

AALL

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April 1998

SPECTRUM



Anaheim

AALL's
91st
Annual Meeting

AMERICAN ASSOCIATION OF LAW LIBRARIES MAGAZINE

Balancing
Equations:

Librarian + Trainer
Library + Network/Computer Services

AALL SPECTRUM

Volume 2 Number 7

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DAMAGE CONTROL

by Carol Bredemeyer

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One of the downsides to public relations—and one of the reasons public relations professionals are consulted—is damage control. Businesses confront damage control to deal with issues such as tainting of or tampering with consumer products. No profession seems to need damage control more than politics. However, librarianship is not immune. Articles by Nicholson Baker in *The New Yorker* have left libraries in general, and the San Francisco Public Library in particular, struggling to put a positive “spin” on the issues aired in the articles.

Recently, one of our colleagues, a law firm librarian, posted a caution to members of the law-lib listserv. His use of the listserv to obtain information in an unfamiliar area came back to haunt his firm in its pursuit of a new client. A rival law firm had done a Web search using his firm's name and the subject matter as search terms, found the posting to the listserv, and claimed that someone from our colleague's firm had made a statement to the press indicating they were ignorant of a major resource in the field. (I'm sure when we post messages to law-lib none of us thinks we are making a statement to the press, but that's a story for someone else!) While perhaps not on the same level as a national product tampering scare in the sphere of our lives, our jobs may be on the line if we have irreparably harmed our organization or provided incorrect information to our library users.

Many small happenings can lead to a librarian's need for damage control: unpopular policies, a rash of personal property theft from patrons, photocopiers or computers that are broken more than they work—anytime our services are not available as they should be. How do we deal with these situations? We will rarely have the opportunity to hire public relations professionals to help us.

Most law librarians, in any type of library, work with a library committee. The library committee can help shape a response to problems. The committee's status as a governing or advisory committee may affect how much and what type of help

you get. Members of the committee may serve as a liaison to groups or individuals affected by a particular situation.

Another solution is the *mea culpa*. Take the blame, say you're sorry, cut your losses, and move on. Remember the West Group *mea culpas* at the CRIV Open Forum in Baltimore? Of course, you can't use this method too often—if you're seen as always making mistakes you have to apologize for, you probably won't have a job for too long in that organization.

Meet with the aggrieved group or individuals. This might be the Student Bar Association or a particular practice group in the firm. State your reasons for what has been done—sometimes patrons don't understand the background behind a policy or don't realize that you have no control over things such as the photocopier contract. Be careful not to be defensive or lose your temper. You will need to be extremely well prepared for this meeting. Arm yourself with statistics and facts. Show that there is a basis for your reasoning other than just your opinion. In addition to solving the problem at hand, perhaps you can set up mechanisms to avoid similar situations in the future (e.g., perhaps you can persuade the students to bring their complaints about the library to a librarian instead of going straight to the dean).

Of course, the best damage control is on the front end. When we implement new policies or technologies, careful thought before implementation can prevent some of the need for damage control. If we think about what can go wrong and try to deal with those issues ahead of time, we may save ourselves some grief. Law-lib has been a great help in this area. We can ask our colleagues about problems they have had in situations we are heading into. We have a wealth of talent in our profession and we have all learned new skills in our professional journeys—public relations is just one of those skills and we all use them at one time or another.

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Librarian Trainer

Reports from the Public and Private Sector

An Evolution

by Pamela Gregory

Professional Perspectives—Tools and Techniques of the Trade. *The Professional Development Committee encourages members to continue to explore topics after presentations at the local, regional, and national levels. We welcome your comments and article suggestions. Please contact Mary A. Hotchkiss at 206/553-4475 or hotchma@u.washington.edu.*

In today's jargon we are evolving. We are evolving into or "morphing" into new personae without portfolio it seems, often into realms we never dreamed we'd see. This article is a sequel to the training session in Baltimore called "From Nutshells to Netscape." That program, a panel consisting of Rachel Jones, Pamela Gregory, Dwight King, and Karen Summerhill, was moderated by Nancy Armstrong. Meg Collins, its creator, wanted an overview of what different types of libraries were doing to train users. The program was a rich cross-section of examples from our lives as trainers in our libraries, or how we were coping with sharing technology skills with our various types of users.

As the summer faded and the fall training sessions began again here in the Prince George's County law library, reflection about what we said in July made me listen to the tapes of the session once again. Recalling the ambitious efforts of Dickstein Shapiro Morin & Oshinsky, and the astute naming of Rachel Jones, a law librarian, as its Director of Professional Development and Training, I wanted especially to follow up with Rachel. The interview following is her response to my questions.

Pamela Gregory: Rachel, I'm impressed with your new title and areas of responsibility. What is your history with the firm, and your general background in law librarianship?

Rachel Jones: I have had three distinct "tours of duty" with Dickstein Shapiro Morin & Oshinsky (DSM&O) since 1981, and learned the business of law librarianship from the ground up. I have served in paraprofessional roles, reference librarian roles, staff manager roles, and I now have a newly created position that administers training and continuing legal education for our attorneys and staff. All the experiences I have had along the way have helped to prepare me for this position, by providing a comprehensive view of research demands and user needs, and of course, knowing the work of the firm. The firm also recognizes the value of the experiences that I gained at other law libraries, and most notably, the experience I gained in an academic law library. The academic law library experience provided a perspective and understanding of the research needs of the law student and the evolving process that takes place in becoming a practicing attorney.

PG: What are you doing and for whom?

RJ: Our library staff has offered "cost effective research" at DSM&O workshops for a number of years, which covers manual, computer assisted, and WWW legal research. The workshop is an educational opportunity as well as a marketing opportunity for the department, and it is a whole staff effort. While the actual presentation typically involves three librarians, the rest of the staff updates the content of the research guide and pathfinders. This workshop is typically offered two times a year, once for summer associates, and once to all associates and paralegals and anyone who wishes to attend.

This year, we plan to offer an additional "standalone" Internet program, because of the breadth of discussion we feel is necessary to instruct our users in the appropriate use of the World Wide Web. We were concerned about whether this program would give the Internet/WWW any perceived preeminence as a legal research tool, but we decided that an emphasis on evaluation of sites and sources would tame any inclination. Our Electronic Services Librarian is responsible for the Internet training efforts in our firm, and she is also responsible for our Web site.

PG: How are you benchmarking or measuring success?

RJ: We obtain CLE certification from several states for these programs as a way to demonstrate the value of the course, to add authenticity if you will, and to encourage attendance.

PG: What has worked for you and what hasn't in your training programs?

RJ: The format for our workshop has evolved over the years and technological advances and presentation software have made our programs much more interesting and "real" life-like. We are sensitive to adult learning needs as well as the tight time constraints that law firms face daily, and we try to make programs as interactive as possible. We combine PowerPoint presentations with screen captures from the Internet and our Web site, and screen cam movies for our WESTLAW and LEXIS demos. We seldom go live so as to avoid the likelihood of technological snafus that delay or compromise our presentation.

One-on-one research consultation with attorneys and staff is one of the most valuable, if not the most valuable, instruction I provide. Also called "point of need" training, attorneys and paralegals have the ability to work on a project while at the same time exploring and learning about sources and databases. There is nothing to compare to real life experiences when developing personal research strategies and techniques. Our WESTLAW and LEXIS representatives continue to offer training to our new users, but I meet with them first to provide an unbiased discussion of sources pertinent to their practice, including sources in our library collection and links on our Web site. In other words, we try to provide a whole picture of research sources available at the firm.

PG: What are the firm's plans for the future?

RJ: In the future we hope to provide more practice-targeted programs and develop practitioner's guides. This will require a concerted cooperative effort among the attorneys and the information professionals, and would be a supplement to our general workshop. I am also responsible for bringing in outside programs for our attorneys and staff. Our attorney professional education plan has typically focused on writing and trial advocacy skills. This year, for the first time, we are developing a management curriculum for our managers and staff. DSM&O

A Desktop Learning Opportunity

has had exponential growth in the last few years, and the leaders of the firm have recognized that all staff need to be nourished and educated in this period of institutional growth and change.

PG: Where do you think we are headed as a profession? Is this trainer/educator role a direction we should be taking?

RJ: As a profession, law librarians constantly struggle to find common ground in our varied law library settings. I am convinced that as more research instructor/training librarian positions are created in our various settings, we as a profession will begin to realize and maximize the intellectual capital of our profession. Law librarians can and should play an integral part in the lifelong educational process that begins in law school and carries through an attorney's entire career, wherever that career takes them...

The Prince George's Experience

We have so much that is similar to the DSM&O example that one library could be the mirror image of the other. The primary differences are in our resources in the government, both staffing and technological. While in the private sector DSM&O has an Electronic Services Reference librarian who also takes care of the Web site, we have a staff of two professionals who can offer training in between administration, budgeting, taking a turn at the reference desk, and fixing the photocopier machine. Training has taken a relatively structured format, which has included bench, bar, law clerks, and interested staff. We have sponsored WESTLAW and LEXIS training for many years, for both new and experienced users. In recent years we have added CD-ROM search training days, taught primarily by vendors, but followed up by library staff.

Until fairly recently the only benchmarking or measurement of success in the training efforts we did was to track the return of law clerks who had attended a training session. The warm glow of seeing them return to use the CD-ROM after they had been trained was the reward ... what is the true case however, is that they seemed to be using it soon after training, but not well into their clerkships, which made us question just how much they got in the hour sessions they were given. Hoping to better respond to the "point of need" requests has meant that we are getting frequent calls to come to judge's chamber's to help with research requests, which means we have to leave the library. Better to go to them at the point-of-need with ways to get to the answer than have the question go unanswered, or to make them feel the library has "walls." With luck, we will soon be networked. The role of the library will continue with a healthy respect for a librarian's ability to be a legal problem solver.

The training demands of law clerks in a court are not at all dissimilar to the training demands of law firms and summer associates. We too ask for real life examples of problems, so that we can do a little team building with the law clerks, and to establish a market base for the library's services with newer clerks. Long hours of waiting to get connected in the old days to slow modems have brought a set of canned or CD-ROM questions to use. These examples also serve for training paralegals in both court and community college educational programs supported by the library. Best of all though, is the real life

example. Nothing exemplifies the need for legislative history training as the law clerks' need to examine an older statute for a case file. The "teachable moment" is then present.

The biggest difference between the public and private sector law libraries in training needs is the diversity of users in the public sector. Access to the courts now includes access to all types of judicial and legal information, which is constitutionally freely available to all citizens. We have all kinds of library users. We serve citizens, lawyers, judges, elected officials, county and state's attorneys, law students, law clerks, paralegal students, and children who are on school field trips. Many of our users are sophisticated with respect to computer usage and many are not. Most who are familiar with WWW resources assume that other legal resources are similar. While the private sector concerns itself with the bottom line, the public sector concerns itself with access issues, user diversity issues, and staff training and skill levels to cope with an ever-changing technology environment.

Our profession has always known that we teach all the time. We need to acknowledge that we are among the best possible resources of our organizations to do just that. Judith Meadows in her presentation in Sacramento at the winter 1996 State, Court & County Midwinter Institute discussed the needs of adult learners. Judy presented to us some characteristics of adult learning, to heighten our awareness as trainers. Adults draw on their life's experiences and need to be able to relate them to what you are teaching. Adults learn what they need to know. Ninety-two percent of all learning is visual. The old adage of a picture being worth a thousand words is true, so long as the picture is good. Adults need a variety of places to look. Use a monitor, a marker

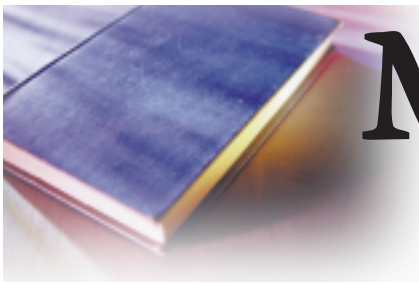
board, a speaker, other students, overheads, handouts. Adults will not be controlled. The trainer, or facilitator, can merely guide them. Adult learners will arrange the chairs the way they want. Adult learners will get out of your presentation what they need. Trust them to take what they want, even if it was not what you intended. The first 15 minutes establish the rapport between the trainer and the students. If you don't have them by then, you never will. The best of trainers of adults have in their bag of tricks: 1) knowledge of the content of the

subject, 2) flexibility, and 3) ability to put people at ease. You have to be able to adjust your agenda based on the participants and the environment. Adults need permission to learn just one thing. Training is hard work. One hour of training is the equivalent of an eight hour day. Be rested when you train, be prepared. Build in time for students to talk to each other, even five minutes. The learning pyramid: we learn and retain 5% of lectures; 10% of reading; 20% from audiovisuals; 30% through demonstrations, 50% from discussion groups; 75% by doing what we have been taught; and 90% by teaching others.

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Coming in May:

Laura Olsen Dugan, Library and Information Services Manager at a large law firm in Madison, Wisconsin, identifies the essential presentation skills all librarians need, and offers tips and techniques for successful public speaking.



Melding

the Library and Network/Computer Services Worlds

by Kathleen Daily-Herrman

Shortly after graduating with a Master's Degree in Library Science from the University of Arizona in December 1988, I accepted concurrent part-time positions for two law firms in Tucson. I was the Director of Library Services for one firm and Assistant Librarian for the other. Both firms offered me unparalleled opportunities for learning, and the expertise I gained benefited both organizations. After a couple of years, however, I felt the need to bring the best of both worlds to one organization. In November 1991, I became the first full-time Librarian at Waterfall Economidis Caldwell Hanshaw & Villamana, a law firm in Tucson with under 20 attorneys.

I had many ideas for providing the kinds of library services that larger firm libraries offer their attorneys. I wanted to move information in an automated format designed for a quick, time-sensitive, and efficient use by the attorneys. This dictated an electronic format. The ticket would be shared databases in the form of book catalogs (for research materials located on and off the premises), brief banks, and current awareness services—all tailored to our practice areas. The advent of the Internet added listservs and update services on new Web sites targeted toward attorneys' interests. However, in 1991, the platform to launch such a plan did not exist at the firm. In addition, the graphical interface Internet as we know it today was not perfected, and would not be for some years in the future. I was a one-person library with a limited resource base; anything extra would have to derive from my own entrepreneurship. If I wanted to move away from a system that was manual, labor-intensive, time-consuming to maintain, and limited in scope, the initiative to create a viable option for the library would have to be mine.

I knew that I had to tailor my vision to the existing system and obtain the skills to create a venue for the library with the hope that there would be a more firm-wide, and someday an even larger, more global solution—not only to distribute information internally but also to redirect

pertinent external sources of information back to the attorneys. Ideally, my skill level and knowledge would evolve with the platform and it would simply be an exercise in migrating data from one system to the other. I had to start somewhere, even if it was at the very beginning. I volunteered to take over the firm's computer services.

I began my indoctrination in the areas of network/computer services by supporting small LANs, standalone systems, and day-to-day user needs. Tending to small, multiple LANs and PCs was excellent preparation for the intense experience needed for installing, troubleshooting, converting/migrating from existing small networks, and upgrading computers. This led to the eventual culmination in a system that has performed very well to date.

In October 1995, the installation of a 50-user Novell 4.1 network began firm-wide. My job responsibilities and title were formally expanded to include the Network/Computer Services areas. My journey into the world of network management was about to begin.

I would like to share my experience so that any librarian who is faced with the prospect of either managing, working in concert with, or facing the prospect of having their department absorbed by the Network/Computer/MIS/IS departments of their parent organization will be prepared to meet the challenge. For my firm and me, participation in the joining of two customarily different worlds was a journey filled with discovery and excitement, fraught with challenges, and a period of accelerated professional and personal growth.

Who was I, what was I? Everyone was confused. Imagine a librarian—whose second language is teknoïd in nature—with a set of screwdrivers, swapping out computer parts, and rescuing crashed servers. One employee asked me if I took care of the electrical system.

The more challenges you can master to leap to the next level, the more confusing

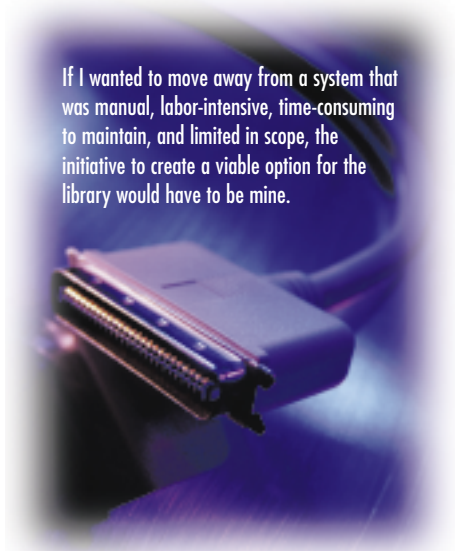
the picture becomes to onlookers. I found myself quite unconsciously creating the blueprints to a future quite unlike anything I ever envisioned.

At the time, I had no idea if there were any other librarians who had ever managed the computer resources of their parent organizations. When I began managing computer services, I was unaware of anyone else in my area or state who was attempting the same type of activity. It seems a contradiction, but I found free time to search for kindred spirits only after the network had been installed and our situation had become one of maintenance and upgrades. After conducting a cursory search, I found several librarians in sizable law firms running Library and Network/Computer/IS/MIS departments.

An in-depth survey of kindred librarians revealed the demographics of our group and was extremely helpful in the quantification of tasks. (See the sidebar, "Computing Services in Law Libraries: Survey Results.")

One of the greatest mysteries to everyone was what I did with myself all day.

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If I wanted to move away from a system that was manual, labor-intensive, time-consuming to maintain, and limited in scope, the initiative to create a viable option for the library would have to be mine.

My typical activities included: troubleshooting/installation of software/hardware on workstations; performing maintenance on network/server; monitoring the console for early warnings for possible server malfunctions; supervising projects that I assigned to the engineer or techs; working on plans for the next step for the system in order for the momentum to seem a seamless progression; assisting users with software; beta testing software for possible future use in the firm; and trying to keep up with advancements in both the library and computer fields.

The installation of a network is a project to approach with a great deal of respect and reverence. It is a highly complex undertaking with a multiplicity of variables to the equation: migration of existing LANs; conversion of standalone systems of all makes and models; user anxiety, preferences, and expectations; timetables;

balancing of other existing workloads or responsibilities; scope of the project; and dealing with the outside contracted agencies. It is a grand orchestration of exacting precision for countless events where a well-ordered general progression will put you in very good stead to accomplish your goals. Although the installation of the network was perhaps one of the greatest challenges I've ever encountered, it was a tremendous growth experience and it served as a bridge for other opportunities. I had the privilege to work side by side with the engineer and technicians and found them to possess creative, agile minds. I witnessed many miracles and sheer strokes of genius. I am grateful to have had the opportunity to observe excellence in its truest sense, which I try to emulate to this day. It was the next logical leap to incorporate what I learned during the installation in my everyday routine.

One of the greatest mysteries to everyone was what I did with myself all day.

My independence grew tenfold and I felt the need to help define what was rapidly developing into another area of expertise. I was able to work very comfortably and for very long periods of time without outside consultation.

One of the common features I found among my users was creativity. Since there was a great deal of freedom at the local user level, I always had to keep in mind the following variables when working with my users:

- They were able to manipulate their desktops. It always led to the creation of new and different ways of accomplishing their tasks. Even individuals within departments would accomplish the same task in different ways.
- They were able to manipulate their applications at the local level, which led to an infinite number of ways to challenge my skills as a software troubleshooter/diagnostician.

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A DAY IN THE LIFE

What sort of events occurred in a "typical" day? I never had a typical day. Each day was different. I thrive on variety. To combine both fields, this characteristic needs to be integral to your personality. My day usually began with walking in the door to find at least six messages from users already waiting for me. Mondays were always the worst. Typical messages involved computers that wouldn't start, printers that wouldn't print, virus attacks, video problems, accidentally deleted files, and monitors going blank for no reason at all. One of the worst tasks waiting for me was to unload a tape backup job while people were working because the server insisted that it needed "Tape 2." The tape backup unit really didn't need one, it just thought it did. Performing this task usually slowed the system down, thereby incurring the wrath of users—a great way to make my phone ring.

After 11:00, I usually got back to being a librarian. I tried to turn my attention to the attorneys. They always seemed to come in on the second wave, almost always in person with their research assignments clutched in their hands. If there was a favorite part of the day, this was it. It was a good time to switch gears. I tried to carve out a quiet corner for myself.

Research projects were varied. Most of the projects had to be performed on site, as it was very difficult to leave for any length of time. On any given day, I might work on a legislative history; perform cite checking; locate and retrieve hard-to-find law reviews, medical journals, case law, monographs, federal and state statutes, and government documents; contact federal and state agencies for administrative rules and regulations; canvass public records for information on liens, addresses, and deaths; procure

information on private and public companies; provide current awareness services for attorneys; construct and run database searches; research new titles for possible addition to the collection; cruise the Internet for new advancements in the library and computer industry; keep up with my listservs; and manage the subscriptions—just to name a few—I could continue for a few more paragraphs.

One activity I found most amusing was putting the phone on speaker while waiting for technical support and walking around the room continuing to work on library tasks. I was usually able to accomplish many things as my average wait was 20 minutes or longer. I was actually disappointed when someone came on the line right away. After all, I had work to do!

My greatest challenge was to handle a server ABEND (Abnormal End) without fainting. An ABEND, Server Crash is guaranteed to strike fear in any System Administrator's heart. Fortunately, server crashes during the day were very rare. This wasn't by accident. I worked very hard to prevent this sort of incident. I took every precaution to schedule critical work after 5:00 p.m. so there was no disruption in service. We had only three day-time crashes in two and one-half years. Usually we were up and running in about 20 minutes. The system would slow down some because the drives were remirroring but we were in business! I'm proud to say that I never crashed the server during the day. Most of the crashes occurred after 5:00 p.m. during some unattended processes, which was always scheduled for after hours. These were the best crashes. I usually discovered these beauties over the weekend and was able to restart the system and be ready for business on Monday morning. Less often, the system crashed during a purge, which were always done after business hours. It was always interesting.



- The user skill level was quite diverse with many different operating systems (DOS, Windows, Windows 95, Novell, and UNIX) to set up, configure, and troubleshoot.
- Dealing with the peculiarities of different makes, models, and manufacturers of computers often led to strange problems limited to certain machines.
- It was necessary to tailor the machine to meet the needs of the user and preferences of the department when doing machine migrations.

Can librarians do this? Absolutely! I taught myself by reading, trying out what I observed, and experimenting. The Internet was essential. I used it as a tool to contact the target groups that were the guardians of the information that I needed to complete my task, setting up listservs in my interest areas so I could stay informed in order to try to achieve a seamless next step for the organization, and keep attorneys informed of current events in their area of practice as much as possible when the computer system wasn't consuming all my time. A librarian's research orientation is ideal for ferreting out the information necessary for maintaining a system on a regular basis,

and for putting together system designs and upgrades. With our intuitive/predictive natures, we are excellent troubleshooters, diagnosticians, and architects of the future. We look for and recognize patterns/facts, liken them to a research problem, extrapolate to the solution, and proceed to further the organization's forward momentum.

The installation of a network is a project to approach with a great deal of respect and reverence.

Librarians come to this situation with all the basic skills necessary. If the interest is present, the question is one of nurturing and refinement. A strong background in computers is essential, with training/classes/certifications in network administration targeted toward your primary operating system(s). You have to be able to deal with multiple operating environments, a plethora of software, different skill levels of users, and all levels of expectations both in the library and computer services areas. Individuals with bifurcated brains will go far.

There is a great deal of speculation about whether MIS can replace the librarian. I can only speak from a personal perspective, having performed both jobs for some time. Although there is some overlap, the library and the MIS really perform two distinctly different missions. Both have very different orientations to their missions. It's critically important to make this distinction. I found it to be a constant balancing act. You really are serving two masters. The potential to lose sight of what the original mission was is very great. My orientation is and always will be on the research end. As the system grew and demanded larger amounts of time and energy, it tended to be at the expense of the consumers of research.

Nothing can bring things to a halt like a secretary who is unable to print a document in time to file in court. Guess which scenario wins? Time is always at a premium. You become identified with the sustaining a platform rather than purveying a solution to a complex research issue. It seemed to me that the law firm was in the business of providing knowledge. A well-tuned

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COMPUTING SERVICES IN LAW LIBRARIES: SURVEY RESULTS

(Reprinted with permission from the Summer 1997 issue of *Automatome*, the newsletter of the Computing Services Special Interest Section.)

In December 1996, Darin Fox and Sheri Lewis posted a survey of the CS SIS membership. The survey was available on the Web at <http://www.usc.edu/dept/law-lib/aall/survey.html>.

We wanted to find out who our members were: their backgrounds and interests, and what they wanted to gain from the CS SIS. A total of 137 respondents answered the survey. The complete questions and tabulation of answers follow, but a few interesting points stand out:

- Over two thirds (67%) of our members combine other responsibilities with their computing services functions; these other responsibilities range from reference (37%) and technical services (9%) to administration (14% Director/Associate Director of Library, 8% Head/Director of Computing Services).
- Almost two thirds (61%) of our members work in academic law libraries; the next largest percentage (22%) work in the private setting.
- 77% have an MLS or MLIS degree, and 39% have a law degree.
- Overwhelmingly, Web development is the topic of greatest interest (selected by 95% of respondents), followed closely by training tips and new hardware and software developments.
- 72% found that their learning needs were best served by Web-accessible documentation or e-mail discussion lists; only 9% rated educational programs at the annual meeting their best source of learning.
- 50% of the respondents expressed an interest in career paths as an educational development topic. I feel that this remains an important topic, and I hope to follow up in the next year with a more detailed survey on this issue alone.

Total Number of Responses: 137

1) Which of the following best describes your current position:

Reference/Comp Services Librarian	37%
Computer Services Librarian	26%
Director/Associate Director of Library	14%
Technical Services Librarian	9%
Head/Director of Computing Services	8%
Non-Librarian/Computer Professional	7%
Public Services Librarian	2%

2) What type of library do you work in?

Academic	61%
Law Firm	22%
Government	14%
Public	1%
Corporate	1%
Other	1%

3) What is your educational background (check all that apply)?

BA/BS	98%
MLS/MLIS	77%
JD	39%
PhD	14%

MA/MS	12%
CNE	4%

4) What Percentage of your time do you spend with respect to technology? Please rank the following from 1 (most time spent) to 6 (least time spent):

% of time selected as number 1:	
Troubleshooting	33.1%
Supervising	16.1%
Advising/Consulting/Planning	15.3%
Training	12.1%
Technology Development/Implementation	2.1%
Professional Enrichment/Development	2.4%

% of time selected as number 2:	
Advising/Consulting/Planning	23.1%
Troubleshooting	23.1%
Training	21.5%
Supervising	13.2%
Technology Development/Implementation	13.2%
Professional Enrichment/Development	5.8%

5) How long have you been in your current position?	
less than one year	27.2%
one to three years	27.2%
four to six years	23.5%
more than 6 years	22.1%

6) Which of the following professional development topics are of interest to you (check all that apply)?	
Internet and Web Development	95%
Training Ideas/Tips	83%
New Software Developments	82%
Networking/Network Administration	69%
New Hardware Developments	64%
Career Paths	50%

7) How can the CS SIS best provide you with information on these professional development topics? Please rank the following from 1 (more favored) to 5 (least favored).

% of time selected as number 1	
Web-Accessible Documentation	54%
Internet Discussion Groups	18%
CS SIS Newsletter	12%
Educational Programs at Annual Meeting	9%
Educational Programs at Regional Meetings	5%

9) How is computing organized within your organization?	
computing is a department within the library	22.2%
computing is outside the library but within the parent org	40%
computing is both a dept in the lib and in the parent org	37.8%
no computing inhouse, computing is outsourced	0%

James Milles (jgm3@po.cwru.edu) is Associate Director for Information and Technology Instructor of Law at Case Western Reserve University Law Library in Cleveland, Ohio.

computer platform is very important; however, ultimately a firm's survival is keyed to producing one product: information—the best money can buy. The platform is but a conduit for the flow of information.

Librarians are able to connect the two worlds. We bring a continuity and consistency ideal for combining the technical pursuit of building the platform and for launching the information base. The question is, "Can this be done with the same level of support without sacrificing one or the other?" Both are important but require different orientations, and similar but different sets of skills. It is not a question of replacement, but of a complimentary effort. Which area demands priority depends on many different social, political, and economical factors, and structural dynamics within the organization.

Over the course of time, I developed a job description that I hope will be helpful to anyone trying to quantify a position which includes Network/Computer Services as an area of responsibility. It can be modified to fit the individual situation. It served as only a guide for assisting in defining my job. (See the sidebar, "Job Description.")

Trying to unite, combine, promote, and manage the library services and network/computer support is really quite a daunting task. Standards need to be established in terms of salary, expectations, responsibilities, skill levels, and support by the parent organization. In terms of benefits for the organization, melding the library and the Network/Computer services areas can effect profound changes in the corporate landscape and move an organization at an accelerated rate, much faster than the normal evolution. For the individual, it will be a tremendous growth experience, increasing your value and versatility. It can also be a springboard to a new career path.

I found that I had extrapolated my experience in network planning and installation, machine upgrades/conversions, working with the users,

and planning for system upgrades/new hardware installations. At the same time, I acquired a working knowledge of the software industry and its trends, interfaced with outside contractors, learned software/hardware diagnostics and troubleshooting—and incorporated it all into my being. What I didn't realize was that I was

adding project management and systems engineering skills to my repertoire. In mid-January of 1998, I began a new position as the Director of Research for Software and Systems Engineering, Inc., a Software/Electrical/Mechanical Engineering Design Consulting company

with offices in Tucson and Phoenix. The research skills were just as coveted as the more recently acquired skills.

Kathleen Daily-Herrman became Director of Research at Software and Systems Engineering, Inc., a Software/Electrical/Mechanical Engineering Design Consulting company with offices in Tucson and Phoenix, in January 1998. Previously she combined the duties of librarian and Network/Computer Services at Waterfall Economidis Caldwell Handshaw & Villamara in Tucson, Arizona.

A librarian's research orientation is ideal for ferreting out the information necessary for maintaining a system on a regular basis, and for putting together system designs and upgrades.

In terms of benefits for the organization, melding the library and the Network/Computer services areas can effect profound changes in the corporate landscape and move an organization at an accelerated rate, much faster than the normal evolution.

JOB DESCRIPTION

Director of Library Network/Computer Services

Individual must be able to function with a high degree of independence. Required: innovative approach with initiative to translate creative ideas into practical reality, and a vision of and enthusiasm for the future of electronic technologies.

Research Services: Provides and performs client research, from database searches to on specified topics to creation and maintenance of a current awareness program for attorneys by augmenting the in-house library collection through the use of outside resources in (electronic, print, etc.). Also projects to continue to promote the technological advancement of the firm.

Responsible for cooperative lending relationships with outside libraries.

Database Services: Design, implement and maintain databases for library and inventory control of computer equipment and software.

Be active in **professional** library and computer associations, attend continuing education activities and maintain memberships in AALL chapters, other library and computer professional organizations (e.g., UNIX and Advanced Computing Systems Professional and Technical Association; System Administrators Guild).

Manage library collection.

Provide **library and computer support**. Requires working knowledge of various computer operating systems (DOS, Windows, Windows 95, Novel, UNIX). Administer the network. Act as liaison and site

administrator for Internet provider and domain. Supervise outside contracted computer vendor and proprietary outside contracted services for internal bookkeeping.

Install, configure, and troubleshoot software and hardware, including Web browsers and plug-ins and specialized software related to attorneys' practice areas.

Education And Experience Requirements: Master of Library Science from program accredited by the American Library Association, three to five years' experience in Corporate/Law Library setting with extensive experience in providing reference, bibliographic, and online research on computerized database systems such as WESTLAW/LEXIS and associated gateways, public/court electronic information services, OCLC, RLIN, and other types of research formats. Extensive experience with the Internet from a research and technical vantage. Must be able to respond to users' research needs/questions and able to provide proactive current awareness services. Technical expertise in the creation, installation, updating, troubleshooting and maintenance of Internet accounts in conjunction with an ISP Unix system.

Two-to-three years' experience with 50-user Novell 4.1 LAN and day-to-day user support of word processing, database, and spreadsheet applications. Excellent skills with the installation setup, troubleshooting, and maintenance with a site with mixed computer architecture, and multiple operating systems (DOS, Windows, Windows 95, Novell, and UNIX). Working knowledge of Archserve and Folio software.

February 26, 1998

More Co-sponsors Needed for H.R. 3048 and S. 1146

Time is slowing running out but we need to keep up the pressure so if you haven't already joined our postcard campaign to urge support for these two copyright bills, please do so TODAY. It's wonderful to hear from congressional staff that AALL members are making a difference! Sample messages are on our Web site at www.ll.georgetown.edu/aallwash/postcard.html, and while you're there, you might want to browse our recent letters on these and other important legislative issues.

AALL Members' Successful Lobbying Tips

Julie Tessmer, Wisconsin State Law Library

Recently, I had the opportunity to meet with Rep. Scott Klug at his District Office in Madison on behalf of the American Association of Law Libraries to discuss his support for H.R. 3048. Along with two other librarians and a representative from the private sector, I received a warm reception from Rep. Klug, who had just agreed to co-sponsor this legislation. A direct result of our visit was his willingness to speak with other members of the Wisconsin delegation to elicit their support.

In this electronic age, these important pieces of legislation are critical to law libraries. I was pleased to be able to visit my Congressman, express the law library's interest in this legislation and thank him for his support. I would encourage other members of the law community to contact their representatives and do the same.

House Mark-up of WIPO and OSP Bills

The House Judiciary Subcommittee on Courts and Intellectual Property held a mark-up hearing this morning on H.R. 2281, the Administration's bill to implement the World Intellectual Property Organization treaties and on H.R. 3209, the "On-Line Copyright Infringement Liability Limitation Act" introduced by Chairman Howard Coble (R-NC) and Rep. Robert Goodlatte (R-VA) on February 12, 1998. Along with our efforts to promote H.R. 3048 and S. 1146, we have also

opposed H.R. 2281 because, among other shortcomings, it fails to provide exemptions for libraries, archives and education institutions. Both Chairman Coble and Rep. Barney Frank, the Subcommittee's Ranking Minority Member, introduced somewhat similar amendments during mark-up. The Coble amendment stated that there would be no criminal charges brought against libraries, nor any fines levied, for using a circumvention device to gain access to copyrighted materials for browsing purposes even though the act would be unlawful. The Frank substitute amendment would make using circumvention for browsing purposes legal for libraries, archives, and educational institutions when it is done solely to decide whether or not to purchase the material. The Coble amendment passed.

Representatives Rick Boucher (D-VA) and Zoe Lofgren (D-CA) offered several other amendments regarding circumvention, all of which were defeated. With only Boucher and Lofgren voting nay, H.R. 2281 as amended was favorably reported to the Judiciary Committee.

Regarding H.R. 3209, Rep. Goodlatte has for more than two years held negotiating meetings with the many various constituencies that have a stake in online service provider (OSP) liability. In his introductory remarks, Coble said that this is a balanced bill but it is also just the beginning of the process, adding that bills don't get enacted overnight. H.R. 3209 exempts an access provider, such as a library, from liability for

direct infringement based solely on the short-term storage and transmission of material over the provider's network under certain conditions. It also includes exemptions, under certain conditions, when the provider does not know that

the material is infringing and does not receive a financial benefit from the act of infringement. Barney Frank offered an amendment to clarify under what circumstances there should be monetary damages, but it was defeated.

While recommending the bill to the full committee, the Subcommittee agreed to work together to reach consensus on several other amendments offered by Reps. Boucher, Lofgren, and McCollum before the full committee mark-up.

Legislative Appropriations Hearings for LC and the FDLP

Patricia Wand (Chair of the American Library Association's Committee on Legislation) presented the joint library testimony in support of the full FY 1999 budget requests for the Library of Congress and the Federal Depository Library Program (FDLP) on February 12, 1998. As always, we drafted the FDLP statement and the section of LC's regarding the Law Library. Both testimonies can be found on our Web site, along with a follow-up letter from Judy Meadows and Bob Oakley that urges full funding for the Law Library of Congress. The \$6.7 million request

includes funding to hire eight new FTEs and to continue the Library's automation and preservation projects, including the Global Legal Information Network (GLIN). The letter also makes a strong case for broadening the print distribution of the bound *Congressional Record* and the *U.S. Congressional Serial Set*. Attached to our letter and testimony were the AALL resolution from July 1996 on the *CR* and the *Serial Set*, along with a well-

timed article from the February 16, 1998, issue of the *U.S. News & World Report*, "Whoops—there goes another CD-ROM: Storing information on disk and tape is convenient, but how long will it last?" Both our resolution and the article can be found

AALL Members' Successful Lobbying Tips

Jackie Wright, Arkansas Supreme Court Library and Government Relations Committee Chair

My philosophy is that if I don't take the time to write my congressional delegation about issues that concern me and my library, they have no way of knowing what my concerns are. Even though the Washington Office lobbies for all members of our Association, unless I add my own voice on important issues, such as co-sponsoring H.R. 3048 and S. 1146, my representatives probably believe that it does not matter that much to their own constituents. If you haven't already done so, get involved today!

AALL Members' Successful Lobbying Tips

Carol Billings, Law Library of Louisiana and President of the Louisiana Library Association

Our contacts with colleagues in other types of libraries — public, academic, and school — enabled us to get the word out to a goodly number of Louisiana librarians in a hurry. Through the Louisiana Library Association and the informal network of State Depository Librarians, we've made lots of friends who were glad to join us in making calls or sending faxes to our entire congressional delegation to urge their co-sponsorship of S. 1146 and H.R. 3048. They understand how essential electronic technologies are to the advancement of education in a state that is working hard to improve opportunities for all citizens.

at our Web site as attachments to the FDLP testimony.

Title 44

Negotiations remain at an impasse while the White House and the unions sort out their differences. We have continued to meet with JCP Staff Director Eric Peterson and Kennie Gill (Chief Minority Counsel on the Senate Rules Committee), but the new draft of the bill is not yet available to us. Senators Warner and Ford both remain firmly committed to getting a bill passed this year, but time is running out. While continuing to support the Senate Rules process, we have also slightly revised the December draft of our Chapter 19 bill and developed some new informational fact sheets about our legislation. These can be found at: www.lib.berkeley.edu/lawg/.

National Leadership Grants

The Institute of Museum and Library Services has just published *1998 National Leadership Grants: Grant Application and Guidelines*. The Administration's FY 1999 budget request includes \$172.3 million for the Institute, of which \$146,340,000 is for library services. The library program grants are aimed at allowing libraries to adapt to new technologies by identifying, preserving, and sharing library and information resources across institutional, local, and state boundaries. Projects of interest to the law library community might include those to preserve rare and unique materials for the broader community, or

to address the challenge of preserving digital information. Also high on the list of priorities are projects to enhance library services through the effective and efficient use of emerging technologies. Another goal for the funding is to extend outreach to those who require extra effort or special materials to use library services. The application deadline is **April 17, 1998**, and applications are available either through the Internet (www.ims.fed.us/), by e-mail (imsinfo@ims.fed.us), or by phone (202/606-5226).

New Reports of Interest

Depository libraries have by now received their copies of the *Biennial Report to Congress on the Status of GPO Access* issued last month, and it is a must read. Mandated by the "GPO Electronic Information Access Enhancement Act of 1993," the report covers a 22-month period between January 1996 and October 1997. It describes the continued development of the GPO Access system and includes truly impressive usage statistics. During this time period, searches

AALL Members' Successful Lobbying Tips

Kathie Price, New York University Law Library

As the former Law Librarian of Congress, I know how difficult it is to gather support for information issues. I also know that Congress responds to its constituents. I have attempted to marshal our faculty and LLAGNY members to contact their representatives to urge them to co-sponsor these digital copyright bills that are so important to the law library community. Our copyright professor suggests that we next work to educate our museum colleagues on the library community's position regarding copyright in the electronic environment.

on GPO Access increased by a whopping 1178% and actual document retrievals increased significantly by 319%. GPO Access now includes over 70 databases and is a fast-growing central access point for federal government information.

Additionally, a new report on the *State of the First Amendment* by Donna Demac

(a copyright lawyer and adjunct professor at Georgetown University) was released last month by the Freedom Forum. The report summarizes recent threats to First

AALL Members' Successful Lobbying Tips

Darcy Kirk, University of Connecticut School of Law Library

It's easy, it's fun, and you get mail back from your senators or representative! Indeed, they WANT to hear from you. They need to know what their constituents are thinking about issues. So, don't be bashful—send a letter, a fax or an e-mail or pick up the phone and call. It won't take much time and it is very rewarding to participate in the democratic process.

Amendment rights and values, concluding that we should be concerned about the vitality of these rights as we head into the 21st century. It includes a strong affirmation of depository libraries, and cites Robert Oakley's testimony of May 8, 1997, on behalf of the library community before the House Subcommittee on Government Management, Information and Technology (www.ll.georgetown.edu/aallwash/tm059701.html). Single copies of the report are available free while supplies last (800/830-3733/Pub.# 98-F01).

Last but not least, the National Information Standards Organization has just released for sale *Up and Running: Implementing Z39.50*, the edited proceedings from a Z39.50 symposium that was held at the State Library of Iowa in November 1996. The six articles range from "The Basics" to "A Technical Overview" to "The Virtual Union Catalog." Also included is the summary of a panel discussion among vendors, including representatives from Ameritech, DRA, GEAC, III, TLC, OCLC and Winnebago Software. The \$35 report can be ordered from NISO Press (800/282-6476).

Mary Alice Baish, Assistant Washington Affairs Representative, Edward B. Williams Law Library, 111 G Street, N.W., Washington, D.C. 20001-1417
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From the Secretary

by Susan Siebers, AALL Secretary



The Executive Board holds its spring meeting in Chicago at the end of February. This year, the weather cooperated and it actually did feel like spring—at least for those of us from Chicago.

As always, the Board receives much material to read and digest before the meeting. To put it in graphic terms, our three-ring binder of materials for this

meeting weighed in at eight pounds! As can be seen from the wide variety of topics discussed and actions taken, it was an extremely productive meeting. Items are only briefly noted here, since more information will be forthcoming in a variety of formats. Members should contact any Executive Board member for more details. As in previous articles, I will not include details on items that are being reported by others, such as the President and Washington Affairs Representative.

Your Executive Board:

- Rescinded the action (taken at the November meeting) to submit Bylaws amendments regarding opening the membership to a vote at the July meeting. The Board decided this would be premature. Instead, the Board will first step back to take a broader and more strategic look at various issues related to membership development, such as our dues structure, membership benefits, and types of memberships. A consultant with wide experience in professional membership associations will assist in this process, gathering and analyzing information about AALL and the needs of our members and potential members, as well as conducting focus groups in conjunction with several Chapters. A random sample survey of directors of AALL member libraries will also be conducted before she presents her report to the Executive Board at its July meeting. President Judy Meadows will provide more details in next month's *AALL Spectrum*.
- Approved an updated strategic plan, the Strategic Challenge 1998–2000. As it does each year, the Strategic Planning Committee (SPC) met in December to discuss the current plan. A point-by-point discussion of the plan had taken place at the Fall Executive Board meeting since the current plan covered 1994–1998. The SPC formulated its recommendations based on that discussion and other information. The approved plan now will be distributed to the membership.
- Received the report of the Professional Development Committee's Subcommittee on Credentialing. The subcommittee reviewed the information gleaned from its survey and concluded there was "insufficient support among current members to justify AALL launching a new initiative of the magnitude required to embark on a certification program." The Executive Board agreed with this conclusion.
- Funded several one-time, non-precedent-setting special projects or activities which have clearly defined time frames. AALL financial policy requires a specific level of funding to be maintained in the Current Reserve Fund. Funds above that level from returns on investments may be used for this purpose. AALL's investment portfolio did quite well in the past fiscal year, so the following projects were approved for funding:

- ✓ Additional funds for membership development;
 - ✓ A new task force: AALL/Law Library of Congress Taskforce on Preservation and Access to Digital Legal Information;
 - ✓ Partial funding for a symposium of Law Libraries and Publishers for 1998, and if successful, for 1999;
 - ✓ Special Committee on Ethics: funding for one meeting in 1998;
 - ✓ Committee on Citation Formats: Funding to prepare the Committee's Users Guides for publication and to support two final meetings of the committee in 1999;
 - ✓ Media relations: funding to develop publicity for the Committee on Citation Formats' User's Guides to position them in the legal press for successful sales; and if possible, to also publicize the AALL involvement in the amicus brief in *Hyperlaw vs. West Group*;
 - ✓ IFLA Partners: funding to join the other major library associations in support of the IFLA Boston 2001 conference;
 - ✓ Chapter Relations: continued funding for publication of the Leadership Bulletins through the end of fiscal 1999;
 - ✓ *AALL Spectrum*: funding for a reader survey;
 - ✓ Information Technology Working Group: funding to promote its Web site;
 - ✓ Publisher Relations Tool Kit and CRIV site visits: funding to support the publication of this tool kit and to allow the committee to meet an additional day following site visits to publishers;
 - ✓ Government Affairs Fund: transferred funds that can now be used to support specific projects to be approved by the Executive Board during the next 18 months.
- Approved additions to the AALL Financial Policies section on budgeting for Professional Development Activities. This clarified and confirmed budgeting policies for professional development activities:
 - 1) that they are intended to become self-supporting;
 - 2) that the overall professional development program will continue to be subsidized by funds from the Professional Development Fund ut that these funds will not be used to subsidize individual programs; and
 - 3) during this three-year development period, priority will be given to planning educational activities that will cover their costs and can be replicated easily to reach a broad cross-section of members.

Also adopted were provisions that:

- 1) continue the policy of not paying AALL members for presentations at programs that are covered by the Annual Meeting registration fee;
- 2) clarify that AALL may pay program developers and presenters, whether they are members or not, for development and presentation of all other educational activities.

Continued on page 34

Chapter News

by Susan L. Trask

The 1997–98 officers for **MAALL** (Mid-America) are:

President	James E. Duggan
Vice President/ President-Elect	Mary Kay Jung
Secretary	Marilyn K. Nicely
Treasurer	Janet McKinney
Past President	Judith Morgan

LLSDC Volunteers

LLSDC (District of Columbia) has designated the month of May as D.C. Public School Library Media Month. LLSDC members are being asked to volunteer for tasks such as producing location signs, shelving materials, inputting data into automated systems, creating bulletin board displays, inventorying collections, weeding and updating card catalogs, and converting card catalog entries into machine-readable format. The Chapter hopes to send teams of volunteers to various schools to help the school librarians with these useful projects. Donations of books and other materials are also being solicited. Erika Rolufs (Baker & Hostetler) is coordinating this volunteer effort.

SEAALL Web Page

SEAALL (Southeastern) now has a Web presence thanks to the efforts of Emily Carr (Law Library of Congress) and Mike Dahn (Stetson University College of Law Library), who designed and assembled the page. The site includes lists of the Chapter's officers and committees, instructions for its listserv, its annual report, and information for the Chapter's annual meeting. Still under construction are links to SEAALL member libraries and the Chapter newsletter, *Southeastern Law Librarian*. Visit the site at <http://www.aallnet.org/chapter/seaall/>.

LLAA Education Fund

LLAA (Alabama) approved the establishment of an Education Fund, which was proposed by the Chapter's Scholarship Committee. The purposes of the fund include: payment of LLAA, SEAALL, or AALL meeting registration fees; payment of LLAA or AALL

membership dues; and providing scholarship funds for persons who are or have been in the profession of law librarianship. (Persons who wish to be considered for a scholarship must be pursuing an MLS or JD degree; demonstrate service to LLAA, SEAALL, or AALL; show need; and demonstrate potential future benefit to the Association.) The Chapter will fund the program by setting aside ten percent of dues and by donations from individuals, corporations, and associations.

Legal Research Institutes

AzALL (Arizona) held its 12th Annual Legal Research Institute in February. Sponsored by LEXIS-NEXIS and WESTLAW, "Back to Basics: By the Book" was held in five separate sessions on five days. Sessions covered the following topics: Session I—Introduction to the Courts, Decisions, and Reporters; Session II—Federal Statutes and Administrative Regulations; Session III—Arizona Legal Materials; Session IV—Secondary Sources; and Session V—Digests and Citators. The Institute was held at Ross Blakely Law Library, Arizona State University.

LLSDC held its 1998 Legal Research Institutes I and II on March 17 and 19 at Jacob Burns Law Library, George Washington University. The Institutes were hands-on, day-long programs aimed at those working in law libraries who wanted to sharpen their research skills and non-law library personnel and paralegals with limited experience using basic American legal sources. Institute I covered primary law (cases and statutes), secondary sources, and looseleaf services. Institute II covered legislative history sources, administrative law, Internet resources, and updating research.

The Northern California Association of Law Libraries (**NOCALL**) Fall Workshop was held on November 5, 1997, in San Francisco. The topic was Benchmarking and the speaker/moderator was Annette Gohlke, a library benchmarking consultant. On January 30, 1998, NOCALL held its annual January Luncheon and Business Meeting in San Francisco and NOCALL's special guest was AALL President Judy

Meadows. During Judy's Chapter visit, she, along with NOCALL representatives, made a visit to the new University of California School of Information Management and Systems (SIMS), where Judy spoke to the students and faculty about law librarianship and then attended a NOCALL hosted reception for the SIMS students and faculty. NOCALL's Education Committee also sponsored a Brown Bag Lunch, which featured the SLA Video "Getting Out of the Box: The Knowledge Management Opportunity."

NOCALL's 1998 Annual Institute, "Information Sources for the Future" was held on March 7, 1998, in Napa, California. The Institute (which also featured a vendor trade show) began with a focus on business and securities resources and issues and ended with an in-depth presentation on how to conduct California legislative and regulatory research.

Chapter Tidbits

LLAGNY (Greater New York) held an all-day seminar, Building the Virtual IntraNet Knowledge Center, on March 10 at Fordham Law School. Howard McQueen (McQueen Consulting) conducted the seminar, which focused on the design, implementation, and management of organizations' intranets.

In 1997, **ORALL** (Ohio Regional) joined the Ohio Library Council to publish and distribute *Ohio Legal Resources*. As of December 1997, approximately 200 copies had been sold with proceeds totaling nearly \$600 for ORALL.

Reading the Newsletters

"Alabama Practice Books and Treatises," by Lynne Kitchens and Alma Surles (Alabama Supreme Court and State Law Library). This bibliography lists materials by practice area. 23 *Southeastern Law Librarian* 11 (Winter 1998), edited by Amy Osborne and Ebba Jo Sexton.

Compiled and edited by **Susan L. Trask**, College of William & Mary Marshall-Wythe Law Library, S. Henry Street, Williamsburg, VA 23187-3175
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Nominations

The Nominations Committee has begun the process of identifying possible candidates for the 1999 AALL election. Candidates are needed for the office of Vice President/President-Elect, Secretary, and two Executive Board members. The Committee is charged with presenting, to the best of its ability, a slate of candidates reflecting the diversity of AALL's membership. The membership of the Executive Board must maintain a balance of library type, geographic location, gender, and minority representation. How is this accomplished?

Members of the Nominations Committee are individually responsible for reviewing lists of AALL members who previously have served in leadership positions and compiling a master list of possible candidates. In addition, the committee solicits input from SIS Chairs and AALL Chapter Presidents, a reminder is posted on the law-lib listserv, and news items, such as this, serve to include individual members of our Association in the nominations process. During 1997, the Nominations Committee initially considered a master list of 184 names culled from all these sources and *each individual* on the list was contacted to determine his or her willingness to serve.

Those willing to serve are included in a shorter list of potential candidates and each member of the Nominations Committee is asked to review this list and submit a list matching individual names with available offices, keeping in mind the balancing and diversity requirements of the committee's charge. Each individual on this shorter list is then called a second time to determine his or her willingness to serve as a candidate for a particular office.

Only one Chapter, two SISs, and seven individuals offered suggestions for possible candidates during the 1997 nominations process. Let's increase those statistics this year by participating! All AALL members are encouraged to submit names to be considered for candidacy by writing any member of the Nominations Committee or AALL Headquarters by May 1, 1998.

1998 Nominations Committee

Gail Warren, Chair
Virginia State Law Library
Supreme Court Building, 2nd Floor
100 N. 9th Street
Richmond, VA 23219

Anne K. Abate
Dinsmore & Shohl
1900 Chemed Center
255 East Fifth Street
Cincinnati, OH 45202-3172

Carolyn P. Ahearn
Wiley Rein & Fielding
1776 K Street, N.W.
Washington, DC 20006

Camille Broussard
New York Law School Library
57 Worth Street
New York, NY 10013

Ruth Johnson Hill
Loyola Law School
William M. Rains Library
1440 W. 9th Street
Los Angeles, CA 90015-3980

Rita T. Reusch
University of Utah College of Law
S.J. Quinney Law Library
Salt Lake City, UT 84112

Kay Schlueter
Texas State Law Library
P.O. Box 12367
Austin, TX 78711-2367

submitted by Gail Warren, Chair

Recruitment Committee

Recruitment to the profession can take many forms. One important aspect is the role of AALL chapters. In October, the Greater Philadelphia Law Library Association (GPLLA) participated in a professional organization recruitment fair held at the Drexel University College of Information Science and Technology (CIST). The fair consisted of representatives from local and statewide professional library organizations, and GPLLA was invited to participate. The Chapter saw this not only as an excellent way to promote the local chapter, but also to promote law librarianship.

And what better way to promote law librarianship than by promoting AALL. GPLLA's presence served three purposes: we promoted ourselves, the parent organization, and law librarianship. To our

advantage, CIST was offering its upcoming Law Librarianship course. This enabled us to not only promote law librarianship as a job choice, but to also encourage the students to take this important course. With the help of AALL Membership Coordinator Kate Kasprzyk and the GPLLA Public Relations Committee, we were able to display a sizable array of AALL and Chapter promotional materials. Among the Chapter's materials were copies of recent newsletters, bookmarks containing information on its Web site and listserv, a calendar of events, and a brochure describing the Chapter and benefits of membership. AALL materials included the "How to Research a Legal Problem" brochure, the AALL membership brochure, and the "Finding Your Way in the Information Age: The Many Roles of Law Librarians" packet. Although there was interest in the local Chapter, there was more interest in AALL. Not knowing where they would land that first job, the library school students found the overall appeal of membership in a national association more promising.

Local Chapters, of course, serve an important role in meeting the legal research demands of their areas. But another role should always be promoting the profession of law librarianship, whether it's in a one-on-one relationship or through an organized effort such as a nearby library school or high school job fair. Recruitment only makes the profession stronger!

submitted by Merle J. Slyhoff, Committee member

Mentor Project

Please remember to participate in the AALL Mentor Project. Application forms and information about the project are available from AALL Headquarters (telephone: 312/939-4764; fax: 312/431-1097; or e-mail: membership@aall.org), the AALL Web site (http://www.aallnet.org/committee/mentoring/mentor_project.html), or by fax from Leslie A. Lee (AALL Committee on Mentoring, Retention, and CONELL Project Coordinator, 202/994-2874).

submitted by Leslie A. Lee

Compiled and edited by Katherine Malmquist, Cleveland State University, Cleveland Marshall College of Law Library, 1801 Euclid Avenue, Cleveland, OH 44115 • 216/687-6873 • fax: 216/687-6881 • katherine.malmquist@law.csuohio.edu

Membership News

by Janet Sinder

New Law Librarians

Marjorie Porter is now the Cataloging/Reference Librarian at Dykema Gossett in Detroit, Michigan. Marjorie has her MILS from the University of Michigan, and she had formerly been a librarian at the American Automobile Manufacturer's Library in Detroit.

Changing Places

John R. Austin, formerly Research/Instructional Services Librarian at Northern Illinois University College of Law Library, De Kalb, is now the Director of the Library.

Darin Fox, formerly Director of Information Technology and Computing Services at the University of Southern California Law School, Los Angeles, has been appointed Assistant Dean of Information Technology and Computing Services and Adjunct Assistant Professor of Law there.

Jennifer Lund is now the Head Librarian at Dykema Gossett, Detroit, Michigan. She was formerly the Librarian at Harness Dickey and Pierce in Troy, Michigan.

Roger Vicarius Skalbeck is now the Library Systems Specialist at Williams and Connolly, Washington, D.C. He had been the Knowledge Analyst for Portfolio, Inc., in Minneapolis, Minnesota.

Kory Staheli, formerly Associate Director for Public Services, Brigham Young University Howard W. Hunter Law Library, is now the Associate Director and Head of Public Services at the William S. Boyd School of Law Library, University of Nevada, Las Vegas.

Professional Activities

Sandra A. Hyclak (Reference Librarian, Bricker and Eckler, Columbus, Ohio) will be one of two speakers at a National Business Institute seminar to be held in Columbus in April. The day-long seminar,

"Internet Strategies for the Paralegal in Ohio: A Paralegal's Guide to the Information Super-Highway," will focus on using the Internet for substantive legal research and information.

J. Paul Lomio (Assistant Director of Information Services) and **Erika V. Wayne** (Reference and Internet Services Librarian), Stanford University Robert Crown Law Library, Stanford, California, have been named co-directors of the Stanford Digital Law Project. The Digital Law Project, funded by the National Center for Automated Legal Research and the NASDAQ Stock Market, includes the Securities Class Action Clearinghouse and a project in development whereby pre-trial motions will be argued and decided in federal court via the Internet.

Janet Sinder, Head of Information Services, Duke University School of Law Library, Box 90361, Durham, N.C. 27708-0361 • 919/613-7120 • fax: 919/613-7237 • sinder@law.duke.edu



American Association of Law Libraries

Mission: Recognizing that the availability of legal information to all people is a necessary requirement for a just and democratic 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 and information policy.

Executive Board:

Judith Meadows, President (1999)
jmeadows@mt.gov

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jshell@facstaff.wm.edu

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Membership: Individual member dues are \$129/year. Persons who are not law librarians may join as Associate members; individual Associate dues are \$129/year. To join AALL, or for more information, contact Kate Kasprzyk at 312/939-4764, or request the membership application from Fax-on-Demand (908/544-5901, request document #510).

Fax-on-Demand: 908/544-5901

AALLNET Website: <http://www.aallnet.org>

Annual Meeting:

1998 July 11-16 Anaheim Convention Center, Anaheim, California

1999 July 17-22 Washington Convention Center, Washington, D.C.

2000 July 15-20 Pennsylvania Convention Center, Philadelphia, Pennsylvania

Salary Survey Data Results

Each time the Association conducts its biennial salary survey, we have the opportunity to glean from the responses a wealth of information that goes beyond the salary data themselves, giving us valuable insight into law libraries and emerging trends.

We can learn about expenditures, size of staffs, ratios of law librarians to attorneys in firms and to faculty and students in academic libraries, and more. **Kathy Savage**, an independent research analyst, has recently completed the analysis of the non-salary data from the 1997 survey. We will present an abridged version of her findings as a two-part series in AALL Spectrum. Anyone who would like to receive a copy of Savage's full report should access AALLNET (<http://www.aallnet.org/services/salary.html>) or contact Headquarters (312/939-4764) to receive the hard-copy version.

Much of the data is consistent with the 1995 results and thus begins to provide AALL with valuable benchmark and trend data that can be monitored and added to in the future. As with the 1995 survey, the 55% response rate was very high and thus the results can be generalized to all AALL member libraries. However, the results may not be representative of all law libraries.

This month, in Part One of our non-salary information report, we will share information on such areas as the average number of librarians per library, the ratio of professionals to paraprofessionals, and the numbers of law librarians who supervise other functions like records management and MIS. Next month, in Part Two, we will report on one of the most valuable segments of information found in the survey, expenditures for information.

— Roger Parent, AALL Executive Director

1997 Biennial Salary Survey Findings

The primary purpose of the 1997 Biennial Salary Survey was to track the salaries of library professionals across types of libraries, position titles, and geographic regions. The data collected also provides other important observations regarding the current law library community and emerging trends. The information included here focuses on that data.

Table A	1997 Survey		1995 Survey	
	Average # Per Library (FTE)		Average # Per Library (FTE)	
	Professionals	Paraprofessionals	Professionals	Paraprofessionals
All Libraries	2.99	2.37	3.55	2.35
Academic	7.47	7.55	8.00	6.90
Government	2.90	2.07	2.35	1.43
Private	1.81	1.08	2.85	1.54

Professional And Paraprofessional Staffing

Table A. Although not statistically significant, there was a slight decline in the average number of professionals per library in Academic and Private Libraries, compared to the 1995 survey.

Table B. Across the three types of libraries surveyed, Academic Libraries have the greatest number of staff overall.

Table B	Average # of Staff Members (FTE) 1997 Survey		
	Academic Library	Government Library	Private Library
Professional	7.47	2.90	1.81
Paraprofessional	7.55	2.07	1.08
Students/Clerks	6.54	1.14	.73
Total Staff	21.56	6.11	3.62

Table C. Although not statistically significant, the 1997 survey shows a slight decline in the number of professionals per library (see Table A) as well as the ratio of professionals to paraprofessionals. This may indicate a trend of staff reductions that should be closely monitored in the future.

Table C	1997 Survey	1995 Survey
	Ratio of Professionals to Paraprofessionals (FTE)	Ratio of Professionals to Paraprofessionals (FTE)
All Libraries	1.26 to 1	1.51 to 1
Academic	.99 to 1	1.16 to 1
Government	1.4 to 1	1.64 to 1
Private	1.68 to 1	1.85 to 1

Experience

Table D. Legal library staffs seem quite stable. On average library staff members have been at their current positions from six to eight years.

Table D	Average Years at Current Position	
	1997	1995
Type of Library		
Academic	7.6	6.5
Government	7.9	7.1
Private	6.0	5.4

Continued on page 26

Both surveys show staff members at Academic and Government Libraries have been at their current positions longer than those at Private Libraries.

Table E. As in 1995, on average, professional staff members in the 1997 study have been at their current positions slightly longer than paraprofessionals.

Table E	Average Years at Current Position	
Position	1997	1995
Professional	7.7	7.1
Paraprofessional	6.9	6.0

Eighty four percent of professional staff members and 81% of paraprofessionals have two or more years experience at their current positions.

Other Responsibilities

Table F. The majority of library staff members do not have responsibilities outside the library. However, among the three types of libraries, staff members at Academic Libraries are more likely than Government or Private Library staff members to have some other responsibilities. Close to half (45%) of Academic Library staff members have some responsibility outside the library.

Twenty percent of Private Library staff members have responsibility for two or more functions outside the library.

Table F	Number of Responsibilities Outside the Library (1997)		
	Academic	Government	Private
One	38%	13%	18%
Two	7%	4%	11%
Three	N/A	<1%	4%
Four	N/A	0	2%
Five	N/A	N/A	<1%
Six	N/A	N/A	3%
Seven	N/A	N/A	<1%
Total with some outside responsibility	45%	17%	37%

NOTE: Academic Libraries were asked about 2 other responsibilities, Government Libraries were asked about 4 and Private Libraries were asked about 7.

Table G. Academic Libraries with their larger staffs seem to necessitate greater management responsibilities. Ninety-three percent of respondents from Academic Libraries supervise 10 or more staff members. Only 17% of respondents from Court Libraries and 6% of respondents from Private Libraries supervise a staff of 10 or more.

While 15% of survey respondents overall have some responsibility for IS functions outside of the library, respondents from Academic Libraries are more likely to have IS responsibilities.

Academic Law Library Ratios

Table H. Academic Libraries serve an average of 610 students and 35 faculty members.

The ratio of library professionals in 1997 is very similar to the findings in the 1995 study.

Table H	Summary Of Academic Library Staffing	
	1997	1995
Average Number of Students	610	660
Average Number of Faculty	35	35
Ratio of Library Professionals to Students	1 to 81.7	1 to 82.5
Ratio of Library Professionals to Faculty	1 to 4.7	1 to 4.4
Ratio of Library Staff to Faculty	1 to 1.6	1 to 1.6
Ratio of Library Staff to Students	1 to 28.3	1 to 29.3

- More than one quarter (28%) of professionals at Academic Libraries are on a tenure track.

Table I	Summary of Private/Corporate Library Staffing	
	1997	1995
Average Number of Attorneys per firm	95	88
Average Number of Library Professionals per Firm	1.8	2.9
Average Number of Paraprofessionals per Firm	1.1	1.5
Average Number of Clerks and Students	.7	.9
Average Staff Size	3.6	5.3
Ratio of Library Professionals to Attorneys	1 to 52.7	1 to 30.3
Ratio of Library Staff to Attorneys	1 to 26.4	1 to 16.6

Table G	Summary Of Additional Responsibilities (1997 Findings)						
Type of Library	IS (Outside Library)	Records Management	Docket	Conflict Management (Outside Library)	Marketing (Outside Library)	Supervise Paralegals (Outside Library)	Other Responsibilities
Academic	38%	N/A	N/A	N/A	N/A	N/A	13%
Government	8%	4%	N/A	N/A	N/A	2%	12%
Private	11%	18%	11%	13%	10%	7%	12%

- More than three out of four (78%) directors at Academic Libraries are on a tenure track.
- More than one third (38%) of professionals at Academic Libraries teach courses.

Private Law Library Ratios

Table I. As noted earlier (Table B), Private Law Libraries tend to have much smaller staffs than other libraries. As a result of the small staff, each private library professional supports 53 attorneys, on average.

Compared to 1995, in 1997 Private Firm/Corporate Libraries have, on average, smaller staffs supporting more attorneys.

Table J. As noted earlier (Table F), over one-third of Private Library staff members have responsibilities outside of the library. The table below shows Directors, One-Person Library, Associate/Chief Librarian and Department Heads or Computer/Automation Librarian are the most likely to have outside responsibilities.

The asterisk in the table indicates that staff members at that position with responsibilities outside the library receive a significantly higher salary than staff at the same position who do not have outside responsibilities. Staff members in one-person libraries, directors and paraprofessionals with outside responsibilities are paid significantly more than those with no outside responsibilities.

Table J	Private Library Staff Members With Responsibilities Outside Library (1997)	
	Position	Significantly Higher Salary*
	Percentage	
One-Person Library	22%	*
Director/Chief Librarian	25%	*
Assoc./Asst./Chief Librarian	16%	
Supervisory Librn/Dept. Head	12%	
Computer/Automation Librarian	13%	
Foreign/International Librarian	0%	
Government Doc. Librarian	8%	
Reader Services Librarian	3%	
Technical Services Librarian	6%	
Generalist	6%	
Library Assist./Paraprofessional	8%	*
Library Clerk	4%	
Computer Technician	0%	

* Salary higher compared to those at the same position but with no outside responsibilities.

Table K. The average difference in salary for the three positions with a significant difference in salary was between 11% and 16%.

Table K	Comparison of Average Salary (1997)			
Position	Have No Outside Responsibilities	Have Some Outside Responsibilities	\$ Difference	% Difference
One-Person Library	\$39,681	\$46,171	\$6,490	16%
Director/Chief Librarian	\$57,315	\$63,405	\$6,090	11%
Library Assist./Paraprofessional	\$26,553	\$30,444	\$3,891	15%

None of the other positions had a statistical difference between the salaries of those with outside responsibilities and those with no outside responsibilities. However, it should be noted the number of staffers with other responsibilities within a given position code was small, making it difficult to identify statistical differences.

Bonus

Table L. The majority (61%) of library staff at Private Law Libraries receive a bonus.

Among those who receive a bonus, the majority receive less than \$3000.

Table L	Bonus Recipients (1997)
Less than \$3000	83%
\$3000 to \$10,000	16%
More than \$10,000	1%

Lawbook exchange



Computers and the Internet

Ethical Concerns

by Anne K. Abate

Issues and Implications

for a profession when its

20-year-old Code of

Ethics doesn't encompass

more recent issues.

The AALL Special Committee on Ethics has been charged with reviewing the current AALL Code of Ethics in order to recommend a revision or replacement. In this continuing series of articles, the Committee is bringing various issues before the membership for consideration and comment. This article is intended to inspire comments on the various issues involved with the Internet and its impact on our profession. Please read the article, then send your comments to the Committee.

As the Association approaches the review of our existing AALL Code of Ethics, there are many new challenges facing the profession that did not exist when the current Code was adopted in 1978. We are faced with an entirely different view of information and its role in society. We live in the age of the information worker. While this profession may still consider itself the original information worker, many of those around us have adopted the buzzwords ("information society" . . . "information age" . . . "information literacy" . . .) and now consider the location and processing of information as part of their livelihoods.

One of the multitude of causes for this change in thought is the ready access to information that has been made possible by the Internet. The existing Code of Ethics was in place before any of us had access to the Internet. Now many in the profession rely on the Internet to do their jobs and could not function without it.

What sort of implications does this have on the Code of Ethics to be adopted by the Association? Does this change any of the underlying ethical considerations that influence the way we do our jobs? Internet issues involve broader issues of access to information, First Amendment rights, and censorship. Do we need to revisit these issues and address them as part of our Code of Ethics?

On the other hand, are the issues involved in the Internet already covered by other general ethical principles which would be included in any Code of Ethics or Code of Professional Responsibility that would be adopted by the Association? Would we be causing more trouble, or making more people uncomfortable by addressing the ethical issues of computer communications? Would we be violating other ethical principles by which the members of our Association may already be bound, such as duties to the employer?

Computer Ethics

The general field of business ethics or organizational ethics deals with the way in which individuals conduct themselves in the business environment or in their relationships with colleagues, employers, vendors, patrons, and others with whom they must work. Computer ethics is a much more recent development of the last two decades brought on by the influence of technology on our other relationships. While once only the concern of engineers, philosophers, and computer scientists, computer ethics is now an important issue for everyone given the broad public access to the Internet. Computer systems developed so fast over the last fifty years, it has taken time for the ethical principles underlying computer use to catch up. Perhaps it is time for a profession so closely tied with the use of computers in the production, storage, and retrieval of information to consider the impact of these tasks on its ethical principles.

Implications of the Internet

We are all familiar with the inherent problems of the Internet. Everyone is a publisher in this new medium and over the years, we have learned to distinguish between valuable sites and those that do not contain any useful information. Do we have a duty to our patrons to instruct them in this finer knowledge of Web surfing? Since we are committed to assisting our patrons as they seek legal information, is access to accurate information an important factor as well? A profession defines its responsibility to society through its Code of Ethics. We need to consider our responsibility carefully as we address the implications of the Internet on our Code of Ethics.

While censorship may not have been a major concern in the provision of legal information twenty years ago, the wild and open field of the Internet makes all of us more concerned regarding the implications of censorship on free and open access to information over the Internet. Is it finally time to address censorship? Will all of our membership be in agreement on open access to all information?

As we all know, the Internet has its own internal code of ethics, which has developed over the years. This unpublished, unspoken code, which includes open, unfettered access to information and the fairly loose rules of netiquette, may be in direct conflict with other codes which attempt to place any restrictive

measures on information access. Thus, any Code of Ethics we adopt must not be in conflict with the unspoken code of the Internet. There may be other codes that may also be in conflict.

Further Considerations

Beyond these concerns, there are issues addressed in our existing (1978) Code of Ethics which must be considered if we would seek to intertwine them with computer ethics or this newly emerging idea of Internet ethics. Will we still be able to "promote free and effective access to legal information" if this access is only available through expensive, or at least

restricted, methods? How can we carry out this mission in the new electronic environment? Is the confidentiality of the private information of our patrons put into jeopardy by our use of the Internet when assisting them? How can we protect the privacy of our patrons, or is this a concern for us that should be addressed in our Code of Ethics?

If AALL makes the decision to include comments and concerns surrounding Internet communications in its Code of Ethics, it will be one of the first professional associations to take this step and therefore will be serving as one of the models for other associations choosing

to address the ethical implications of the Internet, on the professions and on society in general.

The comments above were intended to provoke thought, criticism, and new ideas. If you have comments or suggestions regarding any of the issues discussed, or if you would like to provide other suggestions to the Special Committee on Ethics, please contact Margie Axtmann (m-axtm@maroon.tc.umn.edu), the Chair of the Special Committee on Ethics, or any of the committee members: Anne Abate, Wes Cochran, Ralph Monaco, or Kay Schlueter.

Anne K. Abate (abate@tso.uc.edu) is Librarian at Dinsmore and Shohl in Cincinnati, Ohio.

Placement Listings

The listings here are edited for space and are provided to keep readers informed of what sorts of jobs have been recently available. Many jobs listed here will have been filled by the time the issue is printed. Full listings of all current placement ads are available through several means: by phone, from the 24-hour Career Hotline, 312/939-7877; by FAX, from the AALL Fax-on-Demand service (call 908/544-5901 and request document 730); on the World Wide Web, at AALLNET (<http://www.aallnet.org>). To place an ad, call Kate Kasprzyk at 312/939-4764.

Associate Director, Loyola University Chicago Law Library, Chicago, Illinois. Responsible for managing daily operations, supervising Public Services, and teaching Introduction to Legal Research. Requires JD and MLS. Salary commensurate with experience. **#13392**

Team Cataloger, Social Law Library, Boston, Massachusetts. Performs original and copy cataloging and classifying of new materials and retrospective conversion in all formats. Requires MLS or enrollment in an MLS program with recent cataloging experience in an online environment. Working knowledge of AACR2, LC Classification, LCSH, USMARC, and RLIN or OCLC. Competitive salary. **#13391**

Assistant/Associate Librarian, Technical Services, University of Michigan Law Library, Ann Arbor, Michigan. Catalog all types of library material for RLIN and Ill system; supervise 3 support staff. Requires MLS and two foreign languages, including a western European language. Salary \$31,000 and up, depending on qualifications. **#13390**

Assistant Director for Public Services, The John Marshall Law School Library, Chicago, Illinois. Supervision and administration of circulation and reference services for all library patrons. Share duties at the reference desk, which may include work during some evenings and weekends. Requires MLS and JD. Competitive salary with excellent benefits. **#13389**

Part-time Assistant Cataloger Librarian, Chicago, Illinois. Eighteen and three-quarters hours per week. Copy and original cataloging; input holdings on OCLC/SILO. Requires MLS, 1-2 years cataloging experience, and familiarity with OCLC, MARC format, AACR2R, NOTIS. **#13388**

Reference Librarian, Los Angeles County Law Library, Los Angeles, California. Assist patrons in using print and electronic sources; conduct mediated online searches; design and maintain the Library's Web pages. Requires regular alternate Saturday work and occasional evening hours. Requires MLS, knowledge of HTML and demonstrated ability to design and maintain Web pages. Salary: Librarian I: \$2811-3416/month; Librarian II: \$3174-\$3859/month; excellent benefits. **#13387**

Internet Librarian, Law Firm, Washington, D.C. Responsibilities include reference and Internet research, enhancing & maintaining intranet, developing & conducting Internet training classes & assisting in identifying links to full text Internet resources for catalog. MLS or JD, plus significant Internet research experience required. **#13386**

Reference/Research Services Librarian, University of Richmond, Richmond, Virginia. Twelve-month appointment with University faculty status. Provides reference and research support to all law library users and teaches both first-year and upper-level legal research courses. MLS and JD required (law library experience may be accepted in lieu of JD). Salary commensurate with education and experience. Excellent benefits. **#13385**

Head of Technical Services, University of Michigan Law Library, Ann Arbor, Michigan. Manage department of 24; acquisitions, serials, cataloging, ILL system. Requires MLS, 5 years' experience including management, excellent communication skills, ability to work as part of a team to achieve library goals. Minimum salary \$65K. **#13354**

Assistant/Associate Reference Librarian, University of Michigan Law Library, Ann Arbor, Michigan. MLS required, plus organizational and teamwork skills. JD preferred, plus law library and computer experience. Salary \$30,000 and up depending on qualifications; generous benefits worth 22% of salary. **#13184**

Assistant/Associate Reference Librarian, University of Michigan Law Library, Ann Arbor, Michigan. Provides full range of reference service for all parts of the collection to law school community. Responsible for collection development in assigned area of international law and documents. JD and MLS required. Salary: \$34,000 and up depending on qualifications; generous benefits worth 22% of salary. **#13133**



Orange County

Symbol of the California Dream

by Annamarie Giourgas

Orange County epitomizes the California Dream with warm sunshine, gentle ocean breezes, and mild temperatures all year round.

This sensational suburb, sandwiched between the mega metropolis of Los Angeles county to the north and San Diego county to the south, has been ranked first among the most desirable places to live in North America. Encompassing 782 square miles and 31 cities, Orange County is quite large, offering a variety of scenic landscapes, from lush rolling hills in the northeast, to the breathtaking shorelines in the southwest.

AALL visitors can expect to be entertained by an array of exciting and interesting places in Orange County, with its world-famous and exciting theme parks, fascinating cultural museums and art festivals, lively spectator sports, eclectic cuisine, world-class shopping and picturesque beach communities. Your visit to this county will prove to be a memorable one.

Anaheim has been chosen to host the 91st Annual AALL Meeting. Although it is home to the original Disneyland, Anaheim's **history**, and that of Orange County, doesn't begin there. Walt Disney was but one of many visionaries who have achieved their dreams in this county. In the late 1700s, the Spanish made claim to this undiscovered territory. Father Junipero Serra established a loving, timeless mission in San Juan Capistrano, the seventh in the chain of 21 missions along the California coastline. The padres successfully lived their dreams of using the mission to teach religion, carpentry and farming to the Native Americans. Today, the mission, famous for the swallows that return each March to nest, still holds a timeless beauty and mystical charm. The Mission of San Juan Capistrano is one of our most endearing historical landmarks.

Our early history began when the King of Spain granted land holdings, creating what was known as the rancho period. This unique lifestyle lasted only a short time, as California soon gained statehood and the grants were challenged by land

barons. The rush for gold and silver would soon introduce many changes and an ever-increasing population, reshaping the state of California and guiding the fate of Orange County.

Agriculture gave the county its original fame. Anaheim was known as the number one wine producer in the state until hundreds of acres of grapevines were destroyed in 1885. Later, an abundance of luscious orange groves replaced the grapevines, producing the sweetest fruit, and eventually giving national attention to Anaheim and the surrounding region. The national recognition of the prosperous crops lead the county to an official separation from Los Angeles County in 1889. We now have a population of diverse cultural backgrounds and Orange County is where they have chosen to pursue their dreams.



I have lived in this beautiful community my entire life, and feel especially fortunate to be an Orange County native. It has always been a place where dreams can become a reality. Take, for example, the vision one man had to turn groves of orange trees into a land of pure fantasy, where children and adults can escape into a world of make-believe, and a sanctuary for their imaginations. Walt Disney was determined to make his dream come true, and he chose Orange County to be his canvas. Since lowering its drawbridge over 40 years ago, this magical place called

Disneyland has entertained millions of visitors from all over the world. It truly is the happiest place on earth.

Knott's Berry Farm, the world's most famous farm, began when a farmer named Walter and his wife Cordelia decided to expand their little roadside berry stand.

They wanted to attract more people by providing home-cooked meals. Walter would also introduce his personal invention, the boysenberry. The food became so well known that lines of people would form outside their chicken dinner restaurant and wait for hours just to sample the unique boysenberry pie and delicious dinner served on Cordelia's fine wedding china. Walter soon realized the need to entertain his guests while they waited, so he built a small theme town representing the Old West. His idea pioneered the great amusement park tradition. Today, Knott's Berry Farm has it all, from exciting rides, shows and adventures, to a famous old ghost town.



Museums are in abundance here, too, covering everything from prehistoric findings to surfing. Fossil preserves of saber-toothed cats and mammoths that roamed the county a half-million years ago, as well as a nine-million-year-old, 27-foot-long, prehistoric whale named Joaquin, were all discovered locally, and are on display in Buena Park at the Interpretive Center. The Bowers Museum of Cultural Art in Santa Ana has recently undergone a multi-million dollar renovation, and has a fine collection of historic California and pre-Columbian exhibits. You could spend an entire day in this fine museum that displays nearly all of its 70,000 housed pieces. In Huntington Beach, you can relax in the sun, and visit our own museum dedicated to the sport of surfing.

For the less-than-serious museum fan, we also have such attractions as the Movieland Wax Museum. Located in Buena Park, this fascinating attraction displays the lifelike images of movie stars in famous scenes from their motion pictures. It is incredible how true to life these images are, maybe even a little

scary. Just across the street you will find several other entertainment spots, including Ripley's Believe It or Not Museum and the Medieval Times Dinner and Tournament, where you can eat with your hands and cheer for your knight in shining armor. If the Wild West is more to your taste, Wild Bill's is just next door.

Anaheim is the center of Orange County's professional spectator **sports**. You'll find major league baseball at Edison International Field, formerly known as Anaheim Stadium, and home to the Anaheim Angels. The National Hockey League's Mighty Ducks of Anaheim make their home at the Arrowhead Pond, which is also host to major concerts and entertainment events.

World-class **shopping** at reasonable prices can be done at any one of our major malls. In Newport Beach, Fashion Island's beautiful outdoor shopping is a delightful way to spend an afternoon. For the power-shoppers we have South Coast Plaza in Costa Mesa, where you can find everything from the most luxurious boutiques to well-known department stores. Santa Ana is home to MainPlace, another source of retail bliss.

Moviegoers will be in heaven at our more than 20 cinema theater locations. Irvine Spectrum has the Edwards 21 and I-Max theaters, where you can watch the newest movie releases or surround yourself with the famous 3D, I-Max. For those who prefer their theater live, the Orange County Performing Arts Center is the largest of a wealth of theaters all around Orange County.

Once the Annual Meeting has commenced, try to sample some of the things that are **uniquely "Californian."** Take scenic drive along California's famous Highway 1, the Pacific Coast Highway, also known as "PCH." There are many vistas where the powerful Pacific Ocean meets the beautiful shoreline that will take your breath away. Discover the picturesque beach communities along the coast of Orange County, from Dana Point with its traditional harbor and posh marina, to Laguna Beach, a charming ocean front town. During the summer months, Laguna is home to three art festivals—the Festival of Arts & Pageant of the Masters, the Sawdust Festival, and the Art-A-Fair, as well as many art galleries. Newport Beach will brighten your day with its miles of scenic drive and shopping. Or take a traditional ferry ride from the little

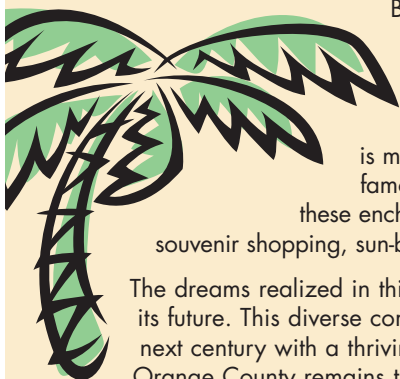
residential island of Balboa to the entertaining Balboa Peninsula, where you'll find an amusement center with Ferris Wheel and Bumper Cars. You can also take a boat tour of Newport Harbor. If fishing

is more to your liking, there is the famous Huntington Beach Pier. All of these enchanting beach communities offer souvenir shopping, sun-bathing and nightly entertainment.

The dreams realized in this county will forever inspire its future. This diverse community will move in to the next century with a thriving economy and imagination. Orange County remains the symbol of the California dream, where anything is possible.

For more information, see the Anaheim Local Advisory Committee Web page (<http://www.aallnet.org/events/local98>) or contact the Anaheim/Orange County Visitor & Convention Bureau (714/999-8999; <http://www.anaheimoc.org>).

Annamarie Giourgas, a native Orange Countian, is an Administrative Law Librarian and Immigration Paralegal for Jackson DeMarco and Peckenpaugh in Irvine, California.



1998

April 16: "The Age of Technology: Your Guide to Change Management," a satellite videoconference sponsored by AALL. Speakers include: James L. Hoover (Associate Dean for Library & Computer Services, Columbia University Law School Library), Florence Mason (Adjunct Professor of Library and Information Sciences, University of North Texas School of Library and Information Sciences), and Mike Wilens (Executive Vice President and Chief Technology Officer, West Group, Eagan, Minnesota). Site license fee: \$300.00. For detailed information contact Lara Koban (lkoban@aall.org; telephone: 312/939-4764). This program is a partnership between the American Association of Law Libraries and West Group.

April 19–25: National Library Week

April 30–May 2: Midwest Archives Conference, "Legal Archives: Public and Private." For specific information contact: Menzi L. Behrnd-Klodt (telephone: 608/836-4848; fax: 608/827-5727).

May 4–5: ALA National Library Legislative Day, Washington, D.C.

May 6: "Copyright Law in the Age of Technology," Philadelphia, Pennsylvania. Sponsored by AALL and taught by Laura N. Gasaway (Director and Professor of Law, Katherine R. Everett Law Library, University of North Carolina). Registration fee: \$115.00. For registration information contact Maggie Kearney, Program Assistant (mkearney@aall.org; telephone: 312/939-4764 ext. 30). This program is approved for SLA CEUs.

May 7: "Copyright Law in the Age of Technology," Philadelphia, Pennsylvania. See above.

May 12–14: National Online Meeting, New York, New York.

May 22–28: Medical Library Association, Philadelphia, Pennsylvania.

May 31–June 3: Canadian Association of Law Libraries Annual Conference, Hamilton, Ontario. The theme is "Putting People First." Plenary sessions will deal with health and safety in the library and with employment law. There will also

be a program on work-related stress. Technological issues will be addressed in sessions organized by special interest groups. To obtain a registration package or further details, contact the Conference Office (P.O. Box 1570, Kingston, Ontario K7L 5C8; telephone 613/531-9210; fax 613/531-0626; e-mail: events@adan.kinston.net.)

June 6–11: Special Libraries Association Annual Conference, Indianapolis, Indiana.

June 25–July 2: American Library Association Annual Conference, Washington, D.C.

June 25: "Economical, Legal, and Practical Solutions to Ergonomic Problems: Or, Bits and Phones May Break My Bones," sponsored by the Library Administration and Management Association Systems and Services Section as a preconference to the 1998 ALA Annual Conference. For more information contact Elizabeth Dreazen (800/545-2433, ext. 5030 or e-mail: edreazen@ala.org).

July 11–16: American Association of Law Libraries Annual Meeting, Anaheim, California.

From the Secretary *continued from page 16*

- Approved a clarified policy on Speaking for AALL. The current policy included some specific procedures, but did not clearly indicate who was empowered to set policies for the Association (the Executive Board and the membership, through votes at the Annual Meetings or, when appropriate, by ballot) or who were the official and customary spokespersons for these policies (the President and Executive Director). These are now clarified, as is the role of committees and representatives. The policy will be posted to AALLNET. Other related questions will be addressed at the July meeting.
- Discussed and approved Guidelines for Committee Liaisons. This clarification will make it easier for committees to work with their Executive Board liaisons as well as give guidance to the liaisons.
- Extended the Information Technology and Implementation Working Group for one year in order for it to complete its charge (determining the best means by which AALL and its members can provide technological assistance to courts and other government entities on a permanent and continuing basis). It will report its recommendations to the Executive Board no later than July 1999.
- Approved recommendations of the Finance & Budget Committee, including budget guidelines. The Director of Finance and Administration and the Executive Director will now begin preparation of the budget for fiscal year 1998/1999, which will be formally adopted in July.
- Disbanded the Statistics Committee, based on the Committee's recommendation and after Executive Board discussion. Members will continue to be involved in the oversight of the biennial salary survey, but not through a formal committee.
- Adopted procedures for handling Executive Board voting between meetings when these are necessary. This is sanctioned by the Bylaws, but procedures for doing so were not in place.
- Held a preliminary discussion about items to be included in an AALL conflict of interest statement for Executive Board candidates, officers, and directors. This discussion will be continued at the Executive Board's July meeting.
- Congratulated SWALL on its 40th anniversary.
- Received and expressed approval of a letter sent by President Judy Meadows supporting the appointment of Robert S. Willard, now Acting Executive Director of the National Commission of Libraries & Information Science, to that position on a permanent basis.

Susan P. Siebers, AALL Secretary, Katten Muchin & Zavis, 525 W. Monroe Street, Suite 1600, Chicago, IL, 60661-3693 • 312/902-5675 • fax: 312/902-1626 • ssiebers@kmz.com

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'Volunteering'

by James E. Duggan

October 17, 1997, was a fateful day in the Duggan household. No, I didn't win the Publisher's Clearinghouse Sweepstakes (although I'm convinced that perennial prettyboy Dick Clark has somehow fixed the contest so that law librarians never win ... we certainly have all the magazines we could ever want, and besides, the greeters in the prize patrol vans with the flowers and champagne would probably be turned

away at the door of the library because of the "no beverages" rule). And no, I didn't become the latest in a long line of

"thirty-somethings" to have a body part pierced (although I've often wanted to pierce "the corporate veil," especially at Microsoft). What did happen however, is something that I'd been dreaming of since library school, and is part of my overall plan for AALL domination. Yes, I became an AALL Chapter President.



Now many of you are probably thinking, "How can this be? Isn't this the same Duggan who not only ran for and lost an SIS Chair election, but also an SIS Council Chair election? The same Duggan who consistently writes those 'unfunny and lightweight' AALL Spectrum columns" (actual criticism overheard at a different Chapter's annual meeting)? "The same Duggan who accidentally dipped his tie in the ranch salad dressing while on the dais at the Annual Meeting's closing banquet last year? The same Duggan?" As much as I'd like to suggest that the Duggan in question *might be* one of the other two AALL members named Duggan (Wendy and Tom, both wonderful people), alas, I must admit that, yes, I'm *that* Duggan. And when the Mid-America Association of Law Libraries (200 members from nine Midwestern states) Nominations Committee asked me to run in its uncontested election for President, I jumped at the chance.

I remember October 17 well. It was a cool but crisp Friday morning outside the Embassy Suites Hotel in Omaha, Nebraska, site of the 1997 MAALL Annual Meeting. The business meeting



was almost over when outgoing President Judy Morgan passed the newly purchased gavel to me. I have never been so nervous at a Chapter meeting.

Doubts and questions circulated through my brain: "What if something goes wrong during the year? Am I doing the right thing? Have I taken on too much?" And most importantly, "will there be enough refreshments at the hospitality suite?" Fortunately, I survived with the help of all of the great volunteers who gave their time to work on the many Chapter committees, and I was even able to eat my way through the closing banquet with a clean tie.

Volunteerism is the mainstay of any professional organization. Without people willing to take on the extra work of committees, task forces, programs, and officer positions, AALL would quickly become a stagnant organization, unable to generate new ideas or programs to help serve its members. While I had very little trouble getting people to volunteer for MAALL committees this year, I know from conversations with other Chapter Presidents and SIS Chairs that finding people to join a committee or even run for office is often extremely hard. Recognizing this, AALL President Judy Meadows has appointed a special committee on volunteerism chaired by Donna Bausch to look at ways to encourage and reward people who volunteer for AALL, its Chapters, committees, special interest sections, task forces, and caucuses. We need to do whatever it takes to provide ways to make it easy for AALL members to get involved, and to stay involved in what is, essentially, our common purpose.

The benefits of volunteering have definitely outweighed any minor inconveniences for me. I've gotten to know an awful lot of very nice people on various committees and taskforces. I've learned about committee dynamics, and who gets things done and who doesn't. I've gotten to suggest policy, and was even offered a job! (when I chaired the Placement Committee). Fortunately, my current job has the flexibility to allow me to become more involved than other types of jobs. Not everyone has this luxury. If you can, however, I'd urge you to volunteer next time AALL, your Chapter or SIS needs your expertise. It has certainly made all the difference for me. (Plus, I get to wear colorful ribbons at meetings!...).

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