1988

Betty Wilkins

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In 1939 Betty Wilkins was one of the first two graduates of the University of Washington Law Librarianship Program, taught by Dr. Beardsley. She worked part-time in the law library as a circulation and reference librarian from 1938 to 1942. After rearing a family and practicing law, Mrs. Wilkins returned to work at the library in 1965. She was assistant librarian until 1973; associate librarian from 1973 to 1982; acting librarian in 1982 and head librarian from 1983 until her retirement in 1985.

Because of her recent contact with the library, I placed upon Mrs. Wilkins the burden of describing its operation in some detail. Our interviews were conducted on three separate mornings at my dining room table.

Dates: Tapes 1-2, April 11, 1986
      Tape 3, April 15, 1986
      Tape 4-5, April 22, 1986

Length: 4-5 hours
This is the 10th of April, and today we're talking to Betty Wilkins, who received her Bachelor of Arts and Law Library Science degree from the University of Washington under Dr. Beardsley in 1940. You received your LL.B. in 1938 from the University of Washington and got a Bachelor's from the University of Washington in '36 after spending two years at the University of Montana. You worked at the library for a time, then retired, reared three daughters, went back into practice in 1957, and then rejoined the law library in 1965 as assistant law librarian in technical services. After serving as acting law librarian for six months in 1982, you were appointed law librarian and served in that capacity until your retirement in 1985. Tell me how you happened to go to law school and then into library school following that.

I was raised on a ranch in Montana and went to a high school in a little town where there were 63 students in my high school class. I happened to have an English teacher who wanted to be a lawyer, and she convinced me. I met her when I was a sophomore in high school, and for the rest of my high school career, it was just assumed that I was going to law school. I didn't know any women lawyers. We had family friends who were lawyers. My father wanted me to go to Montana, and my mother wanted me to come to Washington because we had relatives out here. So we decided that I would divide it. I went two years to the University of Montana. My advisor was the dean at the law school. He was horrorstruck when I walked in. There had not been a woman in law school for ten years over there, and he wondered what on earth I was doing. (L) Well, I stayed two years and transferred out here. It was transferring into an entirely different climate. I took one year, and then what would have been my senior year became my first year of law school. It was a three year pre-law at that time, and so the Bachelors that you see there was at the end of the first year of law school. But there were 14 women in law school, and I felt quite at home. My class had 106 in it. There were three women. One stayed two quarters, the second one stayed a year. I was the only one who finished. But that was not unusual because finances had a lot to do with people dropping
out of law school. They say that people flunked out, but that was at the bottom of the depression. I think 33 of us graduated. But it was an economic problem as much as anything.

Upon graduation, I had no idea what I was going to do. There weren't any jobs. Marian had been a friend through law school and had worked as a librarian and was told she had to go to library school. Dean Falknor, who was instrumental in starting her career, also was instrumental in mine. He asked me if I would substitute for Marian half time so she could go to library school. My parents paid $50, another $50 came from the University, and that was a lot more money than I had when I was in school. I got along just fine. I also met my future husband, who was in my law school class. Marian went to library school part time. She took classes in the morning and worked in the library in the afternoon. I worked in the library in the morning and had the afternoons off. When she completed that course, she left for the University of Utah, and I was asked to do the same thing she had done. It was required at that time that we get a library degree. It just seemed normal that I would do the same thing.

MAA: Required if you were going to continue to work in the library?

Wilkins: Yes. We had our law degrees but we needed to know something more than that about the work in the library.

MAA: So you too went through the University of Washington librarianship training program.

Wilkins: Marian took a Bachelor of Library Science. At the end of that year, Dr. Beardsley decided to channel part of the work into law library materials. The cataloguing course we took was taught by the cataloguer, Mary Hoard, at the law library. Dr. Beardsley taught us library administration, book selection. It was the first year this course was taken and there were two of us: Dr. Edgar Bodenheimer was the other student. He had a German Law degree and took a refresher course or some classes at the law
school. He couldn't practice law, because he wasn't a citizen at that time. Waiting for his wife to complete her work there, he took this course. So I had company.

MAA: The two of you then were the two first graduates from Dr. Beardsley's law librarianship program. Did that program fall into place fairly easily or were there problems getting that underway? Or were you aware of anything?

Wilkins: Well, library school was so boring after law school (L) that we welcomed the time we were in the law library, working with law materials. And it was more concrete, we were working with the books we knew, a locale we knew. And it was not hypothetical, it was actual. And, of course, I found Dr. Beardsley a most interesting person. He wasn't particularly fond of women, but I always felt privileged to have worked under him. Some of the things he taught me, I have carried with me all my life: respect for books and, I think, respect for librarianship too. He had his doctorate in librarianship and insisted on being called Doctor Beardsley. But, nevertheless, I always felt that he was so knowledgable about that collection, and I felt that he had done such an excellent job of putting it together. It was as if it was his baby, and we respected it because he told us it was that good. I think it took a while to fully realize that this was an excellent collection and the nucleus of one of the finest in the country.

MAA: Let me clarify one point: It's my understanding that Dr. Beardsley had a doctorate in history.

Wilkins: I thought it was in librarianship.

MAA: We'll look that up. As a student under him, you were very impressed.

Wilkins: Oh, yes. I think maybe the title had something to do with it.

MAA: That's interesting, because even just reading his materials, I refer to him as Dr. Beardsley.

Wilkins: Oh, he insisted upon it.
MAA: So, you did work in the library then after you graduated?

Wilkins: In '40. Then I worked until the fall of '42.

MAA: You were reference and circulation librarian? Did Mary Hoard stay on during that time? She remained as a cataloguer?

Wilkins: Right.

MAA: So, in other words, the library was growing in staff if they had a cataloguer and you as a circulation and reference librarian. Then Dr. Beardsley must have concentrated most of his time on acquisitions.

Wilkins: Well, he spent a great deal of time on the history of the Bench and Bar. His correspondence was voluminous to the judges and attorneys, piecing together the history of the Washington Bench and Bar and collecting portraits and pictures in any form, framing them. I don't know whether you remember the hallway in old Condon from the workroom back to what was later the acquisitions office. The walls were covered with all of these pictures, and there was no light. But, as you know, we were short of space too. Those pictures were later taken out of the frames and put into the files of the various judges and attorneys. But he did spend a great deal of time on that, and he has a manuscript on the history of the Bench and Bar that has never been published.

MAA: But I assume that is of value?

Wilkins: Yes. There is somebody who has access to it now with Dr. Beardsley's son's permission. The budgets were not large enough to spend a great deal of time on acquisitions. There were standing orders for the series that needed to be collected. One of his quirks was not to let any material circulate until it was paid for. There were glass cabinets that locked up the books that had not been paid for. So if the invoices were two months late, those books didn't get to the shelves. I think Marian cured that.
He must have been an interesting man, and he did set a tone and lay a foundation.

I don't know how the school could have been more fortunate than to have had him and then to have had Marian as his successor. When you consider that wonderful span of years when she was able to do the things that she did for the school, do them so well, and bring the attention of the rest of the profession to that school, it is a major accomplishment. Now, head librarian jobs are musical chairs. You hardly know where's so-and-so now or who's taking this position. And here we were able to have Marian all of those years.

Thirty-seven years. Was that also the case with a number of other librarians across the country?

I think probably it was much more prevalent then than it is now.

Would you comment on the role of the law librarian, that person's place in the law school and the university?

My experience is limited because all I know is this one. Marian set such a positive tone as a campus leader that all you had to do as her successor was say, "I'm at the law library." "Oh, Marian Gallagher's position." But she had such a wonderful rapport with the officials in other departments of the University, and particularly the top echelon, that they know of and about the fine collection that we have. I can say from the experience that I had before and while I was the head librarian, I never heard anything or was received with anything but respect from the people in the provost's office and in the main library and particularly from the deans. I can't say enough about the law school deans and the support that they have given to that library. I think it's true -- and I quote Marian loosely -- that the law library budget was protected as best it could be protected. It did have some downturns, but very few compared to the sometimes devastating cuts that the law school had to take. The proportion of the number of persons on the
library staff to the number of students -- and that is a ratio that some schools look at -- we have always had a larger staff than most law libraries. I understand through the years it was easier when you needed a position to get a professional than it was to get classified staff persons. And when you realize that we were up to 12 librarians at one time, that is a lot. It's a large number for 450 students.

MAA: Professionals are library-trained people?

Wilkins: Yes. The staff was around 32. So we had a good nucleus for support staff. Marian always thought 2-1/2 clericals to one professional would be ideal. Ours was not quite that good. And it became more difficult in these later years to get more help. But the University was, I think, very generous at that time when money was scarce.

MAA: Marian wrote in the Texas Tech Law Review, 1971-72, in an article called "The Law Library," "An incompetent teacher can damage a school program and affect alumni relations for years. But a bad law librarian and staff can do it faster, spread it evenly over the total program and the debris that it leaves takes longer to pick up." So, one of the things you're saying is that you need that consistency in the law library program. If you have acquisition gaps, it's very difficult to fill them.

Wilkins: Now it's becoming very costly too. Much of the material that we might want to fill in is coming out in some other form, but it's very expensive.

MAA: Well, then, the role of the law librarian is considerably more than just maintaining good relationships within your own staff and being certain that your own library runs well.

Wilkins: There's a lot of PR involved in it.

MAA: Beyond the law school community?

Wilkins: Well, we basically support the curriculum, so we would be supporting the faculty and the courses that are being taught. That's the
primary purpose. But we also serve other people. We must see the University as a unit. We're under the umbrella of the law school, and this is a college that is an integral part of the University. The law school would be adversely affected if the library and its department were not maintained at a high level. I think there's a certain integrity in that and Marian set that tone. I had a turnover of deans in the time that I was there. And there was tremendous support from upstairs.

MAA: Let's digress briefly and talk about the law library's relationship with the university library regarding computer systems. You were quite involved when the integrated data systems were being developed in the mid to late seventies. Can you talk about that and explain how the law school is related to the university system.

Wilkins: I went to a couple of meetings before we went on the Washington Library Network. The main library was on the system first and we did not have any funds appropriated to go on to the system.

MAA: Tell us what the Washington Library Network system is.

Wilkins: The system, now called the Western Library Network (WLN) because it contains holdings of other states, is a data base of holdings of a cooperative group of libraries. Its headquarters is in Olympia. The system was designed by Boeing engineers, and it was a western version of OCLC, which is national, based in Ohio.

MAA: By holdings, you mean it lists what the holdings are. It's not like LEXIS or WESTLAW, which contain the actual information.

Wilkins: Yes. It's the bibliographic record of an individual item that is owned by the library. You can approach it by subject or title or author and then call up the complete record. Usually it's from a MARC tape, which is a Library of Congress tape. It's correct
cataloguing. It's the official cataloguing of the Library of Congress.

MAA: And that would be northwest libraries, academic libraries, public libraries, professional libraries on the west coast?

Wilkins: Right now I don't know exactly what the boundaries are because one by one it does change. There are smaller public libraries that are coming into the system. Many of them only have a capability of searching. They would use it for inter-library loan. They wouldn't input their own holdings because that becomes more costly.

- End of Side A -
Wilkins: I imagine that there are far more small libraries that use it as an inquiry than those that use it as a record of their own holdings.

MAA: This was developed then out of Olympia and designed by the Boeing engineers. Was it always understood that the University would be on that system.

Wilkins: I think they wanted them on, but the University did not want to be on the system for the very good reason that they have the largest collection and therefore would have been the primary lender. And all of that costs money too. That would have required more staff for them. They did input their periodicals onto the Library Network system, but they did not put their other holdings. The University entered its holdings on OCLC, which has many large libraries, so they wouldn't become the prime supplier. It would have changed the whole complexion of the system if the University had all of its holdings in the WLN.

MAA: How did the law library fit into this?

Wilkins: I can't tell you technically because I don't know, but we were able to put all of our holdings that were on MARC tape into the system without punching them in ourselves. They matched up what we had with what was on the Library of Congress MARC tapes. They were added to the database. This was a mass project -- it was called "Wylbur," and I can't tell you what that stands for. Since that time, all new materials that are individually catalogued have been added to the system, so that we do have some original cataloguing on there. But at the beginning the holdings that we entered had Library of Congress cataloging when we joined the system.

MAA: Why would the law school want to be a part of that?

Wilkins: Well, actually, it's become a wonderful tool for us because it's become a location guide.
I don't know whether Marian talked to you about closing the card catalogue. The ideal system would be to have, as we talked about before, a terminal with which one could search the whole University library's holdings. As a lesser step of being able to search only law library holdings on line, we have converted from a manual public card catalog of all of our holdings to a microfiche catalog of selected holdings. The public card catalog now contains only the part of our collection classified under the Dewey Decimal System. All items classified in the Library of Congress classification have been entered on the WLN. From these latter holdings the Network generates a quarterly microfiche list of law library holdings which can be searched manually by fiche readers. This quarterly update allows the library to buy multiple copies of the fiche catalog at a reasonable price. At some time in the future with available money and personnel, the entire collection may be converted to the Library of Congress system, entered on the Network and make possible retiring completely the wooden card catalog.

It should be noted that the microfiche entries show the floor location for each item in Condon Hall. It serves, then, not only to inform the user that an item is owned by the law library, but also its location in the collection. It becomes a locating guide.

MAA: And someone in Portland can find that out?

Wilkins: Yes. We started selling copies of the microfiche catalogue -- which incidentally are very reasonable, three to four dollars a quarter for an update of the whole collection to the firm libraries in Seattle. I was against it at first. I thought it would cause more problems and be a strain on our reference staff, but it apparently has not worked out so. The firm libraries downtown now can use their microfiche readers, see whether we have the book they want, then check to see if it is on the shelf and available.

MAA: Is all of the information on microfiche available on the Western Library Network terminals?
Wilkins: Yes. The microfiche catalog is generated through the Network by extracting the law library's holdings.

MAA: Why would they want the fiche also?

Wilkins: I think there's a charge when you make an inquiry on the terminal. The fiche would be cheaper than using the terminal, and sometimes the system is down. One can look at the fiche and see that it is available.

MAA: So the old fiche still has its place.

Wilkins: Right. There's a copy in the faculty library so the faculty members don't have to go downstairs to the terminal to find out what we have. They could have copies of the fiche catalog on their desks if they wanted them.

MAA: So there's no more writing to a library and asking, "Do you have that?"

Wilkins: There may be for people who don't have access to this system, but for the people within the system they can tell what we have.

MAA: Do you have, either through OCLC or the Western Library Network, the holdings of most major libraries in the United States available to you?

Wilkins: We have some in book form. The Cumulative Book Index is a Wilson publication and it's very cumbersome, huge volumes. You can use that. Some people have put their holdings in other sources. But now I would think that with a terminal to OCLC that is going to make it easier.

MAA: That's the largest system in the United States? I assume there are other regional systems too, like Western Library System.

Wilkins: There's one called "RLIN." A great many law libraries are in that system. We don't have access to that now.

MAA: Now, let's go back to your early re-arrival at the law school. You worked until 1942, until '57 you were at home rearing a family, and then
Did you specialize in that practice?

Wilkins: No. I had a friend who was appointed to the Superior Court bench, who said it was about time I did something with my law degree. He appointed me guardian ad litem to practically everything that came his way while he was presiding judge, which gave me an opportunity to find out what the courthouse looked like at least, checking the files. These were guardianships for children, incompetents. Also the law at that time required three appraisers on each estate. One was appointed by the family, one by the estate representative, and one by the state of Washington, the judge. I had a number of appraisal appointments, which took me into different avenues of the law. Then I closed a number of probate cases that had lingered in attorneys' files, some of them 20 years old. There was no reprimand or disbarring at that time for unreasonable delay in closing estates. I began getting a number of referrals to close old estates. The judges were very sympathetic and happy to get them closed. It gave me an opportunity to do something without going out and getting clients of my own. And it was fun. I also did some divorce work and handled about five adoptions. I officed with another attorney and later handled certain areas of his practice, but also some things of my own. For instance, I had a couple of cases with the Creditmens' Union on some insolvent companies. It was a little bit of this and a little bit of that. It had lots of highs in it and a few lows too. I had never practiced before. I didn't even know where the County clerk's office was when I first went down to the Courthouse.

MAA: It was a new livelihood.

Wilkins: Oh, my, it was. But, you know, whenever I ran into something that I couldn't figure out for myself, I'd call one of my classmates, and they were wonderful. After all those years! They'd say, "Come up and use our library," or, "Come up and I'll help you with it," or something like that. I really felt privileged to renew some of the friendships that I'd had at that time.
MAA: People I've talked to who were students at that time have a very strong sense of class camaraderie. Why do you think that was?

Wilkins: I don't know. I think we all thought we were worked too hard. And what we were doing was serious. I mean, it was really serious stuff. I don't think we had half as much fun as the students do now in law school. There was also the respect that you had for the profession and for your professors. Probably the same indoctrination that we had in grade school. I think we had a sense of pride having survived. It did get pretty tedious toward the end, I'll admit.

MAA: So you were able really to pick up where you left off.

Wilkins: It's amazing how much came back, absolutely amazing how I would remember how to approach something. The first thing we were taught was to identify the problem. That meant going back through your memory bank to find which course you studied each particular problem in to find out which field of law it was in. Now they're doing a lot of overlapping. I probably would be dead in the water. For example, a course in "damages," is not taught separately now. We had a course in damages. Now they have a little bit of damages in each course, which is where it should be, so you see it in relation to that particular case in that field of law. But we had special courses.

MAA: That was helpful?

Wilkins: Well, it was for me.

MAA: How did you wind up back at the law school?

Wilkins: In 1965 I decided to change offices, and I was walking down the street at noon and ran into Eleanor Barrows, who was working out here. She told Marian that I was going to change offices, and Marian called me that same day and said, "Why don't you come out and talk to us. I think I may have a job for you." I said, "I don't remember anything about librarianship. So I don't know what on earth I could do." She
said, "Come out anyway." So I went out, and it was a real blow to my ego. Here were these undergraduates at the University working at the circulation desk who knew where things were, knew what they were, and I didn't remember anything. Particularly when Marian said, "This job is in technical services." Well, that was the one part I didn't like about library school. I think most people who go through law school think reference is the real fun. That's where you put the puzzle together. But as far as assigning numbers and cataloguing, that wasn't what was fun.

MAA: Technical services is what?

Wilkins: As distinguished from public services. It's acquisitions, cataloguing, book selection, and preparation of the materials before they get to the shelves. I said, "I'll come back for two weeks and just walk around and see what I think about it. I don't know that I would be any good to you at all." And so that is what I did. I just poked around. The person whose position I would be filling was still there. I'd ask her a few questions and she'd say, "I can't teach you cataloguing in one lesson." I thought, "If this is what I'm going to do, I'm not going to come back." (L)

MAA: Who did you replace?

Wilkins: Genevieve Grove. Her name was Ruth Ault at that time. But Marian changed the job and made it much more interesting. To me, it wasn't strictly desk-bound. I wrote a column for the Law Library Journal. And shortly after I started, we took over responsibility for the publication of Current Publications in Legal and Related Fields, which is a current awareness of materials that have been published within the last month. It came out monthly, and I was the editor and compiler of that.

MAA: Is that different from Current Index to Legal Periodicals?

Wilkins: Yes. CPLRF covers all law materials. It's now published by the Fred B. Rothman Company. It had been published by NYU for one year, and
they wanted to give it up. Marian said that we would continue it until somebody else took it over. Our contribution lasted for seven years.

MAA: You did an analysis?

Wilkins: A little synopsis or even one line alerting other libraries that these publications were available. Or some of them were not yet published but would be available. It was financially supported by the Rothman Company when we had it, although staff time of the Law Library had only minimal financial support.

MAA: It came out monthly?

Wilkins: Monthly. With a December cumulation. About half of my time was spent on that. Reba did most of the selection on it. I just put the thing together and saw that it was put into the computer. This was 1967. So it was early on that we had a computer-produced publication out of here.

MAA: Did Rothman partially cover your salary?

Wilkins: No. The law library absorbed my salary. It did pay for the time of the typist who did the original input.

MAA: So that was a service that Marian picked up. It was a contribution to the law school community?

Wilkins: No other school wanted it. Without Marian's concern it probably would have expired.

MAA: It's interesting to me that the Current Index to Legal Periodicals was the same way. Marian picked that up. You enjoyed doing your work. Vi enjoyed editing the Current Index. What was it that placed these publications here, whereas other people steered away from them? I don't understand the dynamics of all that.

Wilkins: I think Marian absolutely had a sense of necessity. She felt these were worthwhile, and there wasn't any reason why we couldn't do it. We weren't asked if we would. It was just assumed that if she felt a project was important, her staff would contribute.
Viola said that Marian's phrase would be, "Viola will do this, and I will help her."

(L) Oh, that's marvelous.

It must have made your work more interesting. It put you beyond your own four walls.

Right. And I made some delightful acquaintances down at the computer center. The computer at that time was a Burroughs 5500 across the viaduct this way from Hec-Ed. The computer was so big ... the room must have been as big as this whole area when you get clear to the end of your living room and all the way around and this one machine ran all the way around the room. Now they would do it in a little desk-top thing like this. It was fantastic.

The reason it was computerized was for speed purposes?

[Yes and for each of cumulation by machine. The bibliographic file, each representing a recently published item, was typed on a machine which printed a punch-coded paper tape. When all items for a particular issue of the publication were tape punched, the tapes were taken to the computer center for processing. The computer alphabetized the items in correct sequence, and at the same time produced a print-out of the issue. We made all corrections on the print out. Our typist cut a correction tape from the corrected print out. We returned the correction tape to the computer center which merged the corrections with the original tape contents which had been stored on disk. A corrected tape of the whole issue was generated at this point. This new tape was fed back into the ITEK machine by our typist. The ITEK printed out final copy in one long continuous paper. The next step was to take the copy to the campus print shop to be cut and pasted in 8" X 11" sheets complete with masthead, volume, pagination. This paste-up was then ITEKed (a form of reproduction), collated and sent to campus mailing services for distribution around the country to subscribers of the service. We received help from a young man, Larry Pape, who designed a box which made the product of our]
ITEL machine compatible with the Burrows computer. He also instructed me in the day-to-
day monitoring of the publication production. For historical records, Professor Dale Whitman ended up being the owner of the old ITEL machine in exchange for some library copies of one of his publications.

And now I'm sure you know more than you ever asked or wanted to know about Current Publications in Legal and Related Fields."

MAA: Well then, after walking around for a week, even though you didn't know that this interesting part of it was going to come, you did decide to work at the library.

Wilkins: I couldn't sleep at night. I didn't know whether I'd made the wrong decision. I always felt I could run if I had too. If I couldn't stand it. But actually, the people were so nice. Marian has apologized since because, she gave me some real crummy stuff to do when I first got there. Simply because she wanted me to start feeling like I was doing something in a library. But I really did learn something about putting things in bibliographic order.

MAA: So you stayed with technical services until Viola left, and then you became associate librarian and worked in readers' services and personnel. Going back just a minute, one of things that happened soon after you arrived was the switch to the Library of Congress system. Technically, that took place in 1967. How did the law library adjust to that? What did you do?

Wilkins: I didn't do the work. That was done by the catalog librarians. The books in L.C. were shelved in a different system than the old Dewey system. They weren't integrated.

MAA: Was it required that you change to the Library of Congress system or was it at the discretion of the librarian?

Wilkins: It was the librarian's decision. There are still libraries that don't have it. They have their own home-made systems. There are a dozen systems.
MAA: Was it Marian's decision? Or did you have staff discussions about that?

Wilkins: I think wisely she decided that if we had access to all of these wonderful cataloguing benefits from the Library of Congress that we would be remiss if we didn't use the system. I don't know how far-sighted she was, but it certainly has proved to have been the right thing to do.

- End of Side B -
MAA: So changing to the Library of Congress system was something that you did very early, and you have worked with two different systems for a long time. I'm assuming that at this point, some of the collection does not need to be changed.

Wilkins: We've operated under the two systems, and it's not that inconvenient really.

MAA: Was the change to the Library of Congress system helpful to the cataloguing of law books?

Wilkins: Yes. In the first place, the Dewey system never really fit law books. The numbers became so long if you got it down to an exact classification it wasn't very practical. Once they finally came out with the law schedule, it fit much better than Dewey. The biggest disadvantage is that it's difficult to go to a section of the library and try to browse.

MAA: When you became acting law librarian, who took over the work that you had been doing?

Wilkins: The first year my old position was vacant. But for the first time, I think, it had happened to the library, the provost's office allowed us to recoup that salary. It gave a real shot in the arm to what I was doing, because I found that we had $29,000 extra dollars that we were allowed to use for equipment, computers, some cleaning we weren't able to afford before. The only restriction on that money was that we could not hire people with it, nor was it to go into salaries. But it was at the time when the law school was installing personal computers, and it gave us an opportunity to at least get a start.

MAA: Speaking of change, what were some of the major people changes that took place while you were at the library?

Wilkins: From '73 until I became acting librarian, I was in charge of personnel. When we moved into this building, it became apparent early on that we were not going to be able to staff the library here as we did in the other library.
The library in old Condon Hall took one key, one door to lock, and here we were spread onto four upper floors, the faculty floor, and our floor. Being spread onto that many floors meant more legwork for people. Security came into that too, but that's another subject. Our hours were extended. Students decided they needed the library open until midnight. Before that we had been open until eleven, but you could staff it with one person -- or two at the most. The demand for longer hours on the weekend became evident. The use of student help only was not adequate. The changeover of students, the difficulty in hiring students for the long hours, made it apparent that we needed more permanent staff to assign to nights and weekends. We were able to get a position-and-a-half, which really made a world of difference. We were at our wits' end when we moved in, because we didn't have the type of staff to handle that much territory. We were able to get a permanent person who would work the night shift on Monday through Friday and a permanent person who would take a shift on Saturday and a shift on Sunday. And that's still true today. The rest is student help, as far as the night work is concerned.

When we first moved into the building, we had a number of law students who worked for us, but over the years that has changed. It became more evident that law students, if they could get jobs at all, preferred to work in a law office. There was even some talk in those early years, some split of authority in the faculty about whether the law students should be forbidden to work outside because they have three years of working in a laboratory in law school and some faculty members thought students should not have outside jobs. Whether they could have enforced this restriction or not, I don't know. It now seems so commonplace that once students have finished their first year, they're going to find a job downtown.

One of the biggest problems that this library has is with hourly help. The wages have increased from about $2.15 to $5.00 an hour, and there has been no new hourly money in that time. Work study has been the backbone of
supplementing our budget, because the federal government pays 80%. When work study was available, we could fill in our hours with that. That didn't help us with the law students, because when we hired law students we could only pay them $5 per hour, but the law school could get work study students for $9 per hour. If it was research, they could give them higher wages. It's understandable that the students didn't want to work for the law library for lower wages. There still are a few law students working there, but not very many. The Library is mostly staffed by undergraduate student help.

MAA: Penny Hazelton has said that that's going to be a tremendous loss -- this great wealth of alumni in the community who, at one time or another, worked in the library and are very devoted to it. Back to the new building, if the original security plan for new Condon had worked, would you still have needed more staff?

Wilkins: I think under the physical set up, yes. For example, the library was responsible for opening and closing the building. We never were responsible in the other building. We had a policeman who came around and locked the doors downstairs. Here, we're off campus, and unless we close at a reasonable hour, the library staff has to lock this building. For instance, on Friday night, closure and lock up is at 9:00. Saturday morning, we open a couple of doors, but when the person locks up on Saturday, there are more than a couple of doors to lock. The attendant must go around and kick the tin cans out of the other doors or remove the paper that's stuck in the little hole in the door so the latch will shut.

MAA: You have no backup from campus police?

Wilkins: They'll come in an emergency if you don't have a key or something like that. But they don't have enough staff either.

MAA: How did the use of I.D. cards come about?

Wilkins: I think we'd had flashers from the very beginning of our move to this building, but they were infrequent incidents. There came a time
when we had a series of women, who were assaulted in one way or another - no terribly dangerous situation, but certainly frightening enough. We had a vocal group of women who said, "We don't have to put up with this sort of thing." We had representatives of the security office come over to speak to us, and a woman from Rape Relief also was there. The indication was that people who expose themselves are not dangerous, so why worry about it. That was unacceptable to the law school women. And understandably so. But we were told that if something happened, and it was bound to, because we didn't have protection, the law school could be sued. There are schools that have been sued. Hastings is one, because of a rape of one of their students.

That led to the identification tags that we instituted. I was contacted by somebody selling I.D. tags, and one of the samples said "Hastings Law School" on it. I asked the librarian, Dan Henke, about them when he visited us. He said they still had the I.D. tags. So with some grant money that came in, we bought the camera to take the student pictures and the machine to put the pictures in a little folder and instituted the requirement that each student carry an identification.

MAA: Are the I.D. cards worn or carried?

Wilkins: They're carried. Visitors now sign in and pick up an I.D. tag which they are required either to wear or have at their work station if they're sitting in the library. The theory was that our students would recognize that that person was on record and had a right to be there. We anticipated a lot more resistance than we got. The students welcomed it. It's a neat camera because it takes two pictures, and that allows us to put one picture on the I.D., and the other picture goes onto a class picture. Now Professor Stoebuck doesn't have to sit downstairs on registration day and take pictures of all new students. Bless his heart, he did it for years.

MAA: Did that succeed in discouraging outsiders from coming into the building?
Wilkins: I don't know that it did at that particular time. The Washington Administrative Code did not give us the authority to do any of this, and we did run into some problems. In February, I think it was, the basic legal skills classes had a paper due -- their quarterly project -- that was in the field of criminal justice. At the same time, there was a high school assignment for a national contest in criminal justice. We found that our first year students and the high school students were using the same books. The first year law students were irate. We had some 200 high school students registered. They were bussed in from Burlington, Olympia, Puyallup. They were not allowed in the King County Law Library and would be subject to a daily charge at UPS if allowed at all. I was able to reach a teacher who was in charge of the national program in this area to explain our problem. I told him we were going to be forced to close the library to high school students for a period of two weeks before the first year students' papers were due. He was sympathetic. I didn't have any authority to close the library, but I felt it was justified under the circumstances. Signs went up saying the library was closed to outsiders and to high school students during a certain period. Attorneys were not so restricted but some of them complained that the Washington Administration Code said the library must serve all the public. It was then we decided to attempt to change the WAC to cover such a situation. It took over a year to get that change. Marian had drafted the section of the code defining the services of the library when we were in the other building. I think it was '72. It was outdated. Almost nothing in the section fit our building anyway. And it certainly didn't fit our patronage. We proceeded with the help of the library committee, composed of faculty and some student members, to finally get the Washington Administrative Code amended.

MAA: Did you work with the attorney general's office?

Wilkins: Yes, the attorney general's office on campus.

MAA: They acted as an advocate for you?
No. They checked language. There are certain procedures to follow in Olympia. If there are a certain number of complaints, then a public hearing is necessary. The University had attempted to eliminate the transients who were using the parking garages. I went to their hearing to see what happened, and how it was handled and was prepared for a public hearing for ours. But we didn't have one. Only two outsiders complained, and that wasn't enough to require a public hearing. The change in the code helped. The only thing that it helped was the library part. It's still in the gray area about the downstairs -- whether you can keep people out of there. And that's because the University is trying to work out a uniform policy applying to all university buildings. They wouldn't let us say we had complete control of the public areas on the first floor.

What control did it give you?

It gave us control to challenge anybody we saw in the library and to ask them to go register if they had not so done.

Did it give you the right then to close the library to groups of people at a certain time?

At the librarian's discretion. And it's a power that some of the faculty members thought we had anyway under the old regulation. This is specific now. It should make it much easier if such a conflict of interest should arise again.

When did this high school student onslaught happen?

I think it was '83. Nothing like this had happened before. We had over 200 high school students registered. They were using the copy machines, they copied everything they could get their hands on whether it was appropriate or not. It was hard to keep paper in the machine. And, of course, the copy center was busy, too, with stacks of books for all those students using materials.

Are teachers fairly good at informing you about student research?
Wilkins: We have tried to communicate with them and with university professors, too, who are assigning their students law library materials. If they let us know, our librarians give the students a quick tour of materials locations so that they don't come here completely lost. Some of them do cooperate, and some of them don't.

MAA: Your patronage has changed?

Wilkins: It's considerably different because of a number of things. The interest in law, for one. The community colleges are teaching paralegal courses. The University itself now has a paralegal course that grants a certificate in that type of research.

- End Side A -
Wilkins: The University, at one time when I counted, had over 50 courses that had law, legal, something of that nature in their titles. So there's a great use by the University community, plus we're visible, that is, off campus, with available parking. Plus we have two dormitories across the street. It doesn't take the undergraduates long to find out that this is a good place to study. Particularly during exams, I had complaints from a lot of our students: "We can't even find a place to sit down." Law students take up three seats because their materials are spread out. The fact that you may see a couple of empty seats doesn't mean that there's enough room for two more students. Then there's a graduate dorm near, Mercer Hall. And the public that's interested in personal legal research.

MAA: I know that user fees have been discussed. I read a piece by Dr. Beardsley, who was concerned because university students were being given assignments that required use of the law library, but that the law library was not receiving any reimbursement from the university budget. So that's one item: receiving money from the university. The other, of course, is the idea of user fees for the public. Where does that stand now?

Wilkins: I think in Dr. Beardsley's time, law students paid an extra $10 per quarter. That's not true now. I don't know where the University stands on that now. Or where the law library stands on that. We have so benefitted in the last three or four years from donations from the members of the Washington Bar. This is the third year of a three year program of giving by a group of law firms. I don't know what the totals are now, but it was over $20,000 per year. That doesn't count the other attorneys who have been very generous with the library, having in their annual giving statements a place to check if they want their funds donated to the library. If they've had good library experience, then I think the library gets the lion's share of that money.
MAA: Are you saying then that you think it might be better to maintain that good will and not have an attorney's user fee.

Wilkins: I think it's a real problem. I think the Office of Development's policy would frown on that sort of thing. I can't think but that there would be some ill will. It's being done elsewhere, however. The charging of fees has now come into its own in a number of areas. In the last issue of the newsletter of the American Association of Law Libraries, Bob Berring addresses that problem and says that Berkeley has now put in a charge to attorneys because they were forced to. Golden Gate and Stanford both require payment of fees. The latter two are private institutions. Because they charge fees, attorneys were attracted to use the Berkeley library. And I guess Berkeley was inundated with attorneys using their libraries. Now they're putting in a $1,200 per year fee. That would be to use reference services, to have the reference people do searches and locate books. I will be interested to see that spelled out, to see exactly what it does cover. It seems to me some of our large firm patrons who send their own staff members to collect materials from our library would resent a charge. Many of them already are our most generous benefactors. It will be interesting. I'm sure the problem has not been solved and is not going to go away.

- End of Tape B -
MAA: Betty, what are the various types of librarians trained to do?

Wilkins: I'll speak mostly to the organization of the Marian Gould Gallagher Law Library. Under the head librarian is an associate law librarian who is in charge of reader services and an assistant law librarian in charge of technical services. The reader services are primarily the circulation department and the reference department. The technical services are cataloguing, acquisitions, serials, plus the processing that must be done with the materials in order to get them to the shelves. There are two other departments that fall between the cracks. Those are the documents department and the comparative law department. Those two departments are little libraries within the main library. They do their own ordering and processing and cataloguing and also reader services. So, on an organizational chart they would fall partly under the associate librarian for reader services and partly under the assistant librarian for technical processes. In this library we have one other special department, the book restorer. That department falls under the direction of the technical processes, because it deals with not only repairing books but preparing the shipments for sending materials to the bindery.

MAA: What about reader services positions? A reference librarian is charged with what duties?

Wilkins: It's primarily dealing with student and faculty inquiries and with the public. In addition, our head reference librarian prepares the materials or scans the new issues of periodicals for indexing in the Current Index. The primary responsibility is providing service to the students and faculty. You think a reference librarian is only dealing with the students and the public. But the position is established for support of the faculty and the law school curriculum. So a high priority would be not only to do searches for the faculty, but to prepare bibliographies in a particular subject as requested by them. This is the field that's changing so rapidly that
I'm really not competent to tell you what sources they would be using. So much of it is computerized research, and many of our faculty members are very competent to handle their own research. There are some that need more help than others. Of equal importance would be the services provided to the law students. They give tours of the library to the new students and some instruction -- this is really divided between the circulation librarians and the reference librarians -- to acquaint the new students with the facilities of the library.

The reference office is not open all of the hours that the library is open. But as the years go by, we are open longer hours so that students can get help and be directed in the right location to find the answers to their problems. That does not mean that the reference librarian will do the research and give them their answers. But they will tell them which way to go and give them some instruction in the use of the materials if they need it. The fastest growing need recently has been from outsiders who wish to use the materials and have no formal instruction. That does take a good deal of time. The library was built on service, and that has always been its primary function. Both Marian and Dr. Beardsley stressed service.

MAA:

You would have a head reference librarian?

Wilkins:

The position was split 75 percent and 75 percent, plus a half position. So it was the equivalent of two full time employees at the time I was there. And there was no designated head. The two 75 percent position occupants were almost of equal authority. Now there is one full time librarian, Scott Burson, who is the head reference librarian. I think there are two half time librarians and another librarian that does almost half time.

One of the positions that I established when I was there was an audio-visual librarian, and that wasn't because of my far-sightedness. It's because the faculty started requesting taping of lectures and continuing legal education sessions. It actually started with Judge
Rothstein, who was then a professor, having so many of her trial advocacy cases put on tape. That was when we decided we really needed somebody in that position.

MAA: She was doing this at the law school?

Wilkins: She was teaching there before she was appointed to the Bench.

MAA: This audio visual librarian would fall to the technical side?

Wilkins: No. She falls to the reader side.

MAA: And that's a full time?

Wilkins: Yes. She does other things. She does the inter-library loans, which are the requests primarily from the faculty for materials other than those in our collection. But she has a crew of people who do the taping on audio-visual, and during the hearings of the cases in the course of trial advocacy, they are sometimes taping three sessions at a time.

MAA: So that responsibility fell to the library?

Wilkins: Yes. Professor Dale Whitman was the most knowledgable person at the time. He knew equipment, and he's the one that was instrumental in the law school's purchase of the original audio-visual equipment. The equipment was far more sophisticated than we had operators to use at the time. Also it was in black and white, not color. Because of this expensive equipment, a separate room had to be set aside with special equipment for mixers so that you could have a divided screen. All of this came about during the time that Professor Whitman was here.

MAA: That was about 1980?

Wilkins: I imagine that it's around in that area. But it changed the picture of the library's responsibilities. We didn't have staff trained in this area, but all of a sudden we were asked to provide operators. Those operators were selected from our staff. We had about four or five people that were trained on that equipment.
But I can't tell you what a mess it was. They (the operators) could be scheduled to be on desk duty, or they were supposed to be someplace else, when a professor would call that he or she needed a class taped. We had to pull our people and reschedule. And this was like a snake without a head. Nobody was in charge of anything. The librarians themselves didn't know anything about the equipment. All they knew was that somebody said "We need an operator." They sent the closest person available. It was at that point that we needed to rearrange our staff so that we could get a professional at the head of this.

We did establish an audio-visual library position. Stan Horton, who is Mary Hubert's son-in-law, had experience in that field. We hired him from his head position at a junior college in Colorado and persuaded him to come back at a horrendous cut in pay simply because he wanted to come back to Seattle. He came in and established the position, organized the training, and supplied the deans with the information that was needed for purchasing supplemental equipment. He really performed a vital service for us. He didn't stay very long for he was offered the head position at the Everett Community College. We were able to replace him by Melissa Landers, who has done an excellent job, too. She's organized the department even further, and more funds have been given to it.

MAA: It's a whole new dimension to reader services?

Wilkins: Yes. We created the position by using funds from the state documents position which was eliminated. It was something that we were not prepared to take on. But then the law school wasn't either after Professor Whitman left to become dean at the University of Missouri, because they didn't have anybody to run those machines. It was a good move.

MAA: So the library assumes this responsibility, I suppose, because of its service orientation.

Wilkins: Yes.
MAA: Then another part of reader services would be circulation.

Wilkins: Yes. The circulation department, as mentioned, helps with organizing the tours for the new students when they enter Law School. It also keeps the reserve department, which is a collection of frequently used materials and those currently being used in courses. It controls usage so that circulation can be spread fairly among the students. Now this collection is on a word processor so its contents can be updated as needed. Each quarter each professor gives a list of the library materials he will be using in that particular quarter. Those materials are pulled from the shelves or collected elsewhere and put into the reserve collection. Now there is a printout available at the desk instead of the round file that used to sit on the corner of the desk. The books being used by the U/W law students are not supposed to circulate to other students during the time that particular course is being taught. It's an ever-changing collection. It not only changes quarterly, but there are some materials that are placed in that collection because of security. They disappear from the shelves in the other parts of the building and for everybody's convenience, they are kept in that area.

MAA: So they would be there permanently?

Wilkins: Only if they were candidates for theft from open shelves. The circulation department is headed by one circulation librarian now. At one time, it had two half-time positions. It's staffed at most all times by a member of the classified staff. A few hours on the weekend it's staffed by students only. There are supposed to be at all times at least two persons and a backup at the circulation desk. The circulation department has had the authority to go to other departments and ask for help whenever it is understaffed. Most members of the classified staff in other positions work two two-hour sessions a week at the circulation desk and can be asked more often if they are short of help or if somebody's ill. It, again, is a primary
function of the library to provide this service and has priority over everything else.

MAA: You have professional staff and then the support staff is called the classified staff?

Wilkins: Yes. Those are members of the staff who are under the jurisdiction of the HEP Board (Higher Education Personnel Board) as distinguished from professionals, who are academic personnel.

MAA: Let's move over to technical services then.

WILKINS: Reba [Turnquist] is assistant law librarian for technical processes, but also the acquisitions librarian.

MAA: Reba, I think, came to the law library in 1958.

WILKINS: She's a fellow Montanan. And after she learned to accept me, we've been very good friends.

MAA: What is her department responsible for, and how does Reba manage that?

WILKINS: She manages it with the greatest of skill, whatever it is. She has an allotment of money in the book budget, also divided into supplies and services, and she has been delegated the responsibility for the allocation of those funds. I believe there's no doubt that she's one of the finest acquisitions librarians in the country.

Reba will deny that. But she is. I find it hard to remember asking Reba about a publication, that she couldn't put her finger on the requested information and tell us why she didn't buy it, if it were not in our collection. She checks most all of the literature, or numerous sources, takes books on inter-library loan so that she can check them personally to see that this money is being expended in the right way. She asks professors when she finds some item about which she is uncertain. Reba thinks our collection has not suffered greatly even within a sometimes limited budget. I think it's because her selections have been so good. She has a number of funds that she has to administer, not just the University budget.
And since there is an accounting for those funds -- donors want to know how the funds have been spent -- she keeps separate records for each fund. It's tedious, but it has helped us. Reba is there day and night. She's not an early riser, but she certainly is a late night person and doesn't mind being there by herself -- which has always bothered me.

MAA: The cataloguing department does what?

Wilkins: The cataloguing department classifies the materials, which means assigning the correct call number and providing a description of the publication. If the material had been previously cataloged by the Library of Congress, this information, both call number and descriptive cataloging, is available without individual classification and cataloging by the librarian. A complete record of library holdings is entered on a "shelf list." This list contains a notation of library holdings and the floor location of each item.

-End of Side B-
This catalogue department now has a head cataloguer, Laura Mahoney, and a half time cataloguer, who spends the rest of her time as a reference librarian. The half time cataloguer is in charge of cataloguing all of the serials. Pat Van Mason has held that position for a number of years. Since my departure, Pat has reduced her hours to 50 percent so she no longer works in the reference department. That department has one full time classified person who works with the shelf list; one full time processor who puts the spine markings on and prepares the books for the shelf; a half time position whose occupant does limited cataloguing. Most all of the people in that department work with the Western Library Network. Since having our collection online, the whole picture has changed in the cataloguing department. It's been a stable department. There has been limited personnel change in it.

So that pretty much covers the technical area. What about documents.

We're a depository for selected law materials from the federal publications.

Are we the only depository in the state?

No.

There are others in the city?

Suzzallo library is a full depository. They have everything.

Seattle Public Library?

And Seattle Public too. But a good deal of the material that we have goes right into the collection -- the Congressional Record, the Federal Register, and the administrative decisions of the federal agencies. Those we collected before we were a federal depository. A good deal of the material is free of cost to libraries so long as they maintain it. One restriction is put on the collections provided by the government, and that is that department
must be open to the public. We cannot restrict the usage of the materials, because it's furnished to us without cost.

MAA: Are those materials circulated?

Wilkins: Yes. The materials which remain in a separate collection have their own type of classification number. There are many librarians who are not skilled in doing research in that area, so it's almost necessary to have someone -- whether it's a classified staff person or a librarian -- in the documents department to help patrons locate the materials. The documents staff handles state materials too, published by the various states.

MAA: Is that a highly used department?

Wilkins: I don't know what the statistics are. I think, compared to the rest of the library, it doesn't have that much usage. But it has a horrendous amount of material that's coming in each day. I think the largest part of the mail coming in is federal materials and state materials. So there is a lot of processing done in that department to control the materials. I don't know what the future is going to hold. I think there may be some plans afoot for changes in that department, but it has been maintained by a professional librarian from the time the depository was established. At one time, we had a state documents librarian, but now one person is handling that with, I think, two classified staff people.

MAA: I'm trying to think when that law went into effect.

Wilkins: It was about '67, I think, because Genevieve Grove came back to lead up that department. At least, that is the time we became a limited depository.

MAA: Then we move on to the comparative law area.

Wilkins: That department was established about 1963. The present librarian was the original developer of that library. She was recruited by Marian Gallagher. It now is the main
support of a program known world wide in Asian law. I don't know what the current volume count is, but it is supposed to have the finest collection of Japanese law of any of the major law schools. It also has Korean, Chinese, Malaysian, Indone- sian materials; eventually it may have more Pacific Rim materials. It is a very fine collection. As I mentioned before, it is a little library within the library. Susie (Lee) does all of the cataloguing and, I assume, most of the book selection. She has some classified help. She does reference service primarily for the faculty, but she helps many representatives of corporations who are working in the field of international law and have need for the use of an international law collection.

MAA: That collection is exclusively Pacific Rim type?

Wilkins: No. It has selective German, French, Russian, etc. But since the main thrust of the law school is toward the Pacific Rim countries, it does not have a substantial collection in the European or Latin American languages. I think it has more periodicals than treatises. But certainly not all the other treatises in the other languages.

MAA: And then, finally, is the book restorer. He is part of the technical services area. Can you tell us how that department was developed and what that person does.

Wilkins: Marian was instrumental in getting that position established originally as a book conservator, which made it almost a professional position. As I understand it, before it was established, representatives of the mendery on the main campus, from time to time, came over to work on the books in the law library. It became expedient to have somebody full time on the premises. It would be better to have somebody there permanently who could monitor the needs of the collection. I don't know what the beginning date was. When I came here, a man by the name of Jack McKea was the book conservator, and he was a real expert in his field.

MAA: He was the first person in that position?
I think so. He not only collected the periodicals that needed to be bound, he did a lot of repair on the law books. So many of the older law books were in sheep's bindings, (leather-bound books) which are not as durable as they are impressive to the non-lawyer. They do deteriorate, and many of them need repair. Jack kept a good hand on repairing the collection as was needed. At that time, we did a lot of flush cutting, which was a cheaper way than sending books to the mendery. But now, because of the overall hourly cost, I think they've about done away with flush cutting. Repairs of books and preparation of books to be sent to the bindery are the primary functions of the occupant of that position.

The present occupant of that position is called a book restorer. He is Craig Morley. I will always be indebted to him for what he has done for the library. He has a background in fine arts, and I really think that his work looks as if it were done by an artist. He not only repairs the books that need repair, but he monitors the seven floors of the library and looks for materials that are in need of repair. I don't know that we're unique in having a book restorer, but I don't know of any other library that is so fortunate as to have a department like this on the premises.

One of the reasons that I have felt that it is becoming even more important to have this position is the massive copying of books on the copy machines. That has a tendency to break the bindings, and this is something that can be repaired here if it's caught in time. Now there is a monitoring of the books that are being copied. This is an entirely different reason for having a book restorer than when the position was established.

What is flush cutting?

Instead of having a rounded back sewn on the machine, it's cut off square on the back, and hand sewn. It's used on lesser-used materials, so that instead of having them loose on the shelf, they are put together with heavy cardboard. It's cut on all sides by a big cutter into flush squared-off pages.
The restorer also is responsible for having the serials bound?

I don't know how many times a year now, but probably about every two months there is a shipment of periodicals that is sent to the bindery. And, of course, they can't be bound until they are complete. When the index to the material arrives for a particular volume, it can go to the bindery. The larger shipments go in the summer. It takes several months to get them back, and you can be sure if you had large shipments in the winter, a professor would want that the minute it went to the bindery. The shipments are monitored to send the heaviest binding shipments when school's not in session, or when there are fewer professors here.

It seems to me that there must be a wide inconsistency in the quality of binding of law books. Some of them look very well bound and others don't.

Well, there's a lot of criticism right now, or there was a year or so ago, of the cheapening of the binding, even of professional books. With the copying that has to be done now, it's vital that margins do have enough space so that you can get down in the cracks and copy that material.

I wondered if xeroxing was very hard on books.

I think it is.

I have a question about half time and part time positions. You mentioned a number of these. Marian has said to me that she initially opposed hiring part time classified people. She favored hiring students, but that it was you who pioneered part time and half time hiring. Can you comment on that.

Well, it wasn't a consistent policy. It was just something that evolved. For instance, we would have a position filled by a person who had worked a couple of years and then decided he or she wanted to go back to school part time. Every position requires a certain amount of training. I felt that if we had somebody who
really was good in a position and some of the positions were very boring -- that they worked better and accomplished almost as much at half time as they did at full time. There's nothing worse in a library than not having enough to do. And sometimes that happens. I did not initiate it, but it happened in a number of instances while I was dealing with personnel where we petitioned to have the position split.

As a matter of fact, the University came out years ago with the policy encouraging the use of half time people. The reasoning that was given by the University for this policy was that the University district is filled with competent persons -- particularly housewives -- who didn't have the time to work full time, but might be encouraged to give their services to the University on a half time basis. It was very easy to write up a little piece and say, "We want to split this position," and then to be able to keep and make happy a satisfied person, who, in turn, could train another half of that position. We went both ways. In a couple of instances, we had a half time position open and the occupant of the other part of the position wanted to work full time. We consolidated it. I think we got some excellent people, some skilled people that stayed with us, that we would have lost otherwise.

MAA: At one time you mentioned that a major difference to the library was the initiation of a law school administrator position. I think that happened under Dean Roddis and that first administrator was John Woodruff.

Wilkins: For the first time, we were able -- at least I was able -- to find somebody on the law school staff that could answer most of the questions that came to my mind about other personnel on campus with whom we needed to deal. John was an excellent choice for our first administrator. Not only did he organize the department, but he'd been on campus so long that I think he knew everybody by first name. He made it possible for some of us to attend quarterly meetings called "Clients' Relations Meetings" on campus.
Betty Wilkins

I think John had come from the insurance office.

Yes. He knew people in every department. He was particularly helpful to the law library at the time we made the move to the new building. I don't know how many hours he must have worked to get the requested furniture in each one of the offices for the faculty and for our staff. The time that he took with us, walking through the building and acquainting us with what we could have and allowing us to make the selection of what we were going to have in our offices. I think he did a lot of packing of materials for the faculty too, because he labeled all the boxes of their personal possessions that had to be shifted over to the new building. He was so helpful to me, not only in the other building, but when Viola retired. I had so many questions about taking over her position and dealing with other parts of the campus, that John was just an invaluable help.

So, it's really helpful having that law school administrator there who is very well connected to the rest of the university.

Since the law library is under the umbrella of the law school, we really shouldn't be taking off on our own on policy decisions without clearing it with somebody through the law school. Once we were familiar with guidelines, we were more on our own. Later we took over some of the responsibility for training the new administrators. There have been a series of administrators -- John Woodruff, Mary Lou Tull, Heather Shuler, Marie Jones, and then Miriam Goldstein. The building itself is a nightmare. John had it all staked out and trained Marian and me in its idiosyncracies.
One person we have not touched on, and she won't fall into a specific category, is Viola Bird, who was assistant librarian for seventeen years.

There isn't anyone who can be around Viola who doesn't learn a great deal. Everyone is impressed by her ambition, and her accomplishments, and her organization, and her dedication, and her loyalty. I consider her a remarkable librarian, but also a remarkable person. It's a privilege to have been associated with her, and I treasure her friendship. I think the law school and the law library will forever be in her debt because she contributed so much.

My impression of Viola is that she is a tremendously kind, warm person with a dedication to service, but a few people would tremble around her also. That's a wonderful balance to achieve.

It is. It really is. When something had to be done, it was no nonsense. She was not a person who looked lightly upon filling your time with unimportant things. There were certain duties that needed to be done, and if you didn't do them, sometimes you found that she did. And that doesn't make you feel very good.

She had high expectations of her employees?

Oh, yes. At her retirement, she received such wonderful letters from attorneys who had worked for her during those days when they were in law school. One thing that must be mentioned, and that's what Viola did for us after she was supposed to have retired. That seems to be Viola's history -- she retires and then she takes on a bigger job. She retired in the fall, and when the date became certain about our move to the new building, Viola came back and worked weeks, surveying the new stack areas and the present collection. I think she was very instrumental in the way the new library was organized. I'm sure Marian had a lot to do with that too, but Viola did the physical work of marking a shelf in the old library and marking a shelf in the new library where the material would finally rest. The University
absorbed the actual moving costs: hourly help and trucking. Since we had a limited number of book trucks in the library, we borrowed trucks from all the departments that could spare us trucks and we hired two sets of crews. One worked in the law library to vacuum the books as they came off the shelf, put them on the book carts, take them down to the big van to be taken to the new building. There they were met by Viola and a second crew, who directed them to the floors and the particular shelf designated for that book lot. I don't know how much time she must have spent. We moved over spring break. But she had worked for months before that, putting the numbers on the shelves and surveying the whole operation.

MAA: Was the University able to find a budget to pay Viola for that?

Wilkins: She was not compensated for that. And she refused to discuss it. We had some schemes to try to compensate her. We were not successful. She said it was a gift, but, in our estimation, that was above and beyond. It was so generous of her. No wonder she is loved.

MAA: Speaking of that, as I read through accounts I find that all the early travel that you and Viola and some others did to national conventions was done at the librarians' own expense -- there was no travel money.

Wilkins: There was limited travel money some years. You have to remember, there were some pretty rough years in there. At one time, they had $50,000 cut out of the book budget.

MAA: That would have been when?

Wilkins: I guess it must have been in the sixties. I can't remember when the first travel money came. A biennium would have, say, $1,000, which would mean $500 a year. That $500 was divided among convention-goers by the travel committee. It was used exclusively for travel, but I can't remember when it was ever sufficient to cover the cost of transportation in the early years. In the eighties the Deans increased the travel money by using Washington Law Foundation funds.
To go on to other people whose arrival on the scene made a difference. José.

José Abeta. It was during the time that Marie Jones was the administrator at the law school. Mary Starr is now budget coordinator, and I think she was accounting assistant then. There were certain responsibilities concerning the building that were done by the law school and certain responsibilities for the library. I think they decided -- both Mary Starr and Marie Jones -- that it would be much more efficient if there were one person responsible for the day to day workings of the law building. Other buildings had building coordinators. A meeting was set up by the law school and library representatives with Custodial Services and with the U.W. Security department. It was decided at that meeting that their responsibility would be delegated to José. That meant that in the instance of an emergency, such as the elevator malfunctions or a flooding washroom, one person would report the incident to the appropriate UW department. I think Security and the custodians were tired of receiving incomplete information in a telephone call from an unidentified caller.

They were supportive of the idea?

I think the custodians and security personnel probably were the ones who instituted it. It meant that José's position as a library supervisor became a building coordinator. It did change his position considerably, and he's done an excellent job. He has a routine of covering all the floors each morning. He knows pretty much what's going on. He has had a very good rapport with the law students. He probably knows more of them by their first names than anybody else, because they are asking him for help, too. And the faculty looks to José if they need some shelves or some boxes or something moved. He doesn't always do it himself, but he'll pull somebody from the staff that will help.

He had been with the library for some time before then?
Wilkins: He'd been there when we were in the old building, and then he was gone for a number of years. He came back into a very low level position, into a Library Tech I, because that happened to be all that we had available for him. He was promoted and reclassified as soon as possible.

MAA: Those are primarily support people. You also have a number of librarians from the various departments that should be mentioned.

Wilkins: The reference department, at the time they retired, had two librarians: 75 percent FTE, Eleanor Barrow and Flora Meyerson. It was a wonderful combination. One could never be quite sure who was going to be there because their schedules changed every week. They worked so there was very little overlap. They worked together long enough so it didn't matter which one was there or what work the other had left. The work continued as if one person were working full time. They shared the responsibility of compiling the research for the weekly Current Index.

MAA: Viola was responsible for what part of that?

Wilkins: Viola compiled the Current Index until she retired. It was a responsibility that was passed on to the reference librarians. That was never delegated, except when Viola was on vacation. Viola also trained the reference librarians. Circulation for many years had two librarians, halftime each. One was Mary Hubert, who is now the head circulation librarian, and Ann Van Hassel. Here again was a split professional position which worked very well. Each worked two and a half days, so there was no overlap on that position. When Ann left, Mary took the position full time and has been there and has done some very good things for the department. She's responsible for the excellent displays of faculty publications and commemorative events affecting the law school.

MAA: Those are the displays that are in the foyer by the circulation desk?

Wilkins: Yes. It's extended now from just having something in the display case. They're working
on a series now where they're rotating the faculty publications and highlighting the contributions of the individual faculty members. In the fall, when the students arrive, there is an excellent display of all faculty materials. I think there are three at a time on the table so that the students can become acquainted with the scholarship of the faculty members. At this time, talking about faculty collections, Dean Price is encouraging the establishment of a permanent collection of faculty materials. Mary Hubert controls that collection, which is housed outside the law librarian's office when not on display.

Back to Mary Hubert, though. She, of course, has been very helpful with instituting the identification tags program and the registration of outside users of the library. She compiles the user statistics for an on-going record of patron category. She also monitors and helps train the new desk attendants. She works closely with the faculty in seeing that they get the materials they need. I think we've been very fortunate in having her. She joined the staff in 1967 right out of library school. She has a good rapport with students and with other faculty members in other disciplines on campus.

MAA: She has a librarian degree, not a law degree?

Wilkins: Yes. Laura Mahoney is the head catalogue librarian. She's been there -- it must be late sixties -- so she's been there a long time too. She came to us right out of library school, as did Mary. At that time, Marian was so good at training people, she selected many of them right out of library school. And it seems to me that it's proven that it was successful. Laura is an excellent cataloguer. When it was decided to reclassify the library into the Library of Congress classification system, she moved to reclassify the British Commonwealth section of the library as the first major reclassification project. Subsequently, reclassification of the large sections have been undertaken. In reclassing to the LC system, each book had to be removed from the shelf and examined. Both reclassing and
recataloging were required. Laura was enthusiastic about the Western Library Network and was instrumental in training the other members of the staff on that system. The resulting changes have been monumental.

MAA: Even cataloguing?

Wilkins: Yes. Making use of the Network means making use of preclassified and precatalogued materials. It promotes consistency and efficiency. Laura promoted the idea of closing out the old catalogue because we had run out of space to locate additional wooden cabinets. She proposed substituting a microfiche catalogue. It is her hope that eventually the whole collection will be on-line. If this materializes, one can sit down at a terminal and have access to the whole Suzzalo collection as well as our own.
We're continuing our conversation with Betty Wilkins. It is April 22nd. Betty, we were talking about people in the library -- staff people who have been the primary focus for various departments. Let's continue that conversation now.

Genevieve was head of technical processes at one time before I went to the library. She left to join the staff at the Seattle Public Library and later came back in about 1967 as the documents librarian. She was instrumental in organizing that department when the library became a national limited depository for federal materials. She was there until her retirement about three years ago. It was a monumental task because the materials had to be selected. We were not a full depository, but a depository with selected legal materials. She was dedicated to that department, and the library benefited from her tenure.

Another person who is a long time staff member is Virginia Freeman. Virginia is the motherly type who takes the library as her second home, is concerned about the people, and takes a great deal of pride in the area for which she is responsible. That is not the selection, but the management, recording, and documentation of serials. Ginny has been a mainstay in the social department, the social functions of the staff. She's been the social chairman since, I think, the beginning of time and does a marvelous job. She keeps us all together.

I think the last person we have on our list is Vickie Moore, Victoria, who is now an administrative secretary to the librarian, but whose loyalty and track record go way back to the time when she was a secretary to Viola Bird. When Viola retired, she was my secretary, and when Marian's secretary left, she became the secretary to the head law librarian and has remained in that position ever since. The staff depends upon Vickie as the person who knows everything about supplies, equipment, University rules and regulations. She's the resource person for the faculty minutes, as
well as a resource person for University rules and regulations. Those materials are housed in her office. She also was one of the first persons to work with computers and has a very good working knowledge in that field. But her management of equipment is a vital factor in keeping thirty-some people happy. That's equipment and supplies, and anticipating space needs -- that sort of thing. With the intervening librarians -- Bob Berring and when I was in that position, and now with Penny Hazelton -- the head librarian's job has been much easier because of Vickie's knowledge of the work files, the history of the library, of policy, of personnel, all of which she has at her fingertips.

MAA: She's been the continuity then while there's been the change of librarians.

Wilkins: Yes. The importance of her position has changed over the years because leaders in librarianship are becoming buried in administrative chores. It's becoming top heavy with monitoring rules, regulations. It's possible that some of the menial tasks which Vickie now does should be delegated to a lesser person to leave her free for the more important parts of serving the head librarian. Her job is almost overwhelming because it covers so many facets. She's expected to know the answers to so many things.

[Note: Vickie Moor was promoted to administrative assistant in the summer of 1986.]

MAA: What types of things?

Wilkins: Well, complaints of staff members. They need certain equipment. Vicki does the research to find out the equipment suppliers have, what will best fill our needs, how it fits in our long range planning. She handles the equipment inventory of the law school. The University requires an annual accounting of every piece of inventory purchased with state money over a certain price. I don't know what the cut off is now -- whether it's $100 or what -- but take $100, expended, for example. All equipment, furniture, machines, etc., over $100 carries the University seal and inventory number --
it's computerized now -- but it's an annual task to account for each piece of equipment. This equipment is spread all over every floor of the building containing library items. It's a very time-consuming task. But she really has been a very competent administrator in this for the whole staff, although her primary responsibility is to or the head librarian.

MAA: You mentioned the change of the head librarian's role -- shifting toward administrative responsibilities. Could you elaborate on that -- the way it's been before and what you see may be happening in the future -- what your own prediction is?

Wilkins: There's quite a bit of literature in the field now, following the theory that, originally, head librarians would do book selection, hire the staff, set the policy, monitor the work of the various departments and settle disputes of the staff. They also were the primary source person between the members of the faculty and the library staff. The head librarian did a great deal of work for the faculty members, being a faculty member also. But as budgets became larger, and materials began to come out in multiple choice form such as microfiche, microfilm, cassette and audiovisual, rather than purely print, a great deal more time seems to need to be spent in dealing with the heads of the departments and dealing with budgets. The sources of budgets come from many places rather than a lump sum of money coming from the University. Head librarians now deal with some grants and contracts and some donations. The time that the librarian has to actually work with research is shrinking. It seems that some kind of training in business would be in order, and that's something that some of the other libraries are looking to now.

MAA: Are there any M.B.A. graduates heading libraries at this point.

Wilkins: Not to my knowledge.

MAA: Are library schools putting more business courses into their curriculum?
Wilkins: I'm not sure. They must certainly touch on it in administration, because it has to be a part of that. I foresee that it is coming, but I don't believe that you can discount the value of a J.D. degree, and, definitely, a library degree is necessary. I can't foresee someone heading a library in this day and age that worked up through the ranks, but did not have the technical training in librarianship. That was one thing that Marian impressed upon me when I first came back to work after having practiced law for a few years -- that it would take me a while to remember that the library degree was more important than the law degree. Because the main mission of the library is to have the material so organized that it can be found when it's needed. It isn't to carry all of the intricacies of the legal part of it around in your head. If you know where to find it, that's the important thing.

MAA: I don't have that quote right at my fingertips, but Dean Prosser -- it must have been some time in the sixties -- made the statement that if this were not the largest law library in the country, it was certainly the best organized. So that was quite a compliment.

Wilkins: Well, I think that it's had such tender, loving care from the very beginning. Such good judgment was used in the basic selection and organization at a time when libraries were floundering or seeking only what was absolutely necessary. There was thinking at one time that if the books aren't used, you don't need them. That was never the policy at this library. This was, from the beginning, designed as a research in-depth library. The fact that you don't see that it's checked out twice a day doesn't mean that it isn't important for the legal scholar who comes here expecting to find the materials he or she is looking for. The present is changing so fast, though. What is today may not be tomorrow because the machines have opened up such a world of data bases that starting out in a new library, the organizer would never have to go back and collect all of the hard copy in print. In fact, much of it is out of print or only available in alternate
form. I would hate to see the hard copy disappear. It is a fine library, and it has great depth, but what the future will be I don't know.

MAA: Before we leave administration and personnel, let's discuss changes that were made. We know that tremendous change has taken place as far as staffing goes. The process is more complicated. And that just didn't happen by accident. There was one particular piece of legislation that was the cause of that. Could you elaborate on that?

Wilkins: Perhaps we could divide this into the professionals and the classified staff. Because they really are a little different. The recruitment is different now, and the staff is different than it was originally. First, with the professionals, which is not really as complicated. The employment source of most of the librarians when I was at the law school was the School of Librarianship at the University of Washington. Marian with her knowledge and wise choice, I feel, selected replacements right out of the School of Librarianship. In other words, they had not had any law training, but they were trained in basic library skills. She felt that a person schooled in fundamentals could be taught the use of legal materials. And that has proven true.

MAA: Did most of the people who graduated with a master of law librarianship go elsewhere?

Wilkins: Yes. Not all of them, of course. Viola was a double degree graduate from here, and on the staff now, Scott Burson has a double degree. Wes Cochran, who was here for two years, had a degree in master of law librarianship. Eleanor Barrows was another one that had that degree. And I had those two degrees too. Most of the rest of the staff had a master of librarianship degree and then had on-job training. Until affirmative action raised its ugly head, there was freedom to hire any person that the librarian felt was competent. The University School of Librarianship (now called the Graduate School of Library and Information
Science) proved a good source because it provided not only competent people, but it provided people who weren't anxious to move to better jobs in distant places. So it left a continuity on the staff. With affirmative action, it became necessary to have a paper trail of what positive steps the librarian had taken to recruit a replacement. That included notice of the vacancy through the School of Librarianship and in a national publication such as the national newsletter of the American Association of Law Libraries. This would have started about the mid-seventies.

Yes. It really got off to a peak when the University was censored because it was receiving such a large sum of money in grants and contracts, and it was suspect that its recruitment was not following the guidelines of affirmative action -- advertising the job and hiring sufficient numbers of women and minorities, for example. So you did find that the source [for hiring] spread. We could pretty much confine it to the local area. But we had to send proof of this to a department on campus, the Department of Academic Personnel Records under the Office of the Provost. We needed to document what steps we had taken and how many minorities applied and how many we had interviewed. Of course, there are so many women in librarianship that we had no problem with the gender issue. But that all was a part of the paper trail before the letter was sent to the provost requesting the appointment of a favored candidate, and that's still the policy today. So it becomes a lengthy search time-wise. But it's becoming more of a national search too, rather than just the local area. The last couple of professionals who have been recruited have been recruited from other parts of the country. But it's quite different from meeting someone at a social gathering who is looking for a job, and you have an opening, and you say, "Why don't you come in and see me." Because that's the way I was recruited -- practically off of the street when Marian found out that I was planning to change jobs.

So that would be the professionals.
Then the hiring of classified staff members changed considerably around 1973 when the HEP Board law was passed. Higher Education Personnel Board. That's a state board appointed to develop, and to some extent enforce, rules concerning the hiring of members of the classified staff. When we speak of classified staff, we're speaking of secretaries, library technicians, office assistants, the book restorer, etc. The law was codified, made part of the Washington Administrative Code, and it spells out specifically what the employer can and cannot do and what employee rights are protected. It's geared more toward protecting the rights of the employee than it is the employer. At least, that's the way it happens to work out. The University has on campus a personnel representative for every department. Usually each representative is in charge of the personnel of two or three units.

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Wilkins: There are certain parts of the Act that, as I said, spell out the rights of the employee. It becomes very important for the administrator, or the person in charge of personnel, or the head librarian -- whoever is taking care of this matter -- to keep in close contact with the staff employment representative. And that's for a number of reasons. The grievance machinery is elaborate. The University has been sued in several instances by employees because of discrimination. The University has been less successful in defending itself than has the employee who seeks damages for discrimination.

MAA: Does each unit have a grievance representative? Do you have one in the library, or are you part of a larger unit?

Wilkins: The Classified Staff Association, as a union, has taken over this function. The law library staff members have a staff steward who reports to their union representative, who in turn reports to the staff personnel representative.

MAA: Do all staff employees of the library have to be union members?

Wilkins: No. It hasn't come to that yet.

MAA: Are most of them?

Wilkins: I don't know what the percentage is now. But they do have a union and a union representative.

MAA: Was that much of an issue when that union came in?

Wilkins: It was, because there were more people in our group who did not want to belong to the union than those who did. It created some hard feelings. Or some of them became more belligerent, I would say, because they had a union backing them.

MAA: The union came about when?

Wilkins: That must be about three or four years ago. It hasn't been very long.
Back to the hiring of classified staff. In order to hire a new person, the administrator must go through the University staff employment office to notify them of a vacancy. The employment department sends five applicants for interviews before the position can be filled. Under the University system, each job classification has an applicant's list or an applicant's pool. I think they keep about ten people on the list who are qualified for each job description. Should we have a vacancy in a list that is under a minimum number, we must wait until the applicant pool is replenished. Consider that there are hundreds of classified job descriptions on the campus, and each one has a separate description, and each one has a separate list. The employment representatives are really overburdened trying to keep enough people in the pools to satisfy the job openings.

MAA: I assume a person can be on more than one list.

Wilkins: Yes. It's a lengthy process to fill out the application and be screened and be selected for the list. Prospective employees stay on the list a year, and then will be removed if they have not been selected for a position in that time, but I've known instances in which it took us four months to fill a job.

MAA: A clerical-type job?

Wilkins: Yes. Because they didn't have five people at the time. If after advertising the job, imagine the chaos should some 300 persons apply. By state law, each one of those applications would have to be screened and evaluated. One can imagine the paperwork and the time consumed in this process.

MAA: You would have to interview five people? If the first one that you interviewed was the person that you knew you wanted, you'd still have to interview four more.

Wilkins: That's right. Unless you decided that you wanted to limit the search to your organizational unit. In that case, only members on your staff would be eligible. In a word, you are saying, "We want to confine this search to this organization -- the law library." If only
one is qualified and applies, then that screens out the need to interview four more.

MAA: If you promote from within, then you do not have to go through all the five interviews. But that leaves you another opening.

Wilkins: Right. So then you're right back where you were. The person's position who was promoted leaves a vacant position.

MAA: So all these changes took place in the seventies, and it really has created complications in the hiring process. Let me ask you about the library's hiring policies. Was there any reverse problem with the fact that you had too many women, not enough men?

Wilkins: I never considered it a problem. Because we've always had some men on the staff.

MAA: What about ethnic minority hiring?

Wilkins: The University has many Asian graduates and quite a number of Black graduates. We have had one Black and one Asian professional librarian. We have had several members of both minorities on the classified staff. The actual selection has always been on the most qualified person, regardless of race. Should we have applications for a professional position from a minority candidate, some proof must be offered to Academic Personnel why that person was not selected. It is pretty straightforward. Usually the education, experience and recommendations support our selections.

The unfortunate thing was that the specifications for the jobs were downgraded to the point where many, many people believed that they qualified, and probably they technically did fit within the guidelines. A graduate equivalency diploma was needed for entry level. In many instances we had people who were trying to get into the University system who had their masters in librarianship and could not start at a Library Technician II level because the II level required that they had one year at the I level. A person right out of high school would technically be eligible, but the competition was great because there are so many people with
college degrees in anthropology and sociology, etc. that can't get jobs in the public sector and choose to apply for University positions. This makes the GED holders noncompetitive. I don't suppose there will ever be any change in that. It will probably get tighter.

There's another problem that is associated with that, too. in that most everyone who is sent to us as a candidate has at least a B.A. degree. We know that that these low level jobs are not what they've prepared themselves for, and although they are going to be able to do the work, are they going to be happy? There is some dissatisfaction in our staff because there are not enough openings for promotion within the system. There's no certainty of the time when employees will be able to move from a I to a II to a III. And, unfortunately, not being a part of the University Library system, our people are treated as outsiders would be when applying for jobs at Suzzallo library. They have no special priority for referral for interviews over there. They have no priorities except within the law library unit.

MAA: The library still has a history of long-time employees.

Wilkins: Yes. Some of our staff would not be willing to go to Suzzallo library, even if they could go in a higher grade.

MAA: What about student employees -- law students that want to work in the library. Do they have to go through the same process?

Wilkins: No. But that source has almost dried up. Hourly help now is being paid about $5.00 per hour. The law school discourages the first year students working. And the second year law school students prefer to get some kind of a law job downtown, thinking that that's going to help their career record. If they are work-study students, the law school can pay $9 per hour. We can't compete with the law school on that rate. So, there are only a few who like working at the library or like night shifts and are willing to work for us. Occasionally we get somebody that will work for a year or so in the library. But most of the student helpers
are graduate students from other departments or undergraduates.

MAA: Do you still have a social secretary?

Wilkins: I think Ginny is as close as we get to a social secretary. (L)

MAA: In looking over some old law library minutes, there was always a report from the social secretary. Before we leave personnel, maybe we ought to elaborate on that. It's not every department that has a social secretary with official reports in the minutes. (L)

Wilkins: (L) Well, the social activities have their ups and downs. There's a split of opinion on the value of them. Some people consider the Christmas party and celebration of birthdays as a necessary part of the goodwill of the library, and some people couldn't care less and make their thoughts known. We've had a dues system for quite some time, so there's a little bit of money in the kitty. The departure of an employee is reason to have some type of celebration and a going-away farewell. It used to be much more elaborate than it is now. Now it's boiled down to a gift of money to buy something of their choice, and if they've been here long enough they get a different amount. The maximum, I think, is $20. (L) But it silenced the criticism of "Why did you buy that?" or "I don't want to have anything to do with this." The number of times that envelopes are sent around for extra donations has decreased because of the monthly dues.

MAA: Betty, the cost of maintaining libraries has, of course, increased over the years, but it also must have changed in its complexity. Could you elaborate on that a bit, please.

Wilkins: They used to think of a library budget as X number of dollars being funded by the State to be parceled out in various categories for a period of two years. Then a new fund was appropriated by the University to start all over again.

That procedure has been considerably modified. There are grants and contract monies that are
available to those institutions that qualify and write the winning proposal. There are gifts to the library from benefactors, monies from some sources which are earmarked for some particular field of law, or some general monies that can be used with the discretion of the head librarian. It's a hodgepodge of money that is not the same from year to year. The skill in planning how to stretch it as far as one can becomes a part of the librarian's responsibility.

This law library was not the recipient of any vast sum of money for many years. Up until what must have been the middle seventies, there was an annual giving program, but it was disheartening to look at the total amount donated to the law library when one could see the annual giving reports of Yale or Harvard where hundreds of thousands of dollars worth of endowments were available.

The middle seventies was the start of a real plan to tap the conscience of the law school graduate. Actually, it became a problem of educating the 1938 or '40 graduate who paid his or her way through school, to contribute to the current needs of the school. Graduates had to be encouraged to realize that the growth of the school depended upon the care and the generosity of its graduates and friends. Corporations and persons associated with the school were also sources of funds. It has made a great difference in the last few years because of the planned giving. Law firms have played a very important part. There was instituted a three-year giving program subscribed to by a number of law firms. The donor firms are acknowledged on a plaque in the corridor outside the library entrance. That really was the first substantial money pledged for library use. It assured the library of much more than it had been able to expect before. The office of development was established as a part of the law school in the late seventies, and that really put it on more of a business basis. For the first time, they conducted a comprehensive search for the location of all graduates. The class lists were computerized and class representatives appointed each year to solicit the members of each class. Results of the annual
giving drive are published in *Condon Comment*, a law school publication.

MAA: How does the library benefit from that?

Wilkins: On the pledge forms there are a number of choices for the donor and one of the choices is the law library. I feel that the library has probably benefitted more than most any other department of the law school because people have vivid memories of the library. Many of the attorneys are regular patrons now and have good feelings about the library service. Discretionary funds for the dean and faculty members are not so specific as the purchase of books or library materials.

MAA: Let's address that. What about using donated funds in the library. That must raise some very real questions -- what should come out of the line budget and what should be acquired through donated funds.

Wilkins: I feel very strongly that day-to-day operations should not be paid out of donated funds. It's something that is very difficult to explain to the powers that be at the University if they see you have a sizeable fund, and you're asking for more money for something that ordinarily would be in a line budget. They say, "Well, you have this money, and you can use it for that." But there's no assurance that you are going to continue to get that same amount of money, and once the larger sums are depleted on day-to-day operations, I think the library is really in a tenuous position. There are several donors who have given money for use in specific parts of the collection -- estate planning, transportation, Alaskan materials, etc. -- and those funds are kept separate and only used for that particular field of law. But when you start using the monies for operating the day to day work of the library, the paying for the ongoing services of the computers and the data bases, it becomes risky. A drop in giving could mean a discontinuance of a vital service.

- End of Side B -
Wilkins: I might say a few words about separate budgets -- parts of the main budget that have been earmarked into separate budgets. This happened a couple of years ago when the University auditors looked into our budget and found that money was being generated from the sale of the Current Index. Actually, the money was all accounted for, spent for library materials, but it was outside income of which the state had no knowledge.

MAA: It had all been handled internally?

Wilkins: It had been handled internally in a separate account. It had been used for library materials, but it gave us a certain amount of freedom in that we could establish standing orders or pay in advance for certain books or serials on a pre-publication price, where the University frowns on paying in advance of receipt of the item. It had given us a kind of freedom, and, at the same time, probably saved a good bit of money. But the state determined that departments on campus were receiving outside revenue of which the state had incomplete or no records. We were directed to set up a revenue budget. This meant that the proceeds received from the sale of the Current Index had to be designated for certain salary lines and supplies, and it went through the University system rather than a separate account. I heard on the radio this morning about something from Olympia concerning this matter. The report said that the departments at the University of Washington must be accountable for the revenues that are coming into the departments. Since the library's revenue account already exists, it indicates we must have been ahead of our time in getting this account in order.

MAA: So actually you benefitted from that early audit.

Wilkins: If it were something bound to happen, I would say I am glad it is behind us.

MAA: My understanding is that the cost of producing the Current Index was all assumed within the
library budget -- the people-time that it took to produce that. And that was a fairly good proportion of one person's time, wasn't it. So, in other words, it was a fair exchange of money. There was certainly no profit being made.

Wilkins: No. It's just that we were able to use the money for something else. I don't think it really made any difference because it was money earned to offset costs, but accounted for in a different manner.

MAA: After it started showing up in the revenue budget, do you feel that you lost state funds?

Wilkins: I think we lost flexibility. In the indirect cost budget, which was another separate budget that the University had required us to set up about the same time, we did in effect lose some money. By labeling the usage of some funds for heat, light, space, etc., that amount was deleted from some other section of the budget which previously we had had the discretion to spend in a manner of our choosing. Also, personnel was a part of that budget. These two separate budgets, revenue and indirect costs, were in addition to the main University budget and needed separate monitoring. The revenue budget does not have to be used up by the end of each year. But the indirect costs budget had to be spent by the end of each biennium or was lost. Keeping these budgets monitored, with different closing dates gives one some practice in juggling.

MAA: It's a little different from the double entry system that was used when Marian first arrived, and her mother used to come and straighten it out on occasion.

Wilkins: (L) Quite different.

MAA: Should we talk about the basement?

Wilkins: Probably just a couple of words. The basement was a controversial part of the new building to start with. It had one lone light down there for a number of years, and I think the hope was that we would have Phase II of the law school.
If we filled the basement full of stacks, it would be difficult to show that we needed Phase II, at least as far as the library was concerned. But we did have a chance to get some stacks and to put some lighting down there and a sprinkler system. And so the use of the basement was started. But the stacks were installed in a hurry, without a sizing on the raw concrete on the walls and floors, so that everything you put down there was covered with dust. Going way back to some of the money that we were allowed to use up with the associate law librarian's line when it was empty -- we were allowed to use about $8,000 of that money to size the floors with sort of a clear plastic. Actually, we came in under cost because we didn't do the walls. The savings came because they didn't have to take the stacks out. They just went around them. That made it a cleaner place.

When I was there, we got some temporary, preliminary bids on the cost of completing the basement. There's a large section that does not have stacks yet, and we were looking to movable stacks in that area, that would house many more books than if we had stationary stacks. We decided we didn't need the whole thing at once because it was supposed to take care of the books for thirteen years. The University said, "What can you get along with in this biennium and the next biennium?" We came up with some figures on installing the complete flooring in the framework and enough stacks for a quarter of the shelving. It came in around $115,000.

It was my understanding when I left there that it had been approved, and they were just waiting for something to do with the legislature. The University had approved it. I understand it got bogged down on some kind of technicality. I wasn't sure what would happen. The new librarian may change that plan. I still think it's a sound one. I would hope that they would go ahead with it if the money would be made available because sometime they are going to need that. They need the stacks right now, but each year it becomes more costly. If you let it go another five years, it would probably
double the cost to get that much. It seems pretty sound to me to have that stack area. What the future holds remains to be seen. [Note: The stacks were installed, as planned, in 1986.]

MAA: Is there anything else, Betty, that we should touch on?

Wilkins: I think we've covered most everything in detail.

MAA: Thank you for all the time you've taken. Your information has been most valuable.

Wilkins: It's been really fun. It's helpful to recollect. Maybe I'll get something written on what happened during the three years I was librarian with the inspiration you've given me. Thank you.

- End of Tape -