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## REORGANIZING THE INDIAN BUREAU

Complete reorganization of the Office of Indian Affairs has been put into effect. The plan for reorganization, which has just been approved by Dr. Ray Lyman Wilbur, Secretary of the Interior, is the result of more than a year's study by Charles J. Rhoads, Commissioner of Indian Affairs, and J. Henry Scattergood, Assistant Commissioner.

Five field divisions of Health, Education, Agricultural Extension and Industry, Forestry, and Irrigation have been organized with a technical or professional director at the head of each division. This new staff of experts now has direct executive and administrative powers over the respective field services. These divisions are grouped under two Assistants to the Commissioner whose spheres are defined as: "Human Relations" and "Property."

The old organization, basically unchanged for over 50 years and operated largely along purely clerical lines, was cumbersome. Division heads lacked the necessary executive powers and, with the exception of those of Health and Forestry, none had a technically-trained man in authority. The standards of qualification for the administrative offices, directors and assistant directors, have now been raised, and salaries have been made more attractive.

Both Mr. Rhoads and Mr. Scattergood consider that the new plan will work out to the best advantage in the administration of Indian Affairs. They hope it will make for a simplification in the management of the complicated affairs of the Indian Service and will make the Office much more responsive to the needs of the field through simplified procedures and direction by trained people who know the Service conditions.

Co-ordination and co-operation is the keynote of the new system. For instance, the new Assistant to the Commissioner of Human Relations will be directly responsible to the Commissioner for the co-ordination of the divisions of Health, Educational, and Agricultural Extension and Industry. His office will serve as the co-ordinating center for all reports and correspondence affecting the human program of the Indian Office. He will be responsible for the co-operation of the three divisions and will call frequent conferences between the directors and their assistants. All personnel problems and policies of the field activities will be worked out by him, and he will be responsible for

conducting a recruiting program for all types of positions. The directors are to keep actively in touch with the field and are to make trips to the field as often as it is found necessary in order to maintain the efficient working of their divisions. They are to aid the Assistant to the Commissioner in the selection of new employees, and are to recommend to him any change needed for the continuance of a high standard of work.

The Assistant to the Commissioner on Property will be directly responsible for all activities dealing with the guardianship of Indian Property (tribal and individual), Land, Irrigation, and Forestry. He will keep all the activities of his group in harmony with the plans and projects of the branches of the Indian Service which affect the human side.

Since Mr. Rhoads and Mr. Scattergood first started to map out a constructive program for the betterment of the Indian Service, they have gradually taken on new people, technically-trained in their lines of work, who now form the complete corps of directors and assistant directors.

Dr. W. Carson Ryan, Jr., formerly Professor of Education at Swarthmore College, is Director of Education. He was appointed last August, and now will have full authority over the educational activities of the Indian Service. Under Doctor Ryan, Miss Mary Stewart, formerly of the Department of Labor, is Assistant Director of Education.

Dr. M. C. Guthrie is Director of Health. He was detailed to the Indian Service in 1926 by the United States Public Health Service and was formerly Executive Officer in the Surgeon General's Office.

The Director of Agricultural Extension and Industry is A. C. Cooley, who joined the Indian Service in February of last year. Previously he had been in charge of Demonstration on Federal Reclamation Projects for the United States Department of Agriculture.

An experienced social executive, Robert T. Lansdale, formerly Executive Secretary of the Council of Social Agencies of Montclair, New Jersey, and member of the staff of the New York School of Social Work, is the Acting Assistant to the Commissioner for the above group. Mr. Lansdale is another who joined the Office of Indian Affairs last year and has been field representative and personnel officer.

The Assistant to the Commissioner on Property has

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