Beatrice Winser: Librarian, Museum Director, and Advocate for Women’s Equality

By Timothy J. Crist

Beatrice Winser (1869-1947) was a woman of fierce intelligence who used her extraordinary aptitude for managing organizations to help establish both the Newark Public Library and the Newark Museum. In 1915, Mayor Thomas Raymond appointed her to the Newark Board of Education, making her the first woman to serve on a Newark board or commission, in what she said was “quite a victory” for suffragists. She was called “the busiest woman in Newark” by a local newspaper in the 1930s when she served simultaneously as Librarian and Director of the Newark Museum, as trustee of Dana College and later the University of Newark, and leader or participant in a host of other projects and organizations. When the newly formed University of Newark conferred an honorary doctorate on her in 1937, in the same group with Louis Bamberger, she was cited as “an ideal public servant and a luminous personality.”

This paper draws on the extensive archival materials about Beatrice Winser at the Newark Public Library, the Newark Museum of Art, and the New Jersey Historical Society to discuss her pioneering work with the Newark Public Library and her advocacy for women’s rights in the first decades of the 20th century.

In the spring of 1938, Althea Warren, the director of the Los Angeles Public Library, toured major public libraries around the country to gain new insights that she could take back to Los Angeles. Beatrice Winser and the Newark Public Library were at the top of her list. “Of all public
libraries on earth,” she wrote after her visit, “I have always known I should love Newark best, fabricated as it has been from the characters of two original, creative, tireless people of genius!”

John Cotton Dana has long been celebrated as the “man of genius” responsible for making the Newark Public Library one of the best in the country at the beginning of the 20th century, and for launching the Newark Museum in 1909 with revolutionary ideas about the purpose and function of a museum. However, Althea Warren recognized not just Dana’s “original, creative, tireless genius,” but Beatrice Winser’s as well. In a world where men usually headed libraries and women mostly staffed them, it perhaps took a woman to give appropriate credit to another pioneering woman in her field.

In nearly all American towns and cities, the public library is perhaps the most important public space, available to all at no cost, regardless of the weather, on almost any day of the week. As in Newark, public libraries were usually put in place before museums or even parks or public playgrounds. They were often created by public referendum, as the Newark Public Library was in 1887 when the referendum received nearly unanimous support in an otherwise closely fought municipal election. Out of 24,275 ballots cast, only 331 voters were against establishing a free public library. Even in our information age, public libraries are treasured as a gathering place, a community space, and they retain widespread public support.

In 1889, when Beatrice Winser was hired as a library assistant before the Newark Public Library even opened to the public, librarians were still determining how best to serve the public.

---

1 Letter of Althea Warren to the “Kind Hostesses of Newark,” April 3, 1938, Winser Papers, Charles F. Cummings New Jersey Information Center, Newark Public Library (hereafter cited as Newark Public Library).
2 The Newark Public Library commissioned a bookplate in 1933 with an engraved portrait of Dana and the inscription “In Memory of John Cotton Dana, the Man of Genius.” Special Collections, The Newark Public Library. The Newark Museum changed its name to the Newark Museum of Art in 2019.
and manage their operations. While men were almost invariably put in charge of public libraries, intelligent and idealistic women – at the time shut out of most other career opportunities – found libraries an immensely stimulating environment in which to work. As a young woman, Beatrice Winser seized her chance to enter this still emerging field, and over the next five decades she forged an outstanding career in Newark not only as Librarian, but also as Museum Director and determined advocate for women’s equality and higher education.⁴

Winser was a woman of fierce intelligence, a voracious reader, fluent in several languages, and completely dedicated to her work. Blessed with robust health, she had a commanding and even intimidating presence. As an administrator, she could be brisk to the point of being brusque, and sometimes ruthless in her decisions. But at the same time she earned the deep loyalty and respect of those who helped her run the Library and Museum. Althea Warren – the Los Angeles librarian cited earlier – marveled at the team of women Winser had assembled and wondered if she could possibly do the same: “if only I can achieve a group like the six women around Miss Winser’s table,” Warren wrote, “– friends on that one possible platform of friendship – ‘who think the same things admirably.’”⁵

The Newark Public Library was Winser’s “beloved institution,” but she did not limit her considerable energy to the library.⁶ She was dubbed “the busiest woman in Newark” by a local newspaper during the years when she served simultaneously as Librarian and Director of the Newark Museum, as trustee of Dana College and later the University of Newark, and leader or

---

⁴ For Winser’s hiring, see Board of Trustee Minutes, Special Meeting on August 22, 1889, Newark Public Library. *Fifty Years: 1889-1939*, published by the Newark Public Library in 1939 to mark its 50th anniversary, contains a detailed timeline of the library’s early history. The Newark Archives Project website (nap.rutgers.edu) provides the best guide to the extensive archival materials related to Beatrice Winser.

⁵ Letter of Althea Warren to the “Kind Hostesses of Newark,” April 3, 1938, Winser Papers, Newark Public Library.

⁶ Beatrice Winser, Letter “to all my friends” about her retirement, August 14, 1942, Winser Papers, The Newark Museum of Art Library and Archives.
participant in a host of other projects and organizations.\(^7\) When the newly formed University of Newark conferred an honorary doctorate on her in 1937, in the same group with Louis Bamberger, she was cited as “an ideal public servant and a luminous personality.”\(^8\)

Beatrice Winser’s particular genius was organizational management, just as John Cotton Dana’s was vision and innovation. Holger Cahill, the head of the WPA’s Federal Arts Project who knew Winser from his time at the Newark Museum, considered her “an amazing manager;” he suspected she “could run anything, including the United States Government, with great efficiency.”\(^9\) Winser was not one to chart a new path, but give her a mandate to carry out, and there was almost no one better.

Extraordinary managers tend not to get much credit; instead, acclaim goes to the innovator and visionary. So, it is John Cotton Dana who still gets all the attention. For example, in her recent book, *John Cotton Dana, Progressive Reform, and the Newark Museum*, Carol Duncan mentions Winser only six times and dismisses her as “Dana’s worshipful assistant.”\(^10\) It is true that Winser adored Dana; he was perhaps her ideal man – not in any physical or romantic sense but for his intellect and vision.\(^11\) However, it is helpful to think of Winser as completing Dana, just as much as Dana completed Winser. Without Dana, Winser was a supremely competent but sometimes inflexible bureaucrat, as would become evident toward the end of her career at the Library. But it is also true that without Winser, Dana might have come across as a restless and often contentious dilettante, full of good ideas but not quite able to pull them off. Together they achieved greatness,

---


both at the Library and at the Museum, and the City of Newark as well as libraries and museums throughout the United States were better because of their combined genius.

Beatrice Winser was a Newarker through and through. She was born at home at 201 Washington Street in Woodside, Newark on March 11, 1869. Her father, Henry J. Winser, had been a Civil War correspondent and was then City Editor for the *New York Times*. Soon after her birth, President Ulysses S. Grant named Henry Winser as US consul in Coburg, Germany, and for the first 12 years of her childhood Beatrice lived in Germany, with a couple trips to the United States. Her education was put in the care of governesses, and she became fluent in German and French; she did not start learning English until she was about ten years old. Even as an adult she spoke English with a bit of a German accent.¹²

When the Winser family moved back to Newark in 1881, Henry Winser resumed his career as a journalist, this time as managing editor with the *Newark Daily Advertiser* at a time when Newark was thriving as one of America’s great manufacturing centers. Beatrice graduated from Newark High School and then attended classes at Melvil Dewey’s pioneering School of Library Economy at Columbia. Dewey suggested that interested students spend the summer “laying in an extra store of physical strength and good health,” visiting libraries, improving their skill in library handwriting, and broadening their knowledge of German, French, and Latin.¹³ Those would have been easy tasks for Winser, except perhaps for library handwriting since she later drafted letters in an energetic scrawl.

After joining the Newark Public Library staff, Winser rapidly took on increased responsibility. She was just twenty years old when she was hired in 1889 to catalogue German and

---


French books at a salary of $35 per month.\textsuperscript{14} Five years later, she became Assistant Librarian; five years after that, when she was just thirty, the Library trustees made her Acting Librarian during the eleven-month interval between the departure of Newark’s founding Librarian Frank P. Hill who left to help Brooklyn establish its public library, and the arrival in Newark of John Cotton Dana from Springfield, MA – this was also the period when the Main Library building was still under construction. Ten years later, in 1909, she worked closely with Dana to establish the Newark Museum Association, and in 1915 Dana recommended to both the Library and Museum trustees that she be given “authority to take over [his] duties in his absence” – and Dana tended to be absent frequently, with extended stays on his farm in Vermont or traveling overseas or in his last years recovering from illness.\textsuperscript{15} To no one’s surprise, Winser succeeded Dana as Director of both the Newark Public Library and the Newark Museum following his death in 1929.

Beatrice Winser was a determined advocate for women’s equality, often engaging forcefully in public debate. It is perhaps to Dana’s credit that he did not clip her wings as she developed her independent reputation on this issue; he did not seem to mind – as some leaders would – that his colleague attracted attention and even courted controversy. In 1915, Mayor Thomas Raymond appointed her to the Newark Board of Education, making her the first woman to serve on a Newark board or commission, in what she said was “quite a victory” for suffragists.\textsuperscript{16} Then, in 1923, in an opinion piece for the \textit{Sunday Call} on “Women and Equality,” she ridiculed

\textsuperscript{14} Along with several other candidates, Winser took an employment test on August 21, 1889, two months before the Newark Public Library opened to the public for the first time. After examination papers were graded, the Library trustees’ Special Committee on Assistants unanimously recommended that Winser and Frances Herrick be hired to “permanent positions in the library services.” Board of Trustees Minutes, Special Meeting on August 22, 1889, Newark Public Library.

\textsuperscript{15} Board of Trustees Minutes, October 7, 1915, Newark Public Library. The Newark Museum trustees acted on Dana’s suggestion on October 19, 1915.

\textsuperscript{16} “Why a Woman was Chosen,” \textit{New York Evening Post}, January 23, 1915, Winser Papers, The Newark Museum Library & Archives. Winser proposed that the Board of Education cede greater independence and authority to the Superintendent of Schools. The other members of the Board of Education rejected her reforms, and she resigned in 1917.
state legislation that would ban women from working at night in order to protect their “health and morals.” Winser declared in her article that “Men who have been the rulers for so long will never accord full recognition to women until they discover that women are asking no odds because of sex.”17

She took on sexism in her own profession, too. During World War I, she challenged the view that running camp libraries for soldiers was a “man’s job” and that women could be “used” only as assistants. In a blistering letter in May 1918 to the editor of the journal Public Libraries, she wrote:

As all our librarians are men and as nearly all men are of the opinion that man is, in all respects, as far as work is concerned, superior to woman, it is not strange that they all agree that the running of camp libraries is something that can be done by men only. A ‘man’s job’, in their minds, means something above and beyond any piece of work that woman has ever attained to.18

One month later, in another letter to the editor of Public Libraries, she objected to the idea that men should not serve as children’s librarians on the basis that working with children was a “woman’s job.” She pointed out, “Superior physical strength does not necessarily endow men with superior gray matter, and it would seem to be high time for men to disabuse themselves of the notion, in spite of the present world cataclysm, that brute force is the only thing that moves the world.”19

Winser, who had sole responsibility for hiring, training, and assigning staff, was keen to hire bright women. As a result, the early history of the Library and Museum is peppered with strong and forceful women, all unmarried as was the practice at the time. For example, in April

---

19 Beatrice Winser, Letter to the Editor of Public Libraries, June 14, 1918. Retained typescript copy in the Winser Papers, Newark Public Library.
1912, while Dana was traveling overseas, Winser was “much pleased…to secure…the expert services” of Louise Connolly, who had been Superintendent of Schools in Summit, NJ before being forced out by a conservative Board of Education. Winser asked Connolly “to study the relation of all departments of the library to the school system of Newark” and “to revise the collection of books on pedagogy” during an initial three-month consulting assignment. Connolly proved her worth and went on to develop innovative educational programs at both the Library and Museum.\(^{20}\) Connolly was also the one to spot a young Marian Manley making a street corner speech in Summit for the New Jersey League for Women’s Suffrage in 1915. She approached Manley after the speech and suggested she might work for the Newark Public Library. Nearly forty years later, after going on to manage the Library’s pioneering Business Branch with singular success, Manley recalled meeting Beatrice Winser for the first time and admitting that she did not even know shorthand. Winser replied: “I think you have executive ability. If anyone asks you to take dictation, just say you are in the habit of dictating.”\(^{21}\)

Winser was responsible for managing the Library on a day-to-day basis, and over the years she implemented major initiatives, including an upgraded book charging system in 1931 and the establishment of the library’s important New Jersey collection in 1938.\(^{22}\) She also developed a host of library procedures, from a color-coded system for telling when books were due to installing a time clock, noting drily in her notice to staff about the latter that a “time clock never lies.”\(^{23}\) Few things escaped her attention, and occasionally she focused on the most mundane details, as when

\(^{20}\) Ford, “The Newark Public Library,” 76. Beatrice Winser, Notice to Staff, April 11, 1912, Librariana, Newark Public Library.


\(^{22}\) Ford, “The Newark Public Library,” 77.

\(^{23}\) Beatrice Winser, Notices to Staff, May 10, 1911 and May 12, 1908, Librariana, Newark Public Library.
she took time to instruct staff in the proper use of the paper towel machine in the first floor staff room.24

Her influence extended well beyond Newark. She was a founding member of the New Jersey Library Association in 1890 and served in the crucial role of secretary in its first years; later she twice served as president (1907-8 and again in 1921-22). She was elected a member of the American Library Association’s Council of Fifty in 1909 for a three-year term, and again in 1930, before serving as the ALA’s second vice president in 1931. Long interested in higher education for women, she was a member of the women’s committee of the New Jersey College for Women (later Douglass College) at its start in 1918, and then was a prime advocate for the University of Newark two decades later. During the Depression, she served as Chairman of the New Jersey Sub-Committee, Works Progress Administration (WPA), Federal Art Projects, and she wrote the preface to the Federal Writers’ Project’s New Jersey: A Guide to its Past and Present, published in 1939. Similarly, when Mary Beard, Rosika Schwimmer, and other women leaders proposed the ultimately short-lived World Center for Women’s Archives in 1935, Winser quickly signed on as archivist of the group’s New Jersey branch, the first state branch established.25

There is little doubt Winser was the right person to succeed Dana as Librarian and Director of the Museum after his death in 1929. Richard Jenkinson, head of the Library trustees, told the Newark Evening News that there had been “a large number of applicants” for the position, but they cannot have been taken seriously since the trustees named Winser the new Librarian just a few weeks after Dana’s death.

---

24 Beatrice Winser, Notice to Staff, March 29, 1923, Librariana, Newark Public Library.
In a letter to staff members after Dana’s death, Winser called him “a great man,” and added, “we shall never see his like again.” She fully endorsed Dana’s deceptively simple but profound idea that “a library or a museum should shape itself to fit the needs of the people it serves.” As she wrote to Katherine Coffey at the museum a couple weeks after Dana’s death, “we can all go on as if Mr. Dana were to come in at any time to advise us. The same in the Library.”

Unfortunately, Winser was soon confronted with the Great Depression. The City of Newark almost went bankrupt and reduced expenses wherever it could. In 1933, the City cut its allocation to the Library by about 28%, even as usage of the library soared. Hours were cut back by more than a third at the Main Library and by more than 40% in the branches. On top of a city-wide cut in wages, library employees were asked to work three hours each week without pay. The budget for new books was cut by 75%. It must have taken a tremendous act of will by Winser to keep the library functioning at a high level in those difficult times.

Winser succeeded in protecting the Library from even worse budget cuts, and she no doubt took satisfaction from the extraordinary increase in library usage during the Depression. For example, patrons borrowed nearly 2.6 million books in 1933 despite the reduced hours; that was an average of nearly six books for every resident of Newark at the time, or an even more impressive average of twenty books for every library card holder. This level of library usage continued throughout the 1930s under her leadership.

26 Beatrice Winser, Note to Katherine Coffey, July 24, 1929, Winser Papers, The Newark Museum of Art Library and Archives.
27 Biographical notes about Beatrice Winser, January 15, 1937, Winser Papers, Newark Public Library.
29 “Funds Reduced, Hours Cut, Use of Library Increases,” Newark Evening News, January 25, 1934; “New Hours to Meet Reduced Budget,” typescript document, Winser Papers, Newark Public Library. Base salaries were restored in July 1936; Fifty Years: 1889-1939, 29.
30 “Funds Reduced, Hours Cut, Use of Library Increases,” Newark Evening News, January 25, 1934; Comparison of key library use statistics (appropriation, book stock, books lent, card holders) for 1898, 1908, 1918, 1928, and 1938,
But the Depression must have taken quite a toll on Winser. She worked to keep the Library on what she considered Dana’s path, but it was hardly a good environment for innovation. She continued to pour her energy into new initiatives – including the University of Newark and a peace organization called Veterans of Future Wars – but it was Frank Kingdon’s vision that sparked her in these efforts, not the legacy of John Cotton Dana. It is likely she put managing the Library on something akin to autopilot; in her fifth decade at the Library she knew everything about its operations and procedures, and presumably she felt that what had worked so brilliantly in the past was just fine for the present.

There are signs that the trustees grew concerned about Winser and her management style some years before her noisy retirement as Librarian in 1942. As early as 1927, Richard Jenkinson, long-time Library trustee and strong supporter of both Dana and Winser, noted how Winser’s commanding presence and confident knowledge fed into both her tendency to micromanage and her reluctance to delegate; she often found it easier and more efficient to do tasks herself. In a remarkable letter to Winser, he referred warmly to both her parents, and then added:

From these two you must have inherited the wonderful energy you possess, and display at all times. But take my advice, conserve it, spread it out, and don’t work so hard. You have trained, and have around you, some wonderful women – Gates, Travis and Gould, and in the Museum, Miss Kendall. I am sure they would willingly relieve you of some of your detail work, and you will make them better helpers by giving them more to do, and they will be better for the training and practice.

31 Dr. Frank Kingdon was an educator, Methodist minister, and radio commentator who became president of Dana College in Newark in 1934. When the New Jersey Law School, Seth Boyden Business School, and Dana College merged to become the University of Newark, Kingdon was chosen in 1936 as the University's first president. Winser’s correspondence and records for the “Friends of the Veterans of Future Wars,” 1936-37, MG VFW, are at the Newark Public Library.

32 Winser kept Jenkinson’s letter separate from all her other correspondence, which suggests she took it seriously. Richard Jenkinson, Letter to Beatrice Winser, October 21, 1927, Winser Papers, MG1023, Box 2, Scrapbook 5, New Jersey Historical Society.
As the Depression eased and World War II approached, Winser confronted challenges from Library trustees, notably in 1938 when she succeeded in staring them down, and again four years later when still another set of trustees overruled her objection to transferring a staff member from one of the branches to the Main Library. This was a step too far, and Winser objected strenuously on the principle that the librarian should manage the staff of the Library, not the board of trustees. She offered her resignation in protest, and when the trustees did not reverse their decision she insisted they grant her request. The dispute, however, was no doubt a larger issue coming out sideways. Winser had worked for the Library for 53 years; she had apparently become imperious and more than a little inflexible in her role. She had also been more comfortable with the ethos of the Progressive era than with the Irish Catholic political leadership in Newark toward the end of her career. The trustees likely felt it was time for fresh leadership.

Winser did not go quietly. She complained loudly and often about the trustees, carrying out a wide correspondence on the matter and getting the local papers on her side. The staff backed her both privately and publicly. Winser went so far as to declare that the trustees would be unable to attract a new librarian of any merit given their shameful action. The controversy was so great that a nine-member public commission was formed to inquire into conditions at the Library. Its report three months later avoided firm conclusions and seems to have had the sole aim of pouring oil on troubled waters. In due course, the trustees secured John B. Kaiser, who had been head of

---

33 Resolution of the Board of Trustees, Newark Public Library, January 17, 1938, “That the Librarian...be instructed to present to the Board of Trustees at her earliest convenience...a comprehensive report showing the divisions, departments, and activities of the Newark Public Library...[including] theory of operation, practical administration, budgets...salaries...methods of operations, contracts of various kinds,” etc., with Winser’s handwritten comment, “[the] Vote shows a complete lack of confidence in your administration, & I have nothing to say at this time.” Winser Papers, The Newark Museum of Art Library and Archives.
the Oakland Public Library in California for the prior fifteen years, to serve as the new Librarian in Newark.\footnote{The Winser Papers at both the Newark Public Library and The Newark Museum of Art Library and Archives contain extensive correspondence and clippings about this episode.}

Winser continued as Director of the Newark Museum for the next five years, but she severed all ties with the Library. For the first time, she was paid a salary by the Museum; Dana worked for 20 years and Winser for 33 years on both library and museum matters, but were compensated only by the Library during those years. Following Winser’s death in September 1947 at the age of 78, Library trustees had the grace to close the Library for a couple hours to permit staff members to attend her funeral at Trinity Cathedral, which her family had attended for some six decades.\footnote{Poster Collection, Newark Public Library.} Winser was buried in a family plot in Green-Wood Cemetery in Brooklyn.

The Newark Public Library and the Newark Museum of Art continue today as two of the most important cultural organizations in New Jersey. Beatrice Winser played a key role in the first 53 years of the Library’s history and the first 38 years of the Museum’s history. Regardless of the controversy during her final years, she deserves more credit than she has received.

I will give the last word to John Cotton Dana. In a letter to Winser in 1914, the midway point in their 29-year partnership, Dana expressed just how much their partnership meant to him:

\begin{quote}
For your eyes only I write to say that your 25 years in the Newark Library…are very, very much to your honor. As for the 15 yrs. thereof which I have shared with you, you have helped to make their burdens bearable, their pleasures greater and their accomplishments…have been possible only through your tireless energy, your ready understanding, your eternally straight-forward criticism, and your abiding desire to make our institution always worth while…\footnote{John Cotton Dana, Letter to Beatrice Winser, September 3, 1914, Winser Papers, New Jersey Historical Society.} \end{quote}
Timothy J. Crist is co-founder of the Newark History Society and a trustee of the Newark Public Library. He earned his PhD in History from Cambridge University in England. After heading a bibliographical research project and teaching at Yale University, he worked at Prudential Financial for 37 years before retiring in 2016.