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Editor: Joan Dawson

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REPORT OF CERTIFICATION COMMITTEE (CONTINUED)

NON-NORTH AMERICAN SYSTEMS

(a) Great Britain and the Commonwealth

Discussing the question of what constitutes the basic requirements in professional education and professional competence of librarians, Mr. W. J. Plumbé has this to say:

"Custom differs widely in different countries. It is well-known that in North America, generally speaking, librarianship is a graduate profession. In the United Kingdom, generally speaking, it is also a graduate profession as far as the universities are concerned but the majority of professional staff in public libraries and many in government and specialist libraries are non-graduates. In Australia, New Zealand and some of the Asian and African countries of the British Commonwealth, the tendency in all kinds of libraries is to employ graduate staff on professional work. Much depends on the availability of graduates and the demand for their services. In countries where they are plentiful...librarianship tends to become a purely graduate profession. Where they are less plentiful...it seems likely that professional librarianship, at least temporarily, will remain open to graduates and non-graduates".¹ In this latter category he places the United Kingdom.

Many attempts have been made to equate British and North American standards of professional librarianship but so far these efforts seem to have failed since no acceptable common denominator on which to base comparisons has yet been found.

In Canada and the United States a qualified professional librarian must be a graduate of an accredited university who has had a year of post-graduate work in a recognized library school which is authorized to grant the degree of B.L.S.

In the United Kingdom a qualified professional librarian may be a graduate of an approved university who has had a year of post-graduate work in librarianship at a university, such as the University of London, which grants him an Academic Post-graduate Diploma of Librarianship after he has completed the course, submitted a thesis and has put in 12 months full service in a library. Alternatively, a qualified professional librarian may be a non-graduate who is an Associate or a Fellow of the Library Association which operates under a Royal charter. The Associate standing is granted by the Association to a member who has passed the Registration examination, has fulfilled the foreign language requirement by obtaining a pass in an approved foreign language, is at least 22 years old and has completed 2 years full-time approved library service. Attendance at an approved school of librarianship (not necessarily at a university) is accepted as equivalent to 1 year of library service. To be made a Fellow, a member must have passed the Final examination, be at least 25 years old and have completed 5 years full-time approved library service. Attendance at an approved school of librarianship at this level is accepted as equivalent to 2 years of library service. Associates and Fellows are placed on the Association's register and may describe themselves as Chartered Librarians.

There has recently been some rather acrimonious discussion between British and Canadian librarians on the subject of library education which did nothing to bring agreement on basic standards any closer. The latest attempt to set up some equivalent standard was made by the Library Education Division of the A.L.A. and its Canadian counterpart at the Montreal conference. The purpose of this meeting was

stated by the president of L.E.D., Frances Lander Spain, to be "to explore the possibility of evaluating different types of library training in the United Kingdom, Canada and the United States, with attention to the problems to be considered in working for equivalencies and reciprocity". It remains to be seen what may result from this meeting.

Eventually, consideration of the problems of equating educational standards in librarianship should include a study of those standards obtaining in other Commonwealth countries from whom we might reasonably expect to receive applicants for library positions. Details of all these various national standards are not immediately available and, for the one or two that are, time is lacking to present them even in summary. However, even a superficial look at academic standards and the content of training courses in librarianship in countries like India, for example, shows a degree of variation that appears to compound the difficulties of equation to a formidable extent.

In spite of the difficulties involved, R. C. Bengé, in an article on the subject published in the *Library Journal* for May 1, 1960,² maintains that "it is sufficiently obvious...that certain international standards must be worked out". He emphasized, however, that "these can only be valid if they are based on accurate information and agreed to by all parties concerned". He believes that the important issue facing librarians is the world wide problem of achieving recognition of professional status. To this end "these should be full discussion and eventual agreement on the relative value of national qualifications. "No doubt," says Mr. Bengé hopefully, "this will emerge".

(b) Central Europe

Education of librarians differs from country to country. In Germany there are three categories of librarians, viz.:

- (1) those with a University degree plus special librarianship study and diploma ("Bibliothekar" - library council);
- (2) those with a high school diploma, two years library school and one year practice ("Diplom-Bibliothekar" - diploma librarian);
- (3) non-professional librarians without any library school study being library helpers only.

Three different fields of work are assigned to all three groups. "Library councils" perform the leading library service in provincial, university, special and similar libraries. "Diploma librarians" serve in the public libraries. Non-professional library employees perform general duties of building maintenance, bookbinding, etc.

1. Plumbe, Wilfred J. Library education and professional competence. *Library Journal*, May 1, 1960 pp.1739-1742.

2. Bengé, R. C. A difficult equation. *Library Journal*, May 1, 1960.

The main library schools are in Munich and Frankfurt-Main, Hamburg, Koln, Göttingen and Berlin. Each major university in Germany is offering courses in librarianship included in the curriculum of students of Arts and Sciences.

A similar picture is found in Switzerland. The main library school is attached to the University of Geneva. For a library diploma two years of study are required, followed by one year practice.

In Austria there are special librarianship courses in Vienna organized for future librarians by the Ministry of Education. Most university and public libraries are being served by non-professional volunteers recruited from the pensioned teachers, and other professionalists.

In the Soviet Union the education in librarianship is offered on three levels as well:

- (1) library study toward a university degree;
- (2) higher library education at library institutes, pedagogical institutes or universities;
- (3) secondary school training at library technicums (technical schools).

The great demand of mass libraries in the Soviet Union - writes P. Horecky* - for trained librarians is chiefly met by library technical schools, of which 64 are operating under the ministries of education of each republic. These semi-professional training schools accept pupils who have completed the seven year school (usually at the age of fourteen) or are graduates of a ten year school (age: 17). For the former, the curriculum lasts three and for the latter one and a half years. Lately there has been a tendency to make completion of the ten year school an entrance requirement (our high school, junior matriculation). The curriculum of a library technicum emphasizes general education, basic library training, and a period of practical work which will qualify the graduates for employment as assistants in larger mass libraries or as chairman of smaller rural libraries. As a rule, these schools also offer two to four year extension courses, depending on whether the students have a preliminary seventh or tenth grade education.

Library training on the University level, also primarily with an orientation towards future employment in mass libraries, is centered in the following schools: The Molotov Institute of Librarianship in Moscow, the N. K. Krupskais Institute of Librarianship in Leningrad (Russia), and the Institute of Librarianship in Kharkiv (Ukraine). Entrance requirements are graduation from a ten year school and an admission examination in Russian language, history, geography, and one foreign language.

Teaching programmes at all three institutes provide for a sizeable amount of practical work. At the Kharkiv Institute, e.g., are offered the following subjects: Marxism-Leninism, history, literature, foreign languages, library science, bibliography, library collections and catalogues, cultural work, school and children's libraries, pedagogy, and physical education.

* Paul L. Horecky Libraries and Bibliographic Centers in the Soviet Union. Indiana University 1959, pp. 72-6.

Secondary students serve for three weeks in a major mass library where they do work connected with cataloguing and training required in a smaller mass library; and in the fourth year seven weeks are given over to practical work at rural library with the emphasis on administration work.

In addition to the three above mentioned library institutes are the faculties of librarianship at the pedagogical institutes in Alma-Ata, Erevan, Minsk, Tbilisi, and the universities of Baku, Tartu and Vilnius.

Upon fulfillment of the academic requirements library institute or university faculty graduates receive diplomas which qualify them for professional work at mass libraries and in more exceptional cases for assignment to state and research libraries, book chambers or book trade agencies. As in cases of other graduates from universities they are not free to apply for a position in their fields of interest, but are assigned to a job for at least three years. If they relinquish it without authorization they make themselves liable to prosecution for breach of "labor discipline!"

Upon termination of their higher library education, graduate students of great academic promise who plan on teaching or research careers may be permitted to pursue advanced studies which lead to two types of degrees: the lower called candidate (Master of Library Science) and the higher, doctor (Doctor of Library Science). The candidate degree with library science of bibliography as a major, can be earned at the Moscow Institute of Librarianship and requires three years study and the completion of a thesis which must be defended orally during an examination open to the public. The doctor degree is awarded only in exceptional cases, particularly to those who established themselves as serious research scholars in the field of librarianship, presented a thesis and defended it during a public examination.

4. TEACHER LIBRARIANS

The brief presented by the Manitoba Library Association to the Minister of Education on April 30th, on the subject of school libraries states:

"The best available opinions on library service in the schools agree that the ideal administrator of the central school library is the teacher librarian, not only qualified but experienced in both the library and the regular classroom."

The bulletin of the National Association of Secondary School Principals for March, 1960, indicated clearly the basic necessity for school librarians to be thoroughly familiar with the courses of study, and even recommended that time be assigned for the librarian to visit classes, so that he might learn exactly how the services of the library could best be adapted to fit the various classes of the school.

In Manitoba, at the present time, only a very small number of teacher-librarians have a degree in Library Science. However, many teacher-librarians have an Arts degree, as well as extensive training for and experience in classroom teaching. They are, then, familiar with the classroom problems and with the curricula, and could be termed semi-professional librarians and professional teachers. The problem of their acquiring professional standing in librarianship has yet to be faced.

Since no school of library science has been established in Manitoba, teachers who desire to take professional training in library science have two courses open to them: (a) To seek a year's leave of absence to attend Library School at some other place, or (b) To leave school a month early for four years to take summer courses in the United States.

Neither of these choices is practicable to teacher-librarians who hesitate both to leave their libraries to teachers without any library training for a year, and to compromise their pupils' chances of success by leaving school each year at a critical point in the pupils' preparations for examinations.

The demand for library training in Manitoba has, however, led to the establishment of an extension course at the Faculty of Education for teachers engaged in library work. While the scope of this course is necessarily somewhat restricted, teacher-librarians are enthusiastic, and the time assigned the course has been doubled.

It must be pointed out, however, that library training offered to teachers here, as in many parts of the United States, is outside the accrediting system under A.L.A. Alice I. Bryan, in the *Public Librarian* states:

"The nature and quality of instruction given by the teacher-training institutions, except for a small number, most of which have been accredited by A.L.A. is not of a standard equal to the general library schools."**

Nevertheless, it would seem apparent that some training is better than none, since school libraries will continue to increase in number and importance. At present, school administrators in Manitoba do not demand any library training of teachers whom they appoint teacher-librarians.

REGULATIONS FOR CERTIFICATION OF LIBRARIANS IN MANITOBA

By resolution passed at the annual meeting in September 1960, the Executive was instructed to appoint a committee to formulate regulations regarding certification of librarians in the Province of Manitoba. This committee, with Miss Marjorie Morley as chairman, is now presenting for consideration the following regulations, and two alternate plans. A general meeting to be held on Thursday, April 27th will provide an opportunity to discuss these.

Minimum qualifications of a candidate for a certificate of professional librarianship in the province of Manitoba shall be:

(1) university degree with a professional library degree from a graduate library school approved by the Canadian Library Association or the American Library Association;

(2) university degree and the registration certificate of British Library Association;

** Bryan, Alice I., The Public Librarian N. Y., Columbia University press 1952, p. 318.

(3) university degree plus training in librarianship of less than degree standing plus 5 years experience in a professional position in a library of recognized standing;

(4) F.L.A. without university degree plus 4 years experience in a professional position in a library, one year of which must have been in Manitoba; A.L.A. without university degree plus 6 years experience in a professional position in a library one year of which must have been in Manitoba;

(5) Persons with at least 10 years professional experience in a library of recognized standing in Manitoba.

Persons having the above qualifications may apply for certificate as a professional librarian within 6 months from the date upon which these regulations became effective. Subsequent to this date all applications must have qualifications as set out in section 1.

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The committee presents two plans for consideration.

PLAN 1

Persons qualifying under clause 1 - 5 would be granted a certificate of librarianship.

PLAN 2

Persons qualifying under clause 1 would be granted a Grade A certificate of librarianship.

Persons qualifying under clause 2 - 5 would be granted a Grade B certificate of librarianship

LETTER TO THE EDITOR

Dear Miss Dawson,

I would like to reply briefly to Mr. Easton's interesting article in the December 1960 issue of the M.L.A. bulletin on the "new" look of the old Main Library on William Avenue, and in particular I would like to underline his "new look" into the future of the Winnipeg Public Library system. The alterations undertaken last year to the Main Library are a tremendous improvement and certainly give a new lease of life to the old building, even though they do delay the erection of a new central library building for a number of years.

But this, in itself, may not be an entirely bad thing, for in ten years time, or less, Mr. Easton and the Winnipeg Library Committee may find themselves building a central library to serve the whole Metropolitan area. Mr. Easton probably thinks he is doing this at the present time, and so, to some extent, he is, but he is doing it under duress, and without an adequate building, budget or bookstock.

Ten years ago when the city of Toronto established a metropolitan government the question of libraries was examined but in the end discarded, and no action was taken at that time. Now the matter of Metropolitan library service has become urgent, largely due to the growth of the surrounding municipalities and the establishment of local municipal libraries. Last year the Library Trustees Council of Toronto and District appointed Dr. Ralph Shaw to make a survey of the situation and bring in a report. The Shaw report is a sober and considered document and worthy of serious study. It may not set a pattern for library expansion in Metropolitan Winnipeg, but as a foundation to work from it would be very helpful.

Dr. Shaw does not recommend total amalgamation, but he does suggest that some services could be centralised with advantage to all libraries using them.

He also states that even Metropolitan Toronto can only support one central library of sufficient scope and depth in all subjects to serve all borrowers.

The question of financing such a metropolitan central library immediately opens up a controversial subject and the Library Trustees and librarians in Winnipeg may well hold a watching brief to see how well this problem is solved in Toronto. It would be unfair to expect the city of Toronto to pay the whole cost of such service for the whole metropolitan area and the same would be true in Winnipeg as Mr. Easton suggests.

Members of the Trustees Section, Manitoba Library Association, are at present studying the Shaw report and will probably hold a meeting to discuss it later this year. As Mr. Easton says this is probably the most important subject facing library development in Greater Winnipeg at the present time and is one that should occupy the attention of everyone interested.

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C.L.A. - A.C.B. RETIREMENT PLAN

The following is a synopsis of the C.L.A. Retirement Plan. The item appeared last spring in the Canadian Library and the Ontario Library Review.

In today's economic and social order pensions have become commonplace, and yet libraries and librarians in the past have been behind the trend in the provision of pensions. We should all plan now, individually and in co-operation with our employers, for our eventual retirement.

The C.L.A.-A.C.B. Retirement Plan is flexible and all-embracing. For individuals who are not under an existing pension plan, or who are members of such a plan but are limited as to the amount of their contributions, there is the Retirement Savings Plan (Plan "A"). For Library Boards and other institutional members of the Association who have no pension plan or a low benefit plan, there is the Employer-Employee Pension Plan (Plan "B"). As both plans are registered with the Department of National Revenue, contributions up to 10% of gross income are exempt from income tax.

Under both plans members of the Association benefit from the economy of group rates.

Both plans provide a Common Stock Fund to which the individual may elect to direct a percentage of his contributions. As contributions to the Common Stock Fund accumulate to purchase an annuity at retirement, one may in this way provide a hedge should the cost of living continue to rise.

Plan "A". The Registered Retirement Savings Plan.

Individual members of the Association and employees (both professional and non-professional) of institutional members are eligible to participate. This is an ideal vehicle for saving for retirement for those who are not members of a pension plan and for those members of existing pension plans where contributions are limited. And again the benefit of group rates is obtained.

Plan "B". The Registered Employer-Employee Pension Plan.

Any Library Board or other institutional member of the Association may adopt this plan for its employees. Membership in the plan is not limited to librarians only, but the employer may include all classes of employees in the plan. Many options have been included in order to meet the needs of the various employers:

- (a) If the employer so desires, participation may be limited to one class of employee only, e.g. librarians.
- (b) Eligibility. An employer may choose immediate eligibility or may provide any waiting period he desires.
- (c) Past Service. An employer may provide past service benefits for employees who have years of service for the full number of years of such service, or any lesser number of years.
- (d) Vesting. An employer may elect that his contributions will vest in the employee on termination of service, either in full or on a graduated percentage scale according to length of service prior to termination. However, the employer's full contributions must vest in an employee who terminates to join the service of another employer who is a member of the plan.

As pointed out above, the benefit of group rates is obtained. Prior to the institution of this plan, the cost of a pension plan to Library Boards with a small group of employees was so great as to be prohibitive. However, under the C.L.A.-A.C.B. Retirement Plan there is now no excuse for a Library Board not to provide pensions for its employees.

This plan broke new ground in the pension field, and since its inception several other professional associations have adopted similar schemes. No better recommendation for the plan can be found.

All members are urged to study the plan. Copies of the explanatory booklet and other information may be obtained by writing to the Association office, 63 Sparks Street, Ottawa 4.

The Pension Committee in its efforts to promote the plan solicits the assistance of all members in making it known to members of the profession and Library Boards who are not members of the Association

Newman Mallon, Chairman, C.L.A.-A.C.B. Pension Plan for Libraries Committee.

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MANITOBA LIBRARY ASSOCIATION RECRUITMENT AND SCHOLARSHIP FUND

Chairman - Mr. G. E. Winter

The establishment of this Fund within the framework of the Manitoba Library Association has already begun to bear fruit. One scholarship was awarded last year and plans for a recruiting campaign to publicize the future for trained librarians are well under way. To maintain the effectiveness of this Fund, additional donations will be required each year and your co-operation for this year is earnestly solicited. Please send your contributions to - Miss K. Gillespie, Library, Engineering Department, University of Manitoba.

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NEWS ITEMS

Two general meetings of the Manitoba Library Association have been held. One on November 28th, when Mr. R. Stuggs gave a most interesting talk on Frederick Philip Grove, and the second on February 6th when Mr. Hart Bowsfield, provincial archivist, treated the members to some unusual Manitoba Stories.

Two appointments for the University of Manitoba Library were announced on December 13, 1960, by Dr. H. H. Saunderson, President of the University. Mr. David W. Foley was appointed Chief Librarian of the University, and Miss Kathleen F. Coddington Deputy Chief Librarian. Our congratulations go out to both.

Following are the members appointed to the Manitoba Library Advisory Board for 1960:

- Mr. Robert Robertson, Chairman - Assistant Deputy Minister of Education
- Miss Marjorie Morley, Secretary - Direct
- Miss Kathleen Coddington - University of Manitoba
- Mrs. D. L. Cameron - Manitou
- Mr. W. T. Dorward - Killarney
- Mr. T. L. Lozanski - Souris
- Mrs. J. N. McFadden - Dauphin
- Mr. E. H. Russell - Melita

Elizabeth Dafoe Memorial Fund

There have been two meetings of the Manitoba Committee of the Elizabeth Dafoe Memorial Fund. A letter is being mailed to every member of the M.L.A., staff associations of Manitoba colleges, and universities, public libraries, and various other interested individuals and institutions. We hope you will support this worthy cause.