

in human relations, communications, and management practices, such as the setting of objectives, work evaluation, control, and appraisal.

The survey was made through a large number of personal interviews and correspondence. Questionnaires were also used to get wider coverage. The report is presented under 12 headings: organization, planning, hiring, stock-piling—hoarding, training, placement, leadership, supporting personnel, physical working conditions, personnel administration, compensation, and patents.

The summary on compensation is the least topical. It deals particularly with the narrowing range of engineers' salaries. The reduced spread for experience (telescoping) is considered serious. At the same time, the widening spread between salaries of engineers and of management seems to be condoned. For some time, even before the sputnik, leading companies have been concerned about the narrowing range of engineers' salaries for both experience and merit. Something has been done about it. A comparison of the Engineers Joint Council salary surveys for 1952 and 1956 shows that the tide has turned. The merit spread is being increased in some companies by providing two "ladders" for engineers to climb to the highest salaries—one the management ladder, the other the professional competence ladder.

This report presents a good case for more modern management practices in engineering. It is good reading for engineers and executives.

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UNESCO. Purpose, progress, prospects. Walter H. C. Laves and Charles A. Thomson. Indiana University Press, Bloomington, 1957. 469 pp. \$7.50.

It may be that, in the years to come, somebody will write an "official" account of the birth and infancy of the United Nations Educational, Scientific and Cultural Organization (UNESCO), but, if so, it will not replace this book. Laves and Thomson have had access to more than the facts and documents. They have breathed the atmosphere of UNESCO's "founding fathers," and they know well the early hopes and plans. They themselves helped to shape the course of this *enfant terrible* of the U.N. family.

As a result, the book UNESCO minds its three *p's* very well. It rejects the sentimentalist who, had he prevailed, would have made of UNESCO a pink cloud floating over and beyond all problems of practical significance. The authors have produced a reference work for the stu-

dent, the teacher, or the government official. The 100 pages of notes at the end are invaluable source material.

The authors give a brief appraisal of UNESCO's achievements to date. The purpose of the organization is held to be sound in principle, even if somewhat diminished in practice. The unpredicted cold war inevitably relegated the United Nations' specialized branches to the business of reconstruction, technical assistance, and various forms of cultural interchange. Deprived of any leading role in keeping the peace, UNESCO, through various conferences and publications, has managed to study and report upon the great issues and to free the channels of communication. Increasingly it has recognized the political character of its basic decisions.

Progress in UNESCO has been twofold: (i) improvement in its educational, scientific, and cultural programs (through more concentration and better planning) and (ii) the slow realization that UNESCO could be effective if the member states would bring it into the center of the planning for peace. Perhaps a tie in the race for hydrogen-headed monsters will turn the nations toward the needs shared by all humanity. In this sense, UNESCO, an organization devoted to ideas, values, and humane services, is not so much a constructor of peace as it is a living example of whatever good will exists among the nations.

Laves and Thomson make no attempt to arouse support for UNESCO. Their style is quiet and judicial, although the final note is optimistic. The volume is useful and informative, but it does not dig deep, and it will stir no one to action. What UNESCO needs now is some penetrating writings that carry a sense of urgency.

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Conservation. An American story of conflict and accomplishment. David Cushman Coyle. Rutgers University Press, New Brunswick, N.J., 1957. xii + 284 pp. Plates. \$5.

David Coyle has given us what is probably the first short but adequate history of the conservation movement in the United States. It offers the reader a comprehensive understanding of the principles of conservation, the development of the various branches, and the conflicts that arose in the many public issues that were involved in the movement. The subject is presented in four parts, with 16 chapters.

Part I, entitled "The beginnings of conservation," presents an excellent historical account of conservation. It is concerned chiefly with conservation of our

forest resources. The meeting of prophet Gifford Pinchot with President Theodore Roosevelt marked the beginning of the conservation movement in the United States. The Forest Service grew up from the old Division of Forestry, which had a two-room office and a total staff of 11 people. Our present knowledge of forestry techniques has grown from Pinchot's *Primer of Forestry*, which told enough about the woods to guide the beginning forester or lumberman.

In part II, entitled "Reaction, war, and normalcy," the policies of conservation built up by Pinchot and Roosevelt are discussed; these came into direct conflict with the old-fashioned ideas of Taft and Ballinger. After this battle, the movement developed quietly for 25 years, until the next outburst in the expansion of 1933.

Part III deals with events of 1933 and after. Great strides were made in all branches of conservation under the leadership of President Franklin D. Roosevelt. Forestry marched forward under the impetus of the Civilian Conservation Corps program, the Norris-Doxey Law, the Taylor Grazing Act, and the shelter-belt program. This era saw the permanent establishment of a definite program of soil conservation. Progress was made on the problems of water, floods, navigation, irrigation, water power, rural electrification, and wildlife conservation. Such matters as Dixon-Yates and Hell's Canyon are discussed.

This well-organized and clearly written story of conservation could very possibly be used as a textbook for courses in forestry, conservation, wildlife, and agriculture.

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Advances in Documentation and Library Science. vol. I, *Progress Report in Chemical Literature Retrieval*. Gilbert L. Peakes, Allen Kent, and James W. Perry, Eds. vol. II, *Information Systems in Documentation*. J. H. Shera, Allen Kent, and James W. Perry, Eds. Interscience, New York, 1957. 217 pp.; 639 pp. \$4.75; \$12.

The first two volumes of *Advances in Documentation and Library Science* mark the beginning of a new and potentially useful undertaking. Two of the avowed purposes of this undertaking are "To meet the need for a publication the pages of which will be available for the recording of conference proceedings," and "To provide an instrument for the publication of monographic materials which are either too long or excessively detailed or specialized for the existing journals." These are laudable purposes.