

1990

From the President

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From the President

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AALL Newsletter
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Direct correspondence to Mary Sworsky
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Even though some of you had the pleasure of hearing Dick Danner's speech in Minneapolis, I wanted to make sure his message reached all of you, and was preserved in the annals of AALL history. The groundwork he laid in his year "Beyond Excellence" was a perfect example of his thesis. Thank you, Dick.

Defining "Beyond Excellence"

The idea for this year's Annual Meeting theme came up first on a very, very cold December day in 1988 when Joan Howland and I paid our first visit to Minneapolis to begin planning for the meeting. When we decided to use "Beyond Excellence" as the Annual Meeting theme, the phrase remained largely undefined—excellence itself seemed like a lofty enough goal, what would it mean to go *beyond* excellence?

It is certainly true that, for a time, excellence and how to achieve it were popular themes in management literature. Tom Peters had perhaps the best seller out of these books with *In Search of Excellence*, but if only a few years ago we were still searching for excellence, how could we go beyond it in 1990?

Of course, if you pay any attention to the business and management sections of your local bookstores these days, you know that writing about excellence is now passé. (And I say that, realizing that perhaps the best book on the subject—George Will's *Men at Work*, a book about baseball, came out only this year.)

The new trend in popular management literature for the 1990s is leadership. *Library Journal* acknowledged this in its annual review of business books with a section called "Leadership is the Name of the Game." Featuring books with titles such as *On Becoming a Leader*, *The Art of the Leader*, *Leadership is an Art*, and, my favorite: *Superleadership*, defined in the subtitle as "Leading others to lead themselves."

It is easy enough to joke about much of the popular management literature: its trendiness and basis in the vanity publications of successful business people make it as easy a target for satire and ridicule as books by politicians. Can we look to this literature, then, for an idea of what really lies "beyond excellence?" Is it leadership?

It is clear that we law librarians know our business. We understand the structure of the literature of the law: we can organize it, locate it, and teach others how to perform legal research. We know about computers, we can install automated systems, and design and carry out sophisticated searches on online databases; we can build modern library facilities. We can anticipate the needs of our users, be they law students and faculty, attorneys, members of the judiciary, or the public. We strive for and for the most part have attained excellence in the services that we provide. Our continued search for excellence was demonstrated once again by the attendance at the Minneapolis Annual Meeting.

The question that we have to ask in 1990, however, is whether our continued striving for excellence in service is enough. Will it be enough for us to provide excellent service to our parent institutions without exercising leadership within those institutions and outside them? Within our institutions—be they law schools, law firms, courthouses, or businesses—librarians have often been the first to introduce productive uses for automation. From the beginning, librarians saw computers as means to facilitate storage and retrieval of information, not as ends in themselves. Now, automation permeates all aspects of our workplaces. Law faculty members, attorneys, and judges all have PCs on their desks for writing and research. Law school admissions data, student and alumni records are held electronically; case records, forms, briefs, docket entries, and other data are stored and indexed electronically. Everybody now has a computer and everybody thinks about the material that they work with as information. Librarians are no longer the only information specialists in the workplace, and many of the others who think of themselves as information specialists don't necessarily think of librarians as part of the

Continued on page 4

From the Editor

Mary Sworsky

As we begin another volume of the *AALL Newsletter*, you will notice several changes. First and foremost, we welcome four new column editors. James Duggan of Southern Illinois University is taking over the Chapter News column; Patricia Stern from Baker and McKenzie's New York office will compile the Committee News; and two North Carolina members, Connie Matzen of Smith Anderson Blount Dorsett Mitchell & Jernigan and Anne Washburn of Smith Helms Mullis & Moore will be sharing responsibilities for the Special Interest Section column. Connie is the person to send SIS announcements to, while Anne will be compiling a bibliography of interesting articles from SIS newsletters. Please make their jobs easier by keeping them informed of new developments. Frank Houdek is not retiring completely from the *Newsletter* staff. In the months to come, you will find articles from Frank on the history of the Association.

This month's issue also contains an article from Taylor Fitchett about her "toy room" at the University of Cincinnati. Whether you missed the story in the *Wall Street Journal* or you are curious about Taylor's side of the story, you'll want to check this article out. In addition, Cary Baldes from the St. Thomas University School of Law in Miami has written an informative article about providing students with off-campus access to LEXIS and WESTLAW retrieval systems.

Finally, the centerfold of this *Newsletter* contains lists of the 1990/91 Executive Board officers and members, SIS Chairs, Chapter Presidents, and AALL Representatives. Please advise Headquarters of any necessary corrections in these lists. We will update the list periodically throughout the year. ▲

Special Projects Requests Due This Month

The next AALL Budget contains \$20,000 to fund Special Projects to benefit the Association. August 31, 1990 is the deadline for submitting the requests to Headquarters, in order to be considered for funding in the 1990/91 fiscal year. Chairs of Committees and SISs, Chapter Presidents, and Representatives have received copies of the guidelines and request forms. Additional copies may be requested from Headquarters.

From the President

Continued from page 3

group, or of libraries as holding information in the sense they are talking about it.

Over the next few years, new information systems and networks will be built throughout our institutions. If librarians are not involved in the application of those systems—indeed, if we don't seize a leadership role in their development—we may well lose our vital roles in the organization. If the new local area network will bring LEXIS and WESTLAW access to faculty, members of the firm, and judges, as well as word processing and electronic mail, why not put research databases, as well as the other components, under the systems manager? The vendor's representatives will be happy to do the training, and the librarians can be left to take care of the books and the terminals left in the library.

We need to be in charge of these things, and we need to be involved in developing the systems that will provide them.

The need for leadership is as true in areas outside the walls of our institutions as for things within. As more and more information is created and stored in electronic formats, legal information no longer is something issued routinely by government bodies or repackaged and sold to libraries by a law book publisher. AALL's effectiveness during the past year in shaping the reauthorization of the Paperwork Reduction Act, our testimony on electronic dissemination through GPO, our urging of the GPO to become an access point for electronically disseminated Supreme Court opinions, and our lobbying for continuation of the *Department of State Bulletin* all reflect the need for leadership in managing change in the legal information environment. Government and commercial information vendors have their own interests, which do not necessarily coincide with law librarians' conceptions of service to their constituencies.

In particular, who will represent the public interest and exercise leadership in ensuring equality of access to primary legal information? It doesn't seem to be a major concern of the government, and it cannot be a primary interest of the commercial publishers and database vendors. Leadership in this area also is not something that our professional association has traditionally provided.

Both within our institutions and in dealing with the shifting sources of the legal information we supply, law librarians in the 1990s will need to be leaders. And we have the skills and abilities to do it. Only this spring *Business Week* featured an article with the thesis that businesses are looking increasingly to not-for-profit and service organizations for ideas, management expertise, and leadership.

Striving for continued excellence in service will always be a major goal for us all. To maintain that tradition of excellence in service, however, we will need to go beyond excellence. And beyond excellence is leadership. ▲

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Building Bridges

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The theme for our next Annual Meeting in New Orleans, is "Building Bridges." At the risk of stealing Margie Axtmann's idea, I would like this whole year to be one of building bridges. On the last day of our wonderful meeting in Minneapolis, I exhorted all AALL members to build one bridge during the year. Make a connection between yourself or our profession and one organization or individual that needs to be better related to law librarians and law librarianship.


What bridge can you build? Take your law school placement officer to lunch to talk about careers for attorneys in law librarianship. The recruiters in law firms need to know why law students and attorneys should be interested in the information services offered by the firm's library. Want to teach a law library course in library school? The dean and other library school faculty need to know about you and law librarianship. Check your local bar directory. Is the local chapter of AALL listed? Involve another organization in an important librarianship issue. Do you exhibit at your state bar convention? Are there other AALL committees or groups you should communicate or form liaisons with? If each of our 4,700-plus members takes it upon him or herself to build one relationship—make one connection—in 1990/91, our profession will reap the benefits.

AALL is working to build bridges as well. Last March the Executive Board approved the appointment of two special committees. Consistent with the draft of AALL's long-range plan and with some of my own concerns, the Board approved the appointment of a two-year Public Relations Committee and a one-year Recruitment Committee.

The Special Committee on Public Relations, ably chaired by Edgar Bellefontaine, has been charged with coordination of all public relations efforts of the Association, specifically, 1) to implement as many of the 1987 recommendations of the AALL Committee on Public Relations as possible, and 2) to recommend an appropriate organizational structure for permanent implementation of all AALL public relations efforts.

Martha Brown, Director of Programs for AALL, has already compiled a list of contacts to receive information from AALL and is handling a wide variety of other public relations tasks. Judy Genesen, Executive Director, has, in her various roles, made a name for AALL and enhances our reputation on a daily basis. But, there is a great deal more we must do to enhance the stature and image of law librarianship and law librarians. Edgar's committee will be working to determine exactly what we need to do as an Association and to find the right long-term organizational mechanism to implement their recommendations. Working with Edgar on this committee are Don Dunn, Frank Houdek, Mike Miller, Pat Strougal, and Mary Whisner. They will be happy to get your good ideas!

Margaret Leary is chairing the Special Committee on Recruitment. The Recruitment Committee has been charged with identifying ideas for recruiting qualified individuals, including minorities, into law librarianship. In addition, the committee will recommend the appropriate organizational mechanism for implementing their report. This committee has a particularly important role in light of the dwindling number of ALA-accredited library schools (Columbia being the most recent to close its doors). Our entire profession is at risk if we cannot attract talented people from law and library schools. Joining Margaret are Gail Daly, Shelley Dowling, Roy Mersky, Myra Saunders, and Janet Zagorin. They welcome your ideas.

As we look to this coming year, we must strengthen our ties with other related organizations, formally and informally. Whether on a local or national level, we must become better known to our various constituencies. I look forward to working with the Executive Board, the Headquarters staff, and you to build bridges in 1990/91. I am honored to serve you and AALL. I am proud to be a law librarian! 

Penny

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Last November, President Dick Danner asked you to volunteer for AALL Committee assignments by urging you to "Fill out the form. Make Penny Hazelton's job hard. She won't mind the work; you will benefit from the opportunity, and so will AALL."

Well, you did make it hard, and I *did* mind! You did not make it hard because there were too many volunteers. You made it hard because there weren't enough volunteers—in certain categories and for several committees.

Last year, Dick received 123 volunteers; I received only 138, a very small increase. Of these, 101 were from academic librarians, 20 were from firm and corporation librarians, and 17 were from court, county, state and government librarians—a very unbalanced sample if one looks at it in relation to our membership, which is nearly half law librarians from the private sector.

The other way you made my job hard is that there were several committees for which no one volunteered. In addition, many volunteers neglected to complete the form and simply listed the name of a committee without a brief statement of interest as requested. Or volunteers listed only one committee. It was hard to know how to interpret this last situation. I assumed (probably incorrectly in some cases) that the volunteer was not interested in any other committees, so if I had no appropriate slots for that committee, I did not try to appoint them to another.

In trying to increase the size of the volunteer pool, we have decided to include the committee volunteer form in at least two issues of the *Newsletter*. However, it doesn't help to get a lot more forms if they are not completely filled out. So we are including a little more information about each committee in the *Newsletter*. Perhaps this will help you select an appropriate committee. If you need further information, do not hesitate to contact the committee chair or a committee member.

Since Dick included some numbers for you, I will do the same:

PROFILE OF AALL COMMITTEES (includes chairs)

	1989/90 Danner				1990/91 Hazelton			
	New Appointments	Returning	Total/ %		New Appointments	Returning*	Total/ %	
Women	41	59	100	68%	59	47	106	66%
Men	25	23	48	32%	22	32	54	34%
Minorities	4	16	20	13%	5**	6**	11	7%
<i>Type of Library</i>								
Private/Corporate	17	13	30	20%	21	17	38	24%
Academic	37	51	88	59%	46	43	89	56%
State/County/Court	12	18	30	21%	14	19	33	20%
New to AALL Committees	Not available				36	N/A	36	23%

*Committee chairs are included here because they must come from the committee membership, current or past

**Self-identified

There were 160 committee slots available for 1990/91 including 16 standing committees, 4 advisory committees, and 2 special committees.

As the President appoints only half of the committee members (the other half are serving the second year of a two-year appointment), I made 71 appointments to standing and advisory committees and 10 appointments to the two special committees. Twenty-two committee chairs were appointed.

As you recall, the *AALL Committee Handbook* requires the Vice President to appoint at least one new (someone who has not served on AALL committees before) law librarian to each committee. I am pleased that 36 new law librarians

From the President

have agreed to take on committee assignments for 1990/91! In addition, the Vice President is to balance the rest of the committee membership as much as possible—given the pool of volunteers—by geographic location, type of library, and type of position. All committee chairs must have been on that committee in the past.

I found the committee appointment process to be one of the most difficult and time-consuming (70+ hours) jobs I have ever handled. It was hard. Taking into account all the necessary factors is enough to blow even a computer's brain power. The leadership data base prepared at Headquarters provided very helpful and needed information. But the bottom line is that I am glad I won't have to do it again.


In reviewing the committee appointments I made for 1990/91, I will make these observations:

1. I am delighted with the spirit, energy, commitment, and enthusiasm of the 138 committee members and 22 committee chairs. Most hit the deck running and are working on important AALL business.
2. I am delighted so many new faces have volunteered to serve on AALL committees.
3. Though several minority law librarians volunteered this year, we are underrepresented by minorities on our various committees.
4. The total number of private or corporate law librarians who are serving on committees has increased by eight over 1989/90 (from 20% to 24%).
5. Of the 22 committee chairs, 14 are from the academic sector, 4 are from the private sector, and 4 are from the state/county/court/government sector.
6. Though I diligently tried to avoid having any one librarian serve on more than one committee, this did happen. In the end, we all want the best, most qualified people serving on AALL committees; and in my judgment, these duplications are justifiable.

Now, after telling you how hard you made my job, I want to urge you to VOLUNTEER! Active participation in AALL is professionally and personally rewarding. Not everyone can be on a committee, but those who serve definitely have work to do. Our committees are so small now that *every* committee member has to pull his/her weight. A Vice President is not very willing to risk a few bad appointments if that means the committee will not be able to handle its work that year.

If you are curious about a committee, call the current chair and talk about the committee's role. Read the more in-depth description in the *AALL Committee Handbook*. Inform yourself! Fill out the volunteer form thoughtfully. Remember, listing only one committee may limit the possibility of an appointment.

If you are not appointed to a committee, don't give up! Try again. Become active in your local or regional chapter or an SIS. I always wanted to be on the Education Committee and could not understand why I wasn't appointed—until I did the appointing! I had over 80 volunteers who wanted to be on that committee, mostly from the academic sector. I made only four appointments to that committee, two from academic libraries. Be adventuresome! Indicate an interest in a committee that you think may not be so glamorous—after you have learned what that committee does.

To paraphrase a friend: Fill out the form. Make Carolyn Ahearn's job hard. She will mind the work, but she will do her best. You will benefit from the opportunity, and so will AALL. VOLUNTEER! 



(Editor's note: the 1991/92 Committee Volunteer Form is on page 97)

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By the time you read this, the Executive Board will have met in November to consider, among other things, adoption of AALL's Long-Range Plan, the report of the Special Committee on Preservation Needs of Law Libraries, and which special projects to fund for 1990/91. News of the Board's action will be in the next issue.

I am delighted to learn that two law librarians have been named to three-year terms on the Depository Library Council by the new Public Printer. Bob Oakley, Director of the Law Library at Georgetown, and Susan Tulis, Documents Librarian at the University of Virginia Law Library, take two of the seats on this fifteen-member board following in the footsteps of Sally Holterhoff, who just completed her three-year term. We are fortunate to again have law librarians represented on this important national council. Though technically Bob and Susan are not official representatives of AALL, they have agreed to keep the Government Documents SIS and the AALL membership as a whole informed about the work of the Council.

AALL has become a supporting member of the Library and Information Science Distance Education Consortium (LISDEC), a group which is working on ways to offer quality library and information science courses outside the "walls" of library schools using video and educational television media. The charter membership meeting in June 1990 included representatives from fifteen ALA-accredited library schools, the ALA Committee on Accreditation (COA), the Association for Library and Information Science Education (ALISE), and others. I have asked Martha Brown, AALL Director of Programs, to keep up-to-date on this group's work.

A current report on AALL membership shows that though AALL lost 334 members since last October, 279 new members joined the Association, for a net loss of only 55 members. Not counting new members who joined the Association, we lost the largest number of members from the private firm sector (90), followed by 82 who showed no affiliation. Since the dues increase of 1989, we have been watching our membership very carefully and were pleased that most members chose to renew. Another sign of our Association's health is that SIS memberships increased by 17 percent over the 1989/90 figures.

I am pleased that so many of our members are involved in the state conferences that will precede the July 9-13, 1991 White House Conference on Library and Information Services (WHCLIS). As an Association, we have been asked to prepare brief issue papers for submission to the White House Conference Office. These papers, if selected for inclusion in the background materials to be distributed to all national delegates to WHCLIS, will help inform national conference delegates as to the importance of our issues. A coordinator will help identify issues of concern to law libraries and enlist help in drafting these issue papers. Do let Judy Genesen know if you are working on or participating in your state pre-conference. 

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The Strategic Plan of AALL was considered and adopted by the Executive Board at its November 3 meeting. It is an ambitious plan for the direction of the Association for the next four years. The Association's Mission is:

Recognizing that the availability of legal information to all people is a necessary requirement for a just society, the American Association of Law Libraries exists to promote and enhance the value of law libraries to the public, the legal community, and the world, to foster the profession of law librarianship, and to provide leadership in the field of legal information.

Among the seven goals of this plan is "Goal IV To Enhance the Stature of Law Librarians and Law Librarianship." Four objectives have been identified with 18 specific, measurable activities (strategies) which, when completed, will help attain the Association's stated objectives and goals.

Stature and image are not just a concern of law librarians. The Special Library Association funded formation of a Presidential Inter-Association Task Force for the Enhancement of the Image of the Librarian/Information Professional in January 1988. This task force included representatives from nine library associations and was chaired by Kaycee Hale (SLA). Albert Brecht, Past President of AALL, was our representative.

The Task Force issued their report in 1990 entitled *Inter-Association Task Force Report on Image*. The report is a distillation of opinions expressed in a survey of over 8,000 leaders in business, academia, government, community leaders, media, and the performing arts and in a questionnaire sent to librarians and the publications of six library associations. The report has been forwarded to Edgar Bellefontaine, Chair of AALL's Special Committee on Public Relations, for his committee's consideration.

The lengthy report contains a two-page list of recommendations. The Task Force recognized that "image management is a process that can be implemented in numerous segments of one's professional life." The recommendations target ten specific environments, only one or two of which are ones AALL can develop and enhance. Because many of these recommendations are within the purview of *individual* law librarians or local chapters, I have included their list to stimulate your imagination and encourage you to do what you can, *now!* You represent all law librarians and law librarianship in your institutional and community roles. Make the most of yourself and remember that to change or improve our image in the minds of others requires that each of us do what we can in our own environments to stimulate that change.


Recommendations

- 1. Self-directed:** Project a corporate image.
 - 1.1. Stand purposefully; sit straight; walk briskly
 - 1.2. Project competence by organizing your thoughts before you speak.
 - 1.3. Be decisive by stating a problem in simple, specific, concise language and then offer optional possibilities toward a solution.
 - 1.4. Show confidence by talking about challenges instead of obstacles.
 - 1.5. Exemplify excellence in every service contact.
- 2. Division/Unit/Department** (e.g. colleagues, subordinates and supervisors): Project effectiveness (doing the right thing), as well as efficiency (doing things right). Establish, maintain and uphold a high degree of departmental and professional standards.

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From the President

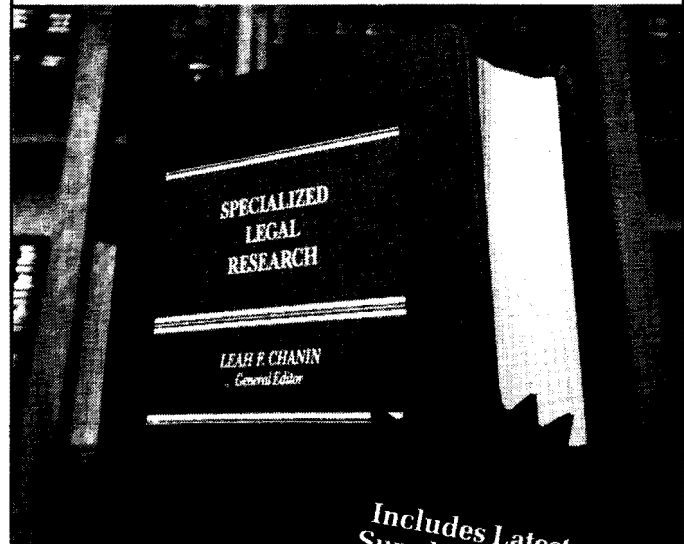
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3. **Administration** (over the library department):
Demonstrate how the department contributes to the achievement of the goals and objectives of the organization and its people. Commission marketing research, focus groups or user satisfaction research to determine what you are doing well and what the user wants. Utilize them in your departmental planning.
4. **Organization:**
Become a project manager over an assignment that has organizational implications. Provide information leadership for your organization. Network with your organization's Public Relations Director and solicit tips on how to promote your department in the organization's house organ on a regular basis.
5. **Professional Association** (library and non-library):
Develop issue-related roundtable programming to bring the two groups together. Exchange speakers between library associations and between library associations and industry/community-related associations. Develop cooperative projects to address mutual concerns.
6. **Community**
Target community groups that (1) are important to your organization, and (2) important to your profession. Become an organizational liaison. Give of your time professionally and personally. Use every contact that is made to promote the profession.
7. **Media** (library and non-library):
Make a friend of a local reporter, e.g. newspaper, radio or television. Feed them story ideas. Give editors an occasional digest with one-paragraph feature ideas. Offer to produce pieces that alert the community to the library and/or its parent organization.
8. **State:**
Institutionalize the observance of a library week or month by asking your governor to issue a proclamation designating such. On the local level, petition the mayor, city manager or county executive to issue such a proclamation. Develop a library leadership academy for the profession in your state.
9. **National**
Serve on high-visibility committees that receive national recognition. Get your name, title and organization's name in print. Network with colleagues to get yourself invited (with all expenses paid) to be a speaker at a national conference... in another state.
10. **International:**
Write an article to submit to a journal published in another country. Get yourself interviewed by the editor of a library newsletter in any country you visit. Take a glossy 8 x 10 picture of yourself for inclusion with the article. Ask that a copy of the article be mailed to you after publication. 

Denny

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From the President

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As most of you know, AALL has had a long history of supporting formal and continuing education through grants and scholarships.* The Grant Program began in 1953 and has awarded stipends primarily to AALL members to assist them in attending our Annual Meeting. In 1989/90, 67 people applied for AALL grants and \$19,050 was awarded to 62 grant recipients. The grant amount varies, but is usually tied to the cost of transportation to the meeting site. Over the past 38 years, hundreds of law librarians have had grant assistance from this program. (*Editor's note: A more detailed description of the grant financial picture appears on p. 289.*)

The AALL Scholarship Program has a somewhat different focus. Started in 1966 the program provided scholarships for professional education and today supports five different types of scholarships. In 1989/90, scholarship awards totalled \$63,205 and can be broken down as follows:

Type I	Library degree for JD	\$2,000-\$3,000 each	11
Type II	Law degree for librarian	\$5,000 each	4
Type III	Library degree for non-JD	\$2,000 each	5
Type IV	Special course in law librarianship	\$ 325 min. ea. yr.	2
George A. Strait	Minority Stipend	\$3,500 each	2

Of the 40 scholarship applications for 1989/90, 24 scholarships were awarded.

Prior to the large West scholarship donation that began in 1982 and the large Mead Data Central donation that began in 1990, only two to four scholarships were awarded on an annual basis. So even though over 200 scholarships have been awarded since 1966, the vast majority have been given out in the last ten years.

AALL makes about \$8,500 available from general funds for the scholarship program, but the total amount available for grants and scholarships each year is very dependent upon corporate and individual gifts.

You may remember Past-President Margaret Leary's exhortation in November 1988 asking each of us to give a mere \$11.11 to double the scholarship and grant amount for 1988/89. Although total funds expended from 1988/89 to 1989/90 went from \$53,420 to \$79,825, the increase was primarily due to the addition of MDC's generous gift to West's continuing support. The total funds available for 1990/91 are unknown at this time since gifts are still being received.

Your contribution can make a difference! Please consider a gift today. You may wish

- to honor a colleague's retirement, new job, or birthday
- to remember a colleague, or comfort a friend in mourning
- to obtain a tax deduction
- to show your appreciation for grants and scholarships you have received.

Your check, in any amount, should note whether your gift is for grants, scholarships, or the George A. Strait Minority Stipend, and be sent directly to AALL, Dept. 77-6021, Chicago, IL 60678-6021.

We are very grateful for the generosity of those who have donated to the grants and scholarships programs over the years. As you consider your charitable giving plan for 1991, I would ask you to think about your profession and help others enjoy the substantial rewards of law librarianship.

*My thanks to the research efforts of James Duggan (a winner in the AALL 1990 Call for Papers competition and whose paper on scholarship recipients will be published this summer in *Law Library Journal*); Bonnie Koneski-White, former Chair of the AALL Grants Committee; and Barbara Bintliff, current Chair of the AALL Scholarships Committee, all of whom supplied helpful historical and statistical information for this column.

The grants and scholarships application forms can be found in the December 1990 issue of the *AALL Newsletter*. Deadline for all applicants is April 1, 1991. ▲

From the President

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In recent months, library literature has been replete with articles on the closing of library schools (14 have been closed since 1978). This is an issue about which all law librarians must be concerned. After all, where will we get our future serials, reference, or documents librarians if fewer library schools graduate fewer students every year? The closing of library schools is of special concern because geographic convenience is by far the most significant reason students select a particular library school. (See White and Mort, "The Accredited Library Education Program as Preparation for Professional Library Work," 60 *The Library Qtrly.* 1870, 194, July 1990). Thus, the graduate library schools remaining cannot make up the volume of graduates needed just by admitting more students.

Although some geographic areas may be somewhat stable, law library positions abound! Finding highly qualified individuals to fill these new and vacant positions becomes more and more difficult each year.

Last fall, ALA President Richard Dougherty (Professor at the University of Michigan School of Information and Library Studies) consulted with the executive directors and presidents of all ALA-affiliated organizations (including AALL) about an appropriate association response to library school closings. In December, a Special Committee on Library School Closings was appointed, chaired by Russell Shank, the University Librarian at UCLA. Other members include Marion Paris (Assistant Professor of Library and Information Services, University of Alabama at Tuscaloosa), F. William Summers (Dean, Florida State University School of Library and Information Studies at Tallahassee), Pat Mautino (Instructional Support Director at Oswego Board of Cooperative Educational Services in Mexico, New York), and Pat Molholt (Associate Director of Libraries at Rensselaer Polytechnic Institute in Troy, New York).

This special committee has been asked to examine the issues that led to the elimination of Columbia's program, to review past closings to see if there is a general pattern, to assess the general impact of the closings, to report findings in June 1991, and to advise the ALA Council on the formation, composition, charge, timetable and required funding to support a broad-based Special Commission. We will keep you informed.

If you are concerned about the education of the future law librarians, you should make an effort to attend a New Orleans program on Tuesday, July 23 at 1:15 p.m. entitled, "Shaping New Standards for Library School Accreditation: An Open Forum." New library school accreditation standards have been drafted, and this program will give us an opportunity to comment on and discuss these standards.

Currently, the ALA Committee on Accreditation (COA) has a Standards Review Subcommittee with members from a wide variety of specialized library associations (including AALL). The revised standards do not speak to the accreditation of specialized programs (law librarianship, for example), but some suggestions will be made about how AALL and other groups can influence library school education.

The Association for Library and Information Science Education (ALISE), the national organization of library school educators, said as part of their statement on the role of graduate programs:

Without a constant and continuing supply of qualified professionals to direct and maintain our libraries and other information centers, our society will suffer inestimably from inadequate personnel and restricted service, hindering the growth and availability for essential resources which are vital to an informed citizenry.

It is critical for AALL to play a role in all of these activities related to the quality and availability of library education on the graduate level. Our Special Committee on Recruitment (whose report goes to the Board in April) has recognized the importance of building bridges from AALL and its members to library schools and library school educators. It is not too late, but we as law librarians must take a proactive stand in this crucial arena. ▲

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For years, the notion that law librarians are better paid than other kinds of librarians has been the perception of most in and outside of law librarianship. Undoubtedly, in some institutions and cities, this perception was and may still be the reality.

Comparing salary data is a little like comparing apples and oranges. In addition, some of the data is confidential, which makes it difficult to determine what the reality is. Though I am not in possession of all the reality, I can give you some figures from the recently released 1990 Association of Research Libraries Annual Salary Survey as an example.

Fiscal Year 1991

	Median Professional Salary	Beginning Professional Salary
ARL (excludes law and medical librarians)	\$34,800	\$23,800
ARL (law librarians)	\$34,663	\$23,995

The median professional salary of academic law librarians as reported in the most recent ABA salary survey is some \$3,000 lower than the \$34,663 figure above.


Frankly, I am outraged by these low salaries! To think we are trying to recruit qualified candidates into law librarianship for a median beginning salary of \$23,995! If we are having trouble filling positions, I suggest we look at these pitiful salaries. What is even worse in the academic arena is to note that academic law library director salaries have nearly tripled in the past 15 years!

I suspect that similar comparisons could be made between law firm librarians and special librarians, public librarians and academic law librarians, and so on. I clearly haven't done all of my homework—but it's time we all spent some time doing a reality check. And let's not perpetuate the myth that law librarians are better paid than other kinds of librarians—unless it's true!

One of the realities that has become clear to me in thinking about this issue is how inadequate our salary statistics are across the board. Every time we talk about salary surveys, we get caught up in the differences between our types of libraries and the positions that represent those specific salary levels. What we don't have that we need is just some simple information. Although the PLL/SIS has published other surveys and is currently conducting the 1991 survey (have you sent in your response?), and the SCC/SIS will gather data for its survey this fall, it's still not enough. What are the average and median salaries currently being paid to law librarians in each different type of law library?

We haven't managed to gather this information on an Association-wide basis because we always get bogged down in the detail and because there are lots of other pieces of information we also want to gather. We slither to a stop because of the enormity of the task.

I suggest that we are operating in a total vacuum without this information. Our efforts at recruitment, retention and public relations are doomed to failure if we can't accurately picture our profession.

AALL's Strategic Plan cannot possibly be implemented if you and I do not *do* something about this state of affairs. Those of us who are law library directors cannot wash our hands of the salary issue. We are all responsible for these low salaries. What information do you need to turn this around? What are *you* going to do about it? 

Penny

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From all over the country, we hear the same refrain: budget cuts, staff cuts, "downsizing," serials cancellation projects, "don't expect a new building every 20 years." We have been through hard times before, but it looks like the 90s may be a different kind of tough.

The 1990s will require more attention to the bottom line—in every environment, personal and professional. Just this week, the *Seattle Times* had a three-page article entitled, "Some Lessons in Less; Want to Get Back to the Basics?" (*Seattle Times*, May 5, 1991, at K1). This at the same time all of us know that we need more resources, not fewer. More money for appropriate salaries, more money to use new technology to improve access to information and service, more money to buy the new, relevant legal materials needed by our users, more money for professional development and staff training. More...more...more.

Everyone is trying to maximize income, budget revenue or profits. Academic, subscription and county law libraries are offering services for a fee. Private law librarians are billing clients for their time. Publishers are demanding that their copyrights be protected. Even state institutions are heavily into the development/fund-raising game. We are all looking for ways to enhance the bottom line, either by saving resources or generating more funds.

In these difficult times, professional development and staff training tend to be hit first and hard. Suspending some or all out-of-state travel, discontinuing the payment of professional organization dues, and other such cutbacks seem to be the norm.

For law librarians, this may mean sending one instead of two professional librarians to the AALL Annual Meeting or discontinuing the practice of paying the librarians' dues to AALL or the local AALL chapters. Fundamentally, cutbacks in professional development funds affect the skill and efficiency with which we can do our jobs. How many days go by that you do not call on a colleague to help with a tough question, to borrow a book, or to provide you with a copy of an item desperately needed?

Our colleagues are unlikely to stop answering our questions just because we no longer belong to AALL. On the other hand, our collective ability to do our jobs well is seriously diminished if a law library is no longer listed in the *AALL Directory* (think what it would be like *without* the *Directory*!), or if local union lists cannot be produced because no one will volunteer to work on the project, or if a law librarian cannot attend a professional educational meeting to gain an understanding of the application of the federal copyright laws in the commercial setting.

In tight times, sharing resources and expertise is more important than ever. And yet, we are often party to or acquiesce in the decision to cut funding for professional development activities. When is the last time you suggested cutting the cost of one copy of an extra looseleaf service in order to continue the funding for staff development? One looseleaf subscription would send one librarian to New Orleans!

Ask yourself where *your* priorities are! Many of our colleagues, especially in the public sector, have for years paid their dues and educational meeting expenses personally. Perhaps professional development is not an all-or-nothing deal. While I will strongly agree that employers should fund professional development adequately, surely part of a loaf is better than none at all.

I do my job in the best possible way because of the community of wisdom and creativity provided by a network of wonderful law librarians. Don't let the value of that network be diminished by your inability to participate in it. You need us, and we need you.

See you in New Orleans!



From the President

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What a wonderful year this has been! One full of challenges and accomplishments at every level of the Association.

Last summer I asked you to participate personally in "Building Bridges," (let me again give credit where credit is due—Margie Axtmann, our fabulous chair of the Education Committee, came up with this one) and you have!

A comprehensive list is impossible (because it is so long and I'd have to go back and read all Chapter and SIS newsletters again!). Let me highlight a few bridges that are going up (forgive me if these bridges had pilings driven before 1990/91):

- SCALL has convinced the *L.A. Daily Journal* and the *Daily Transcript* to include regular articles about SCALL's meetings, institutes, and the new President.
- LLOPS held its first annual meeting with the local chapters of SLA and MLS.
- NJLLA planned a program for the annual conference of the New Jersey Library Association.
- NOCALL has been working with its regional Medical Library Association by giving presentations on legal research.
- LLAGNY is looking into ways to become a more visible force for recruiting by participating in career days at local colleges and high schools.
- VALL is lobbying their State Bar Association to publish ethics and unauthorized practice of law decisions in a more accessible format.


The State Bar has also appointed a VALL member to a bar committee looking at online legal information in Virginia.

Many other activities are underway. Librarians, law librarians and law libraries have been the subject of articles in *Cosmopolitan* (July 1990), the *Library Journal*, *California Lawyer*, law school alumni publications (notably UPS law school and U of Wisconsin), the *Bar Bulletin* (Seattle King County Bar), the *Washington State Bar News*, *Rocky Mountain News* and *Bookmark* (New York State Library).

Our many official representatives have been carrying the banner of our profession as well. Regular reports of these important activities have appeared in a new *AALL Newsletter* column. These contacts with related law and library groups have an almost inestimable value to law librarianship and AALL. Identifying common interests and sharing expertise are only two of the benefits from these relationships. The fact is that the official representation in and of itself is wonderful public relations for our profession.

All of the Association's committees, special interest sections, and other groups have been building bridges as well. The Special Recruitment committee did yeoman labor this year. The two-year Special Public Relations Committee is working on a draft report. I wish to thank all of the hardworking volunteers who make this Association tick. Especially in tight economic times, I am constantly amazed at the time and dedication given by so many of you. Thank you for enriching your colleagues and our profession by your labor. Thank you for the giving of your personal and professional time and resources.

We turn to face the decade of the nineties with a wonderful long-range plan supported by our dedicated and hardworking Executive Director, Judy Genesen, and her Headquarters staff. Our accomplishments this year would have been minimal without the advice, support, and can-do attitude of our Chicago staff. Three cheers to them!

I write for the last time as your President. It has truly been an honor to serve you. Although it has been an exhausting year, I have been privileged to meet and work with many of you on a wide diversity of projects and problems. I am proud of what you have accomplished. Thank you for this very memorable opportunity. I know the Association and law librarianship will be propelled even further ahead under Carolyn Ahearn's leadership. Keep building those bridges! 

Penny