suggestion for a gathering

was vetoed. There are ex BPLr's in all categories of the population, all over the country and the world. I know of an embassy attache in Asia, and an Air Force officer in Holland. There are priests and teachers, writers and politicians, policemen and lawyers, housewives and doctors, businessmen and monsignori, nurses and nuns, beatniks, idiots, and drunks. I talked for two hours at a Times Square curbstone with a man who left here in the '30's and he remembered everything and everyone with a freshness and nostalgia as if he had been here just last week. And in Park Square I ran into an ex BPLr who bought me a fancy drink in Pieroni's (that was before the Conflict of Interest pamphlet) because I was about to answer his question IS JOE STILL THERE, IS THE LIGHTING STILL TERRIBLE IN THE ANNEX, DO THE POUCHES STILL GET STUCK IN THE BATES HALL CHUTE? Even disagreeable features of the work in the past become by some magic transmuted into the same pervasive witchery. Thus one woman said, "I'd rather have been unhappy in the Library than happy anywhere else," and another, after many years of retirement, would come into the branch and ask to be allowed to stamp some books.

It would not be entirely fair to say that all of our Administrators were unaware of this elusive spirit of this place; but they generally treated it like a reactionary sentimentalism, called us an inbred staff, and instituted a new order which paid scant attention to men and women who carried the Library in their blood. These people turned away offended, like Hamlet's father's ghost, and left the Library before their time, or are holing up in some unimportant corner of our palace counting the days they have left.

The Administration is to be congratulated on the new face on the floor of the Chavannes Gallery. It lights up the whole second floor and looks almost as the whole building must have looked in 1895 - a short time before I got here. Let's hope that some money will soon be found to do something about the outside of the building which resembles a dour and forbidding Bastille on Copley Square.

HARRY ANDREWS

"Mutatis mutandis, this may also be said of the Library."

Now I certainly would not compare the Library with the Nazi state, the most foul abomination in all human experience. But "mutatis mutandis" is a wonderfully serviceable phrase. It means "the necessary changes having been made", and it enables us to compare the smallest circle with the very largest because they have the property of circleness in common. Miss Arendt had said about the Nazi attempts to destroy all evidence of their crimes that "holes of oblivion do not exist." I wanted to emphasize that neither do they exist in our Library.

HARRY ANDREWS

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To the Soap Box:

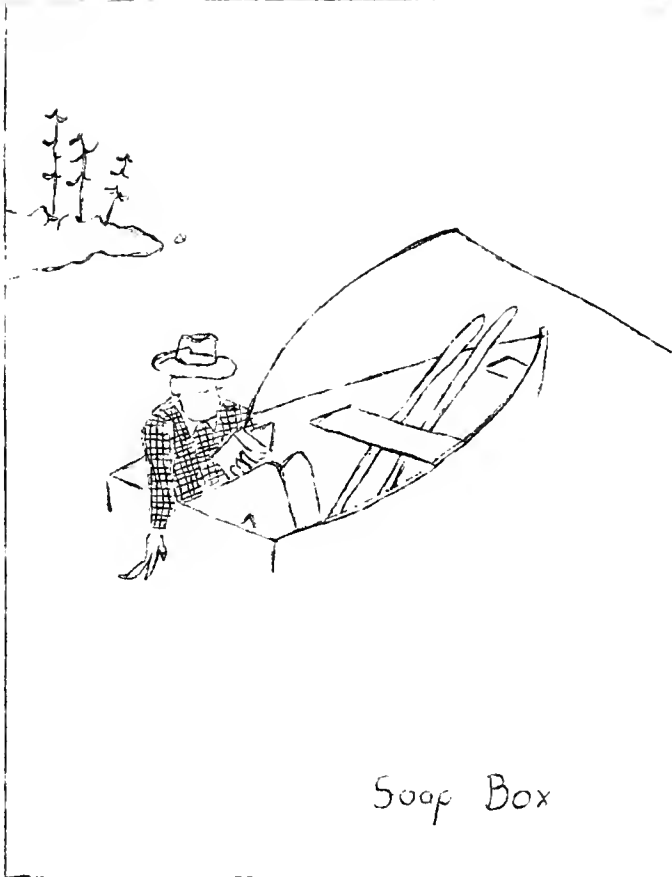
Recently I reread many of the SOAP BOX letters in bound volumes of the QUESTION MARK. From some of these letters, from conversations with members of the Staff, and from my own observation and experience, I think that two serious sins may be imputed to some heads of Library units and to some members of the Administration. One is incompetent use of Library personnel. The other is irresponsibility.

It's a long time since I have read THE PRINCE AND THE PAUPER, but I seem to remember that they finally realized that the dressed-up boy in the palace was not the prince when they discovered that he was using the Royal Seal to crack nuts with. There are never many Royal Seals around, but we do have some unusually gifted people on our Staff, and the way their talents have been used is proof positive that their superiors in Library station do not belong in such stations.

Irresponsibility is a more serious offense, and cannot be tolerated in any public job. It takes many forms. We have seen arbitrariness, high-handedness, go-it-alonism, unnecessary secrecy, petty interference, gross discourtesy, bad faith in the tailored requirements listed in some announcements of vacancies, and bad judgement in some of the appointments.

HARRY ANDREWS

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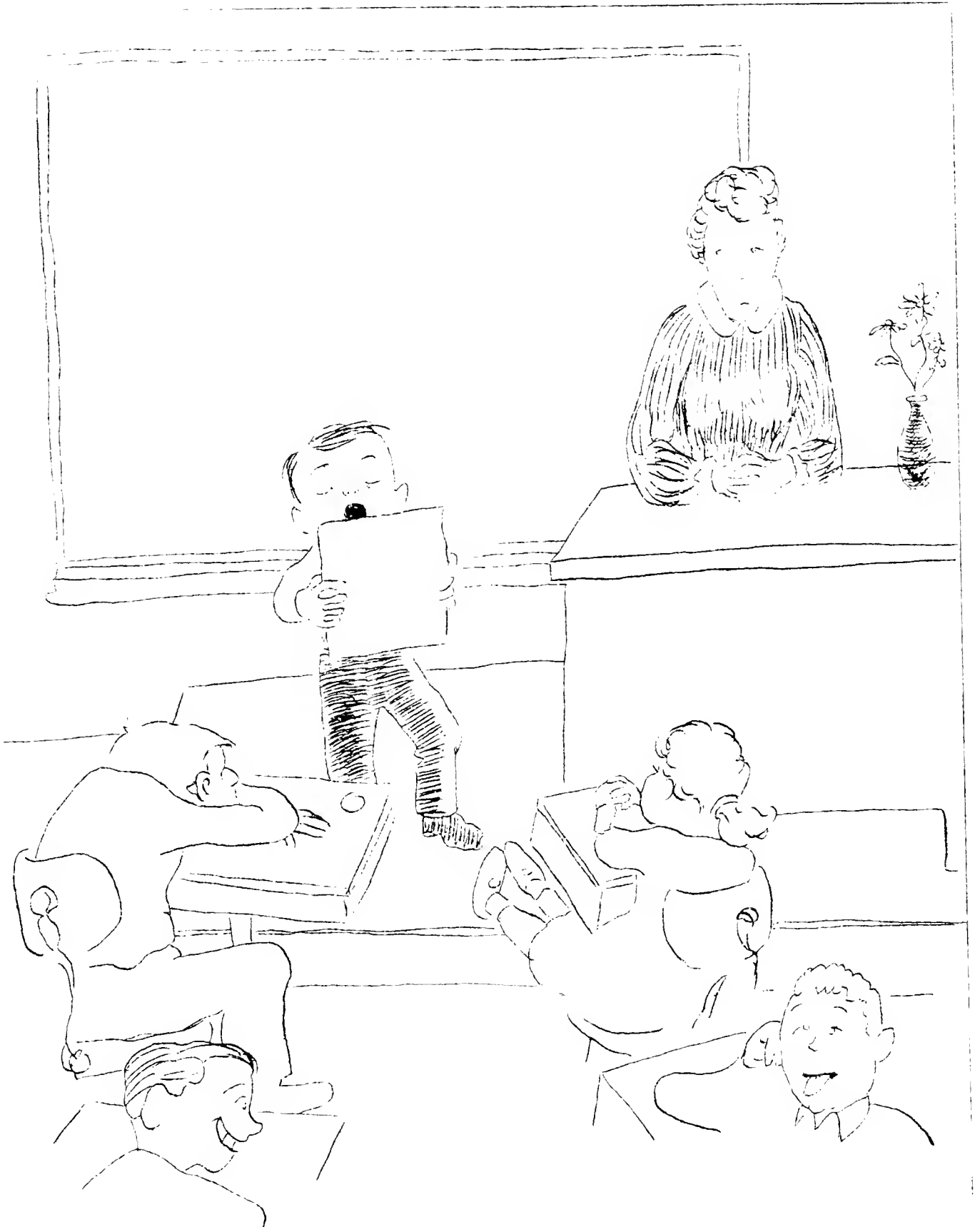
Soap Box

Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is withheld from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions containing not more than 300 words will be accepted.

To the Soap Box:

The last sentence of my synopsis of the New Yorker articles on Eichmann was deleted in our April issue, because I was "... editorializing in a book-review." Since I was trying in that sentence to make a point pertinent to BPL affairs, I will perhaps be permitted to give it in the SOAP BOX. This was the sentence:





"I was born in Boston in 1952 At that time it was not  
The New Boston Your All America City It was the old Boston."



THE  
*Question*  
MARK



THE BOSTON PUBLIC LIBRARY

JUNE 1963



# THE QUESTION MARK

Published by the Boston Public Library Staff Association

Volume XVIII Number 6

June 1963

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Publications Committee: Harry Andrews, Jean Babcock, Doris Gray, Jane Manthorne, Edward J. Montana, Jr., Mrs. Bridie Stotz, Martin F. Waters, Pat White, Barbara Flye, Roger Stevens, cartoonist, Sarah Usher, Indexer, William R. Lewis, Chairman.

Publication date:  
The fifteenth of each month

Deadline for submitting material:  
The tenth of each month

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There are those among us who feel - and quite strongly too - that the Staff Association and/or the QM should not concern itself with the subject of salary increases. Involvement in this type activity suggests a Union and would not be 'fittin' for an organization which should more properly devote its time and thought to purely professional matters. We should like to point out to those who follow this line of thought that although we are an organization of librarians with high professional aspirations and goals, unfortunately we are also just plain people. People who in the normal course of day-to-day living must provide for their families and for themselves the things Americans consider necessary for their well-being. These essentials - shelter, food, clothing which we cannot do without continue to cost more and more. No one has as yet established special reduced rates for librarians in the stores where we shop. We must for example meet the recent exorbitant jump in the price of sugar as of course must all other shoppers. However we - the forgotten among city employees - face this and other such price increases without benefit of the salary increases recently announced for other city employees. We wonder if those responsible for our exclusion from this 1963 salary increase feel that the 1958 revision (yes it was as long ago as that !) is sufficient for all times. Was the 1958 salary schedule the pinnacle for library workers? How long do we dangle here at what now appears a dead-end? Is there a possibility of an increase in the very near future? As mentioned previously librarians are people and as such they are subject to certain very human feelings. Hope for a brighter future, which certainly includes a living wage, and despair in the knowledge that once again we are in the position of "catching-up" and that the "library lag" is an unpleasant truth still with us. Is it that we as librarians are less deserving than say firemen or policemen or teachers? Or perhaps these other city-workers have more aggressive and vocal representation in their dealings with the city fathers.

The library staff should be informed of the efforts, if any, being made to secure salary increases and of the results of these efforts.

## THE PUBLICATIONS COMMITTEE

NOTE: The Publications Committee announces at this time that the August - September numbers of The QM will be combined and will be published 15 September 1963.

PRESIDENT'S NOTES

I am delighted to report that B. Joseph O'Neil, Past President of this Association and Coordinator, General Reference Services, has agreed to run for office in the Staff Organizations Round Table of the American Library Association this year. We have on hand the ballot on which we will heartily vote for Mr. O'Neil on your behalf. Thanks to the many hours that he has spent on various committees of the Staff Association, plus his work on the Student Use Council, the evaluation committee for the LA reclassification, and as Officer-in-Charge of the main library building, we know that he will make a first-rate addition, of which we can be most proud, to the Steering Committee of S. O. R. T.

On the much less pleasant side, I can only report at the time of this writing that the budget picture is still unsettled. In accordance with the vote of the membership at our last business meeting, I have communicated to the Chairman of the Board of Trustees our agreement with the administrative viewpoint that absorption of our \$42,000 budget cut via a reduction of that amount in part-time service may necessitate some reductions in library service. Since the possibility of some sort of supplementary money for new salary schedules still remains open, I have not yet written to the Trustees in regard to the further cuts in service which will, undoubtedly, be forced by our inability to fill vacancies thanks to our present low salary schedules.

For your information, I received a note from the Administration on May 20, 1963, indicating that money will be available from Library trust funds for the purchase of a sofa for the Men's Lounge in the Central Library Building. We trust that this sofa will arrive soon and that it will prove to be a comfortable one.

At the regular June 4 meeting of the Executive Board, a question was raised as to some needed revisions in our By-Laws. The Chairman of the Constitution, Russell Scully, was asked to draw up a proposed amendment to make the CARE

Committee, the Concessions Committee and the S.O.R.T. Committee standing committees. Other suggestions have been made in regard to desirable rewording or re-numbering of various sections of the By-Laws. (My suggestion that dues be raised from \$ .50 to \$1.00 a year was soundly defeated by vote of the Board.) These proposals will, of course, be duly voted upon at the annual meeting of the association in January.

Most of our last Board meeting was devoted to a discussion of promotional systems. After as much research as time allowed, the Personnel Committee had sent along a series of recommendations on this subject. With some rewording and a few additions of specific procedures, the Board unanimously accepted these recommendations as the basis of the discussion which we shall have later this month with the Assistant Director (Personnel). Happily, our thinking on this matter apparently concurs in large part and does not differ violently on any major point from the ideas which Mr. Gaines has offered to us for this discussion. This being the case, it is to be hoped that early in the fall we may be in possession of a promotional policy which will be generally acceptable to both staff and administration.

You will remember that in the May 15 LIBRARY JOURNAL a lead article entitled "Time is a Commodity" by Dorothy Nyren expressed her personal views on the problems involved in setting up a regional library system in Eastern Massachusetts. By the unanimous vote of our membership at the May 17 Business Meeting, I was instructed to write to the editor of that journal to express our dismay at his publication of this article without, apparently, any consultation with other librarians in this area or any counterbalancing statements to set this particular viewpoint in its proper perspective. There follows a copy of the letter which I sent on May 24 to Eric Moon with a request that this letter be printed in LJ.:

Mr. Eric Moon

Editor, LIBRARY JOURNAL

1180 Avenue of the Americas

New York 36, New York

Dear Mr. Moon:

When the May 15 LJ article entitled "Time is a Commodity" was brought to our attention at a recent business meeting, the Boston Public Library Staff Association requested that a letter protesting the publication of such an article be sent to the editor of the LIBRARY JOURNAL at once. Our association cannot understand how a national publication of LJ's standing could carry as a feature such a biased, inflammatory report on a controversial subject without counterbalancing this article by some statement of other, more rational views upon the subject of regionalization of library service in Eastern Massachusetts.

As many librarians know, the Boston Public Library Staff Association is one of many such organizations which excludes the Director of the Library from membership; nor is our organization connected in any other way with the Administration of the Boston Public Library. Our membership at this time consists of 90 per cent of the bibliothecal staff of the Library, a staff which has always frankly and vigorously opposed the Library's administration whenever it considered such opposition to be necessary.

On this occasion we would gladly defend our Director if we were not so completely sure that he needs no defense. The many long hours -- often stretching late into the night -- which he has devoted to regional planning, week after week and month after month, for the past two years, plus his willingness from the beginning to endorse any plan acceptable to the majority of libraries in Eastern Massachusetts, attest both to his good faith and to his admirable leadership in this area.

What disturbs us is the editorial policy which endorsed the publication of such highly personalized material as Mrs. Nyren's on a topic of such importance to the library field without providing in the same issue of LJ some other article or at least commentary from Massachusetts librarians holding a different viewpoint. It is our understanding that the Director or the Boston Public Library was not apprized of LJ's intention to publish this article. Was the Chairman of the Massachusetts Board of Library Commissioners consulted or notified? Were the opinions of any other librarians in the Eastern Massachusetts Region sought out? Is LJ aware that from where we sit we have found very few, if any, librarians in this area who feel as Mrs. Nyren does? And does LJ know or care who originally proposed the regional plan which we confidently expect to see in operation soon in Eastern Massachusetts or how long ago that plan was first suggested?

By laying stress upon some of the personalities involved--as seen through the author's eyes--instead of offering a purely objective discussion of what has transpired in Eastern Massachusetts, Mrs. Nyren's article does not really help us understand the many problems involved in regionalization. While apparently indicating the largest municipality in this area and its library, the article indicates that part of the difficulty lies, also, in the "suspicious town libraries feel towards both big city and state representatives, and the uneasiness state officials feel..." Apparently, the problems involved in regionalization are many-sided. The general tone of this article and its satiric implications merely add further confusion to our thinking about ways to solve these problems.

Does LJ really feel no responsibility to present more than one side and one personal view of such a controversial issue as this one?

Sincerely yours,

B. GERTRUDE WADE

President, Boston Public Library

Staff Association

Whether or not any new classification can be paid for in this year's budget, your Executive Board is, as you know, committed to press the Administration for publication of the LA reclassification. We will proceed in this matter as soon as we have definite word about our possible supplementary budget. Meanwhile, the Board has recorded its full approval in principle of further reorganization of the LA Service in the direction of the creation of more semi-administrative positions in that Service. In watching the beginnings of such a reorganization, we are concerned about library assistants being asked to assume duties formerly performed by professionals without a clear statement of what these positions will now be classified as. Since we have received some questions about this matter and other allied ones, the Personnel Committee has been assigned the task of ascertaining the facts in any such situation. It is obvious that their task will immediately be complicated by the fact that the initial reclassification has not been published. It is obvious, too, that we must start somewhere to get job descriptions for every bibliothecal position and classification.

As we approach the months of July - August, I wish to each of you a most happy vacation spent in the re-creation which we all seem to need at this time of year. Hope to see many of you in the White Mountains of New Hampshire, "vacation land of New England".

B. GERTRUDE WADE  
President

P.S. A bouquet of flowers, from the Staff Association, has been sent to Louis Rains, Science & Technology, who is a patient at the Massachusetts General Hospital.

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PERSONNEL NOTES

Entered:

- Steven H. Cooper - Bookmobiles
- Jean C. McAuliffe - Washington Village
- Michael F. Meleedy - Periodical and Newspaper (formerly part-time)
- Lynne Simek - Science and Technology
- Gloria Randall - Cataloging and Classification, R&RS

- Bernard Hrul - Book Stack Service (formerly part-time)
- Marilyn Levine - Cataloging and Classification (formerly part-time)
- Ellen Smolker - Cataloging and Classification (formerly part-time)
- Rena M. Fisher - Mattapan (formerly part-time)
- Joanne Ruvido - North End (formerly part-time)
- Joseph T. Shea - Central Charging Records (formerly part-time)
- Philip W. Wong - Book Purchasing
- Richard J. Vesey - Audio Visual
- Lena M. Moyberry - Division Office HR&CS

Re-entered

- Barbara Crawford - Bookmobiles (formerly worked in Book Stack Service)

Ceased

- Nancy Baxter - Central Charging Records - to move to Florida
- David Benson - Rare Book - illness
- Johanna Burke - Central Charging Records - another position
- Margaret McElwaine - Cataloging and Classification - another position
- Harry Hall - Central Charging Records - another position
- John Mellen - Audio Visual - resigned
- Joanne Raymond - Cataloging and Classification - Married and moved out of state
- John Shea - Bookmobiles - resigned
- Ellen Walsh - Hospital Library Service - to go to Europe
- Kathleen McDonald - Bookmobiles - to go to Europe
- Elaine Zemella - Mattapan - to move to Venezuela
- Theodore Hargrave - Central Charging Records - closing of cloakroom
- Mildred Ramsdell - Music - illness
- Frank Iozza - Science and Technology - another position

Married

- Barbara Whitledge - Division Office HR&CS, to Donald Flye on June 1, 1963.
- Marie E. Cambria - History, to George A. Lunn on May 12, 1963.

Retired

- Gertrude S. McCabe - Book Purchasing, May 31, 1963

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FORMER EDITORS OF QM REPORT

At the Spring Business Meeting of the BPLSA held in the Lecture Hall on 17 May 1963 the following statement was read by Sarah W. Flannery, Coordinator of the Humanities, RRS, in behalf of past editors of the QM in support of the motion that the present policy of the "Soap Box" be maintained.

To Association Members:

All of the past Editors of THE QUESTION MARK who are still members of the staff of the Boston Public Library--with the exception of the current president who, we believe, must maintain a position of neutrality on all questions discussed at a business meeting--being deeply concerned over the future of the "Soap Box," make the following statements and/or recommendations to the Staff Association:

1. Source of Complaints

Before further consideration is given to the question of publishing so-called anonymous letters, the members of the Association should be enlightened as to how widespread the complaints have been. Were there, say, ten from one person or one complaint from each of ten Association members? Were these complaints all from Central, all from Branch Libraries, or some from each? Were they from any one Division or some from each Division?

2. Historical Background of the "Soap Box"

- a. An "open forum" was suggested in the first issue of THE QUESTION MARK (I:1:1:1).
- b. The policy of allowing signed letters to be sent to the Editor with the request that the names be withheld has been in effect since the seventh issue of Volume I (I:7:2:1).
- c. Attention is called to the statement of policy which has appeared at the beginning of the "Soap Box" since 1950 (V:2:26:1). The amendment limiting contributions to 300 words was added in 1954 (IX:4:1:2).

3. Clarification of "Soap Box" Policy

A quotation from a letter from the then President of the Association to the Director, 31 January 1950 (V:2:7:2):

"I should like to clarify the matter of the "Soap Box" policy. According to Webster's definition of anonymous--'of unknown or unavowed authorship or donorship'--no letter is accepted for publication in THE QUESTION MARK, anonymously. All such communications must be signed by the person who writes them when they are submitted to the editor for possible inclusion in the "Soap Box" section. If the writer so requests the signature is not published. It is the opinion of the Executive Board that this is one place where the individual staff members have the opportunity to bring to the attention of their fellow employees any matter which may be of mutual interest without drawing unto himself, or herself, as the case may be, undue criticism or laudatory comment. For this reason it has been deemed wise to keep this column free from censorship and to allow the editor of THE QUESTION MARK, in conjunction with the Publications Committee, to publish all such material as they deem it wise."

4. Function of the "Soap Box"

The "Soap Box" as it now exists--and has since 1946--fulfills a function that is both necessary and important. It is the one outlet where the ordinary staff member may--with a reasonable assurance that while his troubles will be made known, his identity, if he so desires, will not be revealed--express his approval of existing conditions; offer constructive criticism; air his own grievances and frustrations, or speak for many who share common problems; endeavor to improve staff morale by clearing up misunderstandings; or, though not involved personally, attempt to help clear the air for those who are taking something too personally or without proper objectivity.

5. Improvement of Communications between Administration and Staff

The "Soap Box" provides a medium through which incidents may be brought to the attention of all strata of both Administration and Staff in the hope that amicable solutions may be reached. Anonymity of signature furthers this process since it enables a point to be brought out objectively without the intrusion of personalities or fear of reprisals.

6. Confidence in Elected Officers and Their Appointed Representatives

To hedge in the Publications Committee with unnecessary restraints is to show a deplorable lack of faith in the judgment of those who have generally demonstrated a considerable measure of judgment in the performance of a difficult task.

In conclusion, the Past Editors:

1. Recommend the continuance of the present policy of allowing letters bearing pen names to be printed in the "Soap Box", provided always that the Association member submitting the letter is known to the Editor; and
2. Reaffirm their beliefs that
  - a. the Editor should be alert to checking the accuracy of all allegations, and should continue to exercise discretion in accepting for publication only those letters which meet accepted standards of good taste; and
  - b. the Boston Public Library Staff Association has always been fortunate in the position taken by the Library Administration of allowing a staff paper to maintain an open forum such as the "Soap Box."

Respectfully submitted,  
PAST EDITORS

1947-1949	(s) SARAH W. FLANNERY	Sarah W. Flannery
1949-1951	(s) SARAH M. USHER	Sarah M. Usher
1951-1952	(s) LOUISA S. METCALF	Louisa S. Metcalf
1952-1953	(s) EDNA G. PECK	Edna G. Peck
1953-1955	(s) CHARLES J. GILLIS	Charles J. Gillis
1957-1959	(s) GERALD L. BALL	Gerald L. Ball
1960-1962	(s) DOROTHY P. SHAW	Dorothy P. Shaw
1962-1963	(s) WILLIAM T. CASEY	William T. Casey

Francis X. Moloney, Assistant Director, was among those who spoke in opposition to the motion. At the time that the Publications Committee decided to publish the forgoing statement by the past editors, Mr. Moloney was asked if he would be willing to prepare a statement outlining the views expressed in opposition to the motion. This offer was declined.

Mother Nature unfolded a rare June day for the first day of the spring meeting of the Massachusetts Library Association at the Mayflower Hotel at Plymouth. Shaded porches, bright blue sea framed by hazy hills in the distance, shimmering swimming pool, and good food refreshed the physical senses. The theme of the meeting, The Library and Its Public, provided the intellectual stimuli.

Marie Davis, Coordinator of Adult and Young Adult Activities at the Free Library of Philadelphia, discussed the corporate image of the library. The jazzy pace-setting image and the self-deprecating image are misleading. Libraries have captured the attention of the public by emphasizing that the services of libraries are not free, but tax supported.

Each library should capitalize on this position and decide what goal it wishes to achieve. Does it want more financial support, or more use of library materials, or more expansion of library facilities? The impact of the library will be greater if it decides what its primary emphasis is.

Public relations is a point of view and is the responsibility of the administration. Once the public relations objectives are established, the techniques are relatively simple. The corporate image of each library will be determined by the way it meets the challenge of public relations.

Francis X. Moloney, Chairman Public Relations Committee, M.L.A., presided at the symposium on What the Public Thinks of the Library. Mr Moloney was adept in his task of getting his symposium members to speak their minds about the library. His dry humor spiced his introductory remarks and his reactions to the speakers.

A businessman, Bartlett B. Bradley, urged libraries to look toward centralization and more efficient use of total investment. Smaller libraries would benefit from the greater resources of material that would be available to more people. Advertising, a tool used by business, is an effective means to encourage people to use and enjoy libraries.

A labor representative, Francis E. Lavigne, pointed out that labor is not the most educated group in the state. The early labor leaders acquired the educational background needed for their work through beneficial relations with libraries. Mr Lavigne gained his own self-education in this way and is a fervent booster of B.P.L. for its many services

to him. He recounted numerous instances when staff members, including Ed Pelcier of Audio-Visual, had helped and guided him.

An adult education worker, Jay J. Martin thought that the image of the library was stereotyped due to first hushed contacts as a child with an elderly librarian, or to impressions of dingy, century-old library buildings. The librarian should advertise himself as a professional worker and communicate his needs to the community through energetic library-minded trustees. Mrs Martin believed that there should be a local informal library and a regional information retrieval center.

A public official, Robert J. M. O'Hare, claimed that inadequate library buildings and services are the fault of the librarian and the trustees. They should be as militant about improving libraries as policemen and firemen are about raising salaries. The militancy of the librarians will gain the respect of the local budget officials. This point was refuted by Kathleen Hegarty of the B.P.L. in the concluding question period.

Mr O'Hare also believed that librarians antagonized local public officials by accepting the present form of the state aid bill which takes income tax money out of one pocket and returns it as grants-in-aid. Milton E. Lord clarified the changes made by the General Court in the original legislation that led to this situation.

A Newspaperman warned that the library image can only be as good as reality. Invested funds do a disservice to public libraries because the public thinks the library is free and separated from tax support. Trustees may be a roadblock between the library and understanding of the library by the public. Libraries might be better off without trustees. It would make for closer relations with the public if the librarian had to go to town meeting and present a political case to secure funds. If the librarian is courageous, does his job efficiently, and provided the materials the public wants, the image and reality of the library will take care of itself.

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EFLA MEETING

conference

The fifth anniversary of the American Film Festival presented by EFLA, The Educational Film Library Association, took place at the Biltmore Hotel in New York City May 1 to May 4. EFLA, which has sponsored the festival annually since 1959, is the major service organization for all kinds of people in every area of the 16mm film field. It is the national clearinghouse for audio-visual information, ideas, and opportunities. Having served as chairman of one of the many pre-screening committees, I attended the festivities in New York. The number of entries has grown every year and this year a total of more than 600 films and filmstrips were entered. In addition to the competitive screenings, there is an opportunity to see films and filmstrips as part of a special program. The main problem during the festival days is to decide which of a dozen screenings to attend!

The formal program included an after-luncheon speech by Samuel B. Gould (formally of Boston University) president of New York's Educational Television Station Channel 13. A evening session presented a panel which examined the resurgence of the Documentary films. Panel members included makers of some of the "classic documentaries" of the past as well as representatives of the newer fields of T. V. and independent production. Informal discussion was an important part of the meeting, and festival registrants had plenty of opportunity for it. Practically all of the large public library audio-visual directors were represented including Philadelphia, Detroit, Baltimore, Brooklyn, New York, and, of course, Boston.

A large contingent of Bostonians in the audio-visual field were present. Muriel Javelin, formerly Coordinator of Adult Services, and I were continually running into each other throughout the three days. The finale of the festival was a gala award banquet on Friday evening where the films rated highest by the festival's expert juries were awarded Blue Ribbons. On Saturday, the winning award films were screened throughout the day. I was delighted to see that the Boston Public Library film selection committee had purchased earlier several of the prize winning films including MR.

EUROPE AND THE COMMON MARKET, NIGHT AND FOG and CHILDS CHRISTMAS IN WALES.

Euclid J. Peltier, Chief  
Audio-Visual Department  
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SORT

B. Joseph O'Neil, Curator of Periodicals and Newspapers and Coordinator of General Reference Services has been nominated for the Steering Committee of SORT. SORT, The Staff Organizations Round Table, is a national association which was established to bring library staff associations into a closer relationship and to act as a clearing house for information about staff organizations. Other objectives are the encouraging of the formation of staff organizations throughout the country and cooperation with ALA committees in making studies and surveys of personnel problems.

The Steering Committee is the governing body of SORT. There are nine members on this Committee, and the annual meeting is held during the annual conference of ALA. The SORT BULLETIN, a monthly newsletter, is available in our Staff Library.

Previous to the nomination of B. Joseph O'Neil two other BPL staff members, B. Gertrude Wade and Bradford M. Hill, served on the Steering Committee.

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BLAME

God, they say, is angry  
At what we sinners do;  
That is one emotion  
He's not entitled to.

Yes, He made the Heavens,  
The beasts, and plants, and men;  
Here and the There,  
The Now and the Then.

Sing Him hallelujas,  
But say that yet and still  
He is also Author  
Of Freedom of the Will.

Harry Andrews.

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GREAT BOOKS

In 1887 Sir John Lubbock delivered a series of lectures at the London Working Men's College which were later published in book form with the title THE PLEASURES OF LIFE. The book, mainly because of the chapter called THE CHOICE OF BOOKS in which the author gave a list of the hundred best books of all time, was very popular and went through several editions. A London publisher printed a special edition of all the titles, and called the set SIR JOHN LUBBOCK'S HUNDRED BOOKS. From some of the accession dates I looked at we seemed to have got a set at the time and two additional sets in 1909. When I first arrived on the Library scene, an attractively bound set was on the open shelves in Bates Hall near the statue of Henry James. Members of the public who did not want to bother with catalogs or assistants were able to get themselves educated without benefit of intermediaries.

Recently I walked into the bright, clean, modern Sharon Public Library and saw on the reference shelves near the BRITANNICA and the AMERICANA a set of the GREAT BOOKS OF THE WESTERN WORLD, published in 1952, available for circulation. I looked them over, at least the tables of contents, and thinking it would be a good idea for us to have a set of them on open shelves in Bates Hall, I decided to compare them with the Lubbock books.

They differ in appearance, paper, print, scope, purpose and emphasis almost as much as 1952 differs from 1887. And yet 35 of the names appear on both lists. The GREAT BOOKS, or GB has 54 large attractive volumes, with good clear print, representing about 75 authors. SIR JOHN LUBBOCK's set, or L, consists of 100 volumes, with small type and poor paper, representing about 90 authors. Only BERKELEY, BOSWELL, GIBBON, ADAM SMITH, and SWIFT are exactly the same in both sets. Milton's poems are in both sets, but GB adds the AREOPAGITICA. GB prints a great many more plays of the Greek dramatists and in better translations than L. Both sets have St. Augustine's CONFESSIONS in the Pusey translation, but GB adds his CITY OF GOD and CHRISTIAN DOCTRINE. Both give Bacon's

NOVUM ORGANUM, but GB adds the ADVANCEMENT OF LEARNING and the NEW ATLANTIS, but not the ESSAYS, which is supplied by L. DON QUIXOTE in GB is in the Ormsby translation, while L uses the Jarvis. Neither uses the Putnam translation which is now generally preferred. GB uses the Norton translation of Dante, L the Longfellow. Neither uses the Carlyle translation recommended by T.S. Eliot in a famous essay, and used in both the Temple Classics edition and the Modern Library. Aristotle is represented in L by the ETHICS and the POLITICS. GB uses two full volumes with over 1400 pages of text. A revolutionary change in religious thinking from 1887 to 1952 is indicated by the fact that L does not mention St. Thomas Aquinas at all, while GB gives him the same coverage as Aristotle, two full volumes. Chaucer is a real clincher for the superiority of the GB. L gives him in the original only while GB has a modern English translation adjoining the original. L gives the Elizabethan Florio's translation of Montaigne, while GB uses the Cotton-Hazlitt one. Neither of them have the superior modern translation by Trechmann. L of course does not mention Freud who is heavily represented in GB. Both have Darwin and Locke, Homer and Shakespeare, Pascal and Plato, Epictetus and Spinoza, but either in different editions or different translations or different selections. For some peculiar reason L gives Descartes in the original French.

Perhaps enough names have been dropped here to indicate what the two sets are like. There is, of course, much greater emphasis in GB on works of science and modern ideas, while L concentrates on what the narrower world of London in the 1880's considered the best that had been written. The fact that L has a heavy concentration of English literature is understandable under the circumstances. The great Russian writers had not yet penetrated into England, so L has neither Tolstoy nor Dostoyevsky which are to be found in GB along with Tom Jones and Moby Dick. L has Burke and Bunyan, Carlyle and Emerson, Macaulay and Ruskin, but GB has William James and Karl Marx.

The Bates Hall shelves which used to hold the Lubbock books happen to be vacant at the moment. No doubt the

IN MEMORIAM

Hubert McKiernan

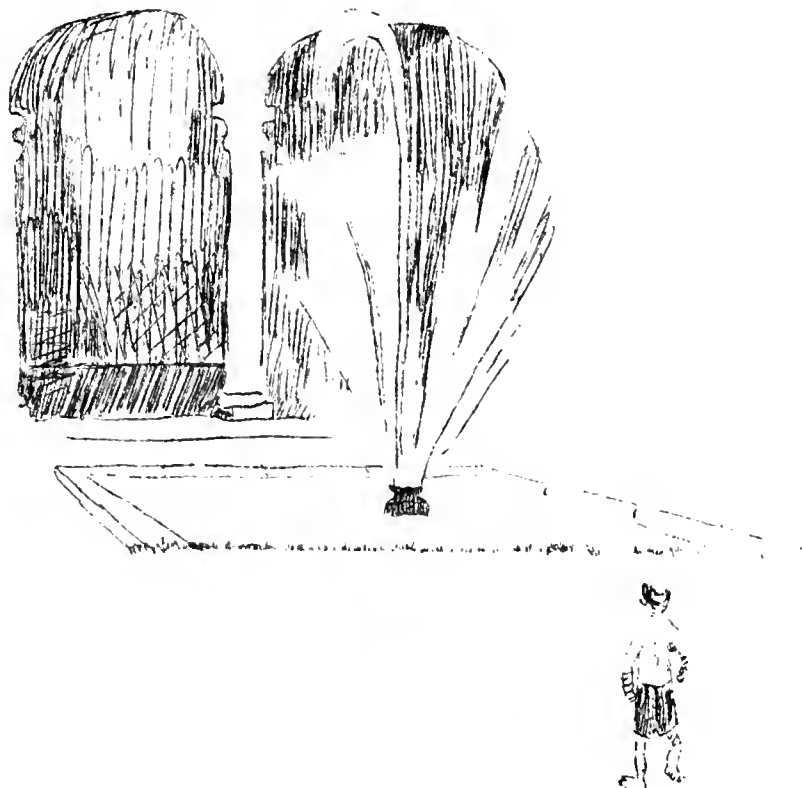
General Reference people have candidates for that space, but I think it would be a very grand idea to put the 54 volumes of the GREAT BOOKS there. Those members of the public who enjoy group guidance and group discussions are getting good help from our Library extension workers and in other areas of the community. But Boston has always had many unreconstructed individualists who like to come into a Library, find a comfortable seat in a quiet room, and get their own good book from a nearby shelf. A set of the Great Books in Bates Hall is a natural for such people. I think it's what Bates had in mind when he sent his famous letter, and with such bait I will myself come on frequent visits to the Library when I retire.

HARRY ANDREWS

Hubert McKiernan, Senior Stationary Engineer in the Buildings Department, recently passed away after a long illness. Hubert was truly a "gentleman of the old school", a fine mechanic, expert in his chosen trade, to which he applied himself diligently. Many a cold or stormy night he took his turn in the Engine Room and stayed all night and day, if necessary, to insure the comfort and safety of the staff and of the public.

He will be sorely missed by the B.P.L.

T.P. Geoghegan



IN MEMORIAM

George Clifford Johnson  
1878-1963

George C. Johnson, for thirty years an Assistant in the Fine Arts Department, died June third at the New England Deaconess Hospital after a brief hospitalization. He retired at 70 and on June 27 would have celebrated his 85th birthday.

Into the fifteen years of his retirement he probably crowded as much activity as any retiree on record, carrying into his leisure years all the interests and activities of his younger days while adding to them a consuming interest in world travel which was to give him so much pleasure.

In the years since his 70th birthday he made five trips around the world, two extended trips around South America, travelled to Hawaii and the Far East, made a special trip to England for the coronation of Elizabeth II, cruised the Mediterranean, and more recently when long trips no longer seemed advisable he cruised the Caribbean. As recently as the past winter he made two different cruises to the Caribbean, taking one of his nephews each time as a guest. He was not fond of the cold Boston winters, so he delighted in the long cruises by which he escaped to sunnier climates. A camera enthusiast all his life, he brought back from each trip hundreds of unusual kodachromes of subjects well-chosen and finely composed. These he showed to groups of friends and club associates, adding lecturing to his many activities. There was a wonderful imperturbability about George Johnson. Whether nightclubbing in the frenzied atmosphere of Carnival in Rio de Janeiro, riding out on an elephant to visit some Indian temple, or entertaining Chinese friends at dinner on board his ship in Hongkong Harbor, he moved through exotic scenes with the aplomb of Boston gentility.

A Harvard graduate of the Class of 1903, and a resident of the Harvard Club for more than fifteen years, Mr. Johnson kept up many pleasant associations with classmates and club members. For years he had dined weekly at the Club with a group of his classmates. An expert at

chess, he played in the Club tournaments. June brought Class Day reunions, and autumn the football season. He made something of a record in the matter of attendance at the Harvard-Yale games. When, last November 24 he boarded the Harvard Special for New Haven, he had not missed one of these classics since his student days.

With the strength of body which his lifetime fondness for mountain climbing, swimming and dancing had given him, he carried into his later years activities which most men relinquish long before retirement. Mountain climbing he finally had to give up, but swimming and dancing, including country dancing, he continued into the last months of his life. He was well into his 80's before it occurred to him not to dance every dance in an evening, and then it was his doctor who made the suggestion that he sit out an occasional dance.

He was fond of the theatre and concerts but his special love was for the opera, and he looked forward with perennial eagerness to the Boston season of the Metropolitan Opera, and invariably attended every performance. This Spring, less than two months before his death, he had a gala week at the opera. Late Spring would find him at the Pops and early Summer at the Arts Festival events and at the Esplanade concerts.

While enjoying new contacts made during his long cruises, he was unwavering in his attachment for old friends. Besides the friends of many years in the Field and Forest Club, the Appalachian Mountain Club, the Harvard and University Clubs, he had a sincere fondness for his associates in the Library, and when not travelling, returned to the Christmas Teas with genuine pleasure.

Thinking of him, his library friends will remember his always youthful enjoyment of life, his enthusiastic pursuit of his varied interests, a certain courtliness of manner and the loyalty of his regard for the Library and the old friends of his working days.

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BRANCH NOTES

South End

Among the 200 high school students and faculty advisors who took part in a regional Youth Citizenship Conference recently was Alfred Haughton, a Library Aide at South End. This was one of a series of parleys on "Youth and the American Economy" held at state colleges throughout Massachusetts. Alfred graduates this year from English High and will attend Colby College in the fall.

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North End

On Wednesday, May 22, North End held its fifteenth annual Mary U. Nichols book awards. The prizes, given to a North End boy and a North End girl "who in their senior year at a North End High School have excelled in English," were this year awarded to Joann Siciliano of the Julie Billiard High School and to John Chirichiello of the Christopher Columbus High School.

The highlight of the evening for the students was the presentation of the awards by Milton E. Lord, Director. Joann chose as her prize, SEVENTEENTH CENTURY VERSE AND PROSE, edited by Helen C. White. John's choice was THE COMPLETE WORKS OF SHAKESPEARE, edited by George L. Kittredge. Both books were handsomely bound and beautifully boxed in full leather with gold tooling and each bears a copy of a book plate, especially designed by Arthur W. Heintzelman, Keeper of Prints, Emeritus, to symbolize Miss Nichol's work with puppets.

The North End was fortunate this year in having as its main speaker for the evening the Right Reverend Edward G. Murray, President of the Board of Trustees of the Boston Public Library. Monsignor Murray's talk about the value of education and the library in a community such as the North End was an inspiration and delight to his audience. Guy A. Beninati who represented the library's friends and the North End Community was the second speaker of the evening.

As usual award night proved to be one of the neighborhood's most popular events. Geraldine S. Herrick, Branch Librarian, welcomed the guests and introduced Robert

Castagnola who served as chairman of the program for the fourth successive year.

The entertainment this year proved to be exceptional. The Columbus Stereos from the local high school rendered a selection of popular tunes and were followed by a xylophone solo by Theodore Leutz also of Christopher Columbus High School.

Cookies, donated by the staff and by members of the community, were served with punch during the social hour following the program. Presiding over the punch bowls this year were Edna G. Peck, Chief of Book Selection, HRCS a personal friend of the late Miss Nichols, and Dr. Adorna Wallia.

The staff of North End and members of the Young Adult Council served as hostesses at this very enjoyable evening.

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Memorial

The staff of Memorial has every reason to be proud. Harvey Douglas, library aide at Memorial, although only a junior at Boston English High School, was awarded a \$100.00 scholarship for outstanding scholastic achievement. A second honor received, was the Lawrence Prize for Fidelity and Deportment-an edition of O'Henry's BEST SHORT STORIES.

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Hospital Library Service

Ellen Walsh of the Hospital Library Service resigned from the library May 28, 1963. Miss Walsh plans to resume her studies at Bridgewater State Teachers College in the Fall. In the meantime, Ellen is spending the summer traveling in England, Ireland and the continent.

The staff at the Hospital Library Service thank all the thoughtful members of the BPL who have so generously sent magazines for the patients at the hospital. The magazines are well and thoroughly used and enjoyed. With our thanks we say just one thing more, "Keep them coming, please."

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Adams Street

Deborah Field, Library Aide at Adams Street and Senior at Girls' Latin School, recently won the First Prize for the Best Literary Contribution of the Class A Schools (enrollment of over 750), awarded by the Boston Globe. Miss Field's story entitled "Joshua" appeared in the March, 1963, issue of THE JABBERWOCK, Girls' Latin School publication. "Joshua" is a stark vignette in which prejudice and hate in the South are portrayed with chilling realism. Miss Field's talent in the use of words and in characterization indicate a promising future, and the library is proud of her.

Graduation Day means many things to many people. For fifty little boys and girls who assembled with their admiring mothers and assorted other relatives on Wednesday, May 22, at the Adams Street Branch, "graduation" was the most important event so far in their short lives. All year they had met once a week for pre-school story hour with Dorothy Ekstrom, assistant in the Children's Room. They had learned many finger plays, songs, and little rhymes; they had listened to picture-book stories; they had learned to salute the flag and to say a little morning prayer. Now they were to "graduate" and there was to be a PARTY. First Mrs. Ekstrom greeted the relatives and friends. Then the children showed what they had learned by following the routines of a typical story hour time. And finally, one by one, each little boy and girl was called to the platform and given a "diploma" by Elinor Conley, Branch Librarian.

There followed a social hour for the parents and friends, with Mary Doyle, Children's Librarian, as hostess, and of course coffee for the grown-ups and ice cream for the children. There will be other graduations, but none so wonderful as this one!

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Roslindale

Once upon a Saturday afternoon, a busy branch library closed its doors upon the last of the last-minute patrons and opened its central meeting-room to

its staff members.

The all-purpose room had been transformed. Instead of rows of chairs facing the platform, the room was gay and party-minded with tables enhanced with lace cloths and artistically arranged flowers. The silver setting and inviting foods were a delight to the eye.

The occasion was a farewell party. The staff of the Roslindale Branch Library was bidding a fond farewell to Katherine O'Rourke, library aide who was terminating her library employment and leaving for Europe. Miss O'Rourke's mother and sister were among those present.

Everyone heaped plates with home-made chicken salad, potato salad, cranberry mold, ham rolls, potato chips, many and varied condiments, then settled comfortable to enjoy the excellent food and pleasant company in delightful ease and informality. There was time and opportunity to enjoy second helpings and to move around for welcome chats with fellow workers. The superb coffee, cake, ice-cream, and candies which followed were too good to give up.

Miss O'Rourke was genuinely delighted with her evening purse generously filled with green-backs to use on her travels.

Library aides Ann Krenn and Carolyn Barker were pleasantly surprised with gifts of white gloves in honor of their graduation from high school.

After food and casual conversation had been thoroughly enjoyed, Patrolman John J. Squires showed his films of historic Boston, and provided interesting comments about old landmarks.

Everyone agreed it was a most satisfying luncheon and visit.

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SIMMONS GRADUATE

QM extends its heartiest congratulations to Jim Ford, Education Department, who on Sunday 9 June 1963 received the Master of Science in Library Science degree from the Graduate School of Library Science, Simmons College.

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COMING EVENTS

A.L.A.

July 14 - 20, 1963 in Chicago

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ARNAVETS DINE

On Thursday evening 16 May 1963 about forty officers of the ARNAVETS sat down to a hearty steak or lobster dinner at the Frolics at Revere Beach. (All members of this organization are equal and therefore hold an office). Mike Venezia, Adjutant and Quartermaster, is to be congratulated on his efficient handling of the affair in his first assignment since assuming his new offices. (Some members are more equal than others therefore they hold two offices).

To the long list of credits held by this noble group must be added still another. Not one man took a mouthful of food until it was determined beyond a doubt that astronaut Gordon Cooper had safely returned from outer space. We will admit however that most of the fellows did partake of certain liquids available at the bar which adjoins the dining area. This was however, done in the spirit of good-fellowship-toasts to the success of Cooper's mission!

Following dinner the membership enjoyed an excellent floorshow. Although one or two diehards' tried to keep the party going to the wee small hours (as was the practice of earlier ARNAVET affairs) the overwhelming majority bowing to age and dictum from home departed at a reasonable hour. It is with great pride that we announce that everyone answered the nine a.m. rollcall at the B.P.L. the next morning.

Commander Edward Maynard announced the following roster for the 1963-64 year.

Commander

Dorothea F. Morgan

Vice Commander

Leonard J. Macmillan

Adjutant and Quartermaster

Michael J. Venezia

Chaplain

Chester R. Walsh

Officer of the Day

John W. Tuley

Trustees

Martin F. Murphy

Louis R. O'Halloran

Harry S. Parker

Frederick N. Rodenmacher

Historian

Arthur W. Mulloney

Sergeant Major

Charles D. Povah

Patriotic Instructor

Sumner Fryhon

Sentinel

Francis X. Moloney

Guards

Michael Langone

William R. Lewis

Anthony Vozella

Entertainment Committee

William F. Nelson

B. Joseph O'Neil

Randall J. Tcbin

Guard Commanders

John Allix

Euclid J. Peltier

Color Guards

Sarah W. Flannery

John Howard

Frank McDonough

Graves Registration Committee

William A. Reynolds

Daniel W. Sheeran

Relief Committee

Thomas Manning

James McLaughlin

House Committee

Francis Meyers

Patrick Murtagh

Ways and Means Committee

Charles Gillis

John McManus

Membership Committee

Henry F. Barry

Stephen Baxter

Louis N. Rains

Liason Committee

Matthew F. O'Brien, Jr.

Louis Polishook

Review Committee

Bernard F. Doherty

George White

Censoring Committee

William Kocen

Steven Searl

Past Commander

Edward Maynard

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IN HOSPITAL

Louis Rains, Science & Technology, is a patient at the Massachusetts General Hospital, 8th floor, White Building.

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The High Tribunal of the Chatter, Chowder and Marching Society meeting in so<sup>o</sup>am session early in May declared a dividend - a whopping big three for one affair - held at the old camp meeting grounds better known locally as The China Star. Time: Sunday evening, 26 May 1963. Singled out for especial honors that evening were three of our big stock holders who have left the Library service but who retain their cherished seats in the Society. Retiring after 64 years of service were Bill DiRosario of Fine Arts and Margaret Dowling Butler of Audio-Visual. The Third member of this honored group was Barbara Coffey of Catalog and Classification (R&RS) who resigned to accept another position.

The affair was attended by over sixty-five present and former members. Included among the 'old grads' were Helen Hirson and Connie Harrington of the Division Office, HR&CS, John McCafferty and Dave Sheehan of General Reference, Monica Harrington McCafferty and Joyce Kelley of Catalog & Classification(R&RS), Felicia Peltier of Audio-Visual, Mary Sheehan of Book Purchasing, Maurice (Mo) Rahilly of Periodical, Sheila Pierce Stevens of Central Charging Records, Dan Khoury of Music, Carolyn Myers of the Supervisor's Office, Margaret Gannon of the Bindery, Frank Moran of the Stock Room and Joan Morris and Sam Goldstein of Science & Technology.

A mixed quintet sang (?) clever lyrics appropriate to the occasion as they parodied the 'Wonderful Year' bit made popular on the Garry Moore TV show.

The DiRosario-Butler-Coffey trio professed complete surprise at this fancy 'do' in their honor and certainly looked the part. Each was presented with a handsome gift and their brief but sincere remarks were well received. A Chinese dinner augmented by frequent trips to a well equipped and strategically situated bar rounded out the evenings festivities in what can easily be called one of the Society's most successful affairs.

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Betty Drane of General Reference announced her engagement to Marvin Gould. They will be married on July 14, 1963.

In honor of the occasion Margaret Soper, assisted by Margo Hoare, had a gathering of Betty's friends at her home on June 9 at 7:30. A pleasant evening was shared, and Betty received some lovely gifts and the sincere good wishes of all those present.

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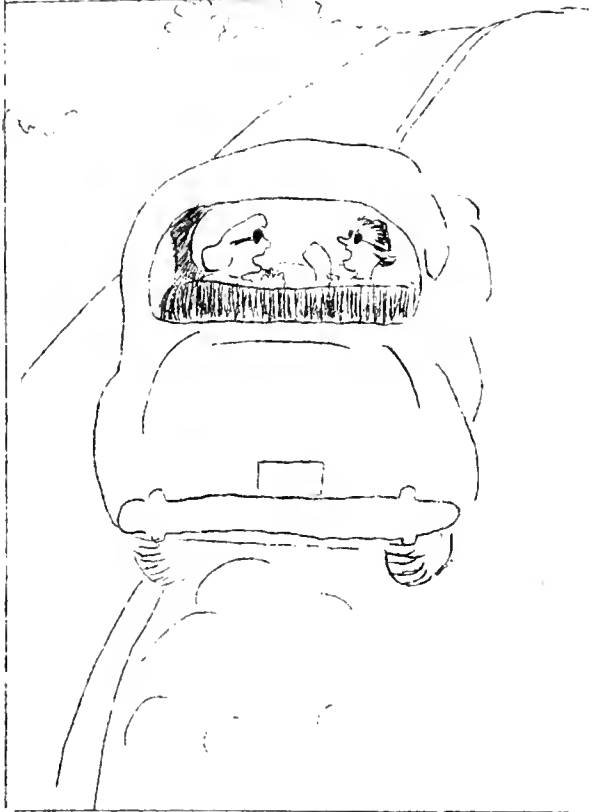
JUNE BRIDE

At a 2o'clock ceremony, Saturday afternoon, June 1, 1963 Barbara J. Whitledge, Home Reading Office, became the bride of Donald Richard Flye at the First Congregational Church in Natick. A reception followed in the Church parlors.

The Bride wore a gown of white bouquet taffeta, the fitted empire bodice of appliqued Alencon lace had an Obi bow in the back and the skirt was bell shaped terminating in a chapel train. Her bouffant veil of imported silk illusion was held in place by a cluster of orange blossoms and she carried a cascade of Eucharis lilies and lilies-of-the-valley. Mr & Mrs Flye plan to make their home in Boston.

On Thursday, May 23, friends of Barbara Whitledge gave her a luncheon party at the Maitre Jacques at which they presented her with a lovely Bride's Record Book and a set of dinnerware. John Carroll "flew" in from Wellesley for the affair and proved to be a jovial toastmaster. A most enjoyable luncheon was enjoyed by all and Miss Whitledge was given all best wishes for her forthcoming marriage.

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Soap  
Box

Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is withheld from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions not containing more than 300 words will be accepted.

Dear Editor:

The recent appointment of Chief of Book Stack Service was made in the usual tradition. The person who would logically expect to be made Chief since he was next in line and already performing the work involved, was completely overlooked and a person appointed whose only connection with Book Stack Service was that he worked at one time in the same division. This

is no reflection on the appointee, who will probably be a very good Chief, but if the Administration had no intention of appointing a person already in the department, it would have been kinder to convey this in the listing of requirements. This was done once before in listing an open position and at once conveyed to everyone that only persons already in the position of Branch Librarian were to be considered. In this way, persons who cannot possibly be considered for a position will know it from the beginning, instead of waiting and hoping in vain.

KINDHEARTED

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To the Soap Box:

The May 27 notice about the advisory panel to help the Trustees choose an architect worthy to be a successor to McKim must rejoice all members of the staff who care about the Library as a beautiful citadel of learning and are worried about our lack of space for books. The target for completion of the addition to the Central building is probably too optimistic. But even if we do get a new building by 1968, what are we to do until then? The largest number of new acquisition and the ones most called for seem to be books in category P (literature) in Stack 3, and category B (philosophy, psychology, and religion) in Stack 6. Both those stacks are frightfully overcrowded. Books are jammed tight on the shelves or left on the floor, making it often difficult for stack runners to find them.

Could the areas vacated by the Bookmobile offices at the end of stack 3 and the Printing Department on the top floor be used for the overflow? Here is a legitimate subject for our useful and informative STAFF MEMO to research and report on.

HARRY ANDREWS

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# MEMO

## Vacation Reminders

- ① stop milk deliveries
- ② stop newspaper deliveries

Give to  
Care

### COMMITTEE FOR CARE

Rhoda Blacker - Mattapan Branch Library

Grace Marvin

and - Book Selection Department, H. R. S.  
Mary O'bear

Laura Reyes - Egleston Square Branch Library



THE  
*Question*  
MARK



THE BOSTON PUBLIC LIBRARY

JULY 1963





Published by the Boston Public Library Staff Association

Volume XVIII Number 7

July 1963

Publications Committee: Harry Andrews, Jean Babcock, Doris Gray, Jane Manthorne, Edward J. Montana, Jr, Mrs Bridie Stotz, Martin F. Waters, Pat White, Barbara Flye, Roger Stevens, cartoonist, Sarah Usher, Indexer, William R. Lewis, Chairman.

Publication date:  
The fifteenth of each month

Deadline for submitting material:  
The tenth of each month

Amest the recent General Administrative Notice #22, which granted two additional days of annual leave to all employees on the regular payroll in lieu of heat relief accorded other city employees during the protracted June-July heat wave, we make these observations.

Using the sick leave policy as a model and precedent why can't the Administration institute an "emergency weather leave bank". The "bank" could be computed according to an employees length of service as was done with the sick leave 'bank'. Older employees obviously would require longer and more frequent relief from extremes in the weather. The term "emergency weather leave" would be most appropriate for this new fringe benefit. Much more appropriate than, say, 'heat relief' because it could provide succor from every conceivable vagary the elements may provide including the snow and ice of a winter blizzard, the wind and rain of a howling hurricane as well as the recently experienced discomfort from heat and humidity. Perhaps it could even be extended to include relief from the mysterious vicissitudes we undergo each Spring with the equinoctial changes in the weather!. The more ingenious and inventive among us could conceivably break into such a bank for relief from such weather insured ailments as can be found in the arthritic series - severe jointal pains induced, it is claimed, by changes in the atmospheric pressure.

The advantages to be obtained by the adoption of this innovation are poly-fold. The Administration could boast of a first in a new area of staff-management relationships - a veritable breakthrough! The Staff, always easily diverted and mollified, would be happy - at least for the present or long enough to mitigate the bitter feelings engendered in the apparent loss of a 1963 pay increase and the cut in extra service. The Public would also share in the benefits for with the availability of "emergency weather leave" obviously only the sturdiest of the staff would be on duty during periods of extreme inclemency in the weather - a sort of survival of the fittest. All of this could be accomplished without recourse to annual leave or sick leave. Provision, of course, would have to be made for the conversion of unused "emergency weather leave" to annual leave at retirement time. A generous conversion ratio would reward the faithful and at the same time encourage conscientiousness.

## THE PUBLICATIONS COMMITTEE

P.S. From the Publications Committee: We think the editor has been getting too much sun, so we are going to give him the month of August off from his editorial duties. Therefore there will be no Question Mark published in August, but we shall resume publication in September.

Although I have been warned by a former president of this association "not to editorialize in this column, but just to report the facts," I am taking this opportunity to extend your congratulations to two of our members. To Louis Rains, our immediate past president and general factotum, hearty congratulations on the recovery he seems to be making from his recent, serious illness. I am sure that I speak for everyone in wishing to you, Louis, the fastest possible, full recovery. We miss you very much indeed. Our members all wish, too, I know, to join me in congratulating B. Joseph O'Neil on his recent election to the Steering Committee of the Staff Organization Round Table of the American Library Association. We are proud to be represented again in our national organization.

Coming to those "facts", the Executive Board held a special meeting on June 18, primarily to discuss with Mr. Gaines proposals for Chapter IV of the Personnel Manual on the subject of promotions. From the beginning, as reported to you last month, the Executive Board has found no major points of disagreement with the ideas presented to us. In general principle, therefore, we have endorsed the proposal as it was originally outlined, but some details do remain to be discussed further. We hope to get together with our Personnel Director by early fall to come to an agreement, if possible, upon these relatively minor points; so that the new policy may reach a September or October meeting of the Trustees for their discussion and, we hope, approval. During the interim, once our minor differences of opinion are resolved, the Executive Board has requested that the entire staff be allowed to review this proposed promotional policy.

At the June 18 meeting, the Executive Board, approved the outline of our fall Professional Program to be held in the Lecture Hall on Thursday morning, October 31. This program will be concerned with "Personnel Trends in the 1960's." It will consist of a panel discussion which Ervin J. Gaines has kindly agreed to moderate. Already, Miss Moorachian and her Program Committee have secured as speakers Donald H. Hunt, Library Career Consultant,

Drexel Institute of Technology, and Joycel Davidson, Assistant Personnel Director, Detroit Public Library. Mr. Hunt's job consists largely of recruiting among high school and college students from whom he has, undoubtedly, acquired a new look at "the image of the librarian." A Simmons graduate, Miss Davidson has spent some time at the Providence Public Library and is, therefore, aware of the personnel situation in New England. The Program Committee is currently working to produce a third, equally proficient and, perhaps, even more well known speaker.

Since the members of the association all seem anxious to treat our British cousins royally, the Executive Board has agreed upon the hiring of Hart Brothers as caterers for the tea which we shall sponsor on Wednesday, October 9 for the British librarians who will be visiting us. It is hoped that every member of this association who can reasonably be spared from his normal post of duty on that day will be on hand to greet these visitors. On the whole, this group is, I understand, relatively young; so they would, undoubtedly, welcome an opportunity to talk with some of our own younger staff members.

In accordance with modern personnel procedures used in institutions like our own, some sort of performance evaluation on a continuing basis seems essential. For this reason, the Executive Board has appointed a special committee consisting of Frank Bruno, Dolores O'Hara and Dorothy Shaw to examine various types of such evaluation with the Assistant Director (Personnel). If you have any suggestions in regard to this topic, why not pass them along to this committee?

Last, but scarcely least, I wish you all to know that, with the approval of your Board, I am sending today (July 10) a letter to Mayor John Collins. In this letter, I have asked that he approve the request of the Boston Public Library Board of Trustees for additional money to implement higher salary schedules for both Library Assistants and Professionals. It is the opinion of the Executive Board - an opinion with which I heartily concur - that first preference must be given to our LA's. I have, therefore, so stated our position to the Mayor - along with the hope, of course, that the full amount requested to take care of both new schedules be granted. CONT.

Perhaps there may be some good news to report on this financial crisis by the next issue of The Question Mark? We are confident that our Mayor will eventually look with favor on this, to us, most important city department and that he will give it the financial support it deserves.

B. GERTRUDE WADE  
President

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PERSONNEL NOTES

Entered

- Mary Binkowski, Kirstein Business Branch
- Paula Conway (Mrs.), Mattapan
- Claire Harrington, Hyde Park (former part-timer)
- Dana Holby, Cataloging & Classification R&RS
- Frank Orser, Rare Book
- H. Lee Shealey, Book Stack Service
- A. Johnson Decker, Cataloging & Classification HR&CS
- Janice D. Macomber, Allston
- Irene T. Halstrom, Central Charging Records (former part-timer)
- Elyse K. Wolf, Cataloging & Classification R&RS

Re-entered

- Ruth E. Winn, Bookmobiles

Transferred

- Genevieve A. Moloney, from Bookmobiles to Science and Technology
- John J. Rohen, from Central Book Stock - Branch Issue to Hyde Park

Married

- Mrs. Catherine Macauley, Cataloging & Classification R&RS - to Walter Carlson, June 13, 1963.
- Gladys Grund, Memorial - to Phillip Semans, June 23, 1963.
- Joyce Kearney, Information Office - to Alan R. Golant, May 4, 1963.

Ceased

- Pamela Dondale, Personnel Office - another position
- Arthur Kastner, Book Stack Service - returning to school

- Anthony J. Pacy, General Reference - another position
- Frank Marston, Government Documents - to attend Science Institute
- Thomas Santos, Audio Visual - another position
- Louise A. Hoehl, North End - leaving Massachusetts
- Diane Stolpner, Director's Office - another position
- Carolyn Smith, Bookmobiles - resigned
- Mrs. Jean Vint, Egleston Square - resigned
- Harold Hammond, Cataloging & Classification R&RS - another position

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BRANCH NOTES

South End

On June 19th, the Children's Room of the South End Branch Library was a gala setting for its "Festival of Books" program. Tables decorated with many new books and booklists attracted the curious and excited children.

Intended to stimulate and encourage summer reading among the children in this area, the program also served as an introduction to the SUMMER READING CLUB which is now accepting as members any interested boy or girl in the third through the seventh grade. A brief introduction and the story of "Big Claus and Little Claus" opened the program, and then we were delightfully entertained by a most talented young lady, Dayle Stanley, who enthralled us with diversified folk songs. This was followed by a mock book auction in which the children participated by bidding for their favorite books which were to be taken out later on their library cards. Pieces of paper representing a dollar each had been distributed among the children, and with the "bills" they "bought" the books being described by Miss Hemingway. The boys and girls thoroughly enjoyed using fake money for this and bid to their heart's content. To top it off, everyone was gratefully refreshed by a Hoodsie.

CONT.

Sandy Walks the Plank \*

Ahoy! mates, we have a yarn to spin. On Wednesday the 26th of June at 1800 hours (six o'clock to you landlubbers) a "mustering out" party was held for the Second Mate of the Children's Room at Codman Square aboard the Good Ship D. G. Farrell. All the officers and prize crew were present or accounted for.

The festivities commenced with a brief return to childhood - games. They were rather "intellectual" guessing games. The prizes were indeed unique i. e., a roll of "dressed" toilet paper, a portable ash tray for summit meetings and a classic bottle opener.

After this, the chief cooks and bottle washers (Mr. & Mrs. Farrell) sounded the order for chow. All advanced to the mess hall-gaily bedecked with all the trimmings. The day's menu included typical "ship's Fare":

- Shrimp Cocktail or Fruit Cup
- Rare Roast Beef
- Delmonico Potatoes
- Garden Vegetables
- Rolls (homemade & yummy)
- Strawberry Shortcake
- Coffee, Tea or Milk

A champagne toast was given by the First Mate (DGF) in honor of the departing Second Mate. Following the toast was a special "ship to shore" message from Linda Ivers of Charlestown, wishing our mate a bountiful voyage. Snopy, our mascot, was ferocious guardian of a "pirates' treasure" for our honored guest. The trove included jade, brilliants, fine silks and silver.

Chief Petty Officer (RFC) "volunteered" for K.P. Duty. The rest of the crew adjourned to the afterdeck for a round of tall tales, much laughter and flowing good cheer.

So you see how the amiable Sandy walked the Plank in high spirits with the heartiest wishes of all the crew for a fair wind, smooth sailing and happy adventuring ahead.

\* Sandra Plank has left Codman Square & the Library Service to return to teaching in the Fall. We shall sorely miss her!

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If the topsy turvey world of Alice's Wonderland has a flesh and blood counterpart, Open Shelf must be it. Not too long ago, one of our librarians, upon inspecting an open brown paper bag deposited under the desk, let out a blood curdling shriek. Why? It moved - not only one move but two. Sleepers, readers and workers converged. Two turtles without a home had been left at our doorstep or so it seemed. We librarians, being a breed of our own making, always have interesting advocations. In Open Shelf we can boast an amateur naturalist. Diagnosis - acute hunger. Off to the "all day tea party" to secure meat for our pets went our pride and joy. Act II - enter young man from Animal Rescue League. "Where are the turtles?" Chorus - "Naturally there they are. What do you want with them." It turned out he had received a call from a librarian that turtles were to be picked up or rather rescued. Upon closer examination of the bag by a more curious member of the staff, a note was found. "Please give these turtles to the Animal Rescue League." It was addressed to the naturalist, naturally. Closer examination revealed a tragedy. The turtles had been kept in the dark of a cellar and were blind; they would never see the light of day. So with their last meal away they went for their last ride.

O.S.D.

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RECENT BOOK

For the first time all of the Lovelace papers have been made available to Malcolm Elwin and the result, Lord Byron's Wife, is a fascinating picture of the lives of upperclass English people in the 13th and early 19th century, a famous marriage and a more famous separation and divorce, new light on the character of Anna-bella and her tempestuous husband.

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ANNUAL CONVENTION  
SPECIAL LIBRARIES ASSOCIATION

- 5

The beautiful city of Denver was the site of the Special Libraries Association 1963 convention, which opened on Sunday evening June 9th, with a reception at the Denver-Hilton Hotel.

The first general session was convened at 10 A.M. on Monday morning. After the usual preliminaries, the keynote address, entitled "The Pierian Spring" was given by Dr. Estelle Brodman, librarian and associate professor at Washington University School of Medicine in St. Louis. Her address was a challenge to librarians to meet the diversified needs of our complex society by eagerly and willingly adopting new methods to better serve management and patrons.

The afternoon was devoted to division meetings. The Publishing Division was led in an informal discussion on "Problems of Publishing in the West" by Alan Swallow.

On Tuesday afternoon, the second general session was a panel discussion on "Library Education: a license to learn." Ruth Leonard, professor at Simmons College of Library Science in Boston was one of the participants. It was a lively session, with sharp differences of opinion expressed by the panelists in discussion and by the audience in the question and answer period that followed. That evening the annual banquet took place, with a delightful program by Max Morath "Ragtime revisited." A dynamic personality, who captivated the audience by recreating a by-gone era, Mr. Morath has appeared on National Education TV on Channel 2 in Boston.

The Publishing Division business meeting on Wednesday was followed by the very popular Book-Author luncheon, an annual event of this division. This year the speaker was Marshall Sprague, author of NEWPORT IN THE ROCKIES. A witty speaker, with a stock of anecdotes on the Rocky Mountain area, his talk on "A sidelong look at Little London" was in preparation for our Colorado Springs tour the next day.

The Public Library of the city and county of Denver held an open house on Wednesday night for the conventioners. It is a handsome building with space and light and beauty. Conducted tours of the

building included both the special units and the general circulation departments, each seemed to be ideal for its purpose. The staff was gracious and delicious refreshments were served while soft organ music played in the reception room where a social hour followed the tours.

S.L.A. Day at Colorado Springs came on Thursday. Some twenty buses, carrying 700 people converged on that city, each division visiting a place of special interest to the group. The Publishing Division visited the Alexander Tilm Company where we were shown a film and taken on tours through the studios. Luncheon was at the beautiful Broadmoor Hotel, after which all groups drove the twelve miles to the United States Air Force Academy. A cadet was assigned to each party and guided tours were provided through certain areas of the school and libraries. Following this tour, we went WESTERN. First we attended a rodeo at the Reed Ranch, then off to the nearby Flying W Ranch for an excellent chuckwagon supper. At tables around a huge open fire, songs and stories of the Old West were presented by the Flying W. Wranglers--no amateurs they, but polished entertainers with RCA recordings of their music to their credit. A fascinating evening for Easterners.

The 54th annual session of the Special Libraries Association has passed into history, not as large as the Washington, D.C. convention last year because of location, but a stimulating convention in a lovely setting.

GRACE H. MARVIN

Approximately 1200 special librarians gathered at the Denver-Hilton Hotel in mile-high Denver, Colorado, June 9-13, for the 54th annual convention of the Special Libraries Association. Despite acute problems of planning (the host chapter is small and all divisions of SLA are not represented in it), an excellent program of meetings was presented.

On Monday afternoon, June 10th, the Business and Finance Division held a panel discussion on The Common Market. This meeting, moderated by Ted Miller, librarian of Investors Diversified Services of Minneapolis, first presented Dr. Joe R. Wilkinson, Professor in International Relations, University of Denver, who provided the background of the CM.

cont.

He was followed by a panel of four experts: George Dickel, editor of the ROCKY MOUNTAIN UNION FARMER; John A. Duffy, Denver Field Office, U. S. Department of Commerce; Bernard L. Rosenberg, president of the Robbins Incubator Company; Alfred L. Wickman, Education Director of the Oil, Chemical and Atomic Workers International Union. These four experts discussed the impact of the Common Market on agriculture, commerce, industry, and labor, respectively. These panel members were not only thoroughly experienced in their fields but were also able to express themselves in a most cogent fashion.

As chairman of the Business and Finance Division, your reporter was most happy to hear many people remark that this was the best meeting they had ever attended.

Also, excellently received was the division's meeting on Wednesday morning on the operating statistics of special libraries. Discussants were Sarah Rebecca Reed, Library Services Branch, U. S. Office of Education, substituting for Ruth Hine, U. S. Bureau of the Budget (who was unable to attend); Bernard Fry, National Science Foundation; and Mrs. Elaine Woodruff, U. S. Civil Service Commission.

A Tuesday luncheon meeting on the use of punched cards, with Stephen E. Furth, manager of Information Retrieval, IBM, and a tour of Shepard's Citations at Colorado Springs on Thursday, completed the program of the Business and Finance Division.

Despite concentration on the business at hand, the vistas of the snow-capped peaks of the Rockies constantly beckoned, and eventually the work of the convention completed, many members succumbed and headed for well-earned vacations in the high altitudes.

Former BPLers in attendance included Vanda Cariani and Joan Morris of Science and Tech and Eleanor Di Giannantonio of Kirstein.

LEONARD J. MACMILLAN

## PAPERBACKS EXPERIMENT

HRCS recently initiated an experiment with paperbacks and young adult readers in 10 Branch Libraries. The Branches selected represent a variety of communities, readership, proportion of young adult use, and strength of resources.

Paperbacks may prove more appealing to young adults than hard-cover editions. These paperbacks will supplement but not substitute for books in the permanent collection. It is hoped that this experiment will reveal what uses paperback will be put to, what age reader is drawn toward them, whether they are used for browsing or borrowing, whether their general usefulness warrant city-wide placement or whether they lend themselves only to certain neighborhoods and certain needs .

100 titles, all previously approved for young adult collections have been selected. The same "package" collection will be in each of the 10 participating Branches.

Paperbacks will be charged out in the same manner as books. In case of overdue, they will be treated as magazines.

An evaluation sheet will be sent out to participating Branches as a means of assessing the strengths and weaknesses of this experiment.

The Branches selected are as follows:

- Charlestown
- Dorchester
- Mattapan
- South Boston
- Washington Village
- Parker Hill
- Mt. Pleasant
- Connolly
- Brighton
- Roslindale

The following BPL staff members are attending the ALA convention in Chicago, July 14 - 19:

Director's Office

Milton E. Lord  
John J. Connolly

Personnel

Ervin J. Gaines

Division of Reference and Research Services

Fine Arts

Florence Connolly  
Elvira Lavorgna

General Reference

Rosalie A. Lang

Social Sciences

Mildred C. O'Connor

Division of Home Reading and Community Services

Division Office

Ruth M. Hayes  
Kathleen B. Hegarty  
Pauline Winnick

Open Shelf

Grace B. Loughlin  
M. Jane Manthorne  
Louisa S. Metcalf

Dorchester

Rose Moorachian

Roslindale

Bridie P. Stotz

Faneuil

Gertrude Wade

Urham's Corner

Veronica C. Lehane

\*\*\*\*\*

SAME PROBLEM - FIFTY YEARS OLD

As librarians converge on Chicago this week to contemplate libraries and student users, they will - it is hoped - bring clear-headedness, fresh insights, and solutions. If they tackle the impact of education on libraries as if the problem were brand new and urgent, it matters not so long as answers are found.

But the problem is not new, and shades of other conferences, other symposia may well hover near the convention platforms. More than half a century ago earnest bibliotecnicians met at an ALA convention in Pasadena. Professor Arthur H. Chamberlain of the University of California, representing the National Education Association, spoke purposefully on "Increasing the educational efficiency of the library."<sup>1</sup> Some of his earnest pronouncements bear repeating; his entire talk merits attention today.

The professor found the library to be "part and parcel of the educational scheme," and to separate it from education was to place it in "the amusement column." He lamented that "already some libraries and the major portion of most, judged by the books on their shelves, belong with the theatres and the summer resort."

To make the library adequate to its educational mission Mr. Chamberlain hammered out his main point that "all librarians must be teachers in spirit and temperament, and all teachers must understand how to work with books." To give out reading matter to students while untutored in books oneself is, he said, like putting "drugs of which you know nothing into a body of which you know less."

Professor Chamberlain advocated library instruction in normal and training schools so that teachers would be effective companions to librarians in  
(cont.)

1 Chamberlain, Arthur H. "Increasing the educational efficiency of the library." In American Library Association Papers and Proceedings of the Thirty-third Annual meeting of the American Library Association held at Pasadena, California, May 18-24, 1911. Chicago, ALA, 1911. pp. 154-163.



cont.

the book world. "It is quite evident that as yet few school boards, superintendents, principals, teachers or librarians have seriously considered the necessity of preparing all our teachers in the elements of library work."

Decrying the much-repeated scene he had witnessed of students and adults groping for books in libraries, Professor Chamberlain urged complete librarian-teacher cooperation in book matters, early instruction of children in library methods, intelligent reading assignments by teachers, assignments which "broaden the student's outlook" rather than create a distaste for books.

Professor Chamberlain talked lengthily and forthrightly on this problem which is old yet new. His recommendations and solutions surely bear comparison with the proceedings of the present ALA convention.

M. JANE MANTHORNE

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DOCUSTAT

At last the Library has a self-service, coin-operated, quick-copying machine available to the public. In fact we have two, one at the Kirstein Business Branch, the other in the Periodical Room. The Machine is called a Docustat.

The machine will copy from single sheets or from pages in bound volumes. It will accomodate pages up to legal size. The readable white-on-black paper negative is produced in thirty seconds. A positive if needed, can be produced from the negative in thirty more seconds.

How do you operate the machine. Easy. Just place the material to be copied over the window atop of the machine. Close the cover. Press the button. Deposit a quarter. Wait thirty seconds.

The Information Office has agreed to change money for those who do not have quarters. The Officer-in-Charge will arrange for immediate refunds if the machine should fail to produce satisfactory copies.

The machine is already well patron-

ized. We expect that as the availability of this service becomes more widely known among our readers and the tempo of library use picks up in the Fall that the installation of more such machines will be warrented.

We hope that this service will result not only in more satisfied users but also will reduce the number of mutilations of Library books and periodicals.

Unfortunately this machine is not a practical answer to replacement of pages already torn from Library volumes. The negative copy produced is of slightly smaller size than the original. A positive produced from the negative is correspondingly smaller. The paper used is not flimsy but would not appear to have the qualities needed in a library book subject to heavy usage.

The Xerox print, which does not require a special paper, allows the use of bond or onionskin or other special paper appropriate to the use to be made of the copy. The experience with the Docustat machines, particularly volume of use, may show the feasibility of a Library installation of a Xerox copier. Most libraries having Xerox copiers can supply positive copies on good paper for much less than the Docustat can for a negative copy.

In the meantime, the Docustat is helping to fill a need and probably would provide a useful supplementary service if and when the Library obtains a Xerox copier.

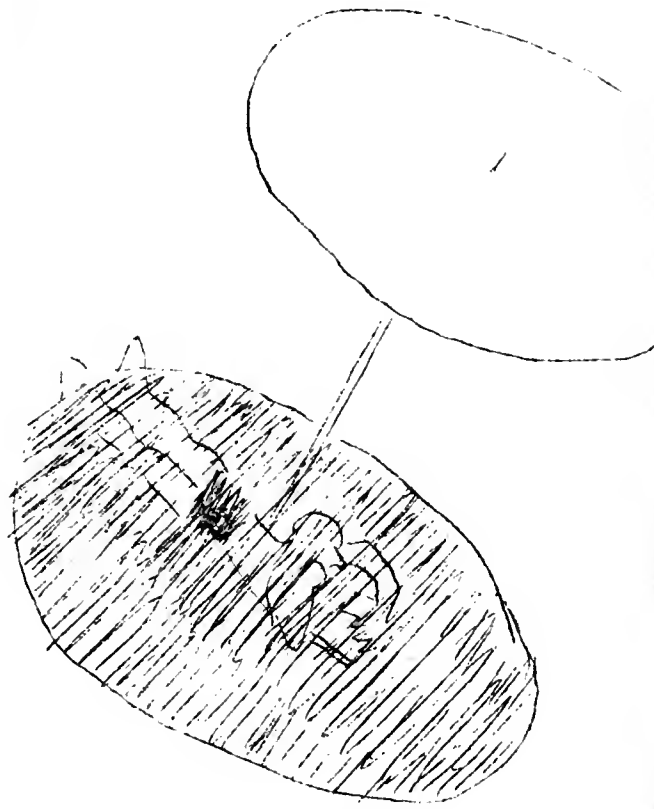
\*\*\*\*\*

The U. S. Post Office, famous for its wall portraits of the nation's WANTED criminals, offers a new portrait this week. Garishly ornamenting a red poster is a creature weirdly insect-like - part fly, part mosquito, part artist's invention. The message on the poster calls on alert Americans to report unusual insects to the nearest agricultural agent.

The viewer is led to wonder what this is all about. We've faced Japanese beetles and earwigs. What comes next? Are the bug-eyed monsters at last slipping in from outer space?

\*\*\*\*\*





Soap Box

Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is withheld from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions not containing more than 300 words will be accepted.

To the Editor:

The Job Evaluation Study is now two years old, the job descriptions so carefully prepared no longer accurately describe many of the jobs, some jobs no longer exist.

The Job Evaluation Study cannot be published until the money is available to put it into effect; the money is not available so we have to tighten our belts and slash the Library Aide budget.

Lo and Behold! Some money is available! But not for the Library Aides and Library Assistants. It is sufficient money to pay the salary of two new curators for five months. (Enough to pay for about 5000 hours of extra service).

Maybe we can struggle through the summer. When school starts up again, who is going to do all the work which would be done by the Library Aides cut from the payroll.

DISCOURAGED

\* \* \*

Dear Soap Box:

In view of the stringency of the Library's personnel budget, the drastic cut in the budget for Library Aides, and the long delay in bringing about the badly-needed revision in the salary scales of the Library Assistants, how was the money found so easily to pay the salaries of the two newly appointed Curators?

Two competent persons have been acting as Curators. Why could we not wait until a more favorable financial situation? Surely considering the length of time these positions have been left unfilled in the past, there was no urgent need to fill these positions now at the expense of the Library Aides and the Library Assistants.

HOPELESS

\* \* \*

To the Editor:

Librarians, to be sure, are hardy souls -- but are they so much less sensitive to heat than other City employees that directions from City Hall, stating that heat relief is in effect, can be ignored? Certainly the public should be served, and perhaps only a few staff members can actually be spared; but it is the principle of discrimination that hurts!

HOT AND HUMID

Ed. Note: This letter was received prior to BPL G.A.N. # 31 & 32, 1963.

To the Soap Box:

A respected emeritus has asked me in a letter if I knew what had been done with the money donated by the Staff at Centennial time. It seems that the money is still unspent. The delay may be due to the fact that the gift was hedged with a condition not entirely acceptable to the Administration.

If it is not too late or illegal, and if permission can be obtained from the donors, I would like to suggest that the money be deposited in some bank, and neither principal nor interest be touched until the Library celebrates its bicentennial. The Administration at that time should be allowed to spend all of the accumulated amount for Library purposes. But we should insist on two conditions:

1. None of the money is to be spent on junkets to the Moon or Mars or any other world available at the time for the purpose of discovering how they solve their problems of staffing and book charging.

2. If the City government of that time is to give a dinner at a contemporary Sheraton, it should be done more democratically than was done at the Centennial. I remember a nouveau riche administrator "rattling" some tickets in his pocket in front of me and telling me I could not be given one because the affair was limited to chiefs (or was it already curators?) and better, or, perhaps even less democratically, to deputy supervisors (or was it already coordinators?) and better.

HARRY ANDREWS

\* \* \*

Dear Soap Box:

Congratulations to the new Curators of Education and Music. Condolences to the Library Aides cut from the payroll and the underpaid Library Assistants waiting for overdue salary adjustments.

JANUS

\* \* \*

Dear Soap Box:

If a staff member has to wait until the cold weather to take the vacation granted in lieu of heat relief

he would be advised not to tell his neighbors he is home on "heat relief". They may think he is some kind of nut.

COOL MAN

\* \* \*

Dear Editor:

Could there be a statement of policy as to the function of the Central Book Stock? What can the branches and departments expect in the way of service from this department?

It should be understood that when people in branches request books, whether in the regular manner or by telephone when the books are needed in a hurry, they ask not for themselves but for the public. The manner in which these requests are sometimes received makes the branch person feel as if they are really asking too much. For what reason does C.B.S. exist except to send to the branch public books which a branch cannot supply? Should the individual borrower be expected to pay carfare and go to Central to obtain material which should be obtained from C.B.S.?

At present it seems there are restrictions as to what will and what will not be sent to the branches. Is this arbitrary on the part of the department?

FRUSTRATED

\* \* \*

Dear Soap Box:

Why not have a column devoted to the doings of former BPLers? Most of us have at least a dozen friends who have left the Library.

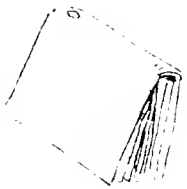
ROSETTA STONE

\* \* \*

Dear Editor:

Many BPL secretaries and typists have been working diligently this past week on a State Aid? Project. However, the return address on the majority of this material is MIA. Why should underpaid (for the most part) BPL staff members, who needless to say in most cases are working in understaffed departments due to vacations, resignations etc., be asked to do this work on Library time. Shouldn't overtime be allotted for a task such as this?

JUST ASKING









THE  
*Question*  
MARK



THE BOSTON PUBLIC LIBRARY

SEPTEMBER 1963





# THE QUESTION MARK

Published by the Boston Public Library Staff Association

Volume XVIII Number 8

September 1963

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Publications Committee: Harry Andrews, Jean Babcock, Doris Gray, Jane Manthorne, Edward J. Montana, Jr., Mrs. Bridie Stotz, Martin F. Waters, Barbara Flye, Peter DeSantis, Cartoonist, Sarah Usher, Indexer, William R. Lewis, Chairman.

Publication date:  
The fifteenth of each month

Deadline for submitting material:  
The tenth of each month

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We are always pleased when we notice new faces in our midst. New faces can mean a "new look"; oftentimes they bring the needed changes and fresh ideas so necessary to an institution such as ours which can not risk stagnation in this age of rapid change. We sincerely welcome all new members of the staff. In the same breath we lament the loss of the many individuals who for one reason or another have found it necessary to leave the service of the Library. Their reasons for leaving are varied. We suspect, however, that a large number of recent resignations were for financial reasons. The current rate of remuneration for both the Professional and Library Assistant Services, especially the latter, is woefully inadequate. We can not continue to attract competent new people to either service nor, indeed, can we hope to maintain even the status-quo against the more attractive salary opportunities in this area.

The present situation insures us of becoming a 'short-term stop for qualified people who will remain here while "shopping around" for better positions elsewhere. We do not for a moment suggest that acceptance of employment here should involve any form of permanence or lifetime contract. To the contrary, the Library should encourage and expect that in the process of professional development careerists will want to apply skills acquired during tenure here when better opportunities appear in other places. This applies equally to both professional and to non-professional skills. However, the Library should be in a position to offer both present and potential personnel a system in which career development exists and in which the competent person can expect recognition, promotional opportunity and adequate financial reward for superior service rendered.

The present rate of resignations, with the resultant serious staff shortages in all Library activities, when equated with the difficulties in recruiting qualified replacements point unequivocally to an IMMEDIATE need for Library personnel salary adjustments UPWARD.

THE PUBLICATIONS COMMITTEE

Your Executive Board enjoyed a summer off from Staff Association activities, as there appeared no new major development to necessitate an extra board meeting. With the fresh outlook which vacations are supposed to provide, I hope that we can tackle some of the old problems as yet un-resolved in our September meeting later this month.

Unfortunately, we have received no reply from Mayor John Collins to our letter urging an appropriation for the salary increases which our Administration has deemed necessary - and which we all know are long overdue especially to our Library Assistants. As these notes go to press, our Administrators are still earnestly seeking these increases but have not yet secured the sum requested. We hope that some positive action will be taken before Election Day!

Meanwhile, we have two major Staff Association events to look forward to in October. It is hoped that as many staff members as possible will be on hand to greet and meet the visiting librarians from England on Wednesday, October 9. Our tea will run from 4:30 to 6:00 P.M. [See further discussion of this event in ensuing pages of this QM.] Despite our crucial personnel situation, we urge department heads to arrange schedules on that day in such a way as to ensure that we can make these official visitors feel really welcome by a large turnout of our membership. You will receive further particulars about this tea in a later notice.

On October 31 we shall present our second professional program of the year. On that Thursday morning from 10 a.m. to 1 p.m., you will have a chance to hear about and discuss contemporary personnel practices and procedures with three experts in the personnel field. I urge all of you to attend this meeting so that you can learn what is happening in other institutions comparable to our own and, thus, be better able to discuss intelligently the policies of this Library. [Publicity for this program also, may be found in the following pages of this publication.]

Have you all read our letter to Eric Moon as it was published in the July issue of the Library Journal, p. 2582,

complete with an editor's note and a reply from Mrs. Dorothy Nyren? Two things are worthy of note in this connection. In printing our letter, Mr. Moon took the liberty to omit two significant sentences - without, you will note, benefit of the ellipsis marks normally used to indicate such an omission. [Now that I am recovering from my summer inertia, I intend to question him on this "peculiar" action.] It is also fascinating to compare Mr. Moon's editorial note on this letter in which he defends his right to publish purely personal or "personalized" views with his own editorial on pages 2644-2647 of the same LJ issue. In the latter, Mr. Moon takes our John Berry and The Bay State Librarian to task for asking questions about segregation in certain southern libraries without first ascertaining all the facts by direct inquiry to everyone concerned. Since the sentences omitted from our letter to LJ were ones asking whether or not other librarians in Massachusetts had been advised of the contemplated publication of Mrs. Nyren's letter, there seems to be a strong vein of inconsistency in LJ under its present editorial management.

Anyone who has had the dubious pleasure of heading the Publications Committee of The Question Mark may well sympathize with Mr. Moon over the problems of editorship. However, I think that our past and present editors deserve commendation for both consistency and professional integrity.

This seems like the appropriate time of year to urge all of you once again to contribute news of the activities among members of your department to the QM on a regular basis. I cannot think of a better way to express our appreciation to the present editor and his committee.

Finally, my thanks to all of you who wrote to either senators or representatives on behalf of Senate Bill #537. Now that we are at last in possession of real state-aid for library service in the Commonwealth, we should be able to look forward to increased appropriations for our own institution in future years.

B. GERTRUDE WADE,  
President

PERSONNEL NOTES

Entered

Belsky, Edward S.- Central Book Stock -  
Branch Issue  
Bleecker, Ruth [Mrs.] - Music  
Brooks, Margaret E.- Egleston Square  
Childs, Anthony T.- Audio Visual [former  
part-timer]  
DeKoning, Juliann.- West Roxbury  
Fleming, Judith - General Reference  
Fuller, Ann C.- Allston  
Fullum, Joseph F.- Periodical and News-  
paper  
Guyette, Velma R.- Bookmobiles  
Lord, Helen - South End [former part-  
timer]  
McCusker, Margaret A.- Central Charging  
Records  
Miller, Gerald P.- Kirstein  
St. Clair, Norbert, Cataloging and  
Classification R&RS  
Scannell, William J.- Audio Visual  
[former part-timer]  
Stenglein, Barbara M., Washington  
Village  
Tiorano, Michael - Book Purchasing

Re-Entered

Neckes, Mark - Allston  
Stevens, Sheila [Mrs.] - Cataloging and  
Classification R&RS  
Tieuli, Anthony F. - Egleston Square

Transferred

Connor, Mary E. from Allston to Adams  
Street  
DeSimone, Rosemarie from Connolly to  
East Boston  
Ellis, Linda from Open Shelf to Adams  
Street  
Ekstrom, M. Dorothy from Adams Street  
to Memorial  
Frank, Winifred from Div. Office HR&CS  
to Officer-in-Charge Desk R&RS  
Hanna, Dorothy from East Boston to Mt.  
Bowdoin  
Maniscalco, Janice from Rare Book to  
Director's Office  
Randall, Gloria from Cataloging & Class-  
ification R&RS to Office of Records,  
Files & Statistics  
Rohen, John J. from Hyde Park to Central  
Charging Records  
Story, Richard from Central Charging  
Records to Audio Visual  
Tieuli, Anthony from Egleston Square to  
North End

Married

Elizabeth A. Drane, General Reference  
to Marvin Gould, July 14, 1963

Ceased

Bouchea, John - Kirstein  
Brown, Sandra - Office of Records, Files  
& Statistics  
Burke, Raymond - Central Book Stock -  
Branch Issue  
Cherington, Reed - Book Purchasing  
Cohen, Audrey - Cataloging and Class-  
ification R&RS  
Connolly, Ann M. - Central Charging  
Records  
Conway, Paula S. - Mattapan  
Dockey, Michele - Lower Mills  
Dorey, Roberta [Mrs.] - General Reference  
Fantasia, Robert - Book Stack Service  
Fletcher, Susan - Book Selection HR&CS  
Foley, Charles - Audio Visual  
Frost, Josephine - Allston  
Harrington, Claire - Hyde Park  
Johnson, A. Decker - Cataloging and  
Classification HR&CS  
Kelly, Agnes - Allston  
Kennedy, Marie R. - Mt. Bowdoin  
Lavine, Katherine A. - Hyde Park  
Lynch, Michael - Book Stack Service  
McCarthy, Jean A. - Brighton  
McDonough, Carol [Mrs.] - Charlestown  
McManus, Barbara - Kirstein  
O'Connor, Mary F. - Codman Square  
O'Brien, Mary - Hyde Park  
Plank, Sandra - Codman Square  
Rudefsky, Alice - Washington Village  
Semens, Gladys G., Mattapan  
Stevens, I. Roger - Audio Visual  
White, Patricia - Cataloging and Class-  
ification R&RS  
Van Norden, Frederick R. - Science and  
Technology

\*\*\*\*\*

PRESIDENTIAL APPOINTMENT

A mid-summer appointment by President  
John F. Kennedy was cause for general  
rejoicing in a certain Brighton apart-  
ment. Robert M. White, one time extra  
at Mt. Bowdoin was appointed Chief of  
the United States Weather Bureau. Mr.  
White is the brother of Gladys R. White,  
Chief, Central Book Stock [Branch Issue].

\*\*\*\*\*

I was delighted to attend the annual meeting of the American Library Association in Chicago this summer for many reasons. Most important of all was the air of buoyant confidence which pervaded the conference, combined appropriately with a feeling of determination that we, as a profession, cannot afford to rest upon laurels already won but must work together to solve the tremendous problems facing us and our world in this decade and succeeding ones.

The conference on Sunday evening began with a real air of celebration as our new headquarters building was formally dedicated at the first general session in the huge Conrad Hilton ballroom. Former A.L.A. president, Ralph Munn of Carnegie Library in Pittsburgh, carefully traced the development of A. L.A. from its inception in the mind of Melvin Dewey and his cohorts back in the 1870's. As he indicated, the scope of library service throughout the United States has greatly broadened in the intervening years. While we gazed at a tremendous enlarged picture of the new building which was dramatically and unexpectedly projected onto the wall of the ballroom, we were all immediately conscious that, even so, the potentials of library service have not yet been more than gently tapped. This became the motif of the 83rd conference as a whole.

The technique of small group discussions, preceded by some excellent addresses covering the overall picture and succeeded by a masterly summary of major recommendations by Lowell Martin, were well utilized and highly successful from my viewpoint as an ordinary participant. For the first time at an A.L.A. conference, we were really able to get to know other librarians from all parts of the country and to compare notes on our successes and failures. I was especially delighted to have this near view of Mrs. Grace Stevenson, Deputy Executive Director, A.L.A. whom I had known formerly only as a gracious and excellent speaker. Along with many others in the stimulating group to which I was attached, Mrs. Stevenson revealed a tremendous grasp of library problems and potentials, together with an unusual willingness to indulge in self-criticism.

We can, I think, be extremely proud that out of this group and the many others who worried over what we should do with our overpopulation of students came the conviction that we ourselves must work harder together to meet this challenge instead of simply laying the problem at the door of our educators.

Naturally, I spent as much time as possible at the S.O.R.T. booth during the Conference. Here indeed, one gets a chance to find out what is going on in other institutions. You can rest assured that our personnel problems are not unique. In fact, as the representative of the Boston Public Library Staff Association, I was consulted upon such diverse difficulties as administrators who question time spent examining new books, the comparative value of straight sick leave time versus cumulative policy, and how much time one can legitimately expect a library administration to allow for staff association activities. There is no doubt that many staff associations look to Boston for guidance and leadership.

The regular S.O.R.T. Business Meeting on Monday afternoon was attended by about sixty people. After an interesting speech by Dorothy Broderick of Western Reserve University Library School on "The Responsibilities of the Professional," there were many questions from the audience on all aspects of staff associations. One poor soul, tormented beyond endurance, even sought some ruling from S.O.R.T. against the constant playing of radios for staff "enjoyment" on the job. Everyone eagerly awaited the report of Mrs. Grace McCready, S.O.R.T. Chairman, on the questionnaire regarding various personnel practices which was sent out this spring. As Mrs. McCready explained, objections from some administrators to the length and detail of this questionnaire have been more than counterbalanced by the personnel officers who have already requested this data for their consultation as soon as possible. Due to some unforeseen personal difficulties, Mrs. McCready announced that tabulation would not be completed before the end of the year probably. Since this is the most complete statistical study of personnel practices since that made long ago by Stebbins, its value is obvious.

Cont.

A.L.A. Conference Notes cont.

On Thursday morning, S.O.R.T. members enjoyed breakfast together at the Pick-Congress Hotel. There charter members of S.O.R.T. were well represented - and quite proud of themselves - along with many new members. It was announced to us that Mrs. McCready has agreed to serve as the Chairman of the S.O.R.T. Steering Committee for a second year. Our own B. Joseph O'Neil has been given the somewhat unenviable job of helping the membership chairman to drum up some new trade in the eastern part of the United States.

Aside from the Conference within a Conference, undoubtedly the most important event of this convention was the announcement of the results of the Access to Libraries study under the auspices of the Library Administration Division. A report on this study was initially made at a meeting of the division on Monday afternoon. The controversy which it aroused was continued at the final membership council meeting on Friday morning.

Initiated upon the request of the membership and the council, this Access to Libraries Study was conducted by International Research Associates, Inc., N.Y. It was intended to investigate the degree to which American libraries practice discrimination on the basis of race, age, economic status or any other criteria. Representatives of International Research carefully explained both their methods of procedure and the results of their findings. Primarily, of course, the southern situation came under heaviest scrutiny; but some attempt was, also, made to evaluate possible evidences of such discrimination in the north by examining the situation in the branch libraries of several large city library systems. By vote of the membership of A.L.A., the study in its entirety has now been published.

Examination of this study is well worth the time it may consume, I think. [Copies will undoubtedly be available in Central, or interested parties may borrow my personal copy.] Conference attendants were gratified to learn that in many sections of the south, desegregation of libraries has proceeded much more quickly and smoothly than desegregation of any other form of public

activity. On the other hand, they realized how much has yet to be done upon revelation that those deep southern states most deeply opposed to school integration have, by and large, opposed integration in libraries as well. Here, perhaps, is a situation where the force of A.L.A. might be put to use - if anyone can figure out just how to use it.

Controversy raged over the sections of this study dealing with such northern cities as Detroit and New York. Placement of branch libraries and the strengths of collections relative to predominance of white or non-white populations in the area were analyzed. Together with these northern cities, some southern ones - including Washington D.C. - were, also, examined. Although International Research had indicated that many criteria must be considered in both the placing and stocking of branches, nonetheless their assertions that the non-white populations of Detroit, Washington and some other cities were much less well served than the white areas sounded like condemnation. In a heated discussion, the fact was brought out that the main library buildings of both the Detroit Public Library and the Washington, D.C. Public Library happen to be situated in predominately non-white sections of those cities. Mr. Ulveling from Detroit, who has received many commendations over the years for his untiring efforts to ensure peaceful integration, pointed out, too, that population trends are constantly changing and that, even at this moment, new branches in non-white areas are being planned in Detroit.

Grievances were, I think, temporarily forgotten at the final general session and banquet on Friday evening. At that time, the incoming president, Mr. Frederick H. Wagoner of the University Library, University of Michigan, presented his inaugural address. Many of us who admire him were happy to learn, also, of the election of Mr. Edwin Castagna as Vice-President and President-Elect. Most gratifying of all to us from Massachusetts was the presentation of the H.W. Wilson Company Library Periodical Award to The Bay State Librarian. As Mr. John Berry, editor, accepted this award due to his courageous tackling of significant library issues, many of us experienced a renewed conviction that the librarians in Massachusetts are in cont.

the vanguard of progress towards a more complete utilization of our library potential.

B. GERTRUDE WADE

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A. L. A. and Young Adults

While the main focus of the A.L.A. Convention with its Conference Within A Conference was predominantly on young people as students, a segment of the week's meetings concentrated on young people as personally motivated readers, reading for entertainment and new ideas. The plans and activities described in meetings of YASD\* showed several realistic, strong approaches to getting books to teen-age readers.

Mindful of the present global closeness of Africa and Latin America, and equally aware of the active Peace Corps recruitment for these areas, YASD launched its Africa booklist, African Encounter. With a foreward by G. Mennen Williams the list goes beyond books to highlight films and filmstrips and program ideas. African embassies and agencies are mentioned for young people who may wish to address their questions directly to a spokesman of a specific country.

Advancing beyond the planning stage is a comparable project on Latin America. Not a cut-and-dried enumeration of books, this list promises to be the most dynamic product of YASD. Paperbacks will be offered as well as materials in Spanish and Portugese. "Controversial opinions," promises Chairman Alice Krahn, "will be included if the ideas or spokesmen are an important part of a country's culture!" Well aware of the North American Librarian's limited contact with the "land below," Miss Krahn is drawing on the wisdom of consultants from nine Latin American countries.

As new books swell their shelves each spring and fall publishing season, as endless additions to mediocrity are dignified by the printed page and the hard covers, librarians despair. They virtually scream out, "I'd like to talk to those publishers!" Conventions offer a chance for librarian-publisher contacts, but they are often too brief or too

convivial for exchanging serious thoughts. To promote a more sober interchange, YASD is planning a "Dutch Treat Luncheon" for the 1964 Conference in St. Louis. Pre-arranged seating for this affair will put vocal publishers and librarians at each table. Instead of being recipients of publishers' generosity, librarians will "pay their own way" and speak their minds.

Several reports of YASD activities were essential yet routine, but one announcement showed a trend toward form and philosophy in YASD thinking. The incoming editorial board of Top of the News announces that future issues will focus on one subject instead of many topics. The December issue will probably deal with book reviewing; the March issue, with Frederick Melcher and his contributions to the book world.

Not all the hopes of YA librarians are being realized. Ways are still being sought, for example, on how to determine the impact or the effect of books and reading on young people. Ways are being investigated on how to convince fearful adults that young people are achieving greater and greater reading maturity.

JANE MANTHORNE

Member, Board of Directors  
\* Young Adults Services Division

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WHAT IS IT ?

Questions ranging from the bizarre and ridiculous - "Is it a mausoleum for Library Brass?" to the practical: "Perhaps it will be a bomb shelter entrance to the subway?" - can now be answered with some degree of authority and accuracy.

The huge mound of earth recently dumped on the green facing the Library in Copley Square is being fashioned into a platform to display a gift from the Watch Makers Association of Switzerland to the City of Boston. The gift appropriately enough is a Floral Clock with genuine Swiss movement valued by its donors at \$25,000. The Clock will be fifteen feet in diameter with minute and hour hands seven and five feet long. The flowers will not be planted until next Spring but the Clock will be illu-

cont.



Movement volunteers. Thanks again!

PEARL SMART  
South End Branch

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BRIGHTON

On July 31st, 22 members of Brighton's Summer Reading Club, accompanied by the children's librarian and extra Maureen Sullivan, braked down to the Frog Pond for their annual dip. They were dismayed to find the Pond just being filled so a quick tour of the State House was suggested. One hour later, after the children had traipsed through one chamber after another, they had an unexpected reward. Outside the Executive Department, a governor's aide appeared and asked the children, if they would like to meet the governor. The children screamed, "yes, yes". A few minutes later, Governor Peabody came out, made a little speech of welcome, and in return was promptly invited to their Reading Club party. To everyone's surprise, his aide said he might even attend. There were hand shakes all around and, although the climax had already been reached, the children enjoyed the Frog Pond, too.

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COMING EVENTS

The Fall meeting of the New England Unit of the Catholic Library Association will be held at Anna Maria College in Paxton, Massachusetts, Saturday, October 5, 1963. A bus will leave from in front of the Library at 10 a.m.

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New England Library Association - September 25 - 28, 1963

"The Wentworth by the Sea"  
Portsmouth, New Hampshire

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BPLSA Tea for British Librarians  
October 9, 1963, 4:30 - 6:00 p.m.

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The staff of Science & Technology is glad to report the return of their "fearless leader", Louis Rains, after a lengthy illness.

minated and in use this Fall with a dedication ceremony scheduled for Sunday afternoon, September 22 at 2 p.m.

The present location is an interim choice pending completion of the Government Center where it is planned to place the Floral Clock in the new City Hall Plaza.

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FAREWELL

Pauline Winnick, the Boston Public Library's Coordinator of Young Adult Services, will assume a newly-created position on the Library Services Branch of the Office of Education, Department of Health, Education and Welfare, Washington. To be on leave of absence for one year beginning September 3rd, Miss Winnick's title will be Public Library Specialist for Children and Young Adults. By the arrangement the Boston Public Library is helping to further a new national service to the library profession and thus, to children and young adults.

Miss Winnick's well-wishers in the Library joined together for a festive farewell party at Dinty Moores'. Mr Carroll served as toastmaster with his fine knack for le mot juste. Deeply moved by the affair, Pauline responded with a full, witty description of what lies ahead for her: apartment-hunting, cooking for herself, working in a window-less office with more government documents than books, and - most of all - traveling to places unfamiliar. Her many co-workers were sad to lose her temporarily, but glad for her opportunity to pioneer in library service to young people on a national level.

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BRANCH NOTES

Whether the emergency calls for information on the Hope diamond on a cool September afternoon or a collection of books on arithmetic and English on a torrid July day, the B. I. staff comes across. It could have been no fun searching the stacks in the 90 degree temperature for books to help the South End youngsters in their studies under the guidance of the Northern Student  
cont.

During mid-July the staff of Mount Bowdoin branch gathered to say "Auf Wiedersehen" to Miss Marie Kennedy and presented her with a red leather travel clock as a parting gift.

Miss Kennedy had been Children's Librarian for some time at Mount Bowdoin. Both the public and staff feel a great sense of loss at her leaving --- but all wish her the very best of success and happiness in her new appointment as Librarian at Roslindale High School.

Before starting on her new assignment Marie left for a three week vacation trip through Mexico.

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### 49 Caught With Their Books Down

Forty-nine librarians were caught with their books down at the American Library Association's 82nd annual conference here.

In a random sampling Thursday, 60 librarians were asked which book they had enjoyed the most so far this year.

Forty-nine admitted they hadn't had time to read ANY book.

\* \* \*

In a similar poll last January, taken at the ALA's midwinter meeting here, 44 of 60 librarians confesses they had not had time to read a book in 1962.

In Thursday's poll, the three books most frequently mentioned by the 11 reading librarians were "Elizabeth Appleton", by John O'Hara; "Another Country," by James Baldwin; and "Terrible Sword," by Bruce Catton.

-Chicago Daily News, Friday,  
July 19, 1963

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WELCOME !

To Peter DeSantis [Book Stack Service] who very willingly agreed to replace Roger Stevens as cartoonist for the QM.

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To Mr. and Mrs. Francis Myers on the birth of a 8 lbs. 12 oz. daughter on September 6. This is Frankie and Carolyn's seventh child and fourth daughter. Named: Carla Eileen.

\* \* \*

To Mr. and Mrs. Lawrence Savignano [Joan Sughrue Savignano, formerly of Officer-in-Charge Desk R&RS] on the birth of a 4lbs. 6 oz. baby boy on July 20.

\* \* \*

To Mrs. Edna Wollent [our faithful nurse] who became a grandmother for the third and fourth time on July 21 when twin daughters were born to Mr. & Mrs. Edward Wollent [Eddie formerly worked in Book Stack Service]. The twins [Jean and Judith] were the Wollent's first daughters.

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"Nancy is a career girl. She's been here five months."



## VISIT OF BRITISH LIBRARIANS

Saturday, October 12, 1963

The Study Tour of the Association of Assistant Librarians from England will arrive in Boston on a BOAC chartered flight on Wednesday, October 9, 1963 at 3:40 p.m. They will be met at the Airport and transported by bus to the Boston Public Library where a tea in their honor is to be given by the B.P.L. Staff Association.

Included in the group are the following Officers of the Association of Assistant Librarians: the President, Ronald G. Surrige, FLA; the Honorary Secretary, Jean M. Plaister, FLA; and the Education and Sales Officer of the Council, James S. Davey, FLA. Eric Moon, an Englishman, and the Editor of the Library Journal, is travelling with the group on its tour of three American cities, which in addition to Boston are Washington and New York.

The group numbers 317 of whom 100 are women and 37 men. Of these 124 come from England, 5 each from Wales and Northern Ireland, and 1 each from Scotland, India, and Nigeria. They range in age from 19 years to 50+ years. Nearly half of the group are thirty years and under and of these some 35, range from 19-25 years of age.

The largest number in the group is employed in either public libraries or county library systems. There are represented also college and university libraries, special libraries, school libraries, and library schools--the latter by a lecturer on a faculty and three library school students.

The program which has been planned for them during their three day stay in Boston includes both visits to libraries and sightseeing. In outline the program is as follows:

### Thursday, October 10, 1963

- A.M. Sightseeing in Boston  
(choice of four tours)
- P.M. Visits to libraries  
(choice of eleven visits)

### Friday, October 11, 1963

- A.M. Harvard University
- P.M. Boston Public Library

### Day trips into the countryside (choice of four trips)

The detailed program, together with a check sheet on which each member of the tour is to indicate his choices, has been sent to London by each host city. We are now waiting for the returns in order to make all final arrangements.

There has been guaranteed to our British colleagues bed and breakfast for the period of their stay in each city. In addition a foundation has given a sum of money to cover transportation of the group in and between cities. The English Speaking Union in each host city is giving a tea and many other activities both professional and social have been planned for them; as, for example, H. W. Wilson Co. is giving a luncheon at the Harvard Club in New York and Harvard University will be host to the group at luncheon in Leverett House dining room following the tour of the University and its libraries.

On Thursday invitations to luncheon with a local colleague are being arranged for our guests. B.P.L. Branch Librarians have invited the 17 British Branch Librarians to luncheon at the College Club, the officers of the Division of Reference and Research Services are entertaining the 16 Reference Librarians at the Red Coach Grill, the M.I.T. Library Staff Association is being host to some 30 science and technology librarians, and the New England Mutual Life Insurance Company Library to the half dozen or more Special Librarians. All will be issued an invitation.

Our visitors will leave Boston on Sunday morning, October 13, at an early hour and will travel by bus to Washington.

ELIZABETH WRIGHT

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BOOK REVIEW

A recent book committed to the starred collection is Norwegian Agnar Mykle's The Hotel Room. Ash Grande, a radio broadcaster, seeks an acquittal from court charges accusing him of being guilty of striking a hotel employee who has entered the hotel room in which Ash is sleeping with seventeen year old Jorunn. Through flashback, stream of conscious, narrative, and dialogue techniques Herr Mykle spotlights various facets of Ash's life--his thought processes, his experiences, his relationships with other people.

Although it reminds one of Albert Camus' L'etranger, The Hotel Room is wholly Norwegian--moral restraint existing coherently with legal permissiveness; the northerners compensating for their lack of sophistication with a fierce loyalty; the sea as an escape, the door leading to a superinflated dream which inevitably slams.

This novel is a valuable addition to the BPL's collection but how many patrons are aware of this title and will bother to write out requests for it?

To Ash Grand hope is

"a tattered flag and a timeless dread, it is a Woolworth crocus flowering in an auction room for second-hand cars, it is the horse-shoe above the door, the lucky sixpence in one's pocket, a strong man's hands groping for a hold, the Salvation Army singing that God loves us....

But it is even truer that hope is the new suit with the square shoulders and the condom in the jacket pocket. Hope is the fly buzzing in the classroom, the letter with the green postage stamp, the tent beside your own at the camping site, hope is Svendsen's Festival Polonaise played by a symphony orchestra on the steps of the university aula at matriculation, hope is a pint of blood in the tube leading across to the other bed, hope is white snowdrops growing up through the snow, the carry-on party that your classmates talk about, the smell of young birch trees, the kitten stumbling across the yard in pursuit of the hen, the man who buys parsley in the market, the woman who brushes her hair with her head bent forward, the

cont.

child aiming with a stone, the swallows building a nest on the beam in the barn, hope is the conductor of the choir, the uncut book. Hope is the fence in the wilds, the paraffin lamp in the window, the newly painted cradle still standing empty, the smell of bacon in the morning. Hope is the garland of red-clover, the heaps of new gravel on the country road, the song of the telegraph wires, the lights going down in the cinema, the rubber tyre in its place on the bicycle wheel, the laces for your running shoes, the smears of ski grease on your fingers, the brass band playing in the side-street, the fire engine's signal, the menu in a restaurant, the rose window in a church, the dragonfly crawling on a child's hand, honeysuckle smelling in the night, the mechanic laying the red lamp lighting up in the studio, and the ship's bell ringing for departure."

Hope for me includes good books on open shelves, the fifth freedom....

JULIE FRASER  
South Boston Branch

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TWO BPL AUTHORS

The "single thought" of these two authors is to provide better books for children - and they have both succeeded admirably.

Our newest BPL author is Margaret Holt Zindler, whose book DAVID McCHEEVER'S 29 DOGS is just off the press from Houghton Mifflin. It is a delightful picture-storybook which describes by means of Mrs Zindler's sparkling text and Walter Lorraine's gay pictures, the unique adventures of David who went to the grocery store to buy groceries for his mother. David was a new boy in town and he wanted, more than anything else in all the world, just two little things - a dog and some friends. Before the day was over he had more of both than he knew what to do with. Mrs. Zindler is a children's librarian. She has been with the Bookmobile for some time and recently has been transferred to South Boston.

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Another BPL staff member - now loaned to the Library of Congress - Virginia Haviland, is not new to the world of authorship. Her "Favorite Fairy Tales", published by Little, Brown has won wide acclaim. There have been six of the tales to-date, England, Germany, France, Norway, Ireland and Russia. Three more titles have been published recently by Little, Brown - Scotland, Poland and Spain.

With Christmas just around the corner (can't you hear the wind howling and see the snow sweeping across the Square!) what nicer gift for the young sprouts in your family than a book written by a fellow worker. Just in case - !!

Haviland, Virginia.

Favorite Fairy Tales Told in Poland. Illus. by F. Hoffman.

Favorite Fairy Tales Told in Spain. Illus. by B. Cooney.

Favorite Fairy Tales Told in Scotland. Illus. by A. Adams.

\$2.95 each.

Holt, Margaret.

David McCheever's 29 Dogs.

Illus. by Walter Lorraine. Houghton Mifflin. \$2.95

Congratulations and best wishes to our BPL authors - long may they flourish the pen or tease the typewriter. We are Proud of them.

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IN MEMORIAM

MARGARET LAPPEN FITCH

On July 7, a resident of nearby Wellesley Hills passed away. Those who remember Margaret Lappen, who resigned in 1933 to marry Howard Fitch, will recall her friendly smile, her twinkling, bright eyes, her beautiful red, wavy hair, and the quick step with which she paced each day's activity.

Her early years in the Library were spent at Allston and Brighton, her second assistantship at West End, under Fanny Goldstein, and her first assistantship at Uphams Corner. After her transfer to Information in 1923, Miss Lappen pursued enthusiastically an intensive study of government documents under the personal supervision of Edith Guerrier, who had organized a Government Documents Room as one of three distinct  
cont.

units of Information--Information, Open Shelf, and Government Documents (now Central Charging Records and the Coat Room). She successfully passed a promotional examination in the subject field and was in charge of the third room. When, under reorganization, government documents were absorbed into Statistical, Miss Lappen went along with them, and at the time of her resignation was Assistant-in-Charge of the Department.

During her long career in the Library, Margaret Lappen Fitch was devoted to her work; unswerving in her loyalty to the Library and to those with whom she labored; continuously faithful to the high professional standards she set for herself; uniformly fair in her judgments; in short, an all-round asset to the institution. To have shared a friendship with her was a privilege. She will long be remembered with joy by her friends, whose sympathy is now with those members of her family who survive her--her husband, her sister, and her two brothers.

SARAH M. USHER

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BETTINA COLETTI McCLYMONT

It was with a great sense of shock that we heard of the passing of Bettina Coletti McClymont on September 3rd. Those of us in the BPL who knew Bettina will remember her for her warm personality, her charm, her affection for her family, her refreshing delight in the wide, wide world. Bettina leaves behind many friends and two families - her close-knit first family, the Coletti's, and her own husband James and baby son James III.

Anguished at the loss of one so young and vibrant, Bettina's friends will find meaning in Jim Elliot's words from Shadow of the Almighty: "I must not think it strange if God takes in youth those whom I would have kept on earth till they were older. God is peopling Eternity, and I must not restrict Him to old men and women".

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CONGRATULATIONS

To Kay and Louis O'Halloran [Central Charging Records] on the birth of a 6 lbs. baby girl on August 2. The O'Halloran's have named their fourth child [third daughter] Patricia.

Censorship is in the news again because of the publication by Putnam last June of MEMOIRS OF A WOMAN OF PLEASURE written by John Cleland in 1749. This work was banned by the State Supreme Court of New York in July of this year. In making its decision the Court considered the book in terms of its effect on the average man, as opposed to the authors and critics. By doing so it judged the book obscene.

On a different level, Dr. Frederick H. Wagman, in his inaugural address as the incoming President of the American Library Association made the reduction of censorship one of the prime objectives of his administration. Dr. Wagman feels that libraries are citadels of freedom because they make it possible for an individual to deliberately choose among alternatives known to him. A reader must know both sides of the story before he can make a decision. Dr. Wagman cites the Library Bill of Rights which states that libraries must challenge the censorship of books "by volunteer arbiters of morals or political opinion or by organizations..."

Our own state of Massachusetts has come a long way since the days, twenty-five years ago, when ELMER GANTRY and ALL QUIET ON THE WESTERN FRONT were banned in Boston. In 1962 the Supreme Judicial Court of the state declared the ban on Henry Miller's TROPIC OF CANCER illegal, and incompatible with the recent decisions of the United States Supreme Court. These decisions may be summarized as follows. In 1957 the Court faced for the first time the question of the constitutionality of censorship of obscenity and ruled that the First Amendment ("Congress shall make no law... abridging the freedom of speech, or of the press.") did not apply to works that were "utterly without redeeming social importance," i.e. truly obscene. Obscenity the Court said would, in the future, be defined narrowly in terms of "whether to the average person, applying contemporary community standards, the dominant theme of the material taken as a whole appeals to prurient interest." Just how narrow an interpretation this was became clear the following year when the Court overruled the lower judicial bans on the right of the public to read the magazine ONE and SUNSHINE AND HEALTH, the former devoted to articles on homosexuality and the latter to nudity. In 1959, passing on the

motion picture version of LADY CHATTERLY'S LOVER (banned in New York) which was not thought obscene, but appeared to approve of adultery, Justice Potter Stewart, speaking for the Court, said that the Constitution does not protect only the expression of ideas that are "...conventional or shared by a majority. It protects advocacy of the opinion that adultery may sometimes be proper, no less than advocacy of socialism or the single tax." In the same year the Court ruled that no bookseller could be convicted of selling an obscene publication unless it could be proved that he knew the publication was obscene. Such a proof is quite a trick in most cases. Because of this the Supreme Judicial Court of Massachusetts feels that censorship must be limited to hard-core pornography, or as Justice Frankfurter put it, "dirt for dirt's sake, or, to be more accurate, dirt for money's sake."

The Attorney General's Office in Massachusetts recognizes that the First Amendment does not protect obscene material, and also that the definition of the word obscene is not very clear, and that the question of whether material that is not so-called "hard-core pornography" can be suppressed is still open. The laws are vague.

In Massachusetts a person who sells or distributes a book that is reputedly obscene may be arrested and brought to trial for violation of the criminal code. The court must determine in this case both whether the book is obscene and also whether the seller knows it is. The seller is therefore put on trial before it has been determined that a crime has been committed. However, an alternative allows the suspected book itself to be brought to trial without any arrest being made. During the time of the trial, and before a verdict has been rendered, an injunction is issued notifying everyone that the book is in jeopardy. No individual is threatened in this case. The state's attorneys may choose either alternative.

When Henry Miller's TROPIC OF CANCER was in trouble two years ago there was less of a furor in Massachusetts than in other states because the Attorney General decided to bring the book to trial instead of a bookseller. By the

(cont.)

summer of 1962 the book had been declared not obscene with a minimum of upset and notoriety.

In spite of this action, early in 1963 the Boston Police arrested a bookseller on charges of violating the obscenity statutes after a plainclothesman had purchased from him a copy of William Burrough's NAKED LUNCH. The Civil Liberties Union of Massachusetts and the Massachusetts Library Association protested that this procedure was not in harmony with the methods followed in the TROPIC OF CANCER case. The Attorney General called a meeting at which the defendant's attorneys and representatives of the CLU and the MLA requested that the Attorney General drop the criminal prosecution because it was not in the spirit of the TROPIC OF CANCER proceedings. Consequently, the Attorney General in May of this year issued a memorandum to the district attorneys of the state asking that in the future all cases regarding books that would involve the First Amendment be referred to the Attorney General, and stated that civil proceedings were preferable to criminal.

As the matter now stands in Massachusetts the situation is generally quiet. It is expected, however, that as literature becomes more and more free, (because of the judicial decisions), certain groups will be alarmed and try to put pressure on the librarian and bookseller to conform to their preferences.

Anticipating this development the American Library Association has begun to examine the possibilities of making available to libraries and librarians under group pressure not only advice but also legal counsel and financial aid, if necessary. It is hoped that supplementary help will come, (as, in the case of NAKED LUNCH), from the state library organizations and other groups interested in civil rights.

Education is a very important element in liberalizing the climate of opinion. Educating the public with regard to the aims and the rights of the library and its readers, and the reasons that the library opposes censorship is essential. Unfortunately too often the Fifth Freedom - the Right to Read - must also be justified to the librarians themselves. Later this month the New Hampshire Library Association is sponsoring three one-day meetings on the subject, which will be supervised by Ervin J. Gaines, Assistant Director for Personnel, Boston Public Library, and

Chairman of the Intellectual Freedom Committee of the MLA. This is a step in the right direction and there should be more like it until the question of the right to read has been finally solved.

EDWARD J. MONTANA, JR.

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WEDDING BELLS

Elizabeth Drane [General Reference] and Marvin F. Gould of Boston were married July 14 in St. Mary's Church, Foxboro.

The couple was attended by Mrs. John Soper [History] and Sydney Maranz of Washington, D.C.

The bride wore a street length embroidered cotton sheath gown with back panel detail. She carried a Colonial bouquet of white roses and carnations. Her veil of French silk illusion was held with a pearl tiara.

Mr. and Mrs. Gould will make their home in Cochituate.

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ILLNESS

The following BPL staff members are on the Sick Roll and would enjoy hearing from their library friends:

John W. Tuley [Buildings]  
Carney Hospital, Dorchester

Joseph P. Cullinane [Buildings]  
95 Calumet Street, Roxbury

Elizabeth Rollins [Buildings]  
180 Dorchester Street, South Boston

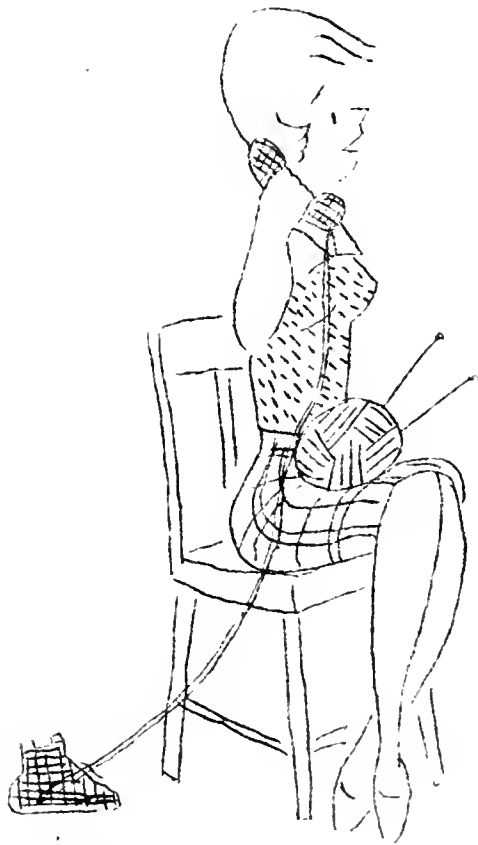
Harry Andrews [Branch Issue]  
Beth Israel Hospital, Boston

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CONGRATULATIONS

To Thomas M. Needham, Library Aide [Periodical and Newspaper] who has been admitted to the Early Acceptance Program at Boston College. Thomas skipped his senior year at Boston College High School and started as a Freshman at Boston College on the ninth of this month. He also received a four-year scholarship.

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Soap Box

Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is withheld from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions not containing more than 300 words will be accepted.

Dear Editor:

During these parlous times, when contemporary writers have dedicated themselves to the theme of man's quest for identity; it should be a source of

comfort to us lesser mortals to realize that this problem has suddenly become academic. Thanks to the unstinting efforts of the Personnel Department we now know who we are.

In moments of stress, when the waves of confusion threaten to inundate us and a gray fog of obscurity bedims our path; there, like a veritable beacon in the world of darkness, shines our bright new ID card. How reassuring to know that we now have at our disposal a ready answer to the philosophers ancient query "Who am I?".

Farewell to hesitation, equivocation and corroding doubt. One matinal glance at the coruscating facade of this latest emblem of our brave new world should suffice to produce the strength to carry on throughout the day. We may have lingering doubts about our destination, but when that glorious day arrives that "The roll is called up yonder" - we will be able to answer that call.

IDENTIFIED

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Dear Editor:

As an Alumnus of Central Book Stock (Branch Issue to us "old boys"), I am somewhat disturbed by the implied criticism of the letter in July 1964 Q.M.

The exact nature and function of this department has always been something of a mystery to both staff and public. Without going into their operation in detail, I will only say that it has proven to be an invaluable adjunct to both branch libraries and certain departments of central.

Each request, no matter where it originates, is treated with consideration and a great deal of effort is made to insure effective and prompt service. This process involves deciphering slips which have incorrect and illegible titles, weird subjects, requests for titles published last Tuesday, poems, short stories, Science project material and almost every type of printed material a public library can be expected to supply.

This situation has resulted in both eye-strain and chuckles as when slips are received requesting such books as No Manners in Ireland by Thomas Merton. But in all instances, the staff of Branch Issue has attempted to do a difficult job to the best of its ability. Being human like the rest of us, they are subject to individual cont.

weaknesses. Perhaps an "agonizing re-appraisal" may lead to changes in the operation of Branch Issue and a subsequent expansion of services, but I doubt if it will lead to the replacement of even fallible humans with machines.

W.T.CASEY

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Dear Soap Box:

Several years ago it was recognized that salary increases for the staff were justified, particularly, for the Library Assistant Service.

But before we could give any increases it was necessary to conduct a job evaluation survey to make sure that everyone was adequately reimbursed for the requirements of his job.

After many long meetings by key members of the staff, the survey was completed.

However no report was published, because there was no money to pay the increases indicated by the survey.

Since the survey has been completed, the contents of many jobs have been changed.

Does this mean that if money is appropriated, we will need another Job Evaluation Survey to make sure that everyone is correctly compensated?

You know this could go on forever. Pay now survey later.

Losing Ground

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Dear Editor:

Why were library employees excluded from receiving the skeleton force which was in effect for City employees the Friday before Labor Day???? Library employees have been excluded from the Jacobs Survey [from which retroactive raises have been granted to other City employees], from heat relief [during the long HOT summer] and then from skeleton force. I think it would be a big morale booster, for a staff where at present there are many "ruffled feathers" so to speak, if Library employees were extended such fringe benefits. If you recall a few years back when there were budget cuts et. al. --

we were one of the first to succumb to the AXE. If we have to take the bitter -- why not the sweet???????

ALL FOR IT !

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BOSTON PUBLIC LIBRARY STAFF ASSOCIATION

FALL MEETING

PROGRAM: Library Personnel in the Sixties  
Panel Discussion

Panel Members:

Joyce Davidson, Assistant Personnel Director,  
Detroit Public Library.  
Donald Hunt, Library Career Consultant,  
Drexel Institute of Technology.  
Grace P. Slocum, Personnel Officer,  
The Free Library of Philadelphia.  
Ervin J. Gaines, Moderator, Assistant Director  
in Charge of Personnel, Boston Public Library.

OPEN TO THE PUBLIC

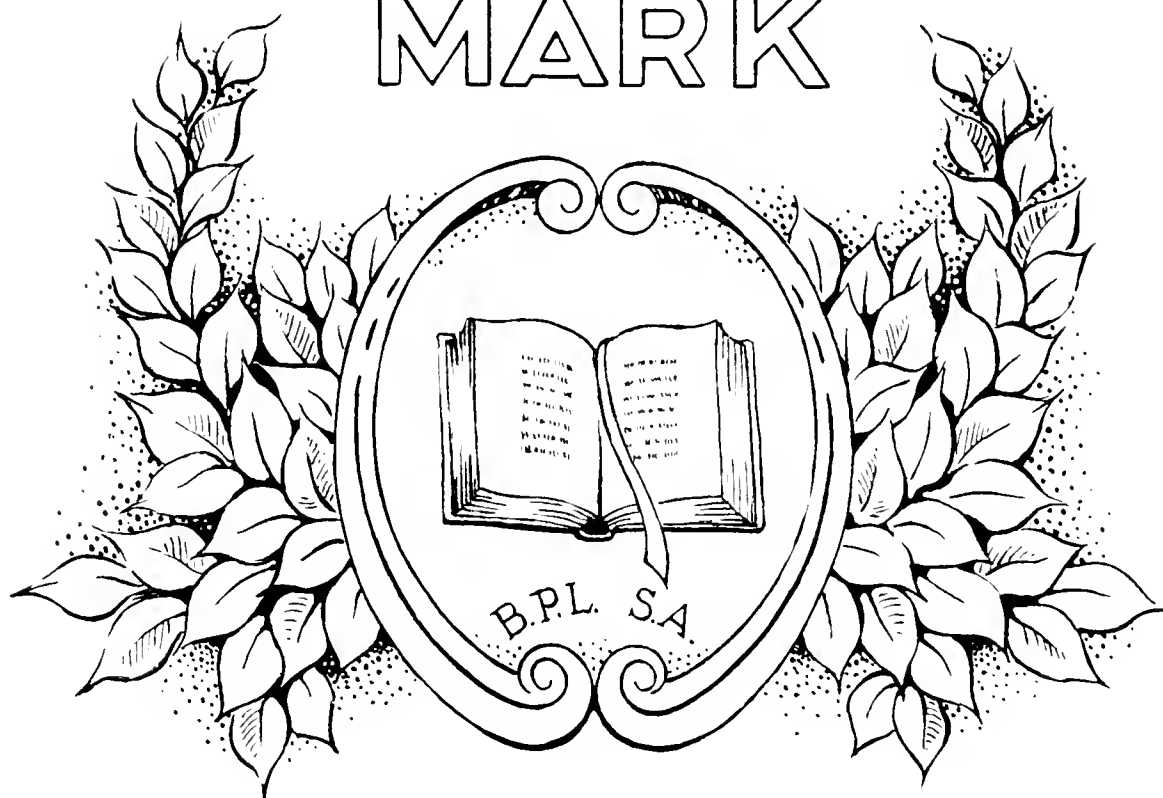
Thursday morning, Ten o'clock, October 31, 1963  
Lecture Hall, Boston Public Library

Program Committee

James J. Ford  
Christiana P. Jordan  
Isabel M. Martino  
B. Joseph O'Neil  
Euclid J. Pelletier  
Augusta Rubenstein  
Rose Moorachian, Chairman



THE  
*Question*  
MARK



THE BOSTON PUBLIC LIBRARY

OCTOBER 1963



# THE QUESTION MARK

Published by the Boston Public Library Staff Association

Volume XVIII Number 9

October 1963

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Publications Committee: Harry Andrews, Jean Babcock, Doris Gray, Jane Manthorne, Edward J. Montana, Jr., Mrs Bridie Stotz, Martin F. Waters, Barbara Flye, Peter DeSantis, Cartoonist, Sarah Usher, Indexer, William R. Lewis, Chairman.

Publication date:

Deadline for submitting material:

The fifteenth of each month

The tenth of each month

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The recent meeting called by the administration in which the Director and the Assistant Director (Personnel) met with members of the staff at the department head level is one of the infrequent occasions wherein this method of communication has been utilized in recent years. If it is true that one picture is worth a thousand words then it might be said that one such meeting is more productive than a score of official notices with their attendant multiple interpretations. In a vis-a-vis confrontation important directives could be immediately and fully explained at the time of their presentation. Misinterpretation would be minimal as areas of doubt or confusion could be resolved in a question and answer period on the spot... If administration - full staff meetings are considered too expensive in time and money then the October 14 type meeting in which department heads represented their staffs could be substituted. We hope staff meetings in one form or another with the Director and/or his representative will continue.

In another area of Library communication - that between staff and Trustees - the QM through its editorial pages frequently presents the reactions of the staff to official Library policy and comments on conditions which are in existence because of these policies. We are not ungrateful for things done in our behalf and it is our fervent hope that the forthcoming individual notices to the staff concerning evaluation and salary adjustments will be cause for great rejoicing.

THE PUBLICATIONS COMMITTEE

On September 20, the Executive Board held its first fall meeting. Final plans for both the Tea for British Librarians on October 9 and our Fall Professional Meeting on October 31 were approved at this time.

As a follow-up to its request for action as of July 10, 1963, the Board voted to express its thanks to the Mayor of the City of Boston for his recent allotment of \$55,000 for salary revisions and to reiterate its concern for the people who are in the Library Assistants Service. During recent months, the Board has been in close communication with the Assistant Director (Personnel) in regard to the salary question and can testify to the persistence with which our Administration worked to secure these funds. It is gratifying to have their efforts finally culminate in this much-needed allotment.

Due to the pressing problems and the large amount of work involved in getting new salary schedules into operation, the matter of a written promotional policy was temporarily laid aside. This policy will be discussed again with Mr. Gaines at a later time.

Most of our September Board meeting was devoted to an explanation by Mr. Gaines of the method by which the new schedules will be put into operation. Our questions in regard to the first notice concerning these schedules were carefully answered. Mr. Gaines then clarified the relationship between the new schedule and reclassification within the Library Assistants Service. There was discussion, also, of longevity payments.

Since there is an Officers Meeting scheduled on October 14, at which this whole matter will be explained in detail, it seems unnecessary to give a second-hand account here of our discussion with the Assistant Director (Personnel).

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#### CONGRATULATIONS!

To Bob Woodward [formerly of History and now Director of the Public Library in Bangor Maine] who was elected Vice-President and President-Elect of the New England Library Association at their recent meeting in Portsmouth, N. H.

Throughout the year, the Executive Board of the Staff Association becomes aware through innuendo and second-hand suggestions of wishes for action on some item by members of the association. Often it is difficult to trace down the source of such "requests" or to ascertain clearly just what action members would like the association to take. Both the Chairman of the Publications Committee and the President of the Association, also, receive complaints (often vaguely expressed) from time to time about materials printed in The Question Mark either on the editorial page or in "The Soap Box".

In order that your Executive Board may consider desired action or discuss intelligently Question Mark material to which objection is raised, we make the following requests:

1. Any objection to materials published in The Question Mark should be stated in writing to the Executive Board of the Staff Association. Such communication should make clear the reasons for the objection.
2. Any requests for action on the part of the Executive Board should be stated to the Board in writing. Such communication should describe the issue under question and indicate what type of action is desired.

THE EXECUTIVE BOARD

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#### MEN LIBRARIANS' CLUB MEETING

Date: Wednesday, October 23, 1963

Time: 6:00 p.m.

Place: Cambridge House  
1637 Massachusetts Avenue  
Cambridge, Mass.

Subject: Segregation

Speakers: Rt. Rev. George W. Casey, columnist for both the Boston Herald and The Pilot.

AND Mr. J. Westbrook McPherson,  
Executive Secretary of the Urban  
League of Boston

Chairman: Mr. Francis X. Moloney [BPL]

Entered

Michael D. Arnold - Periodical and Newspaper Department  
 Richard T. Delaney - Parker Hill (former part-timer)  
 Donald H. Cilley - Adams Street  
 Dorothy M. LeDoux - Book Preparation  
 Marion A. McCarthy - Education (former part-timer in Information Office)  
 Mary McGonagle - Cataloging and Classification, Division of Reference & Research  
 James Duffy - Central Charging Records (former part-timer)  
 Mrs Frederick J. Wyss - Mattapan  
 Anne Luther - Allston  
 Nicholas L. Petrone - Bookstacks  
 Lawrence G. Scott - Book Preparation  
 Mrs Arnalee Chen - Audio-Visual  
 Dennis Dunnigan - Audio-Visual  
 Ruth E. Friedman - Uphams Corner  
 Charles W. Kirk - Branch Issue Section  
 Sarah T. Patz - Mattapan  
 Betsy A. Thorin - North End  
 Mrs Frances Williams - Hospital Library Service  
 Susan Connelly - Cataloging & Classification, Home Reading & Community Services  
 Raymond D. Collins - Book Stack Service  
 Mrs Patricia Jones - Egleston Square  
 Mrs Margaret J. McSweeney - Lower Mills  
 Dorothy Perkins - Central Charging Records  
 Mrs Irene Shea - Lower Mills ( a former employee)  
 Patricia Andrews - General Reference  
 Edmund R. Ettele - Kirstein Business Branch  
 Catherine E. Hayes - (former part-timer)  
 Mrs Anna Dacey - Hyde Park  
 Warren Harrington - South Boston  
 Kathleen J. Messer - Connolly Branch  
 Mrs Geneva R. Kershner - General Reference  
 Mrs Ruth Fitzpatrick - Hyde Park  
 Mrs Estelle B. Hite - Roslindale (former employee)  
 Mrs Elizabeth H. O'Brien - Bookmobiles  
 Patricia Randall - Bookmobiles  
 Mary C. Schuh - Codman Square  
 Mrs Mary R. O'Brien - Hyde Park (former employee)

Transferred

Barbara E. Doran from Cataloging and Classification (HR&CS) to Personnel  
 Myra A. Morse from Dorchester to Mattapan

Geraldine Cudmore from Business Office to Cataloging & Classification (HR&CS)  
 Helen E. Colgan from Mt. Pleasant to Uphams Corner  
 Richard J. Vesey - from Audio-Visual to Open Shelf  
 Mrs Helen V. Rothwell from Adams Street to Mt. Pleasant  
 Mrs Margaret A. Zindler from Bookmobile to South Boston  
 Barbara Bachrach from Periodical and Newspaper to General Reference

Terminations

Velma Guyette - Bookmobiles  
 Sewell Hayes - Periodicals & Newspapers  
 George Rollins - Book Preparation  
 Joseph Lucas - Branch Issue  
 Susan Wheatley - Connolly  
 Thomas P. Alburger - Cataloging and Classification (HR&CS)  
 Margot Woodward - Roslindale  
 Anne Fuller - Allston  
 Johanna Thews - Fine Arts  
 Mrs Julie Fraser - South Boston  
 Janice Macomber - Book Selection (HR&CS)  
 Judith Zalman - Lower Mills  
 Ruth Winn - Bookmobiles  
 Isabel Elder - Kirstein Business Branch  
 Patricia H. Ewasco - North End  
 John Celli - Open Shelf  
 Antony Childs - Audio-Visual  
 Steven Cooper - Bookmobiles  
 Mary M. Voigt - South Boston  
 Dana Holby - Cataloging & Classification (R&RS)  
 Elyse Wolf - Cataloging & Classification (R&RS)  
 Priscilla Ramsay - General Reference

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APPEARANCES

Respect for our Betters  
 Is urged by Church and State;  
 When Kent bends knee to Lear,  
 Lear's mastery's from Fate.

When Betters block horizon,  
 Examine patents straight;  
 Are their commissions authored  
 By Nature, Church, or State?

It's kind of nice when Betters  
 Exhibit all the three;  
 But lineaments of Lear  
 Cut all the ice with me.

## BRITISH LIBRARIANS

137 members of the study tour of the Association of Assistant Librarians (AAL) from the British Isles arrived in Boston by charter flight from London on Wednesday, October 9. Elizabeth Wright, Director's Office, who represented the Library on the Boston Committee had prepared a program of events for our British visitors which not only set the style for their visit but which would be difficult if not impossible for their Washington and New York hosts to better.

The Staff Association contributed its bit by sponsoring a tea held in the Lecture Hall of the Library on their arrival. One visitor, obviously impressed by this the initial event on the tour, remarked that nothing that could happen to them in subsequent affairs could surpass the feeling of warmth and friendliness engendered by the members of the Library staff present at the tea. With a minimum of difficulty visitor and American host were introduced and in due time scattered to their homes throughout the Greater Boston area.

The following days were action packed as our visitors were guided on a variety of tours--tours of libraries, tours of museums, tours of historic Boston and vicinity, tours of places and things many of us Bostonians have yet to see. All of this was followed by more and more tours--large libraries, small libraries--riding tours, walking tours--special libraries, college and university libraries. They were constantly being pressed by their hosts to take another cup of tea--many in desperation took to drinking coffee, others even tried milk. The stamina exhibited by our British colleagues throughout these expressions of American friendliness was dramatic proof of why there will always be an England.

Saturday, the 12th of October, being an American holiday was declared a day of rest for our visitors. But they had not come 3000 miles to cat-nap in America--that could be done at home! What to do with them; well, and why not? The obvious thing, of course, you guessed it--another tour!

Three of them, in fact. North along our rock-bound coast to Rockport, South to Pilgrim Plymouth and the Canal and West to tree-shaded Amherst with its college and university.

That night we broke bread together at a farewell dinner at Boston University's new George Sherman Union. Our Director, Milton E. Lord, as toast-master called upon both British visitor and American host dignitaries to stand and be recognized. Each was rewarded with polite applause for his part in making the visit possible. For her part in making it a success, a standing ovation to Elizabeth Wright.

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## BRANCH NOTES

### AN ADAMS STREET ADIEU

Librarians rubbed elbows with politicians the night of September 17 as a dinner for three former Adams Street staffers coincided with one for Lt. Governor Bellotti at the Sheraton Motor Inn in Quincy.

Mary Doyle, Dorothy Ekstrom and Helen Rothwell, resplendent in rose corsages, headed three tables of well-wishers, 23 strong, who met to recall memories with old friends. All but Anne Armstrong, Central Children's Room and Mary McDonough, Book Preparation, were past or present employees at the branch.

After "man-sized portions of food", to quote one despairing dieter, Miss Doyle opened a glittering evening purse accessory to find some crisp and "current" best wishes to enjoy in her retirement. Miss Doyle said she wouldn't use it for a mink hat "because I'd have to buy a mink coat to go with it!"

Happy squeals of "How did you ever know?" punctuated the showing of Mrs. Ekstrom's gift, an off-white George Washington bedspread that she had been planning to get for herself. Mrs. Rothwell was delighted with a gift as chic as she herself, a black calf handbag.

Mrs. Ekstrom is now children's librarian at Memorial and fortunate Mt. Pleasant has received Mrs. Rothwell.

Adams Street bids a fond farewell to three favorites.



The announcement, by the Trustees, of their choice of the architect for the new addition to the Central Library Building brings to the layman's mind some thoughts of the present building and of architectural tastes in general.

During the last part of the nineteenth century when plans were being made for the new library in Copley Square it was decided that the building should be one of the finest, if not the finest, in the country. Plans to build it in the Romanesque style of Richardson's Trinity Church across the Square, a style very popular at the time, quickly evaporated, and the firm of McKim, Mead and White at New York was selected.

Charles Follen McKim, the architect, had been greatly influenced by the style of the Renaissance palaces of Rome, and incorporated this style in his designs for the Central Library Building. This is most apparent in the interior details: the columned arcade in the courtyard, for example, the fireplace in the Abbey Room, and the staircase going from the second to the third floor, as well as in the idea of a central courtyard itself, and the great marble staircase going from the first to the second floor and leading to the beautiful Châvânnes Gallery.

McKim was unable to imagine any of his buildings as complete without sculpture and painting as integral parts. And so we have the Sargent Gallery, the Elliot ceiling, the Saint Gaudens lions, and innumerable busts and portraits. All of these parts were to form a whole; the color scheme of the Châvânnes murals, for instance, is in complete harmony with the marble architecture of the gallery and staircase as much so as any work in fresco of the Renaissance or late Middle Ages.

The result was a masterpiece of American architecture, and one of the finest buildings in the country. Architecturally speaking it was (and is) a thing of great beauty; considered practically, its defects are obvious. The courtyard, as popular and as appealing as it is, is really wasted space, as are the galleries and the great staircases. This was intentional on McKim's part and did not seem to disturb him. Again, in this spirit, he did not include any bookcases in the furnishings for Bates Hall.

Styles have changed since the nineteenth century and so have ideas. It is unlikely that a building similar to the Central  
cont.

Library Building would ever be constructed today. Practicability is considered of equal importance with aesthetic design. The ideal is the perfect combination of the two.

A good example of this philosophy is the Seagram Building on Park Avenue in New York City. It was designed as an office building by Mies Van Der Rohe and Philip Johnson, the architect chosen by the Trustees. It has been praised by critics as one of the finest examples of twentieth century design, and includes one of the ideas which McKim felt to be essential. It has a spacious lobby on the first floor in which are displayed worthy examples of sculpture and painting. Wasted space again perhaps, but for a design to be completely successful there must be a balance between aesthetic and practical. If one or the other predominates the building as such is a failure.

Mr Johnson must design an addition to the Central Library Building without the practical defects of the original, but still in harmony with it. It is hoped that one masterpiece will be augmented by another. There is every reason to assume that this will be the case.

EDWARD J. MONTANA, JR.

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ALA MEMBERSHIP DAY  
October 18, 1963

You need the American Library Association as a strong voice speaking for librarianship in areas of mutual concern to librarians. ALA establishes standards of library service; it promotes the welfare of librarians through the development of standards for the administration of library personnel.

ALA needs your help in its efforts to make libraries vital forces in American life. Join the 25,000 librarians, libraries, and library trustees who actively support ALA!

For membership applications please contact: Mary D. Farrell, Cataloging and Classification, R&RS, or Mildred C. O'Connor, Education.

Anyone who joins ALA now is a member for the rest of 1963 plus the entire year of 1964!

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Business Meeting

The business meeting began with an explanation of legislation pertaining to libraries now before the United States Congress. In essence, this legislation would remove the rural limitations of the Library Services Act and provide funds for the construction of both public library buildings and college libraries. Funds pertaining to public libraries would still be administered through state library agencies. Members of N.E.L.A. were urged to write to their Congressmen in support of this legislation.

Richard Sullivan, President of N.E.L.A., then summarized the accomplishments of his executive board during the last year. These accomplishments include:

1. Hiring of a permanent executive secretary
2. Making N.E.L.A. a Massachusetts corporation - thus ensuring a tax exempt status
3. Getting together a mailing list of 8000 names
4. Acquiring 750 paid memberships
5. Creating several committees - including one for regional planning
6. Stimulating the development of sections as follows:
  - a. Extensions librarians
  - b. School librarians
  - c. Round Table of Children's Librarians (in process of joining N.E.L.A. as a section)
7. Stimulating passage of inter-state library laws.

Several relatively minor changes had been worked out for the By-laws of the New England Library Association. These proposed changes were printed in the program of this N.E.L.A. session and adopted at this business meeting. In 1962, the By-Laws adopted a double membership scale: one for state association or A.L.A. members; the other for non-members of these groups. Among the changes made at the 1963 Business Meeting was the adoption of a single membership scale: that originally set forth for A.L.A. or state library association members. A second change involved the officers of sections, removing any limitations and allowing sections to have whatever officers they deem necessary.

The Nominating Committee, headed by Genevieve Galick, then read its report.

In accordance with custom established at N.E.L.A., elections were held by written ballots, collected on the last day of this conference.

At the close of this business meeting a standing ovation was given to the 1963 Executive Board for its work in formalizing the structure of the New England Library Association.

BOSTON PUBLIC LIBRARY STAFF ASSOCIATION

Fall Meeting

PROGRAM: Library Personnel in the Sixties  
Panel Discussion

Panel Members:

- Joyce Davidson, Assistant Personnel Director, Detroit Public Library.
- Donald Hunt, Library Career Consultant, Drexel Institute of Technology.
- Grace P. Slocum, Personnel Officer, The Free Library of Philadelphia.
- Ervin J. Gaines, Moderator, Assistant Director in Charge of Personnel, Boston Public Library.

OPEN TO THE PUBLIC

Thursday morning, Ten o'clock, October 31, 1963 Lecture Hall, Boston Public Library

Program Committee

- James J. Ford
- Christiana P. Jordan
- Isabel M. Martino
- B. Joseph O'Neil
- Euclid J. Peltier
- Augusta Rubenstein
- Rose Moorachian, Chairman

ALUMNUS

Sewell Hayes, formerly of Periodical, is Editor and frequent contributor to a small magazine called THE FORUM which is published occasionally with articles, poems, essays, etc. by "people he knows". Also included are excerpts of famous authors bearing on moral and political and other aspects of life.

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Q U A R T E R C E N T U R Y C L U B

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11 October 1963

The Boston Public Library Quarter Century Club is interested in obtaining one hundred percent membership. This organization, founded in 1931, has ninety members as of the date of this notice. Most employing agencies of comparable size, whether public or private, have and promote such groups of long service employees. Unfortunately up until recently we have become inactive though not dissolved. During the past few weeks interest in re-activating this organization has been persistent and we believe that a considerable percentage of those having twenty-five or more years service are now members. We welcome eligible members of the staff and are issuing this notice so that all will be aware of this welcome. A meeting will be held shortly for the nomination of new officers and other matters.

GERALD L. BALL, PRESIDENT

HARRY FLETCHER, TREASURER

MARY F. DALY, VICE PRESIDENT

GERALDINE ALTMAN, SECRETARY

Membership Committee

Nominating Committee

Mildred R. Adelson  
Geraldine Beck  
Alice M. Cray  
Margaret W. Haverty  
Eleanor F. Halligan  
Bertha Keswick  
Grace B. Loughlin  
Thomas J. Manning  
Mildred C. O'Connor  
Edna G. Peck  
Russell A. Scully

Geraldine Beck  
Grace Marvin  
Louisa Metcalf  
Patrick Murtagh  
Bridie O. Stotz  
Sarah M. Usher



"Besides sociology, geology, physics, psychology, and nuclear fission in college, did you learn any steno?"

# SOAP BOX

Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is withheld from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions not containing more than 300 words will be accepted.

Dear Soap Box:

It should now be made clear what part the Job Evaluation Committee played in creating new salary scales.

First, it was not a Staff Association committee but a committee appointed by the Library Administration. Its membership was heavily weighted with representation from the upper administrative

levels. The Staff Association was invited to send one representative. At the first meeting the objection was made that the committee had no LA. One LA subsequently was appointed to the committee.

From the information derived from job descriptions prepared earlier, and supplemented by knowledge which members of the committee had concerning the jobs, each job in the bibliothecal service from IA 1 to P3 was rated against every other job considered in its several skill and responsibility factors. Each job factor was weighted according to its relative importance. The rating in each job factor was multiplied by the weighting factor. The points for factors for each job were totaled for final "score" for each job.

With this phase completed, the Committee's job was actually finished. The committee was in substantial agreement that the array of jobs by points, rating jobs according to the skill and responsibility they required, was fair.

INFORMER I

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Dear Soap Box:

At later meetings the Chairman of the Job Evaluation Committee proposed that certain jobs be moved upward or downward from the groups in which they fell according to the points awarded in the job evaluation. The reasons given included competition for certain categories of employees in the labor market, administrative considerations in transferring employees and reconsideration of some descriptions after comparison with others awarded different point values. Although these proposals were discussed, there was no vote by the body to alter the original array and grouping. Any changes in this array were made administratively without any formal action by the committee. The committee held no further meetings and no final report from the committee was issued to the staff.

While tentative salary scales were presented in conjunction with the array, it was indicated that these scales might be changed considerably and the committee was not asked to approve any scale.

INFORMER II

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ED. NOTE: At the Officers meeting on 14 October a detailed mimeographed account of the theory and mechanics of the job evaluation process and a detailed description of the factors and weights was distributed to each one at the meeting.

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Dear Soap Box:

HOORAY! for GAN #51. It is always good to see our institution move ahead with VIGAAH by creating this position. Let's hope that all our qualified professionals will apply regardless of the fact they lack "on the job training". Perhaps this factor shouldn't even be considered inasmuch as they weren't afforded this opportunity a year ago.

FAIR 'N SQUARE

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Dear Editor:

So this is the new pay schedule that the LA's have waited so long for. So this is the instrument that will give priority of treatment to the LA's in granting salary relief. So this is the justice that the Staff Association and its Executive Board pleaded for. We shoulda stood in bed!

BITTERLY DISAPPOINTED

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Dear Soap Box:

Despite the many recent notices the LA's are still in a most unenviable situation - or so it would seem from the proposed salary scale. It doesn't seem plausible to put a new schedule into effect which, with the exception of the LAL status, is WORSE rather than BETTER than the old grid. Of course now they are told to wait for the reclassification -- will it compensate this inadequate salary scale?? I think many of our LA's are now wondering if the new schedule is working for or against them. Perhaps the only way in which they can avoid such inequities in the future is to PUSH for Civil Service where they would be assured of their salary and position - have an ample chance for advancement - and an impartial board of appeal.

MADAME OLDH

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Dear Editor:

This Association was born when many of the staff were supporting legislation which would have brought the Library employees under Civil Service. It was argued at the time that the bibliothecal employees had similar or better benefits than their counter-parts in Civil Service. We did have things like a point system for promotion which recognized not only education and training but years of experience so that seniority counted for something definite and measurable. We were offered a choice of appeal systems which gave to the appeal-er some choice in what avenue of appeal he might use and also some choice of staff or association members on an appeal panel. We had a promotion system which allowed a non-professional to advance to professional by taking Boston Public Library Training Courses and examinations without going to Library School.

Massachusetts Civil Service recognizes experience in library work as a satisfactory substitute for college or library school. A Junior Library Assistant in Mass. Civil Service is required "under supervision to do the simpler kinds of non-supervisory library work of a miscellaneous character; and to perform related work as required" for a salary of \$70.75 to \$88.75 at present. The pay raise bill in the Legislature will give them a new minimum of \$77.75 and a new maximum of \$96.50.

Did we move in the wrong direction?

CORRIGAN

ED. NOTE:

Perhaps the above writers will have a change of heart when full information is available with release of individual reclassifications.

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To the Editor:

When librarians who had worked many years, most of them for very small salaries, were granted payments in recognition of their long service, they believed they had earned something which was theirs for keeps. Yet the new salary scale will wipe out these payments, and after 25, 30, 35 or 40 years of service

we start all over again to work toward a long service payment, on the same basis as new assistants. This will benefit the newer people, but the older ones, who have demonstrated their usefulness, faithfulness, and loyalty, have been penalized by losing what they have already earned.

INCRECULOUS

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Dear Soap Box:

It has been argued that the \$100 paid as a long service bonus to those with over 25 years service is not realistic, that in comparison with present day salaries it is not a significant amount.

Surely this argument has no weight when it is applied to the Library Assistant Service. Remember the increments for the first four LA pay grades have been reduced to an average of less than \$100, the increments for the LA1, and LA2 are \$80, and \$90 respectively. Surely in comparison with these increments a \$100 bonus is quite significant, and for those with several bonuses for long service, \$200, \$300 or \$400 is quite significant in comparison with increments of \$80, \$90, \$100 and \$120.

The Professional Library Service has substantially increased pay scales and increments. The Library Assistants Service have smaller increments and the pay scales are not too GRAND. Don't take away the long service bonus from the LA.

REALLY REALISTIC

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Dear Editor:

The change in the base for long service payments is unfair. The statement has been made that no long service payment now in effect will be taken away, but will be "absorbed" into the new rate.

It is not true that nothing has been taken away. If A and B have the same classification and are at the same step in that classification, and if A has now no long service payment but B has two long service payments, B is now receiving \$200 more than A in recognition of long service. However B will receive \$200 less in increments than will A in bringing them onto the new scale.

B with long service will receive less in order that A may receive more. Any recognition of long service granted up to that time by the Trustees will be wiped out. Are we supposed to believe that B has lost nothing? Many many employees of long service will be getting smaller increments than those in like pay grades with very little service.

B

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Dear Editor:

May I suggest a contest among those who have received letters informing them of long service payments granted by the Trustees. The contest would be for the best suggestion on what to do with the letters. The suggestion should be in 25 words or less. Suggestions might be: "I think they should be used to make a bonfire on April Fool's day because...", "I think they should be cut up and colored as smiling face masks to be worn by the recipients because...", "I think they should be turned back to the Library to be made into scratch pads because...", "I think they should be made into paper baskets for trick-or-treat candy at Halloween because..."

Because..., because..., because then they would serve a useful purpose.

FAIR GAME

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ED. NOTE:

It is our understanding that as a result of discussion at the October 14 Officers meeting, a committee will be formulated to explore the cessation of longevity payments.

To the Editor of the Soap Box:

Page 2 of the General Administrative Notice #46 (Sept. 20, 1963) is not likely to make us doddering old timers look benignly on the proposed change. I nodded with approval when I read: "...As a figure for such an additional long service payment the amount of \$100, as adopted in the 1920's, is not realistic in the 1960's ...." and expected to read in the next sentence that the figure had been realistically upped to \$200. Instead, if I read it right, the payments are to be discontinued.

Thus another traditional landmark of the Boston Library's way of life is to be removed to line our system up with "remunerative practices currently in vogue" elsewhere. If our way of recognizing that there is virtue in staying for many years in the same place is really so unique, we should instruct our spokesmen to recommend its adoption in other places.

It is true that the longevity payments are a free gift, decided on by the Trustees of the '20s and can be removed by the Trustees of the '60s. But a system in vogue for so long seems almost as binding as a contract. If our current administrators think that the practice is cumbersome and old-fashioned, it should be abolished for the future. It is a nice question whether the change should affect anybody in the service now. But it certainly should not affect anybody who entered in 1938 or earlier.

HARRY ANDREWS

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To the Editor:

City employees come under several personnel classification schemes or plans. However, in at least two areas executive and budgetary officials of the city might be expected to endorse an overall conformity of practice - minimum wage and long service (twenty-five years or more) financial adjustment. The latter is of considerable import when it is realized that all city employees pay into and come under the same pension plan which is to a considerable extent dependent on salary received in last years of service. An interpretation of Rule 10 of the General Compensation Plan for City of Boston Employees states that -

- 1. Employees with twenty-five or more

years of service creditable under the Compensation Plan, shall be compensated on promotion (permanent only), at a rate specified in Column VI, the maximum salary of the grade to which he is being promoted.

- 2. Salaries of employees in the above-stated category who have been promoted within the past three years, and who have not, as yet received the maximum salary in the position they now hold, shall be adjusted to the maximum salary of the grade.

LONG SERVICE

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Dear Soap Box:

The new arrangement for making long service payments does not work to the advantage of those with really long employment. The with-holding of increments up to the amount of long service payments now in effect means that, other things being equal, the longer service you have, the less will be your increment this year. The new arrangement will work more to the advantage of the person with relatively short service who has been hired at the maximum for her grade or at a step close to the maximum. This person may become eligible for so-called long service with as little as five years of service. If wage and salary reviews are made as frequently as they should be it is conceivable that very few if any employees will benefit by the new arrangement.

The new arrangement will obliterate the recognition given to those with really long service of 25, 30, 35, and 40 and more years despite the letters they have received telling them that the remuneration granted by the Trustees would be in addition to their regular salary.

Some employees may never expect to have 25 years service, other employees may not find that it is possible or probable to attain 25 years of service before retirement, but there are about 110 persons on the staff now with more than 25 years service who are confronted with the complete disintegration of the Library's policy of giving substantial recognition to really long service.

OUTSHUFFLED

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Please refer back to Ed. Note on page 10





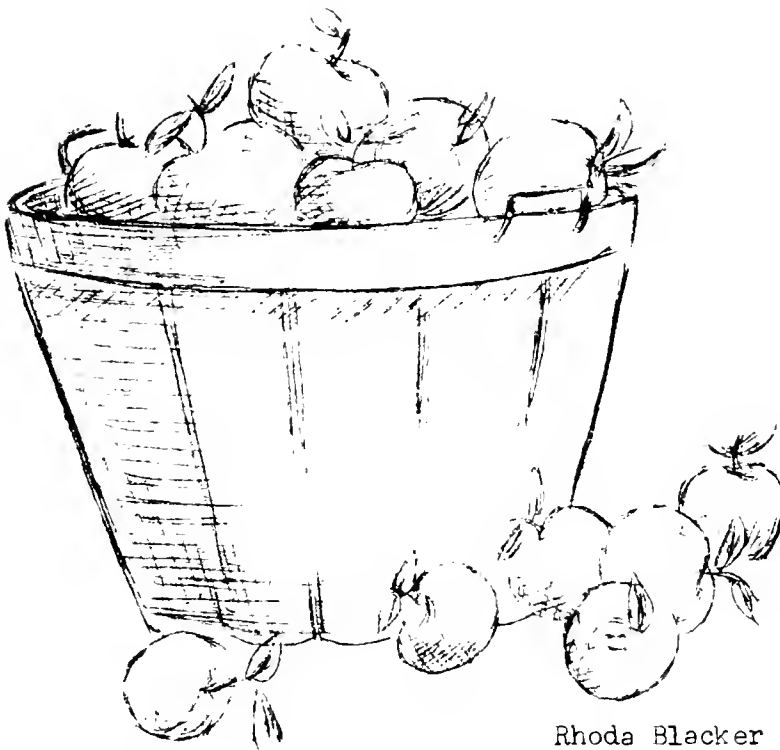
# CARE Means...

# People Helping People.

LET US SHARE OUR OWN ABUNDANCE

WITH THOSE IN NEED.

GIVE TO C A R E



COMMITTEE FOR C A R E

Rhoda Blacker - Adams Street Branch Library

Grace Marvin  
and - Book Selection Department, H.H.S.  
Mary Obear

Laura Reyes - Mattapan Branch Library



T H E Q U E S T I O N M A R K

Published by the Boston Public Library Staff Association

Volume XVIII Number 10

November 1963

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Publications Committee: Harry Andrews, Jean Babcock, Doris Gray, Jane Manthorne, Edward J. Montana, Jr., Mrs Bridie Stotz, Martin F. Waters, Barbara Flye, Peter DeSantis, Cartoonist, Sarah Usher, Indexer, William R. Lewis, Chairman.

Publication date:

Deadline for submitting material:

The fifteenth of each month

The tenth of each month

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The announcement of a salary increase is universally associated with a feeling of happiness by the recipients followed by an uplift in spirit and a general, if unconscious, rise in the collective morale. However, here at the Library when recently there was granted a salary increase, or, if you prefer - a revision in the salary scale - there was very little happiness; instead, there was a decided sag in spirit, and staff morale literally plunged to the lowest level ever. To deny these allegations would be tantamount to joining the ostrich when it buries its head in the sand in an attempt to hide itself. The proof is all around us as evidenced in the initial feelings of disbelief when individual notices were received, followed by mixed emotions of frustration and anger, and the subsequent flood of appeals, and most recently - letters to the Soap Box.

Closely related to the salary scale revision and adding to the general low state of staff morale are the subjects of job classification or reclassification in the Library Assistants service and the change in the base for long-service payments. We understand that the latter will be re-examined with the intention of finding a solution more acceptable to the staff. Perhaps the Library Trustees, in the light of the overwhelming dissatisfaction with the results of the job evaluation study, would be willing to direct that it also be re-examined.

PRESIDENT'S NOTES

Laudatory remarks from many staff members indicate that our October 31 program was a highly successful one. Well-attended, it seemed to provide the intended opportunity for us to compare our own personnel practices with those in other institutions. In succeeding pages of this issue of the QM, you will find a report of the remarks of our three excellent speakers, together with some of their answers to questions from the audience. Those who did enjoy this program would be well advised to let their feelings be known to next year's Program Committee in regard to future meetings of a similar nature.

Your Special Services Committee has been hard at work bringing our discount list up to date. We hope that this list can be reprinted before the year is over. Unfortunately, we cannot guarantee it in time for your Christmas shopping; but if you are planning to buy some large item, Miss Becker [Egleston] can tell you where you might be able to get a discount.

Since the last issue of the QM, the Executive Board has held two meetings. The first of these, on October 15, directly followed the Officers' Meeting at which Mr. Gaines attempted to explain the process of reclassification, how people would be placed on the new salary scales and the reasons underlying the elimination of long-term service payments in favor of a longevity system based upon years in grade. As you can imagine, much of the discussion at the Board meeting revolved around these issues.

Following up the suggestion made by Mr. Lord that a staff association committee discuss the longevity question with Mr. Gaines, a request was sent from the Executive Board for such a meeting as soon as possible. This meeting will take place during the last week in November. In this connection, you should be aware of several facts: 1. At the Officers' Meeting, it was indicated that some alternative to the new plan would be adopted if needed to protect present employees from any financial loss; 2. At the November 1 Meeting of the Board of Trustees of the Boston Public Library, the Trustees expressed a real concern over this matter [engendered by letters

which they had received, plus "Soap Box" commentary] and declared that further discussion with the staff is needed; 3. In order to represent fairly the thinking of the bibliothecal staff as a whole on this issue, your Executive Board would welcome a full expression of opinion from as many staff members as possible. We invite you to present your views, whatever they may be, to the Board in writing.

Questions regarding the reclassification, the LA salary schedule and placement on the new salary scales continued at the second meeting of the Board on November 15. As some member of the Evaluation Committee has pointed out in "The Soap Box", this committee, on which the Staff Association was duly represented, was dissolved before the reclassification was solidified and the present point system applied. Final decisions were, therefore, strictly administrative ones. Suggestion had been made that there be a Staff Association representative on a committee set up to review appeals. After ascertaining that such a committee would simply review facts and that final decision on the appeal would be made by our highest administrative officers, your Executive Board has declined the invitation of Staff Association representation on the appeal committee. [Note that it has always been the policy of this association to concern itself with personnel principles and practices rather than with individual grievances.]

The Executive Board is firmly convinced that a full understanding of one's classification is impossible without reference to the classification assigned other [similar] positions in other units. We have, therefore, requested that a table of organization be published, indicating what LA positions now exist in each unit of the Library.

It has been clearly stated that the new LA salary schedule was designed to attract new employees. However, in presenting this schedule to the Trustees, the Administration has committed itself officially to the reorganization program already begun of developing and opening higher level LA positions as promotional opportunities for qualified LA's. Until appeals from the reclassification have been resolved, it is still difficult to

President's Notes cont.

get a clear picture of the present state of the LA Service. Feeling that a comparison between our LA salaries and those currently in effect in other large libraries would be valuable, the Executive Board is requesting that Mr. Gaines publish such a comparative study. In view of the impending November Business Meeting of this association, no further action has been taken by the Board in regard to the Library Assistants.

Since appeals on salaries have, also, been invited, the Executive Board feels that the placing of professionals on the new salary schedule is still somewhat in flux.

Many questions seem to have arisen in regard to the new P1 and P2 levels, especially in regard to how they relate to our former P1 and P2 levels. Obviously, such questions can best be answered by the Personnel Office. We hope that a full clarification of these two service grades will soon be forthcoming from that office.

B. GERTRUDE WADE  
President

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PERSONNEL NOTES

ENTERED

- Derek W. Brandt - Book Stack Service
- Mrs. Mary A. Collazzo - Central Charging Records
- Mrs. Antoinette M. Dello Russo - Bookmobiles [formerly part-time and former full-time employee]
- Virginia M. L'Ecuyer - Bookmobiles
- Howard P. Harris - Periodical and Newspaper
- Ann-Beth Horwitz - Book Preparation
- Michele Winslow - Cataloging and Classification HR&CS
- Mrs. Jo Ann Mitchell - Adams Street
- John H. Donovan Jr. - Periodicals and Newspaper
- Ann F. Goldberg - Cataloging and Classification R&RS
- Blanche S. Lynch - Hyde Park
- Mrs. Eileen Niles - Dorchester
- Mrs. Nancy L. Vera - Cataloging and Classification R&RS

TRANSFERRED

- Linda Ellis - from Adams Street to Open Shelf
- James M. McNiff - from Periodical and Newspaper to Book Stack Service
- Sadie Rotondo - from Mattapan to Adams Street
- Rhoda Blacker - from Mattapan to Adams Street
- Mary LaFollette - from East Boston to Charlestown
- Laura H. Reyes - from Egleston Square to Mattapan
- Susanna M. Gill - from Charlestown to East Boston

TERMINATIONS

- Priscilla A. Randall - Bookmobiles
- Paul Crane - Education
- Ann M. Kelley - Kirstein Business Branch
- Mary McGonagle - Cataloging and Classification R&RS
- Shirley Utudjian - Audio Visual
- Leonard Grundt - Business Office
- Mrs. Anna Dacey - Hyde Park

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The following statement was received from Harry Andrews [Central Book Stock and Publications Committee]:

I was hoping to return to the Library this month when a spurt of overactivity in making my preparations for such a move, aggravated the condition and showed I was not ready. The Doctor said "work for the present is impossible" -- I'll have to take more time. I want to thank the many members of the staff who have taken the trouble to send letters and cards.

HARRY ANDREWS  
Box 96  
Back Bay P. O.  
Boston 17, Mass.

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CONGRATULATIONS

To Miss Jeanne Fitzgerald of Kirstein Business Branch on her engagement to Paul McGerigle. Paul was on the staff at KBB until he left in January to work for the Dept. of Administration and Finance at the State House.

We extend our hearty congratulations and best wishes to Miss Jane M. Manthorne on her appointment as Acting Coordinator of Young Adult Services, and to Mrs. Beryl Robinson on her appointment as Acting Readers Advisor for Children.

Miss Manthorne began her library career as a Children's Assistant at the old West End Branch and has risen through the ranks to her present position. After serving at Dorchester, she was appointed Young Adults Librarian at South Boston. In 1958 she was appointed Readers Advisor for Young Adults. For six years she taught the course in Literature for Young Adults at Simmons Library School and is on the Board of Directors of the Young Adults Services Division of the American Library Association.

In 1962 Miss Manthorne was appointed Regional Director for the Boston area of the American Heritage Project, a book discussion group aimed at fostering an appreciation of our way of life. She is also a member of the Hornbook Magazine Advisory Council.

Mrs. Robinson began her library service in 1939 and has been with us continuously except for a short period during World War II. She has worked at Dorchester and Egleston Square and was appointed Children's Librarian in 1950 while at East Boston. More recently she was Children's Librarian at Roslindale.

Mrs. Robinson has been chairman of the Massachusetts Library Association Round Table of Children's Librarians and is on the executive board of Top of the News, an American Library Association publication for children and young adults. For the past two years she has conducted the Alice M. Jordan Memorial Story Telling course. She is currently teaching the course in Library Services to Children at Simmons Library School.

We are confident that Miss Manthorne and Mrs. Robinson will maintain and enhance the high standards of library service to our young people for which the Boston Public Library is so highly respected.

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Last week the Old Colony Library Club brought before its membership a timely confrontation of four key representatives of society - a high school English teacher [Mrs. John Noblin of Randolph High School], a parent of teen-agers [Mrs. Charles Kane of Brockton], a senior in high school [Christine Slapik of West Bridgewater High School], and a librarian [Jane Manthorne]. The panel were described in the words of Thoreau as "Four champions fierce" and their timely topic was "The young adult reading dilemma."

Under Miss Manthorne's probing, the panel members tackled such questions as: Are teen-agers being pressured unduly by the demands of accelerated secondary curricula and keen competition for college admission? Are young people being dropped into the lap of William Faulkner before they have finished with Wind in the willows? Do young people read for fun any more? Are they missing the joy of reading by a diet of eighteenth and nineteenth century classics when they want to come to grips with twentieth century reality? Are parents doing their children's homework?

These questions and numerous others were tackled by the panel in a relaxed, forthright exchange. Many of the areas of discussion were given only a surface analysis, but at least the audience was started on a path of thinking. If one thing emerged from this program, ably planned by President Lucia Faulkner, it was that only librarians appear aware of the dilemma which includes parents, teachers, and young people. In conclusion, it was hoped that the Old Colony Program would be duplicated many times across the country in order to find solutions for the increasing reading needs of millions of young people.

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PERSONNEL IN THE SIXTIES

A Panel Discussion

October 31, 1963

After some brief opening remarks by B. Gertrude Wade, President of the Boston Public Library Staff Association, and Rose Moorachian, Chairman of the Program Committee, Ervin J. Gaines, Assistant Director for Personnel of the Boston Public Library, introduced the members of the panel: Joyce Davidson, Assistant Personnel Director, Detroit Public Library; Donald Hunt, Library Career Consultant, Drexel Institute of Technology; and Grace P. Slocum, Personnel Officer, The Free Library of Philadelphia.

In introducing the panel Mr. Gaines noted that there were many personnel problems, and that this was an understandable situation. Eighty per cent of a library's budget usually goes for people, so that eighty per cent of the library's attention must be paid to the needs and aspirations of these people. Librarians must consider personnel as well as books. The public is served through books by the attention that we the librarians give to the work we do and the means we use to get it done.

At the present time there is an enormous shortage of trained personnel, and the end is not in sight. The future looks grim. Therefore, alternative methods must be sought in order to maintain good service. Automation may be one answer, but in what way will it be used? The staff must still be kept up and this has become a major problem.

Mr. Hunt's job is recruiting for the libraries of Eastern Pennsylvania. [Carol Vogel performs a similar function for the western part of the state.] Despite the fact that the number of library school graduates has increased from 1200 three or four years ago to 1650 in 1962, it seems that every librarian who is put in the field creates a demand for more. Since World War II, or more specifically, within the last ten years there has been a great deal of expansion in all types of libraries. There are now, for example, over 10,000 special libraries most of which were not in existence before 1940.

As regards recruiting, Pennsylvania has no new ideas, none were needed, merely a better application of old ones. Mr. Hunt and Miss Vogel go to the larger

cities of between 50,000 to 100,000 in population, and establish themselves for one week with headquarters at the public library. There is a great deal of publicity both in the newspaper and on radio and television, and any college graduate may come in and talk with the recruiter. The recruiter also speaks to local organizations: the PTA, Junior League, Rotary, and high school groups. He talks to about one hundred people singly during the week. The program has been successful both with regard to the quality and quantity of the applicants interviewed.

The same type of thing could be done in any large city. In June of this year such a week was held at the Free Library of Philadelphia. This particular time was chosen because there were many college graduates coming home from school and looking for jobs. The City Personnel Office placed ads four inches in length in two editions of two of the leading newspapers. One ad was in the "Help Wanted - Male" section, the other in the "Help Wanted - Female" section. Each was headed with the words COLLEGE GRADUATES in letters two inches high, followed by the pertinent information. The library was swamped. There were between 200 and 250 applicants, with twenty-five follow-ups per day. The results have not been tabulated yet, but quite a few decided to go on to library school.

Recruiting is time consuming and most libraries cannot do it themselves because they do not have enough staff to do the interviewing. This is one method of overcoming the problem.

Another method is the Substitute for the Librarian Program which is being used at The Free Library of Philadelphia. At first the idea was a horrifying one. There is no such thing as a substitute for a librarian, it was said. But there are not enough professionally trained personnel available, so something had to be done. The A.L.A. Standards for Public Libraries were developed when librarians were plentiful and before there was very much expansion. They describe an ideal situation. Despite this expansion the relative number of librarians available has declined. Recruiting is one solution but this often does not begin to pay off for up until ten years after its beginning. So the question remains, how

Personnel in the Sixties cont.

to maintain service at the same standards. Many libraries are spread very thin, and they are just limping along.

There are three basic ingredients to library service: the book [if there are no books, there can be no service]; the patron [if there are no patrons there is no business]; and the librarian. If one of the three elements is taken away can there still be good service? Is the librarian indispensable in all situations? He usually is, but if there are no librarians, what is to be done? The trainee or pre-professional program cannot be stretched too far. This is the main line of recruiting but a library cannot have all trainees. They are not professionals, and their time is divided between the library and school so they cannot devote their individual attention to their work.

Also, are all areas of a city really covered by the branch libraries? People move. Every time a new branch is opened, an older one should be closed. Building a new branch is very expensive, and experience has shown it to be almost impossible to close one that has been open for any length of time.

Books are more important than librarians, and it is better to have books than librarians. In addition there must be some relation between units which are fully staffed and those which are not. Having reading centers which are near a branch or a regional library is one idea. In Brooklyn, New York there is the Central unit, the district libraries, and the reading centers. The city of Philadelphia is laid out a little differently so the regional plan has been used, composed of the Central unit, branch libraries, and reading centers. The system is very flexible because a reading center can be opened and closed at will. They are especially good for older people because they are quieter and better for browsing.

Who will run the Centers? In Philadelphia they would like to use library technicians. A technician would be a college graduate [because the library is primarily an educational institution]. They will be trained at The Free Library and then become the administrative heads of the centers assisted by a clerical staff. They will act as guides to readers and do basic reference work. Anything more complicated will be referred to the near-

est branch or the central unit. The library technician will not be responsible for the book collection; this will be done by a representative from the Central unit. Neither will he conduct community programs; this will be done by the branch.

It was difficult to get this system accepted, because the librarians did not want to admit non-librarians to the profession. It has been accepted as a temporary expedient, but Miss Slocum does not think it will be short-lived. She feels that it might be a blessing in disguise instead of a cross and may make better service and more books available.

The Detroit Public Library, like most others, is a department of the city and must depend on the municipal budget for its finances. During the late '40's and early '50's the Library was able to trade professional for clerical positions on a dollar for dollar basis. They traded twelve professionals for between sixteen and seventeen clerical workers. However, this system cannot be carried too far. Better clerks are being trained to perform duties now being done by professionals, i.e. non-professional work. The idea was hard to get across at first but it really improves the situation.

Detroit will also temporarily downgrade a position. For example, if all of the Librarian I positions are filled, and a library school graduate applies for a job, rather than lose him they will downgrade a vacant Librarian II position, and then promote him when he qualifies. In the Main Library some professional positions have even been downgraded to a clerical level. This is not desirable, but it is better to have a clerk than no one. When a professional is available the position is upgraded again and the clerk is transferred.

Detroit began to employ pre-professionals in 1957. There were vacancies on the staff and people who were willing to go to library school were available. The pre-professionals work thirty-six and one-quarter hours of a forty hour week and take four credits in the evening. There are about thirty pre-professionals in downgraded professional positions. They are not substitutes for professionals but do help to ease the shortage.



Personnel in the Sixties cont.

The lack of professionally trained librarians will continue for a long time, perhaps indefinitely, and means must be found to fill the gap if adequate library service is to be maintained. The purpose of the panel discussion was to explore ways of remedying the situation and to tell what other libraries are doing. It succeeded admirably.

EDWARD J. MONTANA, JR.

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A NEW LOOK IN BOOKS

What is it that little ones spin and twirl in glee, young people love for their informality, and adults regard with mixed emotions? The staff at any of ten branch libraries will readily recognize these as clues to the rotating racks installed this summer to hold collections of paperback books. Not give-aways and not for sale, the paperbacks took their place as part of a circulating collection in the Boston Public Library's first full-scale experiment with paperbacks.

"They belong in drugstores, not in libraries," said some patrons. "They're great - easy to carry home with all my bundles," said shoppers. "Wonderful to read in bed," added still others. Comments were many and mixed, but mostly favorable.

Now, after a four-month trial period, with the original collections increased in size from one hundred to one hundred and fifty titles, the ten branches involved report that their paperbacks are "still going strong." Some books have been given fast repairs, a few have been discontinued, and a number are suspected to be among the missing; but a large percentage are still moving from rack to home and back. The experiment appears to be a success.

There have been some unexpected results of the experiment such as the numerous donations from readers. Borrowers are voluntarily bringing in their home libraries of paperbacks to augment our collections. Also of interest is the apparent lack of consistency between the circulation of paperbacks and their hardcover counterparts. In many cases paperback titles circulated while their

bound "alter ego's" sat on shelf, and ordinarily popular titles sat on their racks in paperback form while their hardcover twins circulated. That readers are reading paperbacks is no surprise, but non-readers also have been reached. One branch reports that five young adult loungers greeted the arrival of paperbacks with disbelief, then went on to become borrowers of the pocket-sized volumes.

In four months several paperbacks have scored as many as eight circulations each which [for a fifty cent item] means a cost of approximately six cents per circulation. A little mathematics will show that an average-priced volume costing \$2.95 would have to survive forty-nine circulations or almost three years of regular three-week charge periods to reach borrowers at a cost of six cents a loan. As with many experiments, this paperback trial inspires all manner of such mathematical juggling and interpretation.

There are as many mysteries in the growing popularity of paperbound books as there are in any area involving the human ingredient. A tallying of final figures in Boston may throw light on the riddles of the paperback revolution. Possibly there may be revealed patterns and consistencies which prove something unique about paperbacks in Boston. Was circulation greater among children, young adults, or adults? Was circulation greater in busy branches or in low-circulation branches? Was fiction more in demand than nonfiction? Did high-priced paperbacks outlast cheaper editions? How many circulations were achieved per paperback, and at what cost? These are the questions which will be answered in the next few weeks when we learn whether or not the new look in books will become permanent?

JANE MANTHORNE

Readers Advisor for  
Young Adults

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The selections from Eisenhower's new book, MANDATE FOR CHANGE, which appeared in the NEW YORK TIMES for about three weeks, made very good reading. The extraordinary engagingness of his personality comes through, as when he speaks of his grammatical bloopers at Press Conferences; and his extraordinary judgment, as when he asked John Foster Dulles to be Chief Justice of the Supreme Court. The most interesting of the excerpts contained the ex-President's contemptuous reference to "staff decisions." And he quoted the story of Lincoln who decided for a certain course of action after his whole cabinet voted against it.

By an unusual coincidence, this same issue of the TIMES carried a very full "obituary notice" on the death of a vast circulation daily paper in New York, Hearst's THE MIRROR. As is usual with the TIMES, it gave the whole history of the paper, its various owners, the connection of the McCormick and Patterson families with it, how Hearst got hold of it, his many enterprises, his political influence, his great power, and some colorful incidents from his private life. But the most interesting item was a remark made by one of Hearst's sons about the autocratic methods used in running his "shop" by his father, the "CHIEF". Once at a conference with many of the top executives of his "empire," the chairman of the meeting polled the members on a question of some importance. Everybody voted Aye, and then Hearst was asked for his opinion, and he said No. The chairman then said: "The Noes have it unanimously," and the plan was dropped.

There is not much resemblance between Eisenhower and Hearst, but it was remarkable to find in two unrelated instances in the same issue of the paper their identical disrespect for making decisions by majority vote. I hope there is more respect shown to the democratic process on our summits.

HARRY ANDREWS

The Fall Meeting of the Men Librarian's Club was held at the Cambridge House on October 2, with about 60 persons in attendance, including a large number from the BPL and several of our alumni. After a delicious roast lamb dinner, the meeting was turned over to the Chairman of the evening, BPL's Frank Moloney. It was his pleasure to introduce the speakers: Westbrook McPherson, Director of the Urban League of Boston, and Rt. Rev. George W. Casey, columnist for THE PILOT and the BOSTON HERALD. Although the announced subject was "Segregation," the speakers largely confined their remarks to the recent controversy concerning the Boston school system. During the unusually lively questioning period, the problem of housing was brought up and it was generally conceded that the root of the problem in the schools could be traced to restrictive or ghetto-like housing.

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#### PICONE LUNCHEON

On Tuesday November 7, Mildred Picone met with twenty-eight of her library friends at a farewell luncheon held at the Red Coach Grill. Even though it rained buckets, everyone wore a cheery and festive air. Mildred looked lovely in her bright red suit adorned with a beautiful corsage of three orchids presented to her as part of her going away gift. The luncheon was delicious and enjoyed by all. "Millie" was presented with a gift of money, and when she accepted her gift and the good wishes of her friends, she proved to be an eloquent speaker in addition to her other talents.

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# WHAT BALTIMORE IS DOING ABOUT STUDENT USE

We have all heard the story about the librarian who, after years spent in attracting young people to the library, is now faced with the problem of how to keep them out. While not wishing to abrogate any responsibility toward any segment of the population libraries are beginning to face up to the problems created by heavy student use and are attempting to discover how they can best serve their student clientele while maintaining and expanding full adult programs. One such library, Baltimore's Inoch Pratt Free Library, has recently published a report on student use. This report, Students and the Pratt Library: Challenge and Opportunity, prepared by Lowell Martin under the auspices of the Deiches Fund Studies, presents in facts and figures what librarians in every part of the country have been experiencing during the past few years: the overburdening of their libraries' physical facilities and their own professional time and knowledge under the crushing weight of student use.

Information for the study was supplied by three different questionnaires administered respectively in the Baltimore schools, in the Pratt central library and branches, and in selected homes in the Baltimore area.

Dr. Martin's analysis is nothing short of frightening. He states that we have been so pre-occupied with the one-third of our students who are poor readers that we have been myopic to the two-thirds who are relatively good readers. This latter group has grown to such an extent that junior high and senior high school students now form the largest and most intensive group of purposeful book readers in our society.

Essentially the Deiches report can be summed up as follows.

The schools depend on reading as a significant element in education, but adequate provision has not been made for student reading materials either in the schools or in the community-at-large.

Within the next five to eight years, the situation will move toward a crisis, and, unless met in some way, will distinctly deter

the educational growth of young people and undermine the service programs of libraries.

As a basis for his conclusions, Dr. Martin examined the essential questions of why, what, and how much does the average student read. Quite frankly today's teen-ager reads because reading has become something of a status symbol. He feels compelled to keep up his grades, to meet parental expectations, and above all, to achieve the greatest status symbol of his generation: entrance into college, particularly the college of his choice. Of students questioned, 47.7 per cent indicated that they planned to go on to college.

The range and breadth of a student's non-textbook reading is quite varied. "Any view that most of the outside reading material is confined primarily to lists of simplified materials and standard titles would be a mistake." Junior high school students are being introduced to the more adult popular authors in the field of history, literature, government, and science. Senior high school reading lists are beginning to look like those that are ordinarily seen in the first two years of college. However, for free reading the story is quite different. A student spends somewhat less reading time for his own pleasure, but the quality of his leisure reading drops sharply. Magazines constitute the largest portion of his free reading time with picture weeklies heading the list. These are followed by general and news weeklies. The books students prefer follow a light recreational pattern. It is in this area alone that libraries are not troubled in fulfilling student demand.

How much does he read? In addition to textbooks eleven to twelve hours per month are devoted to school-related reading in books and magazines outside the classroom. He averages four books (other than texts) in whole or in part each month. One-third of these he gets from the school library, the remaining two-thirds from the public library. Eight to nine hours per month are spent by him in searching for materials, using references, and examining books. One-third of this

cont.

What Baltimore Is Doing About Student Use cont.

time is spent in the school library, the remainder in the public library. Six to seven hours per month are spent for personal reading.

In an area such as Baltimore where 100,000 secondary school students are considered good readers, they are getting from one or more sources 400,000 books per month (over 3,000,000 in a school year) and they are spending 900,000 hours a month in a library or libraries (7,000,000 hours during the school year). In Baltimore City alone there are over 60,000 student readers who use almost 2,000,000 books per year and spend over 4,000,000 hours in libraries. By 1970, Pratt will be supplying books at the rate of 3,000,000 per year to students and will be providing facilities for over 7,000,000 hours of student library time. Within the next five to eight years, because of increasing school and college population, the Baltimore area must be prepared to serve twice the present student demand.

The report shows that a transformation has taken place. Whereas we might expect that the school library would be the first line of student attack, actually it is the public library which has become the school library. School-related reading has become library reading and homework is now library work. Of thirty books (other than texts) which the student reads, twenty-five, or eighty-two per cent, come from the public library. A high school of 2,000 pupils requires 50,000 library book uses per year.

Students use the public library for many reasons, the major reason being inadequate school library collections. Present-day teaching arbitrarily assumes that there exists and is available a substantial subject collection containing not only an extensive collection of books but also periodicals. Fifty to sixty per cent of the students expressed dissatisfaction with their school library collections. Other reasons for public library preference were inadequate school library hours; a certain freedom available in the public library in contrast to school library restrictions; and, although not clearly stated, one gets the feeling that there is a prestige element in frequenting the

public library. Consequently, 78.3 per cent of junior high students and 77.8 per cent of senior high students preferred the public library over the school library. Combining the college and high school groups we find that over one-half of the adult users of the Pratt Library are senior high school and college students.

In order to cope with this situation, Dr. Martin outlines the following suggestions.

A review of the place of reading in education. Is reading being assigned indiscriminately.

More extensive use of paperbacks to be purchased by the student.

Establishment of a library instruction program to be instituted in the school and continued under library supervision on an informal classroom basis.

Longer hours of school library service.

Development of school library facilities. The school library should contain 25,000 volumes per 2,000 pupils, five professional librarians, and three clerical assistants.

Better communications between school and library. The library should receive advance knowledge of assignments and the teacher should be informed of the library's resources.

A communicating council on student reading materials composed of teachers, librarians, and school supervisors. Basic attention would be given here to the purpose, kind, and amount of reading.

New position of Student-Teacher Librarian. Despite the fact that students form the largest single reader group, there are no library staff members specifically designated to meet their needs. Inasmuch as students use the entire resources of the library, someone in addition to the young adult librarian is needed. In the past no one has felt any specific responsibility for the young people as students. The purpose of this new position would be to cut across departmental lines and aid student service through present channels. They would work with schools and librarians and start the flow of information that is and will be  
cont.

What Baltimore Is Doing About Student Use cont.

needed for good library service. If the present situation is allowed to continue, the proportion of student users will rise to 75 per cent in the near future.

One of the first steps in solving any problem is to first clearly define and analyze the problem. Dr. Martin's study should prove of value to the many libraries throughout the country which have not yet fully recognized that the snowballing problem of student use is one which must be faced up to.

WILLIAM D. WARDE

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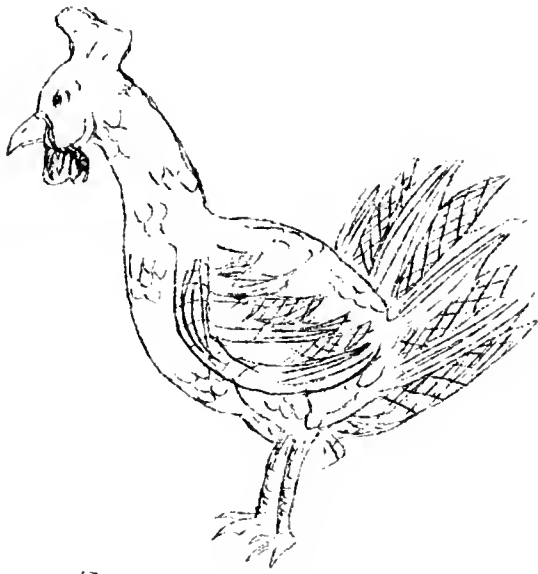
RX FOR OLD BOOKS: VITAMINS

Vitamins have come to the aid of old books at the Vatican's Institute for Scientific Restoration of Books, headed by a Benedictine, Dom Mario Pinzuti. Actually, Dom Pinzuti began using the vitamin method seven years ago, but confesses he doesn't know exactly how it works. The vitamins are administered by hypodermic injection, spray and dip.

Old paper is often low in glucose, a component of cellulose. According to Dom Pinzuti, this causes the vegetal fibers to disintegrate. With administration of vitamin P or PP (bioflavonoids), however, old paper can more readily absorb and retain the proteins from a gelatin dip and the level of glucose increases.

Vitamins aren't the only remedy used by the Vatican's book restorers, but the B vitamins have been found particularly good for rejuvenating parchment and vitamin C helps regulate the absorption of moisture by old paper. Dom Pinzuti pointed out that heretical volumes enjoy the same rejuvenating therapy as orthodox books.

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Soap Box

Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is withheld from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions not containing more than 300 words will be accepted.

To the Editor:

In spite of the widespread dissatisfaction with the new salary schedules, it should be acknowledged that there are many good features in it.

The professional salary scales compare favorably with those of other libraries of similar size and character. The beginning professional salaries and the pre-professional scale should make it possible to recruit and retain desirable professional staff members. The increase in the beginning salaries of Library Assistants should help in recruiting suitable

high school graduates for our clerical and specialist positions.

It would appear that with a few adjustments there might be widespread satisfaction with the new schedule. If the proper weight is given experience and skill acquired in the Boston Public Library, most of the complaints would melt away.

HOPEFUL

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To the Soap Box:

Quoting from "Long Service Payments" page, Agenda, Officers Meeting, October 14, 1963: "It is true that some variations, plus or minus, will result, but they are relatively insignificant, and in any event will exist for a period of about 3 or 4 years, between 1966 and 1970".

Is a loss of some \$200 a year in pension, year after year, "relatively insignificant"? This would be roughly equivalent to one's oil bill every year! Why should any one lose even one dollar in his pension? Are our pension plans to be only another broken promise?

That this condition will exist only between 1966 and 1970 is cold comfort to those planning to retire in that period, when it will affect not only salary loss during those years, but that will also be the last five year period affecting total pension. Should this segment of the staff be penalized in favor of higher salaries for young and inexperienced members of the staff?

It is this group too, in some cases, which fared worst in "new spending money" at the moment, because of the so-called "absorption" of the longevity payments.

BILKED

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To the Soap Box:

What incentive is there to remain in a service that treats its experienced employees with such callousness? After many years of conscientious, satisfactory performance, a person receives no more consideration than a newcomer.

Away with loyalty and experience - new blood is the order of the day.

Geritol, everybody?

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Dear Soap Box:

The visiting personnel officers who spoke at the recent professional meeting of the BPL Staff Association had some interesting comments on longevity programs.

Grace Slocum of The Free Library of Philadelphia said that her library had no extra payments for long service but added that she deplored this lack of recognition for longevity.

Miss Joyce Davidson of the Detroit Public Library said that her library did have a long service payment. This is paid each year after 11 years of service and 6 years in grade. The payment is a percentage of the individual's basic salary. The top payment is near \$300 and it is paid in a lump sum each year shortly before Christmas.

Detroit's practice is very interesting in view of the current reaction to the cessation of long service payments at the Boston Public Library. It should also be noted that Detroit's basic salary schedule compares very favorably with ours. Apparently modern personnel theory and practices favor the long service payment.

The long service payment is a morale builder. We need it.

PROGRESSIVE

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To the Editor:

Why can't employees of the Boston Public Library be treated as well as other city employees in regard to longevity?

It is my understanding that under the Jacobs Plan, that the city is following, individuals are given credit for longevity in service. Credit is given for 9 and 16 years of service.

Under our plan, individuals with 25 years and more lost their so called longevity bonus, and their status became the same as new employees.

The idea of giving an increment after 5 years without a salary adjustment, could give rise to many newer employees receiving this, before older ones. This is true especially when some new employees are brought into the service, in the middle/or top of the grade, while an older employee might start at the bottom.

For example, a new P4 brought in at step IV would reach his maximum after 3 years. He would then wait 5 years and receive the longevity increment. His total years of service would be only 8 years. While an old employee with as much as 25 or even 30 years of service would start at a lower step and this has happened /such as step II/ and it would take him 5 years to reach his maximum. He would then wait another 5 years for his longevity increment. By this time he would have 35 or 40 years of service.

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Dear Soap Box Editor:

No plan to restore recognition of long-time service should be acceptable unless it gives an adequate monetary remuneration to the old-timer NOW! The LA's waited patiently for years to get a raise that everyone said they richly deserved. What did they get? 41 cents, 29 cents, 13 cents!

The TIME is NOW

\*\*\*\*\*

Dear Editor:

The explanation at the Officers Meeting concerning longevity payments was a little misleading when it was stated that the loss amounted to about 2 $\frac{1}{2}$ % as measured against about a 10% gain as a result of the increase in the maximum salary in the chief's grade. For, that explanation "forgot" that all who have longevity payments are not getting chief's pay and too, that everyone else receiving increased salaries will attain this new maximum [at chief's or any other level] without losing any 2 $\frac{1}{2}$ %. WHY should long service employees suffer, and lose morale badly, to furnish untrained employees [comparatively speaking] with more money? We are the ones who had extremely low salaries in fact, and in comparison with other professions, for many years.

SACRIFICED

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To the Soap Box:

What future remains for LA's with long service now? Still rated as LAL's or 2's at best, with lowered maximums and now losing longevity payments as well, what sort of future have they?

LA MINUS

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To the Editor:

How can the longevity bonus granted by the Trustees be taken away?

Would it not take a vote of the Trustees to do this?

This letter is written with the hope that the Trustees will do their utmost to restore the bonuses to the individuals from whom they were taken away.

The new plan of an increment after 5 years from the date of one's last salary adjustment is not a fair plan. It does not give any benefit to those of us who have already served the institution through all of the years, and most of them were lean years as far as salaries where concerned.

OLD TIMER

Ed.Note:

A committee will meet with Mr. Gaines to reexamine this question.

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To the Editor:

Changing the rules in the middle of the game would be a blow to staff morale, to put it mildly. Some of us stand to lose as much as \$2000 over the next five years. But there is a ray of hope since the Personnel Director has expressed a willingness to listen to our suggestions. Personally I think the only fair and realistic solution is to honor longevity payments already earned. Let the new rules apply to those who have nothing to lose by them.

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Dear Soap Box:

Seldom have so many been insulted with so little.

Deflated

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Dear Soap Box:

Does experience no longer count in these halls? At every level, those with experience either in grade or in service, are now leveled down to those newly arrived with little or no experience, whom they must train. When it appears that those with least experience get the most in raises, what price morale?

DISSILLUSIONED

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Dear Soap Box:

What profiteth it to be a "career man" in the service of the BPL these days? Many of the career personnel got raises from 12¢ a week [if any] to around \$200 a year - while brand new pre-professionals with as little experience as a few weeks, received over \$300 per year and some 5-7 year pros got over \$500. Doesn't responsibility and knowledge count any more? This hurts the more as the majority of the older employees have more financial responsibilities than the newer employees, and less time in which to save money since "decent" wages went into effect. And those nearest retirement dates got clobbered in every way. This may attract new people but how are we gonna keep em?

GOT THE BLUES

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To the Editor:

General Administrative Notice 1963 - No. 67, brings to our attention another confusing element in our salary schedules. It shows various governmental units, federal, state and city, with their salaries and the approximate time it takes to reach the maximum. In each of them it takes the same number of years to reach the maximum, regardless of what grade one holds. The federal 18 years, the state 6 years and the city 3½ years. But note our method. LAL takes 3½ years; LA2 takes 3 years 9 months; LA3 takes 4½ years, and there is still another method for the professional staff. Does it not seem unusual for a system to be so arranged that no two groups progress to their maximums in the same period of time. If the governmental units

cont.



mentioned above find it desirable to have such a uniform method, why must the Boston Public Library be different, and thereby create more confusion?

CONFUSED

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Dear Soap Box:

Whom would I thank for twenty-one cents take-home pay? It has been carefully explained to me that this was not a pay raise and should not be regarded as such. Did I need to be told?

WISER BUT NOT RICHER

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Dear Soap Box:

The long awaited results of the re-evaluation of the Library Assistants Service have finally been released. Information from the Administration as well as the Staff Association led everyone to believe that full attention was being given to this problem, but it has become quite apparent that the Administration's opinion of the IA service is barely tolerant much less aware of its value. It is true that the minimum salaries for the IA 1's were upgraded [they should have been] but it seems that the Administration's heart was left there. This can be borne out by the reaction of the majority when it first looked upon its new classifications only to realize that in the opinion of the Administration they were overpaid for the work they were doing and in most cases doing more than they were expected to anyway. Any administration which considers long time employees [5 years service or longer] a vast wasteland has to be looked upon as short-sighted Administration. Never have I witnessed morale so low nor heard so many complaints in nearly all areas in the Boston Public Library. The Administration through this re-evaluation has created a second-rate service in the form of the Library Assistants Service.

I would like to close with a question for the Executive Board of the Staff Association. Since we have constantly been told that you have been in close touch with the Administration regarding this Evaluation which conclusion are we to believe: 1. that you agree with the

findings? or 2. that you had no knowledge of the findings before they were announced?

APPALED but APPEALING

ED. NOTE:

See President's notes this issue.

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Dear Editor:

The new re-classification system has now been announced, the long-awaited justice due the LA's: A friend of mine always says that whenever the Library changes anything, the last state of the help is worse than the first, as in the Bible stories. This last iniquity has more than followed this statement. The newly announced plan turns out to be a reverse Robin Hood action, which does not help but actually harms the LA's. The Administration forgets that any institution is only as good as its base and the base of this institution is certainly tottering!

REVOLTED

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Dear Soap Box:

Amid a flurry of advance GAN notices the staff was informed that money was available to put the long awaited evaluation report in effect. If you can remember back that far, the primary purpose of this evaluation was to take care of the LA's and correct iniquities existing in various jobs. October 24, D Day, the bomb fell and the LA's were left shattered. They were taken care of all right - with ice water. To be sure the starting salary for LA's was raised but once an employee is on the payroll the pace decreases. It was so calculated that an IA, no matter what grade, would receive very little, if anything, in the way of money. The wheeling and dealing was well worked out to the disadvantage of the IA's.

The atmosphere in the BPL is unhealthy. Respect and loyalty are gone in the face of such wheeling and dealing. We thought progress was to be the watchword of Boston but find only regression and backtracking here. To the optimists who appealed we say lots of luck somewhere - sometime.

A BOSTON CITIZEN

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Dear Editor:

I think that most of the Library Assistants were hurt deeply by the recently published salary schedules and the job classifications. To many of us it was a slap in the face to think our efforts were thought to be worth so little.

SAD and MAD

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Dear Editor:

The long awaited announcement concerning the IA's was, for one thing, misnamed. Perusal of the new scale proves that it is more a devaluation than anything. With the lowest position having so little significance, why not leave it open to new personnel, promoting them when they have gained enough experience to really fill the job?

Why should there be a job evaluation without a parallel worker rating? If job alone is to determine rating and salary, then length of service, experience, initiative, incentive and HOPE are no longer to be integral parts of the work we do.

Subtract individual value from public service and it is no longer a service. We are not quite ready to become robots dispensing books on signal, sans smile or interest. ...Or are we?

DEFLATED

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Dear Editor:

The following little message was sent to a lowly IA last year by a co-worker. He intended to be facetious but turns out to have been prophetic.

Always remember:

There is no IA so lowly or humble  
That he can't be reclassified  
DCWNWARDS

LOWLY IA

P.S. This same author suggest for IA theme song -"We shall overcome"!

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To the Soap Box:

After waiting over two years for the reclassification which was to end all injustices, the IA's in the branches are once again classed together as equal pieces of machinery, with no recognition of the knowledge or skill which come from years of experience.

We are now told that this is a starting point. For what? We had a starting point two years ago. To go from one starting point to another was a waste of time and money, not to mention a terrible strain on people's emotions. If this was to be our answer, we should have been told so, not kept dangling on a string with vague hopes and promises.

There is something radically wrong with a system which turns loyal staff into disgusted employees.

Catherine H. Richmond

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Dear Soap Box:

Where was the Executive Board of the Staff Association when all of the new salaries and classifications were being arranged? It does not seem possible that it could agree with what was finally produced and put into effect.

A result so generally disliked by the staff could not have been produced, if the staff were represented by a real labor union.

AMAZED

ED. NOTE: ~~\*\*\*\*\*~~

See President's notes this issue.

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Dear Soap Box:

Another directive from the Assistant Director for Personnel explaining management practices. As employees of a non-profit, public service organization, most of us never realized we were on a management-labor basis.

Inasmuch as we are now, how about a union, everyone? Six hundred voices can make much more noise than a few isolated squawks, and get much better results.

AN AGITATED AGITATOR

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Dear Soap Box:

Congratulations for the splendid raises afforded our Professional Staff - Condolences to the LA's who once again were grossly insulted by a paltry remuneration which in most cases was only a few cents. Perhaps the incensed LA's should push for Union rights or Civil Service whereby when one is given a raise it makes sense otherwise WHY BOTHER!

HENNY PENNY

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To the Editor:

Those of us who were too smug to support the union some years ago have only ourselves to blame for the shabby deal we are now receiving.

CHUMP

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Dear Editor:

Why doesn't the Library bring its Library Assistant's Service under Civil Service? Many of the LA positions are substantially the same as those covered by Civil Service. Preference to seniors and an impartial appeal process are two of the advantages which it offers to employees. These items are very important to the morale of the staff.

CIVIL SERVANT

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Dear Editor:

I would like to have the status of the pre-1938 people, the P 1's, made clear. If, as the notices seem to imply, they are being restricted to a \$5500 maximum, it is a crying shame, and part and parcel of the 'deprive the old-timers' trend which seems to have been established of late. Mr. Lord promised at the time that the new rules were being formulated in 1937 that the people who were already in the Library would not suffer in any way. Now apparently they are being discriminated against. Perhaps there may even be somewhere a notice which states this in so many words, and we can refer to it as a "scrap of paper" as the Germans did with the Treaty in 1914!!!

DEVALUATED P 1

ED. NOTE:

Your Editorial Board has not been able to check the allegations in this letter, but, as it mainly expresses a point of view, we are printing it so that the writer will not feel that he is also being discriminated against by the Q.M.

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THE  
*Question*  
MARK



THE BOSTON PUBLIC LIBRARY

DECEMBER 1963





# THE QUESTION MARK

Published by the Boston Public Library Staff Association

Volume XVIII Number 11

December 1963

Publications Committee: Harry Andrews, Jean Babcock, Doris Gray, Jane Manthorne, Edward J. Montana, Jr., Mrs. Bridie Stotz, Martin F. Waters, Barbara Flye, Peter DeSantis, Cartoonist, Sarah Usher, Indexer, William R. Lewis, Chairman,

Publication date:

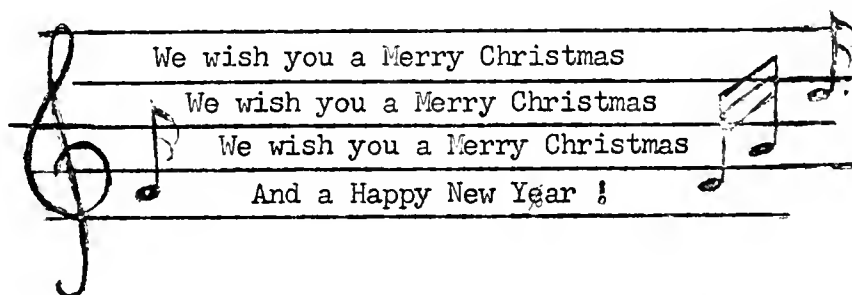
Deadline for submitting material:

The fifteenth of each month

The tenth of each month

As the year 1963 approaches its inevitable close we pause, each in his own fashion, and reflect on the events and happenings which have in one way or another affected our daily lives. Some of these events occurred outside the Library and have equal significance to people in other parts of our country. Other happenings have been of a more intimate nature meaningful only to ourselves. Some have been resolved, others are in a state of flux awaiting solution.

Tradition decrees, however, that at this time of the year there be a hiatus in the normal course of events. During this period a mysterious something variously called 'the Christmas spirit', 'holiday cheer', etc. pervades the atmosphere and miraculously dispels animosities as differences are temporarily set aside. The PUBLICATIONS COMMITTEE is happy to bow to this tradition and echo the familiar refrain:



THE PUBLICATIONS COMMITTEE

Since November 26, the Executive Board of the Staff Association has been meeting once a week with the Assistant Director [Personnel] to discuss a wide variety of personnel matters. The first item on our agenda was the question of long-service payments. In accordance with the motion passed at the November Business Meeting of the Association, two representatives from the Quarter Century Club joined the Executive Board at their discussions of this matter.

You will remember that members of the association were asked to vote on November 27 on two suggestions:

1. All staff members who now have twenty-five years or more of service shall receive in 1963 an additional increment in their grade [minimum \$100] above all other increases received in 1963
2. No staff member shall have to work in any one grade more than the number of years necessary to reach his maximum in grade plus five years to receive any extra increment based upon years of service in grade

These suggestions were presented to you as possibilities for immediate implementation which the Executive Board approved as an immediate step to improve the position of those who had been receiving long-service payments under the old plan.

The results of the poll were as follows:

214 ballots -- YES

7 ballots -- NO

7 ballots -- Invalid

With this poll in hand, the Executive Board endorsed the payment of one increment in grade to people with 25 or more years of service. This payment has now been officially announced, with a \$200 minimum in place of our original \$100 suggestion.

Item number 2. on this poll needs further explanation and should, perhaps, be reworded. This proposal we suggested so that future longevity payments based upon years in grade would actually be paid when due. As we pass from one salary schedule to another, people are

often put back several step levels. Thus it might be possible for an individual to serve many more years than the required seven [less for some LA levels] before he ever found himself receiving the maximum pay for that grade. Payment for longevity in grade must be based upon calendar years spent in that grade, rather than upon grade levels, your Executive Board feels.

As yet, the Administration has not accepted this proposal. However, we are working to have this principle adopted in order that longevity based upon grade may have some real meaning.

In our discussion with Mr. Gaines relative to long-service payments, the Executive Board has tried to present clearly the issue which we believe is at stake. This seems to be the fact that long-service payments were given above and beyond the regular salary schedule, as an additional bonus well-earned by people with many years of service - and many years during which our pay scales were exceedingly low. The Executive Board does not feel that this whole question has been resolved to their complete satisfaction, and it is their understanding that this matter is still open for further discussion.

Meanwhile, we are now engaged in conferences over the Library Assistant reclassifications and the attendant salary schedule. As yet, our discussion has not reached the stage at which I can make any meaningful report to you. It is hoped that before our annual January Business Meeting there may be some definite results from these discussions. By then, too, we expect that there will be more positions above the IA 2 level announced as vacancies to be filled.

Our only other item of business since the last QM has been the appointment of Mrs. Sadie Rotondo [Adams Street] as Chairman of the Elections Committee.

B. GERTRUDE WADE

President

PERSONNEL NOTES

Entered

John M. O'Toole - Book Stack Service  
 Ruth G. Hiller - Charlestown  
 Philip Tavella - Branch Issue  
 Genevieve M. Kuzia - Hyde Park  
 Gwendolyn R. Peters - Kirstein Business Branch  
 Judean Langone - Brighton  
 Patricia Neth - Book Selection  
 Heidi R. Rieper - Bookmobiles  
 Mrs. Selma Horwitz - Roslindale  
 Carol McClellan - Book Preparation  
 Irene L. Davis - Mattapan  
 William G. Verry - Book Stack Service  
 Roderick Slowe - Book Stack Service

Transferred

Frederick Rodenmacher - from Book Stack Service to Central Charging Records  
 Charlotte Mahoney - from Charlestown to South End [NE Student]  
 Lucille O'Brien - from Book Preparation to Cataloging and Classification R&RS  
 Geraldine Gardner - from Book Preparation to Central Charging Records

Ceased

Mariann Conroy - Audio Visual - another position  
 Samuel D. Wilson - Open Shelf - another position  
 Gail L. Handrahan - Codman Square - to remain at home  
 Mildred Picone - Cataloging & Classification - resigned  
 Phyllis Richards - Roslindale - moved to Worcester  
 Gerald P. Miller - Kirstein Business Branch - return to college  
 Ann Goldberg - Cataloging & Classification R&RS - resigned

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THANK YOU!

The Men's House Committee wish to thank the staff for their generous contributions made to sponsor the Men's Christmas Party.

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O P E N H O U S E

Men's Christmas Party

DATE: Tuesday, December 24  
 TIME: 10 a.m. to 12 Noon  
 PLACE: Men's Smoking Lounge

Men's House Committee

Harry Fletcher  
 Fred Rodenmacher  
 Edward Stenberg  
 Robert Schleeauf  
 Max Anapolle, Chairman

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NORTH END

One of the most striking examples of devotion to a profession was demonstrated in a very simple unassuming manner last summer at the North End Branch. The case in point was the Children's Librarian.

After presenting the usual certificates of achievement to the boys and girls in the Summer Reading Club, the Librarian chartered a MTA bus and treated the thirty children to a day at the Children's Zoo in Franklin Park at her own expense. The bus picked up the group at the Library and returned them that afternoon after a very happy and fulfilled day that will be well remembered by every child who participated.

If anyone aspiring to the profession of Librarian were to state some of the ideals to which he should aspire, this simple act of the Children's Librarian would easily demonstrate one very important goal -- unselfish devotion to the needs of others in providing a variety of experiences in the Library -- experiences which will encourage the full use and enjoyment of the services available to all...

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RANDOM THOUGHTS OF A  
REFERENCE LIBRARIAN

This is the time when almost everyone is caught up in the rush of Christmas, shopping, planning, and entertaining. But this season also signals the close of one year and the beginning of another. A good time for cogitation.

No one who has seen the groups of young people sitting on the floors and the stairs, or leaning against the walls of the larger (and smaller) public libraries of the country can doubt the magnitude and seriousness of the student onslaught. Because of their sheer numbers the librarian often feels overwhelmed. The publication of the Deiches Report by Enoch Pratt Free Library in Baltimore is an indication of concern, as are the discussions held at the last meeting of the American Library Association.

However, looked at from the proper point of view, the student is not really a problem at all, but rather a challenge and an opportunity for us. And while it is true that school library service is increasing on all levels, especially in the university, the number of students is growing too. Whether the schools will even manage to break even in this respect is an interesting question. In short, the student in the public library is here to stay--regardless of what his school does. The challenge begins at this point.

Here the library runs the same risks as the school. If any individual is to be favored it will be the brighter one. He is easier to serve because he usually knows better what he wants, and his intellectual level is closer to that of the librarian. They speak the same language. The slow learners take more time and often do not even seem to be interested. They give the impression of being in the library only because they have to be, and in a good many instances this is the case. These are the potential "drop-outs," the unemployables of the future. The librarian's responsibility to this type of student is almost as great as the teacher's, and as much as possible should be done to satisfy him. Often he doesn't know what he's looking for, because he does

not have a topic for his paper, or only a vague idea of one. He should be given a subject by his teacher, and shown where the material can be found. Shown, not told. Too often librarians speak a language all their own and do not realize that Kardex, files, or even catalogue, mean nothing to the average person, much less to the slow learner. This is not the same thing as doing a student's homework for him, but merely, by giving him the tools, he is able to do it on his own.

Of course, in going out of our way to help these two groups, the librarian must not neglect the so-called average student, the young man or woman who is probably just as interested as the rapid learner, but who will not do complicated research. Since this group comprises the largest number, it is in one sense the most important. It must not go away unsatisfied.

Granted, the student, of whatever age, takes up a great deal of time, but librarians do not exist for themselves. Building collections is a fine and necessary thing. The better the collection, the better the library, but books that remain pristine, unutilated, and unused are not worth the dust that collects on the ends of their pages, except to a collector. No one likes a mutilated or stolen book, but pages will be torn out and books will be taken, and the librarian should not be playing watchdog when he should be doing something else. The average student is neither a mutilator nor a thief and cannot be neglected for the sake of the others.

In view of the problem and its size, why is the number of professional librarians being reduced, and the number of non-professionals increased? Simply, because it is necessary. The recent panel discussion on personnel held at the Boston Public Library which included personnel officials from Philadelphia and Detroit as well as Boston and Eastern Pennsylvania as a whole emphasized this fact again and again. Certain standards in personnel must be maintained, a poor reference librarian is worse, many times, than none at all. If full-time professional service cannot be maintained, it must be in effect at the times it is most needed, and when the professional is

Cont.

Random Thoughts of a Reference Librarian Cont.

on duty he should be doing nothing but professional work. Trained librarians cannot be pulled out of the air, and if there are not enough, the fact must be faced and the library proceed from there. This is a condition that has been dealt with or is being dealt with by almost every library in the country.

What are the solutions? More money, more books, and more staff are of course the obvious ones. This is the answer to everything, it is usually assumed, and sometimes it is. But these are goals that recede rather into the distance, the closer we seem to come to them. Trying to achieve them, while at the same time doing the best with what we have is most important. If the library is going to use non-professionals then a strong non-professional service must be maintained. The professional staff must be solidified and its talents used to the utmost. Each institution must fill in the details according to its own circumstances.

These are some of the problems that have become more acute during the past year and a few random thoughts connected with them. It is hoped that 1964 will be full of bright spots and that an advance will be made toward solutions.

EDWARD J. MONTANA, JR.

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The following letter was received by our Hospital Library from the Association of Assistant Librarians, London, England:

Dear Mrs. Langton:

We should like to thank you most sincerely on behalf of the members of the A.A.L. Study Tour and of our Association for the opportunity to visit your library and the arrangements made for us to see it as fully as possible in the time available. We should be grateful if you could also convey our thanks to those members of your staff who acted as guides or were so ready to answer our questions.

We were made to feel very welcome and were most impressed with the work you are doing. Your dynamic and resourceful

approach to library service we found most stimulating. We are sure the impact of this visit will remain with us for a long time.

We had a most exciting and interesting tour of the Eastern United States and find it difficult even now to clarify our impressions, but we are most conscious of our indebtedness to you for your kind hospitality.

Yours sincerely,

[signed] R. G. SUPPRIDGE  
President

[signed] F. BRYANT  
Tour Organizer

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THE WRITTEN RECORD

Most librarians were probably as fascinated as I was by Oswald's dealings with the New Orleans Public Library. The assassination itself resembled one of those large acts of nature, like an earthquake, and for weeks we go around in a daze, burying our dead, and trying to get back to normal. But the mind of the supposed assassin becomes a matter of wonderful curiosity; and what better excursion in that mind can we get than by knowing the books he read. Fortunately the New Orleans Library is still old-fashioned enough to put the borrower's name or card number on the book card, and it wasn't too hard for the Librarian there to check among the political books and find which of them Oswald had taken out. He had borrowed a biography of Kennedy, a book on the assassination of Huey Long, some factual material on the economy of Russia, several books of strong anticommunist nature such as the enormously popular one by the Overstreets, novels by Aldous Huxley, and several detective stories by Kennedy's favorite Ian Fleming.

I still remember the pleasure I felt when I read somewhere that a book was written on the reading Emerson had done as undergraduate at Harvard, made from an examination of the books in the Harvard stacks. I never got around to looking it up, but it was good to know that such a record could be made.

We, too, in units of the Circulation Division, could tell for years by looking at a book card who had taken it out and when. There are many books in Branch Issue even today with old cards giving such information, - when the Director borrowed all our copies of THE WINTER'S TALE, or when I first read Henry James.

It's too bad this old practice has been discontinued in the name of modernity.

HARRY ANDREWS

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The following statement was made by Frederick H. Wagman, President of the American Library Association on 11/22/63:

The President of the United States has just given his life for his country. We the members of the Executive Board of the ALA, in session at the time of his assassination, are shocked and deeply saddened by this cruel news. Our sense of loss is profound.

President Kennedy was a courageous leader of his people. He also highly valued all that books and libraries mean in our society.

We call upon all librarians to honor our dead President by renewed devotion to our common cause, the strengthening of all our democratic institutions, and resistance to all forces that place in jeopardy our freedoms and those of all our fellow citizens.

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COOL DISCIPLINARIANS

I love librarians;  
who tend to be sad,  
soberly clad,  
calm antiquarians;  
trained as riparians,  
learning to angle  
they never wrangle  
with "beats" or barbarians.

All make good spouses,  
quick on their feet,  
fingering neat,  
handy in houses:  
Not one carouses;  
mine has one vice:  
I have to call twice  
whenever she browses

They have a vocation:  
Patient, urbane,  
learned, not vain,  
skilled at notation  
and organization,  
never on strike -

Oh, how I like  
you, salt of the nation

M. HUTTON

[London Times Literary Supplement,  
November 17, 1961]

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STAFF SICK LIST

Anne Armstrong [Open Shelf]  
c/o Mrs. Timothy Malakie  
12 Ellsworth Road  
West Newton, 65, Mass.

Edward E. Guess [Buildings]  
Soldiers Home  
91 Crest Avenue  
Chelsea 50, Massachusetts

M. Gertrude Chipman [Central Charging  
Records]  
New England Baptist Hospital  
91 Parker Hill Avenue  
Roxbury 20, Mass.

David O'Keefe [Buildings]  
25 Glenham Street  
West Roxbury 32, Mass.

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TAKE A BOW

Our hats are off this month to all members of Accounting Staff who have been working days, nights, regular days and week-ends, in order that the new salary schedules may be put into effect this month. TAKE A BOW, each of you!

CONGRATULATIONS

to Miss Sydney Starr, Fine Arts, who designed the Christmas Tea poster which appears in this issue of the QM.



JOHN KENNEDY

S O A P B O X

Any contribution to the Soap Box must be accompanied by the full name of the Association member submitting it, together with the name of the Branch Library, Department or Office in which he or she is employed. The name is with-held from publication, or a pen name is used, if the contributor so requests. Anonymous contributions are not given consideration. The author of the article is known only to the Editor-in-Chief. The contents of the articles appearing in the Soap Box are personal opinions expressed by individual Association members and their appearance does not necessarily indicate that the Publications Committee and the Association are in agreement with the views expressed. Only those contributions not containing more than 300 words will be accepted.

To the Editor:

The granting of an additional increment to staff members of the bibliothecal service who have achieved 25 years or more of service is a step in the right direction.

But this should not be regarded as a longevity payment or a payment in lieu of a long service payment. Rather it should be regarded as an effort to place senior staff members closer to their proper step in salary grade.

For example, some who were at step 6 or step 7 in their grade were assigned to step 3 or 4. It was admitted by the Administration that ideally all should have been placed at the equivalent step in the new grade. This action will bring these persons one step closer to their proper step in grade.

One additional action is suggested. Assign all individuals to their proper step even if the money is not available to pay the commensurate salary immediately. Each year pay an additional sum, as the budget will allow, an extra increment, or half increment, or quarter increment to accelerate placing all individuals at their proper steps.

STEP LIVELY

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To the Soap Box:

Trollope in his very pleasant AUTOBIOGRAPHY tells of an experience he had when he was working for the British Post-Office in Ireland. His job was to travel through the country and investigate complaints made about the service by the public. Many very angry letters had been received from one country squire, and Trollope was finally sent out to have a talk with him. He arrived tired and cold on a winter evening and hoped to get his business done soon and get back to his home the same night. The squire treated him with great courtesy, insisted that he have his dinner with the family, sit in the drawing room listening to the daughter of the house play the piano, and stay the night. Every time Trollope brought up the subject of the complaints, the man refused to listen, either on the grounds that nobody discusses business at dinner, or over the wine, or while listening to music, and Trollope had to postpone the talk until the next morning. Shamefacedly the squire admitted that he really had no complaint, that the service was excellent, and made the following remark: "Here I sit all day with nothing to do and I like writing letters."

I don't think any of our staff members write letters to the Soap Box for any such reason.

HARRY ANDREWS

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To the Soap Box:

Good will is something that takes a long time to acquire, but can be lost very quickly.

Wordy explanations and long evasive statements or promises that are contradicted by actions are no substitutes for fair dealing. Statements to the effect that you are a fair person or intend to be fair are quickly discounted if the person or institution making the statement does not have a reputation for acting fairly.

Empty promises and broken promises are the instruments which will kill good will as surely as a hot knife will cut through butter.

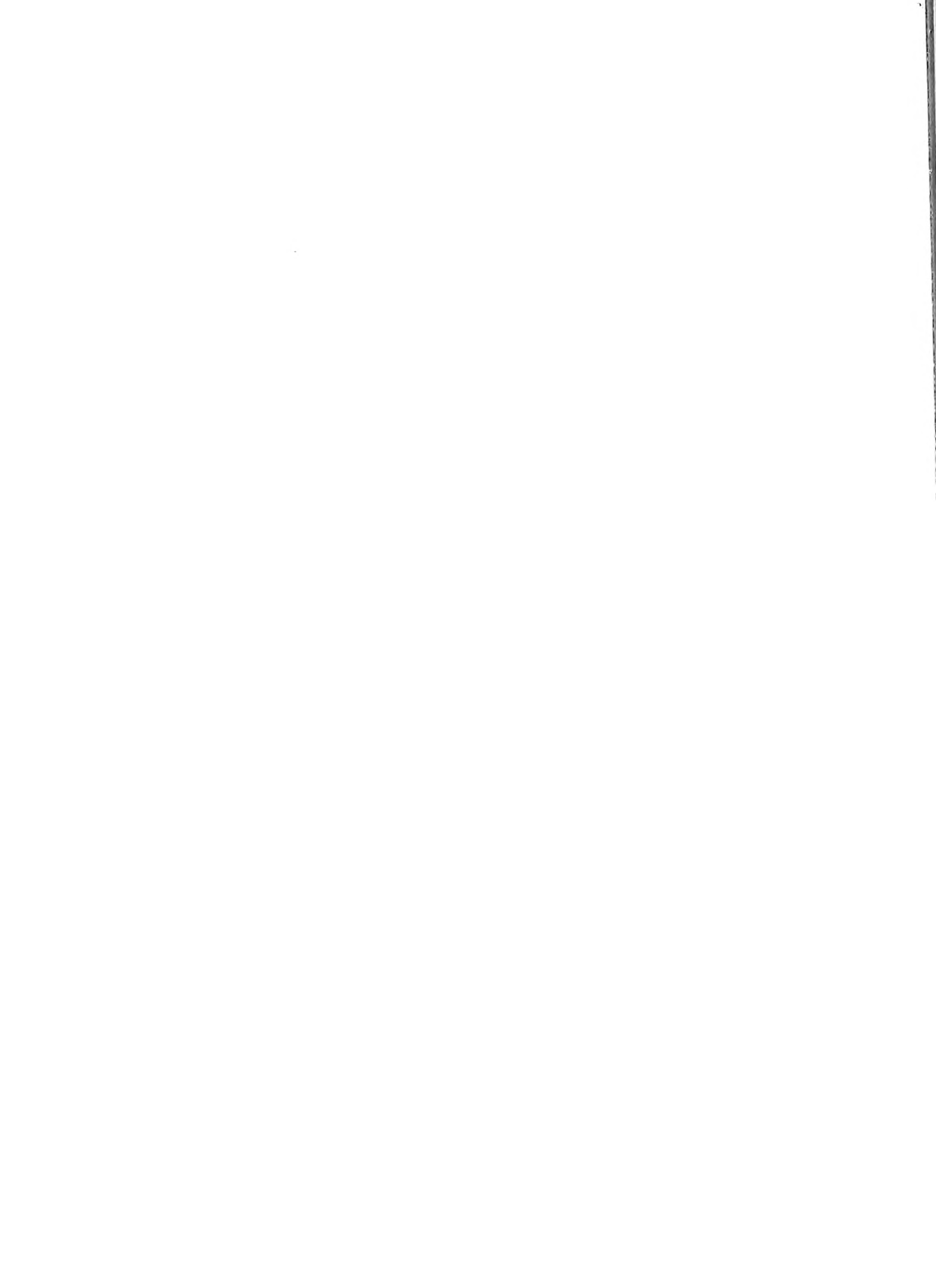
Forthrightness and frankness build good will. Expediency and evasiveness kill it!

Be men of good will!

IT'S THE SEASON









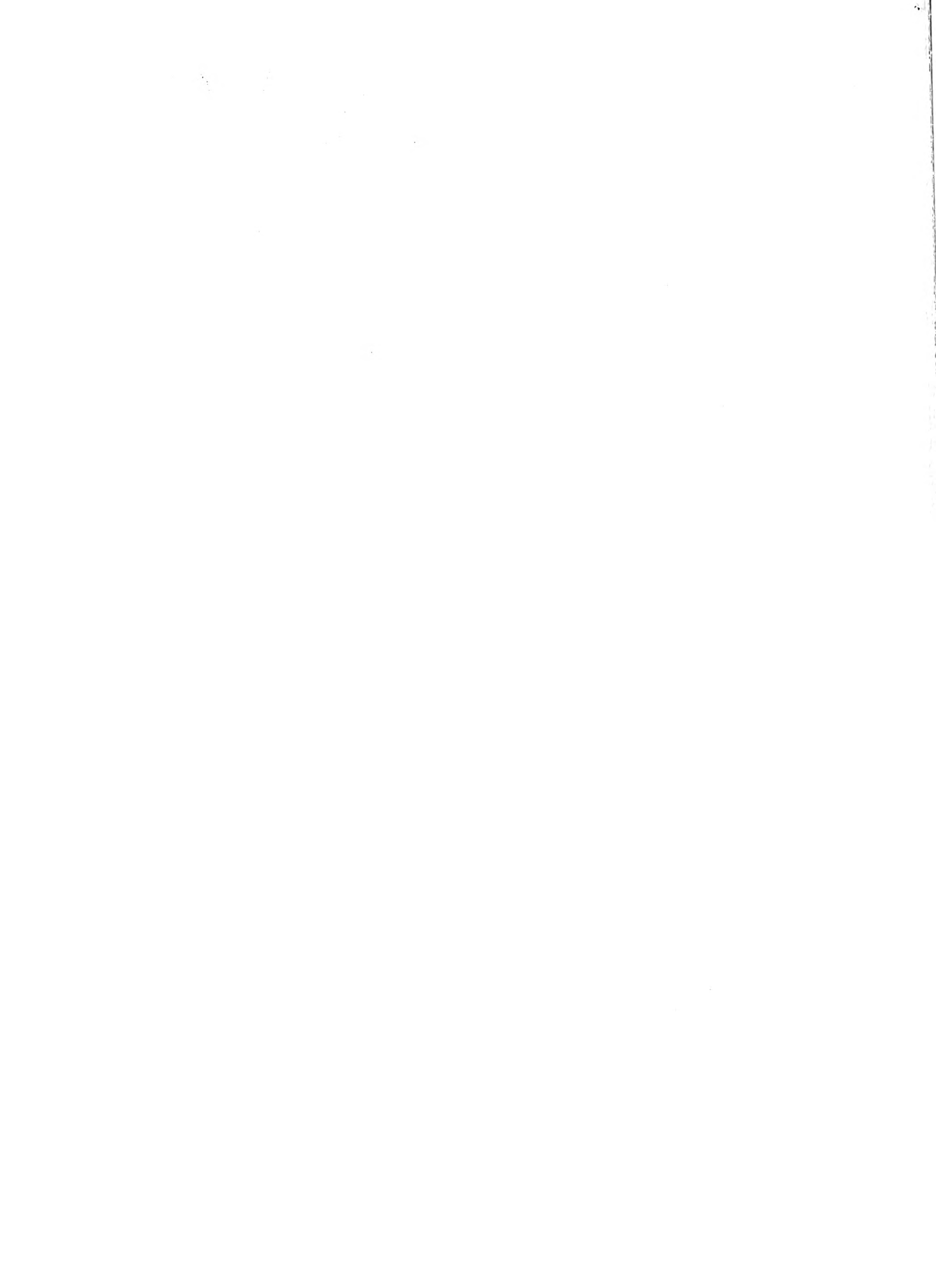
DURING  
THE  
CHRISTMAS  
SEASON  
REMEMBER  
CARE

COMMITTEE FOR C A R E

Rhoda Blacker - Adams Street Branch Library

Grace Marvin  
and - Book Selection Department, H. R. S.  
Mary Obear

Laura Reyes - Mattapan Branch Library









BOSTON PUBLIC LIBRARY



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