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The Missouri experience

State Scholarship Program Impact

Sydniciel Shinn

ALTHOUGH MANY STATE libraries have granted scholarships in the late fifties and sixties by means of LSCA funds, few statistics have been published regarding the effectiveness of the various programs. No attempt seems to have been made to evaluate the overall impact of such programs on the library profession within the state, in other states, and on a national level. In July 1972, an attempt was made to gather such information on one state library scholarship program.

Like many other state libraries, the Missouri State Library began a scholarship program in 1958 and an internship program in 1962, using LSCA funds, in order to alleviate the critical library manpower shortage in the library profession during the late fifties and early sixties. It became obvious, especially after the 1962 survey of *Public Library Service in Missouri* (edited by Gretchen Schenk), that if Missouri public libraries were to progress and develop quality library service, additional trained personnel was mandatory. At that time the competition for limited trained library manpower was intense, and the Missouri State Library had little success in recruiting students in graduate library schools. There simply weren't enough students attending graduate library schools to meet the demand.

It was decided to provide the funds to develop the necessary library manpower for public libraries in Missouri, and to help alleviate the national library manpower crisis by increasing the number of people attending graduate library school. Accordingly, both the monetary value of the scholarships and the number granted were increased. The Mis-

souri public libraries agreed with the state library that getting and training library personnel was the number one priority in Missouri. As a result, in addition to the enlarged scholarship and internship programs, in 1964 a full-time library career consultant was added to the staff of the Missouri State Library. The consultant administered the scholarship and internship programs and did general recruiting to the library profession.

During the sixties most of the beginning public library positions in Missouri were filled by Missouri State Library scholarship graduates. Many public libraries were able to expand and diversify their services. Missouri moved from multicounty unit public libraries to in-depth public library service provided by multiprofessional staff. Missouri also progressed from placing scholarship graduates immediately in administrative positions, which occurred in the early years, to manning these positions by experienced librarians. Instead, recent scholarship graduates were placed in truly beginning positions working under experienced supervision.

In 1967, using LSCA funds, the Missouri State Library initiated a personnel grant program to multicounty unit public libraries having administrators with fifth-year degrees. These libraries could annually apply for two personnel grants (a maximum of \$7,000 each) for a three-year period in order to employ two more professional staff members. It was pointed out to the local library that it would probably be necessary to provide an additional \$1,000 to \$1,500 to bring the salary in line with the national beginning

salaries for fully qualified librarians. After a library qualified for a personnel grant for one or two staff members, it could apply for a book grant of up to \$14,000. Upon completion of the three-year personnel grant, the library was responsible for budgeting salaries for the additional staff. So far all libraries having received the personnel grants and having completed the three-year period have been able to budget the additional salaries. This program increased the number of professional jobs requiring a fifth-year degree in Missouri. In 1971 the Missouri State Library widened the personnel grant program to include all public libraries—municipal, county, or a combination—which have administrators with fifth-year degrees. This again increased the number of jobs in Missouri public libraries requiring fifth-year degrees.

Throughout the years detailed statistics have been compiled regarding the scholarship and internship programs of the Missouri State Library. In a study completed in July 1972, it was shown that 47 percent of the scholarship graduates from 1958 through 1972 are presently employed in Missouri public libraries. Missouri has been successful in retaining 60 percent of its scholarship graduates working in all types of Missouri libraries. Statistics make it quite obvious that these two programs have not only made a major contribution to public libraries in Missouri, but to other types of librarianship as well. The same study showed that 31 percent of the scholarship graduates were employed in other types of libraries.

The scholarship program has also made a contribution to library service in other states. In the 1972 study it was pointed out that 29 percent of the scholarship graduates were presently working in other states. In addition, the Missouri State Library scholarship program has made a contribution to the library profession by providing some capable, youthful leadership in different fields of librarianship and in responsible ALA positions.

In the July 1972 study, it was determined that of the 115 scholarship graduates thirty-eight, or 33 percent are now administrators. One has received his Ph.D. in

library science and now is the dean of a graduate library school. Another is working on his Ph.D. in media. One has been an associate state librarian, and is now acting state librarian. Two are department heads in state libraries. One has been a university library director. Five are directors of regional libraries; four are assistant directors of regional libraries; three are administrative assistants in metropolitan libraries; three are directors of municipal public libraries; one is a director of a junior college library; one is a director of a college library; one is an assistant director of a college library; two have been directors of a large single county public library; four are directors of special libraries; one is assistant director of a municipal public library; one is a department head in a metropolitan library system; three are bench librarians in a metropolitan library system; one is a department head in a regional library, and one was a branch librarian in a regional library. Three are teaching undergraduate library science, and two are children's consultants for systems.

Looking at their professional activities, it was found that a number have assumed responsibility in ALA. One has served on the ALA Council; one served on ACONDA; one is on the Committee on Organization; one is chairman of COPEs; one was the first coordinator of SRRT/ALA; one was chairman of the state affiliate of JMRT/ALA; one was chairman of the Guidelines Committee JMRT/ALA; one is chairman of the Constitution and Bylaws Committee. Eleven others have served on various committees in AASL, RTSD, ASD, ALTA, LAD, LED, the ALA Membership Committee, and the Newbery-Caldecott Committee.

The scholarship graduates through the years have been most active in the Missouri Library Association. They have held every office in this state library association, and have held offices in each division and round table except the Trustees Division. One has been president of the Missouri Library Association; one has been vice-president; two have been secretary, and two have been treasurer. One has been an award winning executive director of Na-

tional Library Week, and one has been federal relations coordinator. Four have been president of the Public Library Division; one has been president and one has been secretary of the Missouri Association of College and Research Libraries; three have been vice-president of the Public Library Division; one has been treasurer of PLD; and three have been secretary of PLD. Two have been president, one has been vice-president, and one, secretary-treasurer of JMRT. Two have served as chairman of the Children's Services Round Table, one served as chairman of the Audit Committee of the Missouri Association of School Librarians, and one was the driving force in the creation of SRRT. One was instrumental in the formation of the Public Relations Council and served as its first chairman.

Scholarship graduates have served on every one of the twenty-two Missouri Library Association committees except the Conference Site Committee which was inactive at the time. Nine have served as chairman of various MLA committees. Three have been chairman of the Recruitment Committee; two, the Legislative Committee; and two, the Intellectual Freedom Committee. One has been chairman of the Adult Education Committee, and one, the Grievance Committee. Four have served on the Action Council of SRRT, and two, on the Steering Committee of the Public Relations Council. Fifty-five have served as members of various MLA committees. They include the Library Development, Recruitment, Missouri Association of School Librarians Reorganization, Handbook, Legislative, Nominating, Local Conference, Adult Education, Certification Board, Constitution and Bylaws, National Library Week, Auditing, Intellectual Freedom, Meritorious Achievement Award, and others.

In other state library associations one scholarship graduate served as chairman of the Legislative Committee, another as president of the film circuit, and one is chairman of an informal group of children's consultants from seven systems. In local library associations one served as secretary of one group and one as treasurer in another.

A cursory study was made of articles in professional journals contributed by Missouri State Library scholarship graduates. It is to be expected that this comprises an incomplete list. One has assisted in writing the pamphlet on Children's Services to be published in the revised Small Libraries Project pamphlets. One is writing reviews for *School Library Journal*. One has contributed an article on the social responsibilities of libraries to the *Americana Encyclopedia*. One has had an article in *American Libraries*; one has had an article in *Library Journal*, one in the *Mountain Plains Library Quarterly*, and two articles in *The South Dakota Bulletin*. In addition, one of the scholarship graduates has published a book on reference works for elementary and junior high school libraries.

Various means were used to gather the above information. ALA organizational information was checked for the years 1968 through 1971, inclusive. Organizational information for the Missouri Library Association was checked from 1958 through 1970, inclusive, and *Library Literature* was checked only for the last year or two. Included in the study were the 115 scholarship graduates from 1958 through 1972.

The above seems to be sufficient evidence that the scholarship graduates of one state library program have made an impact on the library profession, locally and nationally. The state scholarship program has made a major contribution to the development and growth of library service in Missouri as well as contributing to library service in other states. We feel these reasons are ample to continue both the scholarship and internship program in Missouri.

Like Ohio ("Dump Scholarship Program? One State Decides," *Wilson Library Bulletin*, April 1971, p. 733), Missouri intends to continue its scholarship and internship programs. Through 1972 all scholarship students have secured positions in Missouri public libraries. It is true Missouri, like other states, is beginning to feel the tight job market; however, without the scholarship program in previous years this state would very likely lack the strong leadership in key library positions

that it has today, and could not have developed the strength in library services which it now has.

A "Manpower Survey of Public Libraries in the State of Missouri Serving a Population of 10,000 or More," completed in December 1971, by Vivian Kay Pettit, a graduate student of the School of Library and Information Science, University of Missouri, concludes that the large percentage of vacant positions in the past was due to planned expansion. However, public libraries in Missouri may be developing a sort of holding attitude about expansion and future development, at least for the present. The reason most often given for anticipated hiring of new personnel in the next three years is the resignation or retirement of present employees.

The study anticipates there will continue to be positions for professional personnel in Missouri public libraries at a decreased rate. It indicated that current and anticipated professional positions for the year 1971-72 will have decreased by 35 percent from the previous year. In 1972-73 they will have decreased 75 percent from 1970-71, and in 1973-74 they will have decreased 47 percent. Missouri public libraries will hit their lowest point in need for additional professional personnel in 1972-73. However, 1973-74 will show professional library personnel employment on the increase, although it will not be as great as it has been in the past.

The other major conclusion of this study is an indication that Missouri public libraries have a higher percentage of nonprofessional employees than the national percentage cited by Henry D. Drennen and Sara R. Reed ("Library Manpower," *ALA Bulletin* LXI, September 1967, p. 959). Whereas the national percentage of nonprofessionals in total public library staff was reported to be 61 percent in 1962, Missouri had 94 percent in 1971. Mrs. Pettit states,

This trend in the growth of nonprofessional employees is evident in many professions as well as in libraries, but public libraries seem to have emphasized the use of nonprofessionals to a greater extent than other types of libraries. This trend is undoubtedly related to the past shortage of profes-

sionals, the rapid expansion of services to keep up with the population explosion, and to rising costs of operating libraries. The labor cost (salary) of the professional librarian is often too high for the libraries to bear, given the funds available; hence the substitution of nonprofessionals who are willing to accept lower salaries. However, a count of the number of employees tells nothing of the quality of service offered. The use of more nonprofessionals may either improve or worsen the service. It does, however, raise a question about the opportunities available to professionals in public libraries when more and more professional duties are being assumed by nonprofessionals.

There may be a need to replace some nonprofessionals in Missouri public libraries by professional library personnel.

The last reason that Missouri intends to continue its scholarship program is stated in a study by Henry D. Drennen and Richard L. Darling in "Library Manpower," U.S. Department of Health, Education, and Welfare, Office of Education, Washington, D.C., 1966. In this study it was anticipated that great numbers of librarians would be retiring in the seventies. Missouri will have its share of experienced librarians retiring, plus those who will be resigning for other reasons. These librarians must be replaced, probably by some of the more experienced scholarship graduates, which will then create some vacancies in beginning library positions.

Like Ohio, Missouri will continue its scholarship program, but probably at a decreased rate. The number of scholarships granted for 1972-73 was decreased to ten from a previous high of seventeen. Missouri also intends to keep a watchful eye on the library personnel situation in its state. Several additional personnel studies are underway. In addition, the MLA Recruitment Committee plans to extensively study the recruitment program in Missouri this year. Missouri's scholarship program will attempt to anticipate the need for public library professional personnel in the state, and adapt the program to the need.

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