less inarticulate scholars, our common life will be captured by catchwords, ruled by snap judgments, and rifled by special interests.

There is going on today throughout the civilized world a high-tensioned conflict between what H. G. Wells has described as "very powerful social and political traditions" and "a spreading tide of new knowledge and an unprecedented onrush of new inventions that are entirely incompatible with these social and political traditions that still dominate men's minds."

It is in this "spreading tide of new knowledge" and in this "unprecedented onrush of new inventions" that we must look for our literature of valid hope. We can get along without smiling prophets of a golden age to come if we can only find the men and women who will uncover and thrust into the stream of popular thought these new ideas, these new idealisms, and these new spiritual values upon the use or disuse of which the future of Western civilization depends. Their use will spell renaissance. Failure to use them will spell dark ages. They wait only for adequate leadership to touch them into life.

We may, I am convinced, realize a renaissance of Western civilization within the lifetime of this generation if we consciously set ourselves to the task of making these raw materials the basis of the policy and action of our common life.

Western civilization must, as I see it, choose between voluntary social control and involuntary social suicide. And the only sound social control will be a control in terms of the best knowledge that we have. The problem of our generation is to bring knowledge into contact with life and to make it socially effective. The men and women who can help us to do this will be the engineers of a new renaissance.

GLENN FRANK

HOME ECONOMICS WOMEN IN BUSINESS

THE "Home Economics in Business" Section is the most recently formed division of the American Home Economics Association. Because its organization recognizes the entrance of Home Economics into new fields, a summary of its development and purpose is worth consideration. The application for membership in this section indicates by its blanks just how much importance is attached to educational training and experience and especially to the endorsement of an executive in the firm concerning the policies and purpose of their Home Economics work.

In making my study it was obviously impossible to get in touch with all women in business, but it has been possible to investigate some of the different types of work being done. Twenty-one letters were written to Home Economics women in different types of business and seventeen replies were received. The aims and type of work of the Home Economics woman in business were asked for in each case.

For some years business organizations have shown a growing interest in availing themselves of a woman's point of view in merchandising their products. Their products are purchased mostly by women and the business man believes a woman can materially help to interpret them to other women. Thus business firms are seeing the link that joins the manufacturer to the consumer. Some examples of these firms are Royal Baking Powder Co., Swift & Co., The Kellogg Co., and The National Dairy Council.

An effort has here been made to analyze the part that Home Economics women have played in the business world by considering their various fields of service:

1. Through research
2. Through personal contacts in field work
3. Through correspondence
4. Through illustrative material
5. Through magazines and newspapers
6. Through department stores

The educational phase of Home Economics was purposely eliminated because this is included in all good business.

"A trained home economist in business uses her knowledge to better the product; she can suggest improved ways to utilize and merchandise it; she also suggests advertising appeals and is of material assistance in bringing this information to dealers and distributors through training schools for sales and demonstration forces; she directs necessary and experimentation research." 1

The director of an important advertising agency, commenting on Home Economics work in advertising, said: "We have proved to our own satisfaction that the trained woman is indispensable in our agency. We are no longer laughed at for scientific and psychological errors in our advertising copy which makes its direct appeal to the home maker. The women we employ have not only scientific training but a background of actual house-keeping." 2

"The Home Economics woman in business realizes that she is something of a pioneer. She finds herself in some instances almost in competition with the chemist, the engineer, the advertising expert and the bank clerk. She faces the common problems of business with a point of view no one else has; she is the home maker's direct representative in the business world. She has in addition the opportunity and responsibility of carrying her scientific standards into a field where they have not prevailed, and are proving their practical pertinence and value." 3

Miss Agnes White is in the Educational Division, Advertising Department of the Washburn-Crosby Co., Minneapolis, Minnesota. Explaining the type of research work that is done in this company, she writes as follows: "We have a model kitchen, which is connected with our general offices here in Minneapolis. In this kitchen we test out all recipes that are used for general distribution, for magazine advertising, or in answer to special requests. We also build up new recipes, menu suggestions, and prepare all available material for our Field Staff throughout the United States and the daily broadcasting done by Miss Betty Cracker from the "Gold Medal" Radio Station.

"In addition to this, we carry on a number of problems in experimental work. We are, at the present time, working on a series of experiments trying to determine the effect of adding the egg whites at various stages in various forms in the making of white cake."

Miss White seems to think that the majority of Home Economics women in business are at the present time working more to tie up business conditions with their work than in the research work.

The aim of the director of Home Economics for the Northwestern Yeast Co., Miss Hannah L. Wessling, is as follows: "To determine the scientific principles affecting any given problem; to work out a standard method and follow this as accurately as possible. The home maker's viewpoint is considered in drawing conclusions and, finally, the results should be made to apply to home problems."

Miss Gudrun Carlson is director of the Bureau of Home Economics and is with the Institute of American Meat Packers. Miss Carlson's work involves almost every phase of educational and publicity work, such as preparation of bulletins, charts, recipes, newspapers and magazine articles, lectures and demonstration. It involves a great deal of writing, gathering and compiling material along scientific and other lines. It means keeping in touch with every type of organization, school or college interested in the field of Home Economics, as well as keeping in close touch with the interests of the housewives of the nation.

---

1Journal of Home Economics, August, 1924.
2Journal of Home Economics, June, 1923.
3Journal of Home Economics, June, 1923.
The following is an outline of work conducted by the department of Home Economics of the Institute of American Meat Packers:

**OUTLINE OF WORK**

Reviews and Complications
- meat cookery, recipes from reliable sources
- buying of meat, cuts, accuracy
- nutritive value of meat, scientific material
- experimental work, colleges, etc.

Co-operation
- Women's organizations, clubs, league educational institutions
- extension service
- women's publications
- commercial food departments

Articles and Recipes
- newspapers and magazines
- bulletins

Bulletins
- work of department
- institutional use of meat
- special topics

Lectures, Discussions
- clubs, associations
- schools and colleges
- extension departments

Food Classes and Study Clubs
- programs on food questions
- marketing outlines
- bibliographies
- problems of study

Demonstrations
- meat cutting
- meat cookery

Institutional Material
- hospitals
- tea rooms and restaurants
- dormitories, etc.

Motion Pictures
- meat industry
- marketing, cuts of meat
- meat cookery
- demonstrations
- exhibits

Illustrative Material
- exhibits, slides, recipes and menu plans
- nut values, charts, meat cuts, etc.

Consultation
- publicity matter
- questions on home economics

Experimentation and Research
- The director of the Home Economics department with R. B. Davis Company is Miss Ruth Leone Rutledge. There is constant research and experimentation upon materials which are used in the Davis Baking Powder. This is done to determine exactly the correct formula for each supply of ingredients as they arrive, and to test the baking powder after it has been made. The Home Economics Department prepares recipes, tests out recipes, does collaborative experimental work and co-operates with housewives and schools in every way possible. Literature is prepared to be used in foods and cookery classes of schools and colleges, and for distribution among home demonstration agents and the women with whom they come in contact.

II. Through Personal Contacts in Field Work

Miss Agnes Boeing, who is educational director for the Cheney Bros., makes the personal contacts between Cheney Bros. and the retail stores who are their patrons. Contact is also made with colleges and other public organizations. While in the field she gives talks on the seasonal silks, especially stressing the higher grade products and discussing further the proper use of these silks in costumes. In the stores she talks to the sales people, usually taking in all of the sales people that are in any way interested in the merchandising of silk whether broad silks or ready-to-wear, featuring the stores’ merchandise and giving the selling points concerning this same merchandise. Before clubs and Home Economics groups the talks deal somewhat more with the art qualities of modern fabrics and their origin, illustrating the points made by silk drapes, especially stressing proper use.
of highly styled silk fabrics in costumes.

Through the co-operation of the Home Economics leaders and directors, Home Economics women with the North American Dye Corporation have given many talks, lectures, and practical demonstrations before state leaders, local leaders, and classes associated with many of the schools, colleges and universities.

Banks are beginning to create departments for the benefit of home managers. To these Home Economics departments both women and men come for assistance in solving household and personal problems of finance. While personality is doubtless a decided factor for success in this work, and while a knowledge of bank methods is desirable, experience seems to indicate that the woman trained in Home Economics has certain undeniable advantages. She understands home management in its various aspects and has a thorough knowledge of the comparative items that must appear in the home budget; therefore, she can help solve an individual budget problem with greater regard for the comfort and health of the home concerned.

The home service department aims to be a department which will offer lectures and lessons on marketing, food values, menu making, the buying of clothing and furnishings, giving advice, which, if followed, will result in wise spending and increased saving.

The high infant death rate shows the need of Home Economics trained women for home making, as do malnutrition among school children, diseased condition among adults to which improper food is a contributing factor, and the ship wrecks which drift into the courts of domestic relations.

III. Through Correspondence

The Home Economics department of the Libby, McNeill and Libby Food Products maintains the “Mary Hale Martin” service which is conducted by correspondence with thousands of women who read their advertisements. They receive letters from all over the world asking questions concerning the problems that confront women daily in their households; these are carefully answered. They also devise and test recipes used in the advertising, do copy writing, prepare booklets and folders on their products, and judge from the woman’s point of view all copy and art work.

IV. Through Illustrative Material

Miss Mary I. Barber is director of Home Economics for the Kellogg Company, Battle Creek, Michigan. The aim of the firm is to increase sales by giving service to housekeepers, teachers, home demonstration agents, and everyone interested in health. This is done by sending out pamphlets, giving lectures, demonstrations, cooking schools, and correspondence. Miss Barber has charge of newspaper work and the nutrition clinic in the office and answers all letters concerning diet.

The Home Economics department of the Calumet Baking Powder Company prepares all the educational literature for use in schools, such as recipe books, sets of monographs, which are complete lessons in baking of biscuits, cakes, muffins, griddle cakes, deep fat frying, and kitchen planning, and baking powder production maps which are planned and prepared in the department for use in connection with baking powder lessons. This department also prepares a “Household Page” which is sent to all of the newspapers in which they advertise. Experimental work is also done, comparing their product with others, as well as making any tests at the request of housewives or salesmen.

For the past six months, this department has had charge of morning and afternoon programs of radio talks on subjects of interest to the home broadcast from station WQJ.

It also prepares and delivers a radio talk daily. Miss Helen H. Downing, director of Home Economics for the Calumet Company, states certain standards that she considers essential for a worker in her field:
"I find it necessary for her to know, not only how to do experimental cookery, and to conduct a demonstration or give a twenty to thirty-minute talk in a pleasing and easy manner, but also to know how to write a brief talk which is not too theoretical. I would like to have someone who can use a typewriter when necessary. She needs to have had experience in selling her ideas to the firm, especially since women in business of this sort are new and the men are skeptical of their ability to 'put things over.'

Miss Ruth Watson, director of educational department for the Royal Baking Powder Company, mentions the advertising agencies, the manufacturers and store demonstrations as some of the work carried on by Home Economics women in business. The advertising agencies carry on research work for their clients, determine whether the product is used as directed by the manufacturer, check up on the results which are guaranteed, and seek new markets and new uses for this product. The manufacturers employ Home Economics women to make up recipes, recipe booklets, and booklets descriptive of their products.

The Royal Baking Powder people employ Home Economics women to give lectures, and demonstrations, in schools, colleges and universities.

There are many Home Economics women who are now in business specializing in textiles, clothing, budget making, etc., and are doing research work in these as well as in foods.

V. Through Magazines and Newspapers

The Farmer's Wife reaches about three-quarters of a million rural homes in all parts of the United States. This offers the opportunity of helping to improve homes.

The trained Home Economics women employed by the Webb Publishing Company have several functions:

1. To vise technical material to make sure that it is sound.

2. To learn at first hand what is going on in the rural field, especially to keep in close touch with the work of the Home Economics Extension divisions in the various states.

3. To make contact with trained women who can write and so become members of our staff of contributing editors; through them, to pass on the best information in Home Economics through our various departments in the magazine.

4. To gather information as to the best experience in rural communities and to make this information available to other communities, that they may "go and do likewise."

The work and policies may be summed up as follows: To gather from all sources, information on better home making, to select from the information so gathered that which is sound in principle, and then to make this selected information available to rural women in the United States through the pages of The Farmer's Wife.

The Home Economics department of the Delineator is edited by Professor Martha Van Rensselaer, director of the school of Home Economics at Cornell University. Miss Van Rensselaer was selected by a committee of the League of Women Voters to represent Home Economics as one of the twelve greatest living American women. The program and politics of the department are planned and arranged by Miss Van Rensselaer.

Articles on food preparation, nutrition, family feeding, and household management and equipment are, for the most part, supplied by members of her staff at Cornell University and are written under her personal supervision and edited by her. Contributed articles are bought only when they can meet Home Economic standards. The Home Making department does a great deal of personal work for its readers and offers much service material outside of that given in articles. Answering correspondence and the preparation of this service
material forms a large part of the work of the department.

It is the accepted policy of the *Delineator* that the assistant editor shall also be a Home Economics person. Miss Alice Blinn is the present assistant.

*Good Housekeeping* Magazine established the Good Housekeeping Institute, and has employed technically trained women to perform their work. The real purpose of this institute was: “To take the eternal drudgery out of housework, and to allow the overburdened housewife to straighten her back, to look up from her work, to find time for rest, for play, for the broader duties which her new-found citizenship was ultimately to bring to her willing trust.”

To carry this into effect, work was begun on the testing kitchen which was to be the source of progressive ideas in household equipment and administration.

In 1916 larger quarters were sought and with this change, the Cookery Department of the magazine was incorporated into the Institute which was divided into two branches, The Department of Cookery and The Department of Household Engineering. The Department of Household Engineering has given women standards by which to judge the intrinsic value of household equipment. It has eliminated waste, expensive experiment, and disappointment. It has enabled women to scrutinize with scientific attention the ways and means of organizing their household tasks, to work with less effort, in shorter time, but with better results. And the Department of Cookery has taken much of the burden out of cooking, made its results more certain, more palatable, and less monotonous.

Visitors are constantly going through the Institute and each department has a technically trained woman to operate the different devices and demonstrate their products.

Experiments are made in the testing units that have raised American cookery to an art and have furthered its application in home life. New, delicious recipes are tried out and standardized so that the results can be exactly duplicated by closely following the directions.

Besides putting them to practical use, devices are given special standardized tests by the Department of Cookery workers to get comparative data to check against established standards. For example, every range is used for making baking powder biscuits, mixed in accordance with the standard formula and baked at a definite temperature for a predetermined time. These biscuit tests are devised to show the distribution of heat in the oven and the browning qualities.

Good Housekeeping Institute interprets to the manufacturer the needs of the housekeeper.

In the Institute there is an Engineering and Research Laboratory. Here technical tests are designed to aid in interpretation of practical operation tests.

A variety of every-day tests are made in which each device is put to actual use. One of these is the sewing machine and whether electric or treadle type it must produce first-rate finished products. The quality of hardware on a kitchen cabinet is one of the details to be watched. Mops, mop wringers, pails, and all other floor cleaning appliances are given study and tests.

The Department of Cookery is concerned primarily with testing recipes and various methods of cookery for the editorial pages of the magazine. It aims to make a recipe so clear, so easy to follow, and at the same time so concise, that the most inexperienced housewife may follow it and obtain a perfect result.

The Good Housekeeping Institute buys articles from professional writers who are recognized authorities on Domestic Science subjects. This material is also thoroughly tested by the staff of experts in the Institute kitchen. The original material written by members of the Department of Cookery is perhaps the most valuable and unique phase of the work.
Service is given the housekeeper through the pages of Good Housekeeping. The second source of inspiration comes from contact with housekeepers in all parts of the country.

**VI. Through Department Stores**

There are two phases of this work: 1. The professional shopper who helps the customers to buy and select. 2. Education of sales people in the store.

In connection with buying there are five questions to be considered: why, what, when, how, and where, in the department stores.

The work of Miss Ruth Wilmot, a textile specialist for R. H. Macy & Co., is largely advisory in character. She is particularly interested in all the home furnishing departments, such as furniture, draperies, rugs, lamps, pictures, etc. Miss Wilmot helps the buyers of these departments to select merchandise of good taste, color and design, and aids in the promotion of the sale of such merchandise by better display in the store. To accomplish this there is a department of Interior Decoration, which is in charge of Miss Wilmot. It is the intention of the firm to have Miss Wilmot take the department group by group, endeavoring to bring up the character of the merchandise without increasing its price.

The very generous response from the Home Economics women to whom I have written can only suggest, of course, the wide range of activities in which women are now participating in business. But still further evidence of this variety may be gained from the following list of members of the “Home Economics in Business” Section, which shows the business affiliations of each:

- **Keturah Baldwin**, Business Manager *Journal of Home Economics*, 1211 Cathedral St., Baltimore, Maryland.
- **Mary I. Barber**, Home Economics Director, Kellogg Company, Battle Creek, Michigan.
- **Alice Bradley**, Miss Farmer’s School of Cookery, and Household Editor, *Woman’s Home Companion*, 30 Huntington Avenue, Boston, Mass.
- **Dorothy Buckley**, Nutrition Specialist, Conn. Dairy and Food Council, 450 Asylum St., Hartford, Conn.
- **Genevieve Callahan**, Home Department Editor, Better Home and Gardens, Meredith Publications, Des Moines, Iowa.
- **Mrs. Virginia W. Collins**, Director, Home Economics Dept., Nebraska Power Co., Omaha, Nebraska.
- **Elizabeth L. Cowan**, Special Agent, Equitable Life Assurance Society, 345 Consolidated Building, Indianapolis, Indiana.
- **Doris B. Datson**, Home Service Dept., Providence Gas Co., 62 Wayhassett St., Providence, R.I.
- **S. Agnes Donham**, Lecturer and Service Worker in Savings Banks, 46 Dovering St., Boston, Mass.
- **Mrs. Mary Reed Hartson**, Director, Home Service Division, Jewel Tea Company, Inc., 5 North Wabash Avenue, Chicago, Illinois.
- **Blanche Ingersoll**, Associate Editor, *The Ameri-
can Food Journal, 37 W. 39th St., New York, New York.
Helen Louise Johnson, Lecturer, Writer and Adviser in Home Ec., Women's University Club, 106 E. Fifty-Second St., New York, N. Y.
Mary E. Keown, Director, Education Dept. American Washing Machine Manufacturers' Association, 10 South LaSalle Street, Chicago, Ill.
Margaret H. Kingsley, Asst. Household Refrigeration Bureau, National Ass'n. of Ice Industries, 51 Chambers Street, New York, N. Y.
Dorothy Knight, Director, Home Ec. Dept., Libby, McNeill and Libby, Union Stock Yards, Chicago, Ill.
Ina Lindman, Educational Director, Boston Woven Hose and Rubber Co., Boston, Mass.
Isabel Ely Lord, Pres.-Treas., The Proxy Shoppers, Inc., 7 East 39th St., New York, N. Y.
Harriet Mason, Editor, Home Ec., The Ohio Farmer, Cleveland, Ohio.
Sarah McLeod, Director Home Ec. Bureau, Society for Savings Bank, Cleveland, Ohio.
Mrs. Ida Rigney Migliario, Home Economics Editor, Capper Pub., 8th and Jackson Streets, Topeka, Kan.
Mrs. Nell B. Bichols, Writer, Cromwell Publications, 381 Fourth Ave., New York, N. Y.
Mrs. Louise E. Northrup, Philadelphia Inter-State Dairy Council, 1211-13 Arch Street, Philadelphia, Penn.
Marion S. Rose, Educational Dept., Royal Baking Powder Co., 100 E. 42nd St., New York, N. Y.
R. Leone Rutledge, Director Domestic Science Dept., R. B. Davis Company, Hoboken, New Jersey.
Marie Seller, Home Ec. Editor, Pictorial Rev. Co., 222 West 39 St., New York, N. Y.
Edna Sparkman, Home Ec. Editor, Today's Housewife, 134 E. 70th St., New York, N. Y.

Elsie Stark, Nutrition Director, Nat'l. Dairy Council, 1429 1-2 N. 5th St., Columbus, Ohio.
Mabel J. Stegner, Research Work, J. Walter Thompson, 244 Madison Ave., New York.
Irene Hume Taylor, Dr. Home Ec. Dept., Swift & Co., Union Stock Yards, Chicago, Ill.
Ruth Watson, Dir. Educational Dept. Royal Baking Powder Co., 100 E. 42 St., New York, N. Y.
Margaret Weimer, Home Service Dept., Washburn-Crosby Co., Minneapolis.
Elizabeth Wicriek, Textile Chemist, Sears, Roebuck & Co., Homan and Arlington Ave., Chicago, Ill.
Agnes White, Educational Division, Adv. Dept., Washburn-Crosby Co., Minneapolis, Minn.

LOUISE KEELING

FROM BOOK TO SCREEN

A MOVIE PRODUCTION BY FIRST GRADE

Situation—After we had told and dramatized a number of stories, the question came from the class, “What else can we do with a story?” The children decided they would like to make a “movie” from one of the stories. How they developed this idea is told below.

I. What the Children Did

A. They made a survey of stories to find the ones best suited for “movies.”

1. In doing this they read the following stories:
   - The Three Bears—Elson Extension Series, Primer. Scott Foresman Co., N. Y.
   - The Three Pigs—Everyday Classics, Primer. Macmillan Co., N. Y.

2. While the children were preparing their stories, I read or told to them:
   - Little Black Sambo—Bannerman, Fred A. Stokes Co., N. Y.