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SPECIAL LIBRARIES

Vol. 17

April, 1926

No. 4

The State Library
in
Modern Society

Making Better Business
Men

Unemployment Insurance

Voices of Finance

Published Monthly Except August and September by

THE SPECIAL LIBRARIES ASSOCIATION

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The State Library in Modern Society¹

By Roscoe Pound, Dean of Harvard Law School

LORD ROSEBERRY referred to a library as a cemetery for dead books. Such it may easily be or may easily become. Yet it may be also that the lifelessness is not in the library, but in those who suffer it to remain no more than a repository for the storage of books to be viewed in mass from time to time by the curious, or browsed in by learned idlers, or consulted here and there by pedants. A library may be merely a collection of books to gratify instincts of acquisitiveness and of display—a form of that conspicuous waste which ministers to the desire for recognition and manifested superiority. More than one library of antiquity, more than one library gathered by prince, king or state, and more than one great private library of modern times, may have owed its origin to these instincts. Again, a library may be a place of recreation for the public. It may be a sort of intellectual park or playground. Undoubtedly municipal libraries today have some such function; and it is a useful function. With such libraries we have no concern. Since the epoch-making work of Dr. McCarthy at Wisconsin, we have come to realize the possibilities and the importance of another type of library—the library which is a workshop, or better a laboratory, wherein to shape the materials and carry on the studies required for the tasks of administration and legislation in the complex society of today.

Civilization involves a mastery over nature, both external nature and internal nature whereby we are enabled to develop human powers to their highest possible unfolding. It involves an increasing interdependence through specialized effort and division of labor. Thus it rests upon social control of individual

action to the end that specialized effort may go forward in security, and the division of labor may proceed unhampered. In a developed society that social control is itself differentiated and specialized, and we get elaborate and complex systems of law, highly organized lawmaking machinery, and complicated judicial and administrative machinery to provide and enforce the precepts of the legal order on which the social and economic order have come to depend.

Our task is both to maintain and to further civilization. Hence we have to make both for stability and for progress. We have to maintain what has come down to us, to add to it and improve it, and to transmit it so improved to those who come after us. As social conditions change, as the economic order moves forward, we have to express that progress in the law. The traditional legal materials register the social progress of the past; and we seek to formulate the social progress of the present in lawmaking, as a condition of maintaining it. Such a task requires preparedness; and the state library is a large factor in any plan of preparedness for the social and legal problems of modern society.

Tasks of Social Engineering

Men have sought to meet the tasks of what one might call social engineering in four ways. The first is the method of authority. The social and legal order as men find it is taken to rest upon authority. The laws are gifts of the gods or commands of the gods. Or, legal and political institutions were devised and legal precepts were prescribed by the wise men of old, and are to stand fast forever on the authority of their wisdom.

¹ Address delivered at the 100th Anniversary of Massachusetts State Library, March 3, 1926.

Or, the social organization, legal and political institutions, and legal precepts are regarded as of immemorial antiquity, sanctified by long observance and resting on an unchallengeable basis of custom. When men think thus, the most that seems allowable is to interpret or to develop logical consequences. Lawmaking takes the form of fiction. New precepts are introduced surreptitiously by interpretation, by so-called correction of the sacred text, or by declaration that the new is immemorially old.

A second method is the method of pure reason. In reaction from the faith of the Middle Ages in authority, a boundless faith in pure reason came in with the Renaissance. Men expected miracles of sheer reason. Law, legal and political institutions, legal precepts were but embodied reason. They derived their authority from their intrinsic reason. All that was needed for lawmaking was to draft into service the most powerful reasons in the community and instruct them to exercise their reasons and put the product in the form of chapter and verse of the written law. This mode of thought was at its height in the seventeenth and eighteenth centuries. In the eighteenth century it was believed confidently that by an effort of pure reason jurists could make a code good for all men, in all places, at all times.

There are three reasons for persistence of this pure rationalism in American legislation. One is that it was the mode of thought that prevailed when true legislation began, and in consequence has ruled the science of legislation from its beginnings. For let us not forget that legislation is a thoroughly modern process. As has been said, the first lawmaking was achieved by means of fiction, at a time when men believed that law could not be made consciously. Long after men began to make law deliberately, they did so under a fiction, and to some extent under a belief that they were but ascertaining and declaring custom. After they became aware that they were making law rather than finding and declaring it, for a long time they proceeded cautiously, selecting from competing rules, harmonizing and adjusting

precepts to each other, abrogating and amending here and there, but making none. It was not till 1688 that Parliament became supreme in England. Colonial legislatures began to assert themselves in the eighteenth century. In the last quarter of the eighteenth century the Declaration of Independence set free thirteen sovereign legislatures to make law freely. Bentham's activity in the science of legislation begins that same year. But this was at the zenith of the age of reason. Men were to reason as to what utility demanded and were to express that reason in codes and statutes. Thus a second cause of the persistence of rationalism in American legislation is that this was the theory of lawmaking when our institutions were formative.

A third reason is to be found in the simple conditions of pioneer America. Versatility was a necessary quality of the pioneer. It was a part of his enforced self-sufficiency. Unless he was equal to everything which an independent life required, he failed. If he could not do for himself whatever was to be done, he must die or return ignominiously whence he came. His social and political and legal problems were simple. His common sense, his versatility and his inventive resource proved quite equal to them. The theory of legislation as a mere exercise of reason gave him confidence. No one can deny that his confidence and inventive resource enabled him to do great things. The Constitution of the United States and the state and Federal laws of the legislative reform movement of the end of the eighteenth and early part of the nineteenth centuries, are standing witnesses to the efficacy of intelligent effort. On the other hand, as the country expanded, as economic development went forward, as society became continually more complex and required higher and higher specialization and division of labor, the efficacy of effort proceeding only on common sense and natural reason, relying on pioneer versatility and directed only by good intentions, became less and less. Maine tells us that the capital fact in the mechanism of modern states is the energy of legislatures. But the conspicuous fact in recent political thought throughout the world is lack of

confidence in legislation. This reaction is an inevitable result of application of the rationalist method in the complex society of today.

Lessons of History

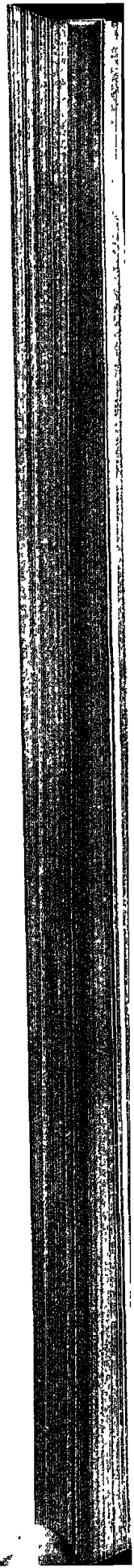
Early in the nineteenth century, by way of protest against the institutional waste and paper constitutions of the era of the French Revolution, men turned from reason to experience, and historical method superseded rationalism in legal and political thought. Rationalism had been scornful of experience and of history as a record of experience. What men had done in the past showed us no more than their imperfect reasonings and their attempts to put those imperfect reasonings into the form of institutions and doctrines and precepts. The only lessons to be learned from history were lessons that our reasons could teach us quite as well. When men saw before them the results of such thinking in the political excesses and legal extravagances of the French Revolution, they began to throw over reason and to enthroned experience, interpreted by history, in its place. Thus we acquired the mode of thought that became dominant in the legal science of the last generation—the idea that law cannot be made, it can only be found; the idea of the futility of conscious effort at improvement; the idea that laws and institutions must and can only grow and that he who seeks to do more than discover and plot the orbit of growth seeks vainly to do what cannot be done.

No one believes less than I in the doctrine of salvation by blundering and naïve trust that social and legal problems will solve themselves, which this mode of thought involves. But it was a needed corrective of the excessive faith in pure reason that went before it and we need not wonder that it has become widespread among the public at large in view of recent experiments in rationalist law-making and rationalist overhauling of political and economic institutions in Russia. We need to bear in mind when we berate the lawyer for his obstinate skepticism as to the efficacy of effort, that, except as an act of omnipotence,

creation is not a making of something out of nothing. We must work with the materials of the past, giving them shape with the ideas of the present to the needs of the present. But what we succeed in doing with those ideas to meet those needs will depend largely or even chiefly upon the materials with which we work, and the materials are given by the past and are given independently of reason. The lawyer perceives quickly that much of which we complain in the administration of justice in our large cities of today results from a disregard of history and confident reliance on pure reason and on pioneer versatility in the formative period of American institutions.

We cannot throw over wholly any of these methods of the past. Authority, reason and experience have each their place. In a busy, crowded, hurried world, which cannot stop to investigate everything at the crisis of action, much must be left to authority—but authority must be tempered by reason. In all our constructive work of social engineering we must rely on reason—but reason must proceed on the basis of experience. We must draw on experience to save us from repetition of fruitless experiments, to give us an assured basis for reasoning, to tell us what we may reasonably hope to achieve by conscious institution-making and conscious lawmaking, and where we must turn to other agencies of social control in preference to the law. Above all, experience must temper the method of reason as the method of reason tempers that of authority. The method of the present ought to be one of reason on the basis of experience. There are many signs that the juristic pessimism of the immediate past is being given up; that lawyers are coming to believe once more that they can do things, and are becoming conscious that the alternative is likely to be an outbreak of rationalist activity in which the legislative steamroller will flatten out good and bad alike in its destructive course toward the ends which public opinion demands.

Revived faith in the efficacy of effort is demanded. But in order to achieve enduring results it must be intelligent effort, scientifically directed and employed



upon carefully chosen materials. In a pioneer era, retired army officers with some training in military engineering might be the engineers of the beginning of our railway system. In such an era we could rely upon apprentice-trained or spontaneously evolved lawyers and physicians and on volunteer generals. Today the pioneer versatility is failing us. The medical profession has shaken off the yoke of the pioneer and has done wonders for the public health through specialization and scientific research. In the last war we gave over the idea that governed in the Civil War. We have ceased to send civilians into the field with commissions to command army corps and divisions and brigades on the strength of their natural powers of leadership. No one now believes in lay engineering or lay medicine; and we smile at the lay economics and lay finance of the organized farmers of our western states. But what greater ground have we for faith in the efficacy of well meant lay tinkering in the domain of law? Here also there is a scientifically organized body of experience. Here also there is abundant experience of what has achieved its purpose and what has failed of effect. Here also there are many things, known to the expert but not manifest upon the surface, which must be reckoned with in all constructive activity.

I am not one of those who disbelieve in legislative lawmaking. It is idle to declaim against it. Legislation is the type of lawmaking of the maturity of the law. It is the type most immediately and most completely responsive to public opinion. Those who are inclined to scoff at it should remember that legislation solved the problem of provision for industrial accidents when judicial decision had failed; and that the exigencies of modern business preclude waiting for a slow process of judicial inclusion and exclusion to work out legal conceptions for many a settled practice of modern manufacturing and marketing. Just as the high-powered motor vehicles of today require us to mark out the middle of the road upon the pavement and to mark out zones of safety and street

crossings and turns, so the high-pressure operations of modern business requires lines to be laid out and permissible courses of conduct to be indicated in advance. Even more the multiplication of mechanical devices, with high potential menace to the general security, requires us to develop legal and administrative machinery no less effective to maintain the general security, and to do so as speedily as we may.

Two governmental agencies are available to meet the needs of our transition from a rural agricultural society to an urban industrial society. These are legislation and administration. Whether we do things through the one or through the other, we must be prepared to do them. To use a military analogy, we have been in a state of unpreparedness; and it has been no one's duty to keep us legally prepared. We have had no legal intelligence department; no legal aerial scouting service; no legal siege trains prepared in advance; no preparation for any considerable drain upon our legal munitions. It has been no one's duty to keep an eye upon the legal system as a whole and on all its parts to see what is working well and what is not, to study the why in either case, and thus to provide suitable data for legislation and administration. In legal matters, state and nation alike have no general staff. When a legal emergency confronts us, we must draw men from other work for temporary service at the expense of their real tasks. Our executive departments of justice are prosecuting departments. Our judicial departments are a hierarchy of separate tribunals each with its own jurisdiction. For the most part the conception of a court as a bureau of justice has made little headway. Our legislative judiciary committees are compelled by the mere pressure of work, if for no other reason, to be little more than sifting agencies.

If we think of the administration of justice in terms of the military art as a social objective, we can no more obtain this objective with the judicial armament and administrative methods inherited from seventeenth-century England and shaped in the rural agricultural commit-

tees of the nineteenth century than we may expect to conduct a military campaign today with the mule trains and the commissariat arrangements of the Civil War. We need urgently something in the nature of a ministry of justice charged with the duty of active and continuous effort to make the law effective for its purpose—just as the courts are charged with the duty of effective administration of the law when provided. The legislature will do the final sifting and provide the sanction. But some one must do the preliminary study; must perceive the leaks to be stopped; must discover the anomalies to be pruned away; must find directly the advantageous practices to be extended, the conflicts to be abated, the inconsistencies to be reconciled, the overlappings to be adjusted, and the responsibilities to be imposed. So long as this is everybody's business, it is nobody's business. So much of the pressure for legislation comes from selfish motives, that one who essays a real improvement out of pure public spirit is not unlikely to be met with suspicion. Yet as things are, most of what has been done has come about through such volunteers.

Massachusetts has made one notable step in the true direction in the setting up of the Judicial Council. And we are met today to celebrate the anniversary

of another institution fraught with great possibilities for legal preparedness. When we prepare for war against injustice and wrong-doing, as we prepare for military and naval warfare, the state library must be at the very foundation of our system. Here will be the reports, the documents, the statistics, the treatises, the recorded, digested and interpreted experience on which the legal general staff must act. Whether there is a formal ministry of justice, as in Continental lands, or whether other bodies, such as the judicial council, develop and the powers of these bodies evolve so as to make of them in substance a ministry of justice, or whether, while such things are coming, we still rely upon zealous, public-spirited volunteers, we have in a properly maintained, properly equipped, properly conducted state library a first condition of our tasks. We have already a first item in our program of preparedness. May this institution, intelligently fostered, generously maintained and wisely conducted, be put to the uses for the public service of which a great library is capable. May it do such service, in the hands of well organized and competent agencies of legal preparedness, as to be rated deservedly among the chiefest instruments in the Commonwealth for the advancement of justice—and justice is the first interest of men upon earth.

The Voices of Finance

By Leone T. Kohn, Editor, Service Bulletin, Federal Reserve Bank of Cleveland

“THERE are twenty-five thousand periodicals published in the United States alone,” the librarian's high clear voice was heard desperately trying to make an impression, “and even if only fifty of those were financial magazines—though, really, the number is many times that—you yet would have to make a choice.”

The officers of the bank were interested. Each was accustomed to reading the two or three journals that he just couldn't do without, and hadn't bothered about others that might have been just as worthy of his attention.

The feminine voice went on. “And so I have brought along these periodicals.” Spreading them out upon the table, the librarian suddenly paused—and listened. She heard voices that she knew could not be those of the men sitting opposite her. Now the tones were more distinct.

“I am *American Bankers Association Journal*. My name alone tells you that I speak for the bankers of this country and to them, about the new movements in American banking and finance. I often picture, too, how the other half lives, I mean the banking world outside of the United States.”

"Why, that's what I do myself," came the enthusiastic voice of *Bankers Magazine*. "I review the economic conditions in the foreign countries every time, though for the most part I concern myself with American banking problems, both theoretical and practical."

"Practical—that's me," was the ungrammatical but forceful outburst from *Bankers Monthly*. "My business is to teach the bankers how to run all their departments by showing them just how other bankers are doing it—and doing it successfully."

"I have that in mind, too"—this is *Burroughs Clearing House* speaking—"only I'm not always so frank about it. I prefer that the banker believes himself to be entertained the while I am really giving him suggestions how to do this and that in his bank."

"The banker's daily worries are my meat, also," chirped in *Bankers Home Magazine*.

"And I look after his mechanical wants," came the staccato accents of *Bankers Equipment Service Bulletin*.

An imposing rumble from the *Bank Director*. "Like the rest of you, I am concerned in seeing that a bank is run right. Only I leave off where you other fellows begin. I exist to tell the directors that it is their business to direct, and just how they ought to do it, for the good of the bank and the avoidance of legal entanglements."

"Legal entanglements—that might almost be my nickname," laughed the usually staid-looking *Banking Law Journal*. "Without them I just simply wouldn't be." Which remark seemed to enliven all the specialists at one time.

"*Trust Companies* give me a large territory all my own. I am the magazine of them, by them, and for them."

"And I for the saving banks," was the curt rejoinder of *Savings Bank Journal*, practising economy in words even as she preaches it in thrift thoughts.

"The cognomen *Banker-Farmer* explains my dual personality, b'gosh." And if the name didn't, the remark did.

"I'm *Chicago Banker*. And though someone recently suggested that Chicago 'hogs the earth,' I'm only trying to

take in the thriving Middle West." The modest boast was cut short by a mightier one.

"What about the still more thriving Far West?" and the *Coast Banker* swelled near to bursting.

A juvenile voice joined the friendly fray. "I'm not nearly as old as you fellows—I've only recently celebrated my first birthday—but I'm proud of my birthplace, and that's why I work with the bankers for its welfare and progress," and the youthful face of *Fourth District Banker and Manufacturer* glowed with the pride of work well done.

Now a dozen voices were raised in chorus. "We are the *Monthly Business Reviews* of the Federal Reserve Banks. We tell bankers and business men just what is happening in their district. If they don't keep themselves informed, it's not our fault. They ought—" A fatherly voice interrupted.

"Easy, easy, my children." The *Federal Reserve Bulletin* was admonishing, and had a right to, of course, for the banking and business conditions in all the districts came within his range.

The librarian was beginning to wonder. She knew there were many more banking periodicals, and she could not figure out how they'd all get a chance to speak. Besides, there were other kinds of financial journals, waiting patiently or impatiently for their say. And while conjecturing, she probably missed some, for already the not-exacting-banking publications were making themselves heard.

"No one who in any way pretends to follow the commercial and financial news of the day can get along without me, *Commercial and Financial Chronicle*. My size and my make-up and my frequent appearance all add to my worth."

None offered to do battle. Only *Analyst* was heard quietly saying that though she had no claims as to size and didn't like to talk about her make-up, yet she felt that the bankers and business men rather liked her, too.

"They'd miss our weekly visit," came in a duet from *Dun's* and *Bradstreet's*. "Thought it is plain we don't try to conceal the numbers of those who have passed out via bankruptcy, yet we just

as cheerfully give the news of 'all's well' in this or that trade center."

"Maybe they can manage without me, but they'll never be as happy," and the librarian was secretly pleased that *Commerce and Finance* had spoken up, for she had taken a particular fancy to him because of his fascinating manner of presenting even economic conditions, and his discovery of curious news from all sources.

What sounded like a friendly tiff was going on among *Magazine of Wall Street*, *Forbes*, *United States Investor*, and *Barron's*. They were trying to express their investment importance, at the same time reciting all their other good features.

Presently the librarian felt she must be in the Tower of Babel, for certainly there was a growing confusion of tongues. She strained her ears, and picked out the distinguishing words. *Robert Morris Associates* for bank credit men. *American Banker*, the only banking daily. *A. I. B. Bulletin*, *I. B. A. of A. Bulletin*. Ye gods! *Acceptance Bulletin*, too. *Finance and Industry*, *Financial Age and Economic World*. What is the world coming to? *Business*, *Harvard Business Review*, *University Journal of Business*, *Survey of Current Business*, and *Nation's Business*. This couldn't go on. She hoped that the president and the treasurer were keeping their wits about them, for she was getting a bit dizzy herself. Maybe all the twenty-five thousand will present their credits. The idea was so horrible that she jerked up only to hear the soothing voice of the vice-president, "Indeed, we shall be glad to leave to your judgment the choice of periodicals for our new library."

Financial Periodicals

Acceptance Bulletin. American Acceptance Council, 120 Broadway, New York. Monthly.
 American Banker. 32 Stone St., New York. \$12. Daily.
 American Bankers Association Journal. 110 E. 42nd St., New York. \$3. Monthly.
 American Institute of Banking Bulletin. 110 E. 42nd St., New York. \$1. Quarterly.
 Annalist. New York Times Co., Times Square, New York. \$5. Weekly.
 Bank Director. Financier Publishing Co., 115 Broadway, New York. \$2. Monthly.

Banker-Farmer. Agricultural Commission, American Bankers Association, 522 First National Bank Bldg., Madison, Wis. \$1. Monthly.
 Bankers Equipment Service Bulletin. Rand, McNally & Co., 538 S. Clark St., Chicago. Supplement to Bankers Monthly. Monthly.
 Bankers Home Magazine. Bankers Encyclopedia Co., 524-528 Broadway, New York. \$3. Monthly.
 Bankers Magazine. Bankers Publishing Co., 71-73 Murray St., New York. \$5. Monthly.
 Bankers Monthly. Rand, McNally & Co., 538 S. Clark St., Chicago. \$5. Monthly.
 Banking Law Journal. 71-73 Murray St., New York. \$5. Monthly.
 Barron's. 44 Broad St., New York. \$10. Weekly.
 Bradstreet's. Bradstreet Co., 346-348 Broadway, New York. \$5. Weekly.
 Burroughs Clearing House. Burroughs Adding Machine Co., Detroit. Free. Monthly.
 Business. Burroughs Adding Machine Co., Detroit. Free. Monthly.
 Chicago Banker. 431 S. Dearborn St., Chicago. \$5. Weekly.
 Coast Banker. 576 Sacramento St., San Francisco. \$10. Monthly.
 Commerce and Finance. Theo. H. Price Publishing Corp., 16 Exchange Pl., New York. \$5. Weekly.
 Commercial and Financial Chronicle. William B. Dana Co., 138 Front St., New York. \$10. Weekly.
 Dun's Review. R. G. Dun & Co., 209 Broadway, New York. \$3. Weekly.
 Economic World. Chronicle Co., 128 Water St., New York. \$5. Weekly.
 Federal Reserve Bulletin. Federal Reserve Board, Washington. \$2. Free to member banks. Monthly.
 Finance and Industry. Finance Publishing Co., 834 Union Trust Bldg., Cleveland. \$5. Weekly.
 Financial Age. 132 Nassau St., New York. \$5. Weekly.
 Forbes. B. C. Forbes Publishing Co., 120 Fifth Ave., New York. \$5. Semi-monthly.
 Fourth District Banker and Manufacturer. 407 Caxton Bldg., Cleveland. \$3. Monthly.
 Harvard Business Review. A. W. Shaw Co., Cass, Huron and Erie Sts., Chicago. \$5. Quarterly.
 I.B.A. of A. Bulletin. Investment Bankers Association of America, 105 S. La Salle St., Chicago. Irregular.
 Magazine of Wall Street. Ticker Publishing Co., 42 Broadway, New York. \$7.50. Bi-weekly.
 Monthly Business Reviews. Individual publications by each of the Federal Reserve Banks.
 Nation's Business. Chamber of Commerce of the United States, Washington. \$3. Monthly.
 Robert Morris Associates. Bulletin. Lansdowne, Pa. \$5. Member subscription price, \$2.50. Monthly.

Savings Bank Journal. 11 E. 36th St., New York. \$3. Monthly.
 Survey of Current Business. Superintendent of Documents, Washington. \$1.50. Monthly.
 Trust Companies. 55 Liberty St., New York. \$5. Monthly.

United States Investor. Frank P. Bennett & Co., 530 Atlantic Ave., Boston. \$5. Weekly.

University Journal of Business. Box 10, Faculty Exchange, University of Chicago, Chicago. \$3. Quarterly.

Unemployment Insurance

THE *Home Office*, the house magazine of the Metropolitan Life Insurance Company, in a recent issue under the department of "Library Notes" presented a brief working list on unemployment insurance which is so timely that we have taken the liberty of reprinting the entire story.

Like all the literature on general insurance, that dealing with unemployment insurance is legion, but scattered and of unequal value. Above all it is interesting, but who can take time to review books, association publications, addresses, magazines and newspapers enough to discover for themselves the authors whose names, like those of Cohen in England and Astor, Commons, Craig, and Wolman here, stand for current and significant work. It is necessary to know how problems of unemployment, similar to many which will be faced here, are being worked out abroad under various circumstances. But conciseness, clarity and brevity are not characteristic of every author writing on the subject.

The library has been studying its material—buying new books, running down sources referred to in footnotes and combing recent labor publications and magazines as well as current newspaper reviews, selecting for its readers such essential, clear material as is indispensable to them. It is interesting to note that among all this miscellany of material perhaps no whole volume is more significant than the one little clipping which reports an interview with our president in which he makes the statement that:

"The Metropolitan Life Insurance Company with assets of approximately \$2,000,000,000 is willing and anxious to experiment with unemployment insurance if authorized to do so by amendment of existing insurance laws."

From this in December, 1925, we pass to the *Journal of Commerce* in January, 1926, and read that "a bill has been introduced in the Legislature at Albany, to furnish benefits for employees in case of . . . unemployment."

This is indeed the time for the insurance man to find his journals—even his daily paper—bearing so closely upon his future work that a brief working list of some of the material on unemployment insurance in the library is opportune. The following are interesting:

Craig, James D.—Unemployment Insurance, 1923.

A brief history of unemployment insurance to date ending with a convenient tabular arrangement of the subject by country.

Law and Labor Magazine—Unemployment Insurance: a Study of Comparative Legislation, December, 1925, p. 311.

A clear concise review of the "Study of Comparative Legislation" made by the International Labour Office. The review covers briefly seventeen countries.

International Labour Office—Industry and labour information, November 23, 1925, p. 378.

Gives present condition of unemployment insurance in Great Britain, Netherlands, United States, Finland, France, Poland, Austria.

Astor, J. J.—Third Winter of Unemployment; Report of an Inquiry Undertaken in the Autumn of 1922.

Gives conclusions of a committee of business men, statisticians and economists who undertook a general inquiry into the problem of unemployment in England. Their method was to combine an analysis of official reports with special inquiries in nine selected areas.

Astor, J. J.—Unemployment Insurance in Great Britain: a Critical Examination, 1925.

A broad survey of the economic effects of unemployment insurance undertaken by the author with the sole aim of collecting evidence to test the results of legislation. Inquiries were made simultaneously into eight areas.

Great Britain—Ministry of Labour—Report on an investigation into the personal circumstances and industrial history of 10,903 claimants to unemployment benefit, November 24 to 29, 1924-1925.

- National Industrial Conference Board—proposed legislation for unemployment insurance in the United States. (In Research Report No. 51, June, 1922, p. 103.)
- Commons, John R.—Unemployment Insurance; the Road to Prevention—a digest of the 1923 Huber unemployment prevention bill by A. B. Forsberg, 1923.
- A bill for unemployment insurance in Wisconsin. Senator Huber is now Lieutenant-Governor of Wisconsin.
- New York (City) Merchants' Association—Unemployment Insurance in the United States. (In *Greater New York*) May 19, 1924, p. 11.
- Explains details of unemployment plans of the Cleveland Garment Manufacturers' Association, Ladies Garment Union of Cleveland, Chicago Industrial Federation of Clothing Manufacturers, and Amalgamated Clothing Workers of America.
- Hoffman, Frederick L.—An American Experiment in Unemployment Insurance. (In *The Spectator* for November 15, 1923, p. 20.)
- Gives plan in operation by the Amalgamated Clothing Workers of America.
- Hoffman, Frederick L.—Unemployment Insurance by Industries from the Standpoint of American Conditions. (In *Economic World*, April 26, 1924, p. 598.)
- Gives the Procter and Gamble Co. plan—a guarantee of regular employment.
- American Labor Legislation Review*—Unemployment Funds in Needle Industries Begin to Function. (In *American Labor Legislation Review*, September, 1925, p. 223.)
- Shattuck, Henry L.—Unemployment Insurance Legislation in Massachusetts. (In *American Labor Legislation Review*, March, 1921, p. 45.)
- Dennison Manufacturing Co.—Plan in Use by an American Industry for Combating Unemployment. (In *American Labor Legislation Review*, March, 1921, p. 53.)
- Deering, Milliken & Co.—An American Employer's Experience with Unemployment Insurance. (In *American Labor Legislation Review*, March, 1921, p. 41.)
- Plan in use in a cotton industry firm.
- Metropolitan Life Insurance Co.—Unemployment cover in private hands advocated. Metropolitan urges advantages at hearings in New York bill. (*Insurance Field*, March 14, 1924, p. 9.)
- Hohaus, Reinhard A.—Stirring debate on unemployment insurance; Metropolitan Life and Chicago plans are discussed by economists and laborites at the Hotel Pennsylvania. (In *Insurance Press*, January 6, 1926, p. 1.)

Making Better Business Men¹

By Grace D. Aikenhead, Librarian, The W. T. Grant Company Library

(Miss Aikenhead prefaced her address by an amusing discussion of a booklet prepared by Lewis Carroll in 1884, entitled *Feeding the Mind*.)

IT must have been with something of the idea of Lewis Carroll and his prescription for "mental diet" that Mr. R. H. Fogler, our personnel director, visioned the W. T. Grant Company Library. He said "Let us build a library to make 'better, broader business men' in our company." Our library has been organized five years on these sweeping lines.

In order that you may realize some of the special problems of the library, it is necessary to tell you something about the W. T. Grant Company. We operate seventy-nine department stores throughout the country with the executive headquarters in New York City. We have about five hundred men employees, two thousand salespeople and two hun-

dred office workers. The library was planned for the use of this large scattered organization. Several weeks after a man comes to our company we send him by mail a book and a letter telling about the library services. From his response we learn his interests and needs and send material especially suited to his degree of business development. Think what it means not to see your reader who may be located in Maine or Texas. Many times we do not meet this reader perhaps for two years until he comes to the New York Office.

To bridge the gap between the library and the reader, we have used very successfully a little "comment card." This card is sent with the book and has a space for the man to give the ideas which have been helpful to him. You will be interested in hearing some of these comments:

¹ Address before New York Special Libraries Association, March 24, 1926.

Nystrom, "Economics of Retailing"

"Was impressed very much with the method he uses in giving the concrete examples of the business retail game of our country's most successful stores of today. This has made it very easy to understand. It gives much food for thought and study of this field of work in which we are engaged."

Nystrom, "Economics of Retailing"

"A very helpful and interesting work, with many practical suggestions covering the entire field of retailing. Problems of merchandising and personnel are clearly defined. The history of retailing shows the rapid development and points out further improvements in the art of retail selling."

Copeland, "Principles of Merchandising"

"I am returning the book 'Principles of Merchandising' which I have had out for some time.

"Two chapters in this book were exceptionally interesting and helpful to me, the one on advertising and the other on turnover. I found the author had analyzed the retail merchandise field very carefully and for that reason I found the book very instructive."

Gerstenberg, "Principles of Business"

"Perhaps the best book that I have ever read on the subject, which is covered in great detail. A major portion of it is, however, devoted to production, yet as it is generally conceded that the science of production is much further advanced than is the science of distribution, many profitable suggestions relating to the latter can be gained from an analysis of the former. The chapters on Salesmanship, Advertising, and Forecasting impressed me as being of greatest value."

We have made available to the men in our organization the finest books on retailing, ranging from elementary ones to be used by stock-room readers to advanced ones for experienced readers.

We have also the outstanding books on advertising, salesmanship, textiles, insurance, banking, and general economics. At first we were able to put into this collection only the practical books, but now we are backing these up with theory. The value of business reading, we believe, is increased if one alternates constructive business books with books of travel, biographies, and others of general interest. Our collection on these subjects is small, but chosen entirely for men readers, which makes it unique. To meet the needs of the specialists in the organization, we have books on research and statistics and market surveys, etc. In all we have about twenty-five hundred books.

Recently we have worked out what may be called a "mental diet" for our men. You know all reading from our library is voluntary; it is up to the individual whether he uses our services or not. However, we certainly do everything in our power to stimulate his interest in printed material. We are always pleading with him to read a good business book a month. We feel this can be done on a reading budget which calls for two hours of reading each week. Many business men do that amount each day, but we make our suggestions for a minimum. This is our suggested budget:

1. Constructive business reading—one-half
2. General reading—biography, travel, etc.—one-sixth
3. Relaxation—one-sixth
4. Current events—one-sixth

We have found that 96 per cent. of the men in the field were regular readers from our library.

We try to make our library a service department to keep our organization in touch with the latest business developments. We use the same material that all librarians use, books, newspapers, magazines, pamphlets, speeches, book reviews, reprints and posters. However, our method of using this material is different.

Books

We have already told you how we work individually with each reader through correspondence. We send a let-

ter out about each book giving some point of interest about it, but always suggesting some material connected with it. Naturally in this way we have in our mind a definite plan which we hope to inspire the reader to follow.

Course in Marketing

It was with the idea in mind of organizing and simplifying the reading of the members of our organization that during the past year Mr. Fogler and I have worked out the W. T. Grant Company Course on Marketing. We have tried to make it simple, comprehensive and suited to the needs of our men. In the course there are three terms with six books in each term. Each book is followed within two weeks by a set of questions based on the book. In as many instances as possible we have asked the questions in such a way as to apply the theory in the book to Grant Company problems. The papers are rated by Mr. Fogler and myself and the mark for each completed term's reading becomes a part of the individual's personnel record.

The response to the course has been amazing. We have had requests to take the course from over two hundred men and already have one hundred and ninety men started on it. We are now beginning a reserve list of men who will not be able to start until some of the first two hundred either complete the first term or drop out of the course. We have already one reader who has completed the first term's work. The papers have been most interesting, for they show great variation. In many cases it is surprising the way the theory presented in the book has been rounded out by practical experience of the individual.

We are most enthusiastic about the course for we feel it will give the Grant Company man the theory of marketing which, combined with his practical store work, will give him a general background of retailing. It is necessary to know the general field before one can become a specialist. A chain store man is a specialist in retailing and for that reason we feel this course will give him all possible assistance in developing into a broad-minded executive with clearness of vision.

We index magazine articles and broadcast them in our *Daily Bulletin* which goes out each day from the New York office to each store. We circulate newspaper clippings.

We have a file of current directories which we use for special information for our buyers. We hunt out trade names, new sources of supply of manufactured articles, get ratings of manufacturing firms.

We do general reference questions from a small collection of special reference books. At times we investigate new subjects that have not yet found their way into print.

We purchase books for the entire organization, enter subscriptions for all our patrons, place magazines in the rest rooms for the salesgirls in the individual stores we issue a special Christmas bulletin containing suggestions for Christmas book gifts, place merchandise manuals in the various departments in our stores.

Perhaps the greatest fun is our broadcasting of magazine articles, pamphlets, book reviews and book bulletins to each member of our organization. We try to catch the new idea, new presentations of old ideas—all kinds of growth material (usually called inspiration). We send out something nearly every week.

Advertising

Librarians are too often content to scout the material and get it onto shelves and then let it take care of itself. We have recently discovered that only very little of our time is devoted to the acquisition of material. Nearly two-thirds of our time we spend in getting this material presented in an alluring way, and getting the material off our shelves into the hands of some person we feel can use it. Advertising is our medium and we try out all sorts of schemes. We have been particularly successful with various lists which we have compiled on special subjects. We have used the American Library Association phrase "Read with a purpose" so intensely that recently we received a letter from one of our men in which he quoted it to us.

Our library circulation has increased with leaps and bounds since our library was opened. It is as follow: 1921—

2,898 1922—3,878; 1923—6,254; 1924—8,092; 1925—10,643. The circulation for February, 1926, reached the highest peak for the entire period.

Why is a firm interested in such a library? The library has become a broadcasting station for ideas. The entire personnel of the organization react to

these ideas, some to one idea, some to another. An intellectual stimulus or a "mental bun," as Lewis Carroll would say, is created which keeps the entire organization mentally alert. In this day of the keenest competition, a firm, all of whose members are mentally wide awake, is in an ideal condition for growth and expansion.

Agricultural Libraries in the United States¹

By Mabel Colcord, Librarian, Bureau of Entomology, U. S. Department of Agriculture

IN Madison, Wisconsin, there has recently been established the Charles C. Miller, Memorial Apicultural Library. Upon the death of Dr. Miller in September, 1920, a number of his friends, seeking to establish a memorial which should keep fresh in the minds of future beekeepers one of the greatest workers in the history of beekeeping, decided this should take the form of an apicultural library. They chose a committee, collected funds, and began to assemble the literature of beekeeping. As Dr. Miller's home was at Marengo, Wisconsin, the University of Wisconsin was given the privilege of acting as custodian of this library, and in August, 1922, it was established at that institution. Prof. H. F. Wilson, editor of *Wisconsin Beekeeping*, formerly a member of the Federal Bureau of Entomology, is in charge. Under his energetic management, through gifts from individual beekeepers and from the funds collected for the endowment, this is fast becoming one of the great apicultural libraries of the country. In June, 1925, it had an income of considerably over \$100 a year from the endowment fund and many small gifts of books and periodicals are constantly being added. A twenty-five page list of the books and pamphlets contained in the library was published in *Wisconsin Beekeeping* for June, 1925, and additions have been listed in later issues. The University of Wisconsin has agreed to spend a certain sum yearly for periodical subscriptions and to pay for the binding of all unbound material secured. Forty or more

journals are received by gift and about one hundred others will be subscribed to from the endowment fund. With the new year this library issues *Library News Notes*, a mimeographed sheet. The February, 1926, number contains an interesting note on Francis Huber (1750-1831), the blind bee master, and his works contained in the Miller library.

At Cornell University another big apicultural collection has been started. Dr. E. F. Phillips, formerly of the Federal Bureau of Entomology, is now there as Professor of Beekeeping. Through an arrangement with the A. I. Root Company of Medina, Ohio, over one hundred and forty bee journals are now being received there; several back files of important foreign journals have been purchased, and others will be added as funds permit. For American bee books and journals they are depending almost entirely on donations from interested beekeepers in the United States. To establish an endowment fund Dr. Phillips has devised an ingenious scheme whereby any beekeeper in New York State or elsewhere, desiring to co-operate, may set aside one colony of bees, the income of which at the end of a year is to be given to the endowment fund. When contributions from any one co-operator have reached \$50, each year thereafter one book will be purchased from the endowment fund and inscribed with the name of the donor. The colonies of bees set aside for this work bear special metal plates, and prizes are offered for the one making the most money yearly. This

¹From *Agricultural Library Notes* for February, 1926.

library will be cataloged and will become an integral part of the library of the New York State College of Agriculture. A collection of portraits of beekeepers, of autographed letters, and of original manuscripts will also be kept, and ultimately Dr. Phillips hopes to establish a museum of important objects in the advancement of apiculture. He has compiled an interesting pamphlet *The Cornell Beekeeping Library* which gives in detail his plans for the library.

The apicultural collection of the Library of the United States Department of Agriculture is filed at the Bee Laboratory, Somerset, Maryland. It is at present probably the largest and best collection in the United States. Its aim is not

to try to secure everything, but to get the more important apicultural works both foreign and domestic, and thus gather together a representative working collection of the bee literature of all countries.

These three libraries are growing so rapidly that the need is felt for a special classification of bee literature. Prof. H. F. Wilson, Dr. E. F. Phillips, and Miss Mabel Colcord, librarian of the Bureau of Entomology, United States Department of Agriculture, are now at work on such a classification and hope soon to evolve one which will be of use not only for their large collections but for smaller collections of bee literature as well.

Atlantic City Conference

PLANS for the Special Libraries Association conference are rapidly taking shape. The President has been in frequent correspondence with the executive officers of the American Library Association and the following tentative schedule has been arranged: October 4, Monday morning, preliminary business session; Monday afternoon, first general session; October 5, Tuesday, second general session; October 7, Thursday morning, final business session.

A special program has been arranged by the A.L.A. at Philadelphia on Wednesday, October 6, when commemorative addresses will be made in connection with the fiftieth anniversary of the A.L.A.

Our Association will be represented by a speaker at the fifth general session of the A.L.A. which occurs on the morning of Friday, October 8.

The Program Committee is also planning numerous Group meetings throughout the week and in a later issue of *SPECIAL LIBRARIES* complete announcements will be made concerning the allotted time for Group meetings.

Our headquarters will be at the Hotel Chelsea and room reservations should be made with the hotel management. The week at Atlantic City promises to be an event of unusual importance in the his-

tory of the library profession. Delegates from many foreign countries will be in attendance at the conference and the growth of libraries in the last fifty years will be the main theme of the general conference. Our own program will be in keeping with the major program and members of the S.L.A. are urged to remain the entire week of the convention. Many of the delegates will doubtless plan to spend the preceding or the succeeding Sunday at Atlantic City and hotels will extend the same rate for the entire period.

The President of the Association, or the Editor of *SPECIAL LIBRARIES*, will be glad to receive suggestions regarding the programs or any matters relating to the procedure of the conference. In the July, 1925, issue of our magazine, Mr. Lee made some excellent suggestions concerning future conferences and we should be glad to print in our columns similar suggestions or to forward these items unprinted to the Program Committee.

In preparation for the convention, the July issue will come off the press somewhat later than is customary and the October issue will be printed prior to the conference, reserving the November issue for the preliminary report of the proceedings.

Special Libraries

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State Library, Providence, R. I.

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A British Definition

OUR English colleagues have been wrestling with the term "special library" which has for so many years perplexed our associates in the public library field. In a recent circular issued by the A.S.L.I.B. the compiler notes the development of intelligence departments and bureaux of information, calling attention to the need of a rapid and accurate liaison between the inquirer and the actual (or potential) centers of information. The writer continues: "The general library is designed to serve the varying needs of the general reader. For closely specialized investigation in a circumscribed subject, the inquirer must of necessity delve more deeply, unfettered by any such barrier as that of language. It is here that the special library steps in with its aid." Continuing the discussion, the writer states: "The phrase 'special library' is often loosely used as meaning a collection of books in a limited field; the collection may or may not be separately housed; the various technical libraries are in this sense special libraries. But in its fullest sense, a special library is essentially one that is special not only by virtue of its limitation to a definite subject, but by reason of its administration and treatment of an expert or skilled staff. Through such a staff, a repository of printed matter—a term, unfortunately, which to many people is synonymous with library—becomes transmuted into a closely organized system offering an intimate service to a limited clientele. Used in this sense, the special library movement, though well known in America, is a new development in this country."

Taking Time by the Forelock

Already one group has begun to consider the 1926 meeting of the Special Libraries Association and Miss Reynolds, chairman of the financial group, sends this message to her confreres:

Bromidic as it may sound, almost before we know it, the 1926 meeting of the Special Libraries Association will be in session in Atlantic City.

What suggestions have you for the Financial Group program. What practical problems do you have, which you would like to have discussed? We want to make the meetings as suggestive as possible.

Even in Milwaukee, the robins have been singing these last few days. This means that spring is around the corner and our vacations will be beginning soon. Do write to me before you go on your vacation. Incidentally, if you have any suggestions for the "We Do This Department" of SPECIAL LIBRARIES, send them along, too.

MARGARET REYNOLDS.

Library Centenary

The one hundredth anniversary of the founding of the Massachusetts State Library is a matter of considerable interest and the event was properly signalized by appropriate exercises held on March 3, 1926 at the State House. The principal address was delivered by Roscoe Pound, Dean of the Harvard Law School, and we are glad to reproduce in our columns his scholarly address. In his address the Dean stressed the value of the State Library as a laboratory or workshop and showed its potential influence as a competent agency of legal preparedness. The Massachusetts State Library, under the leadership of C. B. Tillinghast, Charles F. D. Belden and Edward H. Redstone, has always held a high rank among the state libraries of the country.

A Munificent Grant

The munificent grant of \$4,000,000 to the American Library Association by the Carnegie Corporation of New York will be of immense value to the future development of the library movement in America. It will enable the American Library Association, now celebrating its fiftieth anniversary, to carry out long cherished plans for the furtherance of library service, especially for the library in the smaller communities. The benefaction also shows the friendly spirit of co-operation existant between the officers of the Carnegie Corporation and the executive officers of the American Library Association.

Get the Habit

Get the habit of sending the Editor the various publications of your library, which may be issued from time to time. Put him on the mailing list for the annual report, quarterly report or monthly bulletin of your special library. Send him news items and clippings from newspapers and periodicals worthy of insertion in *your* magazine. The editorial staff find many stories of interest, but it is impossible to catch all the vital news of the special library and research field. If you want a better magazine *do your part!*

* * *

Some one has been trying to ascertain the financial value of the business library. The *Minneapolis* of March 2, 1926, quotes the *Boston Transcript* as follows:

"In Minneapolis an unusual computation has just been made of the service of business library there. It is estimated that 75,000 persons were saved 28,000 hours' time—conservatively estimated as worth \$28,000 in cash—by being supplied with prompt answers to business questions."

* * *

The Midwest News Syndicate and Clipping Service is anxious for new ideas on filing clippings. Write to them direct at 422 Court Avenue, Des Moines, Iowa, or through the editorial office at Providence.

* * *

The Chicago number printed as the January issue of SPECIAL LIBRARIES has been in such demand that the edition is exhausted. Subscribers will confer a favor by returning discarded copies of this issue to the editor.

Library and Research

Carnegie Corporation Grants

Four million dollars has been set aside for library purposes, payable over a ten-year period, by the Carnegie Corporation of New York, according to word recently received by the American Library Association from F. P. Keppel, president of the corporation.

One million is to endow a graduate school of librarianship in some great university, yet to be named. Another million is to provide an annual income which will be used to aid other library schools. The third million is for general endowment of the American Library Association. The income will be used by the Association in promoting the extension and development of library service.

The fourth million will be used in carrying on the general activities of the Association and in aiding library schools until the three million endowment, in cumulating capital grants, is completed.

In a statement explaining the grant President F. P. Keppel of the Carnegie Corporation expressed the hope that this would specifically enable the Association to develop more intensively the small library service. "Of all his benefactions the one nearest Mr. Carnegie's heart was the small library," said Dr. Keppel.

In announcing the acceptance of the million dollars given for the endowment of the American Library Association, Charles F. D. Belden, president of the Association and librarian of the Boston Public Library, states that this gift is to be considered as the first contribution toward the endowment fund which the Association intends to raise in this its fiftieth anniversary year.

New Library Bulletin

The Public Service Corporation of New Jersey recently began a series of monthly bulletins. The opening number, issued January 20, 1926, entitled *Library Bulletin*, contains a message from Thomas N. McCarter, president of the corporation, speaking of the library, he states:

"My personal experience has taught me that an appeal to the librarian for data brings a response that saves valuable time, and that information is there directly available that could be collected in other ways only with the greatest difficulty.

"The library is not only a subscriber to most of the technical periodicals but has on file many reports and text books covering many phases of public utility operation. Its indices are unusually complete and through connections established with other libraries its staff is able to quickly secure information not in its own possession.

"I believe it to be one of the most useful of our intra-organization activities, and call the attention of Public Service people to its possibilities for helpfulness to them."

The publication contains short abstracts of articles appearing in current periodicals and technical society publications, also a list of new books and pamphlets. For convenience these abstracts are printed on one side of the paper on the right hand page, and spaced so that they may be clipped and pasted on standard library cards.

Agricultural Library Notes

The mimeographed publication, entitled *Agricultural Library Notes*, which is issued monthly by the United States Department of Agriculture Library with the co-operation of the libraries of the land grant colleges and the state agricultural experiment stations, presents in its February issue such a notable mass of informational material that the whole number is worthy of special comment.

The bulletin presents a few bibliographical notes, a group of references on artificial manures, also a short list of references on agricultural surplus plans. Miss Colcord, librarian of the Bureau of Entomology, contributes a short sketch on agricultural libraries in the United States which is reproduced in another column of SPECIAL LIBRARIES.

The *Library Notes* also prints a "List of New Agricultural Periodicals and Changed Titles," a "Selected List of Mimeographed Publications of Importance issued by the Department of Agriculture" and "Duplicates Available for Exchange."

Throughout the bulletin there are scattered valuable items concerning topics of agriculture. We reproduce in the department "We Do This" some pertinent suggestions regarding the disposal of duplicate material.

A Library Query

The "Notes and Queries" column of the *Boston Transcript* for March 20, 1926, presents a query of a subscriber which is of unusual interest to technical librarians. We hope that a reader of *SPECIAL LIBRARIES* may be able to verify the quotation.

(9023.) In an address of welcome to the assembled librarians in a joint meeting of the Southern New England Librarians at Providence, R.I., Jan. 25, 1923, President William H. P. Faunce of Brown University stated that once while attending the dedication of a new building to be devoted to laboratory purposes where the library of the institution was still housed in an out-of-the-way basement room the eminent biologist, Jacques Loeb, said to him: "This is typical of some phases of American education and embodies a great mistake. We imagine that it is in the laboratory that men discover new truths and that if we can only provide well-equipped laboratories, important truth will soon be discovered. That is not the case. Real discoveries are actually made in the library and subsequently tested out in the laboratory. A new discovery is a combination of old ideas, and those combinations are most likely to occur to the mind of the scientist, not when he is handling material things, but when he is brooding over the thoughts of other men and rethinking them himself. In those hours of profound reflection, the new combination may occur to him and then he goes to his laboratory to verify or disprove. The library remains the great essential to discovery."

I am quite anxious to locate in print the material in quotation marks in the above paragraphs. I do not find it in the *Library Journal* or *Public Libraries*, or the *Bulletin* of the Massachusetts Library Club, and neither President Faunce nor Mr. Drury, assistant librarian at Brown, can identify the quotation, although both recall it in a general way. Can any of your readers refer me to the printed source?—J. B. K.

Mail Bag

To the Editor of *SPECIAL LIBRARIES*,
Providence, R. I.

Dear Sir:

An advertisement has lately appeared in a trade organ which contains a statement that is so misleading and likely to be injurious to my professional reputation that I ask your indulgence to contradict it in the columns of *SPECIAL LIBRARIES*, not only as a protection to myself, but also as a warning to fellow librarians who might find themselves in a similar position.

I refer to an advertisement of the Shaw Walker Company, manufacturers of filing equipment, in *Editor and Publisher* for January 30 (page 238). The advertisement is illustrated with two photographs (untitled) of the reference department and library of the *Boston Herald* and *Boston Traveler*, one taken before and one after I had completed its reorganization. The statement to which I refer is as follows:

"... The top photograph was taken before the Shaw-Walker newspaper reference department specialist went to work. The lower picture was taken after.

"Paper after paper throughout the country is changing over to the new filing systems as planned and installed by the Shaw-Walker newspaper reference department specialists."

The impression conveyed in these assertions is wholly false and misleading. No filing company "specialist" planned and installed the *Boston Herald* reference department and library. Shaw-Walker filing cases were used, it is true, but the responsibility for reorganizing the *Herald* reference department and library was entirely mine.

After completing such an Augean undertaking I have no intention of being robbed of the credit. I trust that fellow librarians in the Newspaper Group as well as all members of the Special Libraries Association may profit by my experience.

Very truly yours,

PAUL P. FOSTER,

Director Reference Department and Library,
The Philadelphia Inquirer.

March 10, 1926.

We Do This

Margaret Reynolds, Department Editor

The disposal of duplicate and discarded books is a live topic in this department for this month.

Agricultural Library Notes, the new mimeographed publication of the Federal Department of Agriculture has also made some interesting comments on this subject and we have taken the liberty of adding this material to "We Do This." Keep Miss Reynolds in touch with all new ideas that come to your attention.—EDITOR.

List of Additions. The Federal Reserve Bank of Chicago issues a mimeographed list of books and pamphlets added every two months. *The Stone & Webster Journal* each month contains a list of additions to their library. The Bank of Italy Library, San Francisco, through its librarian, K. Dorothy Ferguson, is now issuing a weekly bulletin magazine of two pages, listing periodical articles. Included in this list are some references to periodicals which the library does not have but will obtain if desired. The bulletin has been a great success in stimulating reading among all officers and employees. I am circulating about one hundred and twenty-five copies to all officers at the head office for all bulletin boards, some employees and some branches. I also send a few complimentary copies to libraries from whom I receive courtesies. The response from the branches is unusually encouraging.—K. DOROTHY FERGUSON, *Bank of Italy, San Francisco, Cal.*

Index Numbers. Irving Fisher, a Yale professor, who knows much about index numbers is working on a *Cyclopaedia of Index Numbers*. His sample sheets indicate, as one might expect, that the work will be carefully done. Quotations will be given for regular periods as reported by the standard trade journals; manufacturers or sales agents; boards of trade; associations and federal or state bureaus. Graphs depicting various changes will be used.—IRVING FISHER, *Yale University.*

Practical Use of Periodica. While visiting the Northwestern University School of Commerce Library, Chicago, I noticed that Miss Helen Thomas, the librarian had attached her monthly copy of *Periodica* issued by the Library Service Bureau of the Franklin Square Agency, New York, on the side

of their periodical rack, so that readers could see for themselves the many changes in the periodical world.—M. R.

Duplicates and Discarded Books. We send our duplicate books to the Municipal Reference Library here and I know that Mr. Eaton, Harvard Business School, Cambridge, will be delighted to have duplicates sent to him.—GERTUDE D. PETERKIN, *Librarian, Legal Department, American Telephone and Telegraph Company, New York.*

Our duplicate books we usually give to libraries which may need them, and duplicate volumes of periodicals, transactions of societies, etc., we sell to second-hand periodical dealers, like the H. W. Wilson Company, B. Login & Son, etc. Pamphlets which are of no technical interest and reprints of articles which are included in our bound periodicals, we place upon a table at the entrance of the Reading Room with a sign "Help Yourself," near them and it is quite interesting to see how quickly this material disappears.—BERTHA P. TRULL, *Assistant Librarian, Massachusetts Institute of Technology.*

We do not discard very many books. There are many reasons why we desire to have copies of all the editions of certain books available in this library, so in one or two cases where books have been discarded they have been turned over to libraries of universities but we do not permit the discarding of books, especially early editions, because it is of considerable value to us to know the extent of revision that has been made in later editions.

We do not discard duplicates of magazines. In all cases of duplicate periodicals, I clip whatever I wish for my own file. These magazines are then turned over to certain of our engineers who are specialists in the field covered by a given periodical and these engineers are permitted to clip as extensively as they wish and that magazine, when they are through with it, is discarded.

If the library receives requests from members of the staff for back copies of duplicate magazines intact, notations are made to this effect and at the time that the magazine would ordinarily be discarded or clipped, it is sent to the person who desires it.—PYRRHA B. SHEFFIELD, *Librarian, Portland Cement Company, Chicago.*

We receive very few books as gifts which are of no value to us. Those not retained are sent to the Free Library or to one of the special libraries in town, depending upon the class of the book. Discarded books are sent to our storeroom or thrown away. Those sent to the storeroom are old volumes of annuals, such as *Moody's Rating Books*, Bankers Directories, etc. These are sometimes referred to. Discarded magazines are all sent to the Free Library.—MADELEINE J. SCHIEDT, *Federal Reserve Bank of Philadelphia*.

We give to the Milwaukee Public Library, our duplicates of back city directories, they in turn exchange these for directories of other cities. We give the back numbers of our duplicate bank directories to our correspondent bankers in the state, for most of whom a last year's bankers directory serves just as well as a current one. We have made gifts of books we ourselves could not use to the Elizabeth L. Greene Memorial Library, Milwaukee Downer-College, Milwaukee, the Marquette University, the Wisconsin Free Library School and the Riverside School of Library Service.—M. R., *First Wisconsin National Bank Library*.

What do librarians do with books they no longer need? Most business libraries are crowded for space, and some may be in our predicament: when we buy a new book we usually have to throw an old one away. This sounds extravagant but is almost a blessing in disguise. It keeps our library a real, working collection, because any book which is not useful enough to earn a place on the shelves should be weeded out. We have two methods of disposing of these.

(1) We send some to the Public Library. Such books as expensive directories are usually welcomed by the Public Library because their funds do not always provide for new copies of each directory each year.

(2) We offer the other books to members of the firm. I am surprised to find how many people in our office have "built-in bookcases at home, that they are trying to fill," or an empty shelf in their office that they would like to decorate with books.

A few years ago we tried to sell our old books, but found they brought so little that we preferred to invest that "little" in building up good-will for our library.—MARY LOUISE ALEXANDER, *Chief, Research Department, Barton, Durstine & Osborn*.

Miss Estelle Lutrell, librarian of the University of Arizona, states the *Agricultural Library Notes* has sent the following query to the Library of the United States Department of Agriculture and would no doubt be glad to have suggestions from other libraries: "I should like some advice from your library as to the best disposition to make of a large quantity of United States Department of Agriculture and state experiment station duplicates. For twenty-five years or more two collections were maintained of this material on our campus. Of late we have consolidated and should like to place this material where it would be of some use. Although these two sets have been running for some time we do not have a complete file of either the federal or state documents, and should naturally like to exchange some of our numbers for others which we lack. Of course I am familiar with the method of sending out 'Duplicate lists' and 'Want lists,' but I also know that but few librarians take the time to check these through. Do you attempt to store United States Department of Agriculture duplicates, or arrange for exchanges? Is there anywhere a clearing house for this type of material, both federal and state? Our duplicates have become a burden, and still I dislike the thought of destroying numbers which may be the very ones needed by some other library to complete its files." By giving publicity in *Agricultural Library Notes* to Miss Lutrell's offer, it is hoped that it will come to the attention of some library which will wish to take advantage of it.

Attention is also called to a set of the earlier bulletins of Cornell University Agricultural Experiment Station which can be obtained upon application to the librarian, Bureau of Plant Industry, United States Department of Agriculture.

The question of duplicates is one of the most troublesome with which a library has to deal. Every librarian feels as Miss Lutrell does, that the duplicates are a burden and yet is loath to destroy them, knowing that there are probably among them many items which some other library lacks and would be glad to have. Few libraries, however, are able to take the time to list their duplicates and it is also probably equally true that not many libraries take the time to check such lists of duplicates as are offered. Up to date only two requests have been received for any of the duplicates offered by the United States

Department of Agriculture Library in the January issue of *Agricultural Library Notes*. Unless more requests are received in future, it will apparently not be worth while to continue to list them. Having made the offer, however, less compunction need be felt in destroying the duplicates, which action will soon be necessary on account of lack of space. At one time the Library of the Office of Experiment Stations did in effect act as a clearing house for state experiment station publications, but lack of space as well as lack of sufficient assistance finally forced it to return all of its duplicates to the issuing stations. This same practice it now follows in connection with the

duplicate station publications which it currently receives from various sources. The Library of the Department was also formerly able to do much more with its duplicates than it is at present, but as in the case of the Office of Experiment Stations, limited space and assistance for the work has made it necessary to leave to the indefinite future the carrying out of the dream which it once had of acting as a clearing house for agricultural duplicates in general. In the meantime it is hoped that lists of "Offers" and "Wants" in *Agriculture Library Notes* will be of some service along this line and that suggestions will be forthcoming as to other ways of helping to solve the problem.

Associations

Reports from England head the list this month.

Reports from the local associations show a wide range of interest; business literature, chain store libraries, personnel problems, commercial fisheries are among the topics discussed. The Boston Association continues its journeys to well known manufacturing plants, this month learning the art of making paper novelties.

Great Britain

The Association of Special Libraries and Information Bureaux held a business meeting at the Institution of Mechanical Engineers, Storey's Gate, London, on Monday, March 29. This meeting was called to receive the report of the Standing Committee and to consider the formal inauguration of the Association. A draft constitution was submitted, together with proposals regarding membership. A Council was also elected at the meeting. The officers elected will be reported in a later issue of *SPECIAL LIBRARIES*.

The Association has in compilation a *Directory of Special Libraries and Information Bureaux in the British Isles*. No complete list exists at present and the *Directory* will be a valuable book of reference. The expense of compiling this publication is being defrayed by the Carnegie United Kingdom Trustees who have, in addition, set aside the sum of \$4,500 to assist the Association during its first two years. It is anticipated that a year will be occupied in collecting the necessary data for the *Directory*.

The Association plans a third conference during the week-end September 24-27, 1926. The conference will again be held at Balliol College, Oxford, and it is hoped that a representative from the Special Libraries Association (United States) can be present.

The British Association has recently issued a four-page leaflet describing the objects of the Association, the field for special libraries, a definition under the title "What Is a Special Library?" and the origin of A.S.L.I.B.

Boston

The March meeting of the Special Libraries Association of Boston was held Monday night, March 29 at the plant of the Dennison Mfg. Co. in Framingham with about fifty in attendance.

During the afternoon the group was conducted by guides through the plant where crepe paper, tags, boxes, etc. were seen in the process of manufacture. The variety of the product and the beauty of it, together with the automatic machinery in use gave the librarians a distinctly interesting experience.

The display room of the company with its made-up novelties was open for inspection. Exquisite lamp shades, vases, jewelry and paper decorations showing what can be done with sealing wax, crepe paper, etc. were exhibited here.

The library with its three thousand volumes was especially interesting to the special librarians. Mr. Mooney, librarian, had some figures showing that the non-fiction circulation

had increased very considerably in the last year and that the tendency of the library was to enlarge its non-fictional content rather than its fictional. Magazine circulation last year was as high as eleven hundred a month. Besides having a page of book notices in each issue of the plant paper, *The Round Robin*, there is a publication called *Library Review* with book reviews which has a circulation of about three hundred among the executives of the plant.

The Dennison Co. is maintaining a history room of very great value and interest. Here are found pictures, samples, etc., of the Dennison product from the time of the organization of the company to date. Several employees are giving full time to the maintenance of this exhibit which is a valuable contribution to the history of manufacturing in Massachusetts and particularly to the history of the Dennison Co.

The Special Libraries Association of Boston, as guests of the Dennison Co., were served dinner in the cafeteria, decorated with Dennison papers. The tables were covered with Dennison paper cloths; Dennison napkins and place cards were at each plate and also complimentary copies of instructions for the making of lamp shades and other novelties.

After dinner the meeting was adjourned to an assembly room where Mr. J. S. Keir, Economic Adviser to the Directors of the Company, described the Dennison Partnership Plan.

This is really a management and profit-sharing plan. There are four classes of stockholders:

1. The first preferred with four hundred and ninety-one investors. The stock is 8 per cent. transferable and non-voting.
2. The second preferred with seven hundred and twenty-nine investors. This is 7 per cent. transferable, non-voting stock.
3. Managerial Industrial Partners who hold non-transferable and voting stock. There are three hundred and seventy in this group of stockholders. In order to have this stock, a person must have given five years' service to the company in some managerial position. These stockholders elect the board of directors of the company who decide company policies, etc. This stock cannot be bought.
4. Employee Industrial Partners who hold non-transferable, non-voting stock. There

are seventeen hundred and sixty-nine stockholders in this group. Three years' service is required before anyone automatically is placed in this group. Allotment of shares and of profits is based on the salary of the employee and on his years of service. This stock cannot be purchased.

The Managerial Industrial Partners stock plan has been successfully in operation since 1911 and the Employee Industrial Partners stock plan has been in practice seven years. While there are difficulties of determination as to who should belong to the Managerial Industrial Partners, etc., the plan and its organization by and large has proved itself successful. It eliminates the possibility of absentee ownership and gives those who are actually in the company an opportunity to have a voice in its operation.

New York

The New York Special Libraries Association held its monthly dinner meeting on the evening of Wednesday, March 24, at the American Telephone & Telegraph Co., 195 Broadway. The speakers were Dr. Paul H. Nystrom, Professor of Marketing, School of Business, Columbia University, and Director of Associated Merchandising Corporation, who discussed "Greater and Better Use of Business Literature."

Dr. Nystrom spoke informally and sketchily of his contacts in the past with business libraries.

In the course of his remarks, he stated that his acceptance of the invitation to speak on this topic was to serve as a testimonial to business libraries as a means of getting an education. In his own case, he stated that most of his education had come from the help of materials such as provided by business libraries rather than from regular courses of study and schools. He felt that there must be many in business who have been similarly aided, and that due credit to the profession of business librarians, should be publicly granted.

Getting an education is quite a different thing from getting through school. Getting an education means making systematic knowledge a part of one's self and finding practical uses for it. Many people go through schools and do not get such an education, but the young business man or woman who goes to

the business library with the specific problem is being helped to a bit of real education.

There are many services performed by business libraries that are very different from services required in straight library work. Some business librarians are really heads of information departments. All sorts of inquiries come to them. Other business librarians are really engaged constantly in research. In a few instances business librarians interpret general business trends for their concerns, and often make application of the information concerning the trends to the specific lines in which their executives may be interested.

In addition to the aids to business already enumerated, the business library serves effectively in awakening interest on the parts of executives and employees of their respective concerns in the reading of books and periodicals.

There are very few figures available to show the actual amount of reading done by business people, or for that matter of the whole American people, but such figures as exist, are not very encouraging. It is surprising, for example, to learn that there are not more than three thousand book stores in the whole country, and that there were less in 1920 than in 1910. There are over thirty thousand automobile dealers and about one million places where one can buy cigars and chewing gum.

The total book production in this country according to the last census was about two and one-half volumes per capita and one book out of the two and one-half was a text book, leaving one and one-half for every other class of literature including fiction. There must, therefore, be a great many people who read next to nothing in book form. A possible explanation is that there is a very great output of papers and periodicals of all kinds, but the ephemeral character of this type of literature points to the great need for work of business librarians and others in developing interest in books.

Reading is a means of enjoyment, but from the standpoint of the business librarian, it is a means of keeping abreast of the times. It is hopeless for the business executive to attempt keeping up with his job merely through contact with people and things. The desire for, and the ability to use books is an absolute necessity of the times.

Miss Grace D. Aikenhead, of the William T. Grant Co. Library, discussed her unusual work in connection with the scattered personnel of the seventy-five department stores under the control of the William T. Grant Co. Her address is printed in this issue.

Mr. Robert E. Sherwood, author, lecturer and editor of *Life*, presented an illustrated lecture, entitled "Traveling with a Strange Family." His talk was based upon his experiences with the Barnum and Bailey's circus which had lured him from home at the age of nine. Later he became a clown in the same circus. His pictures showed the famous clowns, bare-back riders and other well-known characters of the circus as it existed in the latter part of the nineteenth century. His interesting talk was interspersed with comments and delightful humor and was considered a rare treat by the librarians present.

* * *

The employment committee of the New York Special Libraries Association has performed excellent service since its establishment in November, 1925, and has placed and registered during this period sixty-five persons, and has received applications from twenty-four institutions for assistance in securing librarians. Seventeen of these positions have been filled, and seven are still open, awaiting decision. Of these vacancies, three are cataloging positions, paying good salaries, which demand college and library school education. There is also a vacancy for a researcher, a vacancy for a head librarian, and one for an abstractor and indexer. There is also a vacancy for general assistant. For these positions there are opportunities for well-trained special librarians.

The committee of which Rebecca B. Rankin is chairman, reports that it finds itself unable to find available librarians to recommend who are suitably trained for positions.

Philadelphia

The previous issue of *SPECIAL LIBRARIES* contained a report of the February meeting of the Special Libraries Council of Philadelphia and Vicinity.

Miss Alida E. Finch, Personnel Department, Strawbridge and Clothier, was the speaker. Miss Finch described the features of personnel work in a large department store employing between four and five thousand persons, in three hundred and seventy-five different kinds of jobs.

Under the system in operation at Strawbridge and Clothier, the Personnel Department comprises such functions as employment; betterment; and educational work, including the increased use of the library facilities provided for the employees. It was interesting to hear of the methods used in the selecting and placing the right person in the right position; in promotion and advancement, and instruction in principles of salesmanship and clerical work, all with the idea of inspiring the employees to do their best in their respective jobs.

A short business session followed the address, when progress reports were heard from a number of committees.

* * *

"Indexes and Tools for Periodical Reference Work" was the subject of a paper presented by Miss Edith B. Skinner of The Free Library of Philadelphia, Periodical Department, at the March meeting of the Special Libraries Council of Philadelphia and Vicinity, held in the Philadelphia Chamber of Commerce Building.

Miss Skinner outlined the historical background as well as the use and nature of many of the indexes and tools used as aids to reference and research work with periodical literature. Under such headings as indexes, digests, newspaper annuals and directories, and union lists, many interesting publications were brought to attention and discussed. The paper was received with much enthusiasm, and a general request was made that copies of it be supplied to those present.

Pittsburgh

The March meeting of the Pittsburgh Special Libraries Association was held on the 19th, in the library of Carnegie Institute of Technology. This was the last regular meeting of the year, the April meeting being for the election of officers. The speaker of the evening was Leo R. Etkorn, head of the Technology Department of the Youngstown Public Library. He contrasted special libraries and special departments of public libraries, with particular reference to the work of his own department. After the program an informal reception was held by Mrs. Wapat and the staff of the Carnegie Institute of Technology Library. Miss Nina C. Brotherton, principal of Carnegie Library School, and Mrs. A. L. P. Bulla, librarian of the Republic Iron and Steel Company, at Youngstown, an out-of-town member, were guests at this meeting.

Southern California

The regular meeting of the Special Libraries Association of Southern California, was held Friday evening, March 12, 1926, at the California State Fisheries Laboratory on Terminal Island.

Mr. N. B. Scofield, head of the Commercial Fisheries Department, told what the Commission is doing to further the interests of the commercial fisheries. Mr. W. L. Scofield, in charge of the laboratory, discussed the relation of scientific research to the fisheries of the state. Dr. H. C. Bryant of the Museum of Vertebrate Zoology of the University of California explained the education, publicity and research work of the Commission.

Events and Publications

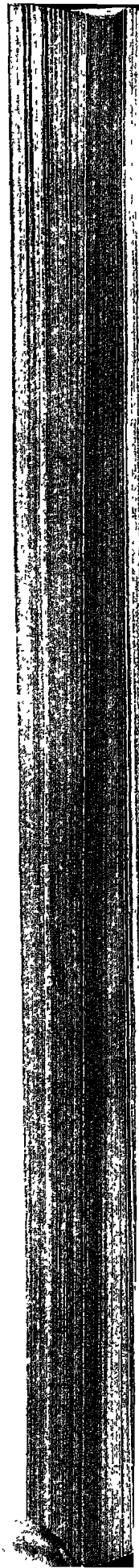
Rebecca B. Rankin, Department Editor

Special librarians may find stimulus and opportunity for gratification in "Does Systematic Training of Employees Pay?" by M. M. McCants, general manager of the Market Street Railway Company which appears in *Aera*, March, 1926. p. 173-7.

"Your Judgment No Better Than Your Information," by Monica Shannon, Publicity Department, Los Angeles Public Library, appears in the *Coast Banker*, vol. 36, p. 212, February, 1926.

Camden First, the official organ of the Chamber of Commerce of Camden, N.J., for February, 1926, is devoted to the banking and financial houses of that city.

John Cotton Dana has a stimulating article in the *Survey*, Graphic Number, March 1, 1926, entitled "A Museum of, for and by Newark." It is illustrated by a portrait of Mr. Dana done by Douglas Volk.



It interests special librarians to see that Senator Truman has introduced a bill in the New York State Legislature which provides for the publication of a New York State Industrial Directory. There has been none issued since 1913 and it certainly is needed. We hope the bill passes.

The annual statistical issue of *Automotive Industries* has appeared.

United States Census Bureau, Bulletin No. 158 *Cotton Production and Distribution* contains a summary of statistics for cotton for the season of 1924-1925.

The forecast of building for the coming year may be consulted in a reprint from the *Architectural Record* of January, 1926, by Thomas S. Holden, "The Building Prospect for 1926."

A new Polish Handbook has just been issued, edited by Francis B. Czarnoniski, published by Eyre and Spottesweede, London.

A publication, *Guide to the Original Sources for the Major Statistical Activities of the United States Government*, issued by the United States Efficiency Bureau gives the names of branches engaging in the collection of data and the dissemination of information under each subject covered by the statistical activities of the government.

Do you see *The Piper* which is a periodical devoted to books and authors, the advertising medium of the Houghton Mifflin Company?

The Agricultural Economics Bibliography No. 11, of the United States Department of Agriculture, may be useful to many of us—it is a selected list of economic periodicals of foreign countries published in the English language.

Are you aware that the American Bankers' Association, 110 East 42nd Street, New York City, is responsible for a great many pamphlets which are distributed gratis to institutions and libraries? A recent classified list of these publications which are available may be secured upon request to Miss Ethel L. Baxter, librarian.

Industrial Milwaukee—A Trade Review of 1925 is a mighty attractive pamphlet containing many economic and industrial facts about that city compiled by the Commercial Service Department of the First Wisconsin National Bank, Milwaukee

An article entitled "The Scope of Bibliographies," by J. Strohl, director of the Concilium Bibliographicum, appeared in *Science* for February 26, 1926.

A seven-page typewritten bibliography, entitled "Swamps and Swamp Vegetation" has recently been compiled by Miss H. E. Stockbridge, librarian of the Forest Service, United States Department of Agriculture.

The Bureau of Agricultural Economics Library, United States Department of Agriculture, has prepared a bibliography entitled "Some References to the Export Corporation Plan." A bibliography on this subject was compiled a little over a year ago by the Division of Bibliography of the Library of Congress.

A valuable aid to librarians is the schedule of hearings to be held by the Committees of the United States House of Representatives which the Congressional Record has been publishing daily since February 4, 1926. It is hoped that a similar list will soon be furnished by the Senate.

A great deal of valuable material in regard to the activities of the United States Department of Agriculture and the condition of agriculture is contained in the hearings on the Agricultural Appropriation Bill, 1927, before the Sub-committee of the Committee on Appropriations, United States Senate, and the Hearings before the Sub-committee of the House Committee on Appropriations.

The *United States Daily* made its first appearance on March 4, 1926. This publication presents the only daily record of the official acts of the legislative, executive and judicial branches of the government of the United States of America, and will have a daily, weekly and yearly index.

The Bureau of Agricultural Economics, United States Department of Agriculture, has recently compiled a short list of references to comments, principally in farm journals, on various plans for the disposal of the agricultural surplus.

The Milwaukee Teachers Association besides maintaining permanent offices and club rooms, maintains a rapidly growing reference library of professional literature. Members may not only draw books, but books may be ordered at a discount. Current magazines and reference books for extension courses are also available.

Legislative Periodical

The American Legislators' Association, of which Mr. Henry W. Toll, Denver, Colo., is president, is issuing a monthly periodical entitled *The Legislator*. Information of value to national and state legislators is furnished by the publication and it will also serve as an unbiased medium of communication between members of the American Legislators' Association, the Commission on Uniform State Laws and the American Bar Association.

The association will be controlled by the legislators themselves who will elect a general assembly who in turn will elect an executive committee. The officers of the association will be elected by the executive committee. The financing of the publication will be under the supervision of the executive committee and no compensation will be received by anyone for service rendered in the conduct of the association or in the editing of its periodicals.

Kinks in Correspondence

George W. Lee, librarian, Stone & Webster, Inc., Boston, Mass., would like to receive memoranda of "kinks" that are used in connection with correspondence. He is interested in preparing what may prove to be a sheet in a loose leaf handbook, and this sheet will have to do with letter writing and communications generally. One subject in which he is particularly interested is what might be called suspense material, such as letters waiting for bills, bills waiting for books, material to be filed waiting for data that shows the source, orders that are not likely to be filled for six months or more, and, generally speaking, things that depend upon something else before they come to their full use. Doubtless every librarian has experiences with these problems of suspense and should be glad to contribute his part to the study that is being made.

Bibliography on Illumination

At the last convention of the Special Libraries Association, states a recent bulletin of the Illuminating Engineering Society, an organization of special librarians who have charge of libraries in industrial and commercial institutions such as banks, insurance companies, public utility companies, manufacturers, etc., there was presented in the form of a report, a bibliography of illumination covering the year from June, 1924 to June, 1925.

The report contains approximately forty-one pages, the material being arranged in topical form for handy reference, and represents a valuable source of information for the illuminating engineer.

In order to place this information at the disposal of the members of the Illuminating Engineering Society, the Council has authorized an appropriation to cover the cost of printing and distribution, and as soon as the printing is completed by the Special Libraries Association, copies will be mailed to the I. E. S. membership. It is expected that this material will be available shortly.

The Bibliography on Illumination issued as Information Bulletin No. 3 is just off the press. The publication will be reviewed in the next issue of SPECIAL LIBRARIES.—EDITOR.

A Valuable Reference Tool

The growing recognition of magazines as sources of authentic information in matters of a historical, scientific and technical nature has led an increasing number of communities to make a survey of their periodical resources for the benefit of their students and technical workers.

The result of such a survey of material in and about Los Angeles, states a recent issue of *News Notes of California Libraries*, has just been made available by the Special Libraries Association of Southern California with the financial backing of the local universities, the public library and many industrial firms of the city.

The fact that the Los Angeles Chamber of Commerce, three large petroleum companies and an important electrical company were willing to join the more purely learned institutions in making the publication of this list possible is significant of the growing place of research in the conduct of modern business.

The *Union List of Periodicals in Libraries of Southern California* is a carefully prepared volume of about two hundred pages containing the titles of about three thousand periodicals to be found in southern California libraries, the volumes and dates being indicated in each case. The printed matter is contained in the left-hand column, while the right-hand margin is left blank for insertions and corrections. An extension sheet gives a key to the symbols and abbreviations employed, thus obviating the necessity of turning back each time an interpretation of the symbols is desired.

Personal Notes

Margaret C. Wells, Department Editor

Mrs. Ruth Delaney of the General Petroleum Corporation, Los Angeles, Cal., resigned her position as librarian and left December 1 for Spain where she and her husband plan to make their home. Miss Nelle McKenzie, formerly of the San Diego County Library, has been appointed to succeed Mrs. Delaney.

Mrs. Paul G. Lovinggood, formerly Miss Helen Hulen, assistant librarian of the Security Trust and Savings Bank, Los Angeles, Cal., left the profession March 1, 1926. Miss Agnes Lokken, who has been in the library at the University of California, Southern Branch, will be the new assistant.

Dr. Archibald Malloch, from Montreal, Canada, is the new librarian at Academy of Medicine, 17 W. 43rd Street, New York.

Miss May Pepper, 272 West 73rd Street, New York, has been placed in a temporary position in the Western Union Library.

Miss Gladys M. Pardoe, formerly of the law library connected with Cravath Henderson & de Gersdorff, is now librarian of the George Batten Co., 383 Madison Avenue, New York.

Miss Rhea Barziley, formerly librarian of the American Exchange Pacific National Bank of New York, is now librarian for Ivy L. Lee, 111 Broadway, New York.

Miss Estelle L. Liebmann will sail for Europe on April 15, spending her time largely in France. Her European address will be 10 Rue Weber, Paris 16me, France, c/o M. Erlanger.

S. Ashley Gibson has been appointed librarian of the library maintained by the Providence Journal Company. Mr. Gibson was formerly city editor of the Evening *Bulletin* published by the same corporation.

Miss Margaret Reynolds, librarian of the First Wisconsin National Bank, Milwaukee, spoke before the students and faculty of the Girls' Trade School in Milwaukee, on March 23. Her subject was "Why Read."

Miss Katherine Fravell, 120 Harrison Street, East Orange, N.J., formerly with the Irving National Bank has been placed as assistant to the librarian of the American Bankers Association.

Dr. William Edward Schroeder, who died in Florida on February 5, left his medical library valued at \$25,000 to the Wesley Memorial hospital in Chicago. Dr. Schroeder was the chief surgeon at Wesley Memorial.

Miss Katharine B. Johnson has been appointed head of the Reference Library of the Chase National Bank under the jurisdiction of Dr. B. M. Anderson's office. Miss Johnson comes from Toledo, Ohio, and has been in the bank for several months, working in the Stenographic Department and, later, on special work for Dr. Anderson. She is a graduate of Smith College, the class of 1924.

The library, states the house magazine of the bank, is located on the first floor of 42 Trinity Place and here Miss Johnson may be found with abundant energy and readiness to gather financial facts of almost any description from her files of corporation statistics, reference manuals and current financial magazines.

Miss Caroline S. Waters has an interesting article in *News Notes of California Libraries*, January, 1926, entitled "The Libraries I Visited While in Europe." Naturally the place of first interest was the American Library in Paris, but she found great pleasure in visiting Miss Wilson, librarian of the League of Nations Library. Another fascinating library was the little "Joyous Hour" (*L'heure joyeuse*) at Brussels, the first children's library established in Europe.

Mr. Johnson Brigham, state librarian of Iowa, received unusual honors on the occasion of his eightieth birthday which occurred on March 11, 1926. On the previous evening Mr. Brigham was the guest of distinction at a dinner attended by over two hundred guests. On the following evening the Unitarian Church, of which Mr. Brigham is an active member, also honored him with a dinner. On the evening of March 12 he was the guest of honor at a dinner of the Press and Authors Club of which he is past president. Mr. Brigham was elected state librarian of Iowa in 1898 and has had a distinguished career as lecturer, author and historian.