Nancy Blair Resigns

Miss Nancy C. Blair has resigned as Executive Secretary of the S. C. State Library Board and has assumed her duties as Librarian of the Kennedy Library, Spartanburg, S. C. Miss Blair has been with the State Library Board since 1943 when the Board received its first appropriation, and before then was Supervisor of the State-wide W.P.A. Library Project. Her wide knowledge of library conditions and needs and her helpful advice will be missed by librarians and interested laymen all over the state, but most of all by the members of the board and staff of the State Library Board. Spartanburg is fortunate to get her and we wish her success in her new undertaking.

Miss Estellene P. Walker is to become Executive Secretary on October 1st. Miss Walker has recently returned from Germany where she served as librarian on the Army Headquarters Staff, Special Services Branch in Frankfurt. South Carolina librarians will remember her as Librarian, Post Library No. 1, Fort Jackson.

Miss Walker is a graduate of the University of Tennessee and of the Emory University Library School. Before becoming an army librarian she was head of the County Department, Knox County Library, Knoxville, Tenn. Her background of county and regional work will doubtless make her services of great value to South Carolina libraries.

Kellam Succeeds Van Male at University

Dr. John Van Male concluded his duties as Librarian of the McKissick Library, University of South Carolina on July 10th and is now Librarian at the University of Denver. Dr. Van Male was at the University for only one year but during that time took an active part in all types of library activities throughout the state. He served as Publicity Chairman for the Federal Relations Committee and was successful in arousing much interest in the Library Demonstration Bill.

Mr. W. P. Kellam, Librarian at the University of West Virginia for the past seven years, came to the University as Librarian on August 5th. While in West Virginia Mr. Kellam served as Chairman of the West Virginia Library Commission and was president of the state library association for two years. He is a graduate of the Emory University Library School and has been associated with the libraries of Duke University, the University of North Carolina, and was librarian at North Carolina State.

The West Virginia Library Lookout put it aptly in their last issue when they said that "South Carolina's gain is West Virginia's loss."

Nancy Jane Day is School Library Supervisor

Miss Nancy Jane Day began her duties as S. C. School Library Supervisor on the first of September. Until recently Miss Day, who is from Pendleton, has been on the faculty of the Emory University Library School. She is a graduate of Greenville Woman's College, received her B.S. from the School of Library Service, Columbia University, and an M.A. in Library Science from the University of Michigan. She has had experience in school, public and college libraries in addition to teaching in library schools.

This announcement will be welcomed by both school and public librarians who have long felt the need for a school library supervisor in South Carolina. The post was created as a result of a grant to the Department of Education from the General Education Board.

South Carolina Library Association to Meet October 25th in Asheville

Miss Mary Cox, President of the South Carolina Library Association, has announced that the Association will hold a business meeting in connection with the meeting of the Southeastern Library Association, October 23-26, in Asheville, N. C. The business meeting, which will be in lieu of the annual meeting of the S.C.L.A., will be conducted on Friday morning, October 25th. According to present plans of the Executive Committee, Miss Cox reports, the meeting will be preceded by breakfast at 8 o'clock at the Battery Park Hotel Roof Garden.

South Carolina librarians, library trustees and others interested in libraries are urged to attend the conference of the Southeastern Library Association. Headquarters will be at the George Vanderbilt Hotel. If the suggestion in the April Bulletin regarding early reservations was not followed, the Asheville Chamber of Commerce can recommend tourist homes.

New Historical Publication

The first issue of South Carolina History Notes and Reviews, reprinted quarterly from the South Carolina Historical and Genealogical Magazine, has been received. It is made possible through the financial assistance of the College of Charleston. Mr. J. H. Easterby, who edits the publication, writes that the object is to provide a complete report of activities in the field of South Carolina history, and that for the present it will be sent to all who are interested.

If further information is desired write to The Editor, South Carolina History Notes and Reviews, South Carolina Historical Society, Fireproof Building, Charleston 5, S. C.
Salary Policy Statement

The Board on Personnel Administration of the American Library Association presented to the A.L.A. Council at the Buffalo Conference the following minimum recommendations in respect to library salaries which were adopted by the Council at its meeting on June 21, 1946. The board is of the opinion that in libraries with more than the minimum incomes, these minimum figures must be adjusted to obtain the types, caliber, and number of personnel needed to maintain the character of service deemed essential for the specific community.

The Board on Personnel Administration believes

I. That the following salary principles should apply to all types of libraries:

**A.** The minimum annual entrance or base salary for a beginning position in the professional service should not be less than $2,100.

**B.** The minimum annual entrance or base salary for the subprofessional, clerical, custodial, and other services should not be less than the standard prevailing rate for similar work in the community.

**C.** The library which has not increased the minimum annual entrance or base salary for each class of position by at least 33 per cent above its 1941 level and has not increased increments and maximum rates proportionately should do so to meet the increased cost of living. Increases above 33 per cent are essential when living costs in the community or metropolitan area are higher than those of the country as a whole. The increments which an individual has received within the framework of the present salary schedule are not a part of the 33 per cent increase. Such increments are provided for recognition of growth on the job and for increased worth to the institution and not for increased living costs.

**D.** Any library whose prewar salary schedule was below the A.L.A. minimum salary schedule for a library of its class should now bring the minimum annual entrance or base salary, increments, and maximum rate for each class of position at least to the A.L.A. minimum salary range and should also add 33 per cent.

II. That in addition the following principles should apply:

**A.** To public libraries

1. Sixty-five per cent to 75 per cent of the total budget of the public library should be allotted to salaries. This ratio is in contrast to the prewar ratio of 55 per cent. In the case of libraries whose total budgets have been consistently increased during the war period in relation to increased cost of living and operating expenses, the allotment of 55 per cent for salaries may provide for the minimum salary schedules advocated by the board.

2. An annual income of at least $2.00 per capita is necessary to provide the local public library with sufficient funds to render service of high quality. An income of $1.50 per capita is needed to render reasonably good service whereas that of $1.00 per capita permits limited service, satisfactory as far as it goes, but admittedly a preliminary stage from the standpoint of ultimate goals. Local public libraries giving additional service such as county-wide coverage and/or operating school libraries require extra appropriations above these minimum standards.

**B.** To libraries in institutions of higher education

2. The minimum annual expenditures for salaries and books in libraries in institutions of higher education, figured in terms of the library service unit load, should be:

- **University libraries**
  - First 2,000 units — salaries $12 and books $7 per unit
  - Second 2,000 units — salaries $6 and books $5 per unit
  - Remaining units — salaries $6 and books $3 per unit

- **Degree-conferring four-year institution libraries**
  - First 2,000 units — salaries $10 and books $6 per unit
  - Remaining units — salaries $6 and books $4 per unit

- **Non-degree-conferring institution libraries**
  - First 1,000 units — salaries $6 and books $5 per unit
  - Second 1,000 units — Salaries $5 and books $2 per unit
  - Remaining units — salaries $3 and books $1 per unit

The library's service load is established by counting each underclass (undergraduate) student other than honors students as 1 unit, each upperclass (undergraduate) student other than honors students as 2 units, each honors student as 3 units, each graduate student as 4 units, and each faculty member as 5 units.

**C.** To school libraries

1. School librarians and professional library assistants in school libraries should be on the same salary schedule effective for teachers with equal training and experience but the compensation paid should not be less than $2,100. The minimum annual expenditure for books should be $1.50 per pupil.
Open Letter on Salaries from A.L.A. Board on Personnel Administration

At the Buffalo Conference the A.L.A. Council adopted the Salary Policy Statement which appears on page 2.

The Board believes that this Statement can help in raising salaries for the library profession if library administrators, library trustees and library staff members will cooperate in implementing it.

In setting up $2,100 as the minimum annual entrance or base salary for the beginning positions in the professional service the Board took into consideration the duties and responsibilities of these positions and the education required to perform such functions satisfactorily. The Board believes that this $2,100 figure is a basic salary and not merely a salary now required because living costs are abnormal. Wherever and whenever living costs are higher than normal, this basic salary should be further supplemented. The salary of $2,100 is but $1.00 per hour figured on a 40-hour week and a 52-week year. This is a very modest amount when it is compared with wages in business, industry and other professions for work of equal weight and importance.

The Board is interested not only in salaries for beginning positions in the professional service, but it is equally concerned that salaries paid for all positions in libraries be based on the duties and responsibilities involved. Therefore it urges each library administrator to appoint a committee comprising representatives of the trustees, the staff and the administration to study the salary situation in the local library, to prepare an equitable salary schedule and to work for its adoption. Such a salary schedule should not only include a minimum annual entrance or base salary but it should also provide increments recognizing efficiency and growth on the job. If the new salary schedule is considerably higher than the present one, the Board urges that no interim schedule be adopted. The Board believes it is better to adopt the desirable salary schedule even if it requires one or two years to put it into operation fully.

Librarians have been willing too long to accept an untenable situation in regard to salaries because they have been too modest. The fact that salaries are not commensurate with the duties required of librarians should be brought to the attention of government officials, administrative bodies, and the public until adequate provisions are made. Unless trustees, administrators and staffs are willing to work for more equitable salaries at this period when the world is wage conscious, they will without doubt find it difficult to obtain or maintain salaries at a later date.

The Board trusts that all library associations, clubs and organizations will discuss salary conditions during the coming year and work for the improvement of salaries in their localities.

As the Board plans to report on the work which is being done on salary promotion from time to time in the A.L.A. Bulletin, copies of releases and other publicity used by local libraries, and library associations, clubs and other groups will be of great interest to it.

Very sincerely yours,

Hazel B. Timmerman, Executive Assistant
A.L.A. Board on Personnel Administration.

Southeastern to Meet in Asheville

The twelfth biennial conference of the Southeastern Library Association will be held in Asheville, North Carolina, October 23-26. Headquarters will be at the George Vanderbilt Hotel and the Asheville City Auditorium.

The program is as follows:

Wednesday, October 23rd
10:00 A.M.-5:00 P.M.-Registration, Asheville City Auditorium
12:00 Noon-Executive Board Meeting
2:30 P.M.-Section Meetings
County Librarians - Business Meeting
Hospital Section - Organization Meeting
Speaker - Miss Anna L. Howard and a Veterans Administrator Librarian and an Army Librarian
Reference Section
6:30 P.M.-Dinner
8:00 P.M.-General Session
Speaker - Mr. Hudson Strode
10:00 P.M.-Reception, Friends of the Library of Asheville

Thursday, October 24th
8:30 A.M.-"Books for Children and Young People," Miss Nora Beust
9:30 A.M.-General Session
"Libraries in the Southeastern States, 1942-1946," Miss Tommie Dora Barker
"Libraries Must Learn to Live Together," Mr. Paul Howard
1:00 P.M.-Trustees Luncheon
Speaker - Mr. William T. Polk
2:30 P.M.-Section Meetings
Trustees Section
Catalog Section
"Reorganizing the Library Collection in the College of William and Mary", Miss Margaret Galphin
"Modernizing the Catalogs of Two Alabama Libraries," Mr. Clyde H. Cantrell
"Rebuilding the Catalog, Woman's College, University of North Carolina," Miss Elizabeth Sampson
"Centralized Cataloging," Miss Virginia Drewery
County and Public Sections, Joint Meeting
"Great Books Discussion on The Wealth of Nations," Gordon C. Dupee and John T. Barden, Discussion Leaders
Hospital Section
8:00 P.M.-General Session
"Audio-Visual Opportunities and Obligations of Libraries," Mr. Hoyt Galpin

Friday, October 25th
8:00 A.M.-South Carolina Library Association Breakfast
8:30 A.M.-"Books for Children and Young People," Miss Nora Beust
A.L.A. Federal Relations News

The following items are from Federal Relations News, Vol. 2, No. 1:

Carl Vitz Chairman of Committee

Carl Vitz of the Cincinnati Public Library has accepted chairmanship of the A.L.A. Federal Relations Committee. Mr. Vitz has had a long continuing interest in federal relations and will bring valuable experience and prestige to the committee.

Library Demonstration Bill

The Library Demonstration Bill has had favorable hearings before subcommittees of both houses of Congress. After a two day hearing, a subcommittee of the House Education Committee reported the bill to the full committee favorably and unanimously. The committee was composed of Representatives Kelley, Keogh and McCowen. The hearings have not been printed.

The bill will be reintroduced next session when its chances of passage should be excellent.

New Federal Aid to Education Bill

In the closing days of the 79th Congress, Senator Murray introduced a bill providing a 10 year program of federal aid for developing the educational systems of the United States. This aid would increase from 1/2 billion to 1 billion dollars within the 10 years and would be allotted to the states by an index of financial need. An important feature from the library standpoint is a provision that 3 per cent if expended shall be expended solely for the further development of public library services, especially in rural areas. This would mean a sum beginning at 15 million dollars annually and increasing to 30 million dollars annually available for federal aid to libraries. The bill will probably be reintroduced early next session. Its present number is S. 2499.

College Libraries Benefitting from Public Law 697

A number of college and university libraries have submitted justifications of need in applying for assistance in supplying educational facilities for veterans. Most applications have been for additional reading rooms. All applications must be submitted through the college (BCF Form 20) to the Federal Works Administrator. Notice of this was sent to college libraries on August 19th. Public libraries are not eligible for this type of assistance.

A.L.A. in New Home

The A.L.A. has moved into its new home, 50 E. Huron Street, Chicago 11, Ill. The new home was originally the Cyrus Hall McCormick mansion and was purchased by the Trustees of the A.L.A. Endowment Funds.

A.L.A. Conference

South Carolina was represented at the 65th annual A.L.A. Conference held at Buffalo June 16-22 by the following librarians: Miss Ellen Perry, Librarian, Greenville Public Library; Miss Mary Cox, County Librarian, Greenville Public Library; Miss Emily Sanders, Librarian,
Charleston Free Library; Dr. John Van Male, Librarian, University of South Carolina; Miss Mary E. Timberlake, Assistant Reference Librarian, University of South Carolina; Miss Gail Richardson, Librarian, Parris Island; Miss Nancy Blair, Executive Secretary, State Library Board, and Miss Lois Barabe, Assistant Executive Secretary, State Library Board. Miss Mary E. Frayser, Chairman of the State Library Board also attended.

The conference was the first to be held since 1942, and in spite of housing and travel difficulties, was attended by 2,325. The theme of the meeting was "Gearing libraries to a new epoch — quickening the dissemination of ideas and broadening the diffusion of knowledge through local cooperation and interchange between nations".

Miss Mary U. Rothrock, who was the dinner speaker at the last meeting of the South Carolina Library Association, was elected president. Miss Rothrock has been specialist in library service for the Tennessee Valley Authority since 1934. Paul North Rice is First Vice-President and President-elect.

County and Regional Libraries

Mary Cox, Correspondent

Aiken County

Mrs. Leon Holley, Librarian of the Aiken County Library writes that they have opened two new branches, one to serve the town of Wagener, and the other to serve Negro schools.

The Negro branch was opened in April of this year and is in a room of the Schofield Normal and Industrial School in Aiken. The books are under the supervision of the Jeanes teacher who will assist in getting them to Negro schools. For the present they are concentrating on books for primary and grammar grades, but plans are being made for the addition of books for upper grades and high school.

The Wagener branch was opened in July, sponsored by the Eastern Star, whose members keep it open for two hours two days a week. This is the sixth branch that has been opened in the last eighteen months. Each branch has a stock of from two to three hundred and fifty books which are changed every two to three months.

Charleston Survey

Miss Emily Sanders, Librarian of the Charleston Free Library, reports that the Library received a very favorable report in a survey of county government made by Mr. Edmund F. Ricketts of the Public Administration Service of Chicago. The survey was made for the Charleston County Delegation and the County Commissioners.

The survey report showed the Charleston County Free Library to be the sole agency for the provision of free public library services within the county, and found it doing a commendable job despite a lack of certain needed facilities and a smaller salary scale and other funds than most communities of comparable size.

The following are excerpts from the report:

"The Charleston Free Library is the sole agency for the provision of free public library services within the county. In addition, the Library carries on activities which are an integral part of the county's system of elementary and secondary education, by supplying materials which are essential to the successful completion of classroom projects and assignments as well as by affording appropriate supplementary and recreational reading materials.

"There is an active interest within the community in what the library system has to offer. This is reflected in the proportion of the population who are registered borrowers and the circulation of books per capita. Although the record of Charleston County in these respects is below the average for the population group and the minimum standards, the record is creditable in the light of community characteristics and in view of the relatively restricted book stock. In this connection it is fair to surmise that the quality of service offered by the library system and the Library's efforts to enhance the availability of its resources have done much to make the record on registered borrowers and circulation as favorable as it is.

"The library system deserves high commendation for its efforts towards meeting community interests and needs. Evidence of this is afforded by such factors as the extent of branch, bookmobile, and school services, the conduct of book discussion meetings, the level of professional qualifications of the staff, and the constant emphasis in the management of the library on universality of service within the community.

"The level of financial support afforded the Library has not been in keeping with the interest of the community in library services or with the needs of the system.

"It is obvious that present deficiencies — whether in physical plant, book stock, or other aspects of library facilities and services — probably can not be remedied in a single year. Responsible officials of the county and the board of trustees of the library should have a mutual interest in developing more adequate library services. Officials of the county and of the library should cooperatively develop and strive to maintain a program which will more nearly approximate desirable standards of minimum library service."

Increase in Appropriation

The appropriation for this year is $50,200, $7,700 of which is for establishing a branch in North Charleston and for its operation for one year. The Library's income for the last fiscal year was $32,793.82.

Book Week, 1946

Book Week is to be observed this year November 10-16. The slogan "Books Are Bridges" implies that "books are bridges" to many ideas and realms of thought and action. The Book Week poster was designed by Maud and Miska Petersham. The "Children of the World" poster, by Nedda Walker is available, too. Requests for the posters and for the free manual of suggestions for displays and programs should be sent to: Children's Book Council, 62 West 45th Street, New York 19, N. Y.

Don't hide your light under a bushel. Other librarians would like to know what you are doing. Why not send in a report of your activities for the next issue of the Bulletin.
Personals

MRS. J. RANDOLPH KELEY (MAUDE QUERY) has resigned as librarian of the Lancaster County Library.

MISS MARY BAUGHAM, Librarian of the Kennedy Library, Spartanburg, S. C. since 1906 retired on September 15th.

MRS. RUTH JONES and MISS DOROTHY SMITH have recently joined the staff of the South Caroliniana Library as assistants in the printed books department.

MISS AGNES CRAWFORD is now assistant to the Chief of Army Library Service, Special Services Division, with headquarters in New York.

MISS BETTIE TODD, librarian of Winthrop Training School, has resigned to go to Japan.

MISS KATHERINE DUSENBERGY, formerly of the Winthrop College Library, was married to Mr. David O. Daniel, Jr. on August 29th. They are to live in Raleigh where Mr. Daniel is on the faculty of N. C. State.

MISS VIRGINIA ALEXANDER came to the University of South Carolina Library on September 1st to take charge of the Re-classification and Cataloging project authorized by the General Education Board. Miss Alexander comes to the University from the University of West Virginia Library and was formerly in the cataloging department of the South Caroliniana Library.

MISS JUANITA STARR has joined the staff of the University of South Carolina Library as an attendant in the periodicals room.

MRS. FRANCES LANDER SPAIN, Librarian of Winthrop College attended the Work Conference on Higher Education sponsored by the Southern Association of Colleges and Secondary Schools July 23-31 at Converse College.

MISS GLADYS JOHNSON is circulation assistant at the Winthrop College Library, and MISS SUSIE McKEOWN has joined the staff as cataloger.

MISS GLADYS FUNDERBURG is now on the staff of the Aiken County Library.

MISS LIZZIE MAE SHIRLEY and MISS RAY MATTHEWS are on the staff of the Fairfield County Library in Winnsboro.

MISS NELL CARRARD, Librarian of the Greenwood City and County Library reports that MISS MILDRED HOPKINS, assistant in the county department, has recently married and is now Mrs. L. G. Walker.

MISS RUTH RAHNER of the county department, Richland County Library, was recently married to Robert Shaw.

MISS MARIAN FINLAY is on the staff of the University of South Carolina Library as assistant in the circulation department.

MISS IRENE MARSHALL has resigned as Librarian, Naval Hospital Library, Charleston, S. C.

MISS EMMY LOU BOWMAN has resigned as Librarian of the Sixth Naval District and has left the state.

MISS MARTHA SMITH has resigned as librarian of the Marion Public Library.

Children's Catalog

The seventh edition of the Children's Catalog is planned for late fall. Prices will continue to be on the service basis.

The H. W. Wilson Company has announced that there will be several new features: inclusion of about 100 pamphlets, a list of out-of-print books dropped from the Catalog, and a listing of the analytics in the classified section. The arrangement of the Catalog will follow the same plan as previous editions.

New Yorker magazine has announced that reprints of their August 31st issue, which was devoted entirely to an article by John Hersey entitled "Hiroshima," are being made and will be available to libraries without charge. Send your requests to the New Yorker, 25 West 43rd Street, New York City.

UNESCO MONTH

UNESCO MONTH will be celebrated October 28th to November 30th, at the time the General Conference of UNESCO is in season, with the aim of emphasizing that mutual understanding among peoples contributes to peace and security, and of showing how UNESCO can help promote mutual understanding among peoples. Libraries are urged to prepare displays on UNESCO and on understanding other peoples, and to offer information services relating to UNESCO to all local groups. Various materials to aid in this observance — including a pamphlet "The Defenses of Peace," Documents Relating to UNESCO, The United Nations Educational, Scientific, and Cultural Organization, statements, radio scripts, etc. — are available without charge from Herbert J. Abraham, Research and Analysis Officer, UNESCO Relations Staff, Department of State, Washington, D. C.

University Library Has Reception

The members of the staff of the University of South Carolina Library entertained at a reception on September 25th from 6 to 7 to welcome Mr. and Mrs. W. P. Kellam and Miss Virginia Alexander and to bid farewell to members who have recently resigned. Miss Elizabeth Porcher leaves October 15th for a new position on the staff of the University of Denver Library. Miss Marian Finlay leaves soon for Europe to work with Army Library Service.

Trustees to Meet at Southeastern

Miss Annie Westall, who is Chairman of the Trustees' Luncheon and meeting at the Southeastern Library Association, has asked to be notified of South Carolina trustees who expect to attend the meeting who would tell of special accomplishments.

The luncheon is to be held on Thursday, October 24th. Mr. William Polk will be the speaker and discussions by trustees will follow his talk. If any of your trustees would be interested, please notify: Miss Annie Westall, 62 W. Edgewood Road, Asheville, N. C.