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# Profiling Minority Law Librarians: A Report on the 1992-93 Survey\*

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and Grace M. Mills\*\*\*\*\*

*The authors present a demographic and professional profile of AALL minority law librarian members based upon responses to a detailed survey that elicited information about work experience and skills, professional activities and participation, and career aspirations. The results lead the authors to suggest some recruitment strategies to increase diversity in law librarianship and the level of minority participation in AALL.*

## Introduction

### Background

The need for ethnic diversity in the law library workplace and profession is increasingly reflected in print,<sup>1</sup> in programs conducted at annual meetings of the American Association of Law Libraries (AALL),<sup>2</sup> and in the formally adopted statements of association goals.<sup>3</sup> However, even as law librarians from various minority groups have become more visible, no study to date has

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1. See e.g., Roy M. Mersky, *AALL and the Road to Diversity*, 85 LAW LIBR. J. 859 (1993).
2. See e.g., "Understanding Diversity: Working With Your Multi-Cultural and Ethnically Diverse Staff," a program presented at the 1991 AALL Annual Meeting in New Orleans, La. (July 1991).
3. See e.g., *The Strategic Plan of the American Association of Law Libraries, 1990-94*, 22 AALL NEWSL. 201, 209-10 (1990) ("Goal VI: To foster diversity in the profession by increasing minority membership and participation.").

attempted to comprehensively profile the characteristics of this group. The AALL Committee on Minorities<sup>4</sup> has long recognized that declarations of the need to diversify and to recruit should be accompanied by information about the existing AALL minority membership in order to provide a more meaningful direction for recruitment, retention, and promotion of minorities in the law library profession. Unfortunately, the only information available has been the informal listing of "AALL Minority Law Librarians," self-identified for inclusion, that was collected initially by the committee and, since 1990-91, has been included in the *AALL Directory and Handbook*.<sup>5</sup>

Thus it was in 1991 at the AALL Annual Meeting in New Orleans that the authors, each of whom had considered undertaking such a study independently, decided to combine efforts to bring to fruition the idea of conducting a survey that would gather professional data on minority law librarians. Utilizing the resources of an academic institution with which one of the authors was affiliated,<sup>6</sup> and with the cooperation, and later the financial support, of the Committee on Minorities, the authors carried out in late 1992 the research reported in this article.

### *Goals of the Survey*

Our chief goal was to develop a survey that would provide current professional information about AALL minority group members and that could be periodically updated for comparison purposes. We wanted to give definition and dimension to the nebulous characterization "minority law librarian" by extrapolating from the gathered data a profile of who we are demographically and how we are developing professionally. The survey was therefore intended to elicit not only gender, age, and racial/ethnic identification data, but also information about the educational background, professional work experience, skills, organizational activities, and career aspirations of the minority members of AALL.

We hoped that the resulting statistics on the minority law librarian membership of AALL would help the association address recruitment, mobility, and participation of minorities within the profession by answering three basic questions:

1. How does the racial distribution of minority law librarians compare to that of the general library profession and of the library school student/graduate populations?
2. What kinds of libraries do minority law librarians work in, and what do they do?

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4. A Committee on Diversity, with expanded responsibilities, was created in 1994-95 in place of the Committee on Minorities.

5. See *Minority Law Librarians*, in *AALL DIRECTORY AND HANDBOOK* 1994-95, at 673 (34th ed. 1995).

6. See *infra* "Data Collection and Analysis Procedures," p. 251.

3. What is the current level of participation by minority law librarians in professional organizations, and to what level of involvement do they aspire?

The contemplated study was particularly apropos of Goal VI of the AALL Strategic Plan: "[t]o foster diversity in the profession by increasing minority membership and participation."<sup>7</sup> The results could help the association achieve its goals of drawing more minority men and women into the profession and of increasing their participation within it. The information gathered by the survey could tell minority individuals interested in law librarianship about those minorities already in the profession. Moreover, the survey could provide details about past and present minority participation in AALL to create a statistical base from which efforts to increase minority participation could be measured.

### *Past Efforts To Survey Minority Law Librarians*

The last survey of minorities in law librarianship was conducted nearly two decades ago by Albert Brecht and Robin Mills.<sup>8</sup> The only other reported survey was an informal one done in 1972 by Vernon A. Rayford, who limited his study to the numbers of Blacks employed in professional and "subprofessional" categories in 136 academic law libraries.<sup>9</sup>

Rayford's 1972 effort, which he himself characterized as using "an unscientific letter questionnaire,"<sup>10</sup> presented the prevailing definitions of discrimination used by researchers, followed by his findings from 95 institutional responses, a summary of comments elicited from the responses, and finally, a call to action. Rayford found that Blacks comprised 9% of academic law library staffs: 3.4% of professional librarians (12 of 346) and 8% of "subprofessional employees" (69 of 552).<sup>11</sup> While Rayford found that only half of the Black professionals held J.D. or M.L.S. degrees, he viewed this statistic as "throwing light on an exceptional breed that has advanced in the law library profession in spite of the obstacles of race and a lack of professional credentials."<sup>12</sup> The purpose of Rayford's short study was apparently to provoke thought and action among law librarians. He urged "law librarians of our great profession to move beyond mere dialogue to action" and to recognize that "it is not beyond our

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7. See *supra* note 3.

8. Albert Brecht & Robin Mills, *Minorities Employed in Law Libraries*, 71 LAW LIBR. J. 283 (1978).

9. Vernon A. Rayford, *A Black Librarian Takes a Look at Discrimination: By a Law School Library Survey*, 65 LAW LIBR. J. 183 (1972).

10. *Id.* at 183.

11. *Id.* at 184. A "professional law librarian" was defined as one with (1) M.L.S. and J.D. degrees, (2) J.D. with at least four years of professional library experience, (3) M.L.S. and at least six years of professional library experience, or (4) long-term professional library experience. *Id.* at 189.

12. *Id.* at 184.

capacity to actively seek out likely Black and minority candidates for our profession."<sup>13</sup>

Based on responses from 472 libraries in their 1977 survey of four minority groups (American Indians, Asians, Blacks, and Hispanics) employed in law libraries, Brecht and Mills found that minorities comprised slightly more than one-tenth of law librarian professionals and almost one-quarter of law library support staff.<sup>14</sup> Since no comprehensive survey of minority law librarians had ever been previously conducted, Brecht and Mills were only able to provide comparative analysis with the statistics reported for Blacks in Rayford's 1972 study. While they found no significant change in the percentage of Black professionals, they did find a significant increase in Black support staff.<sup>15</sup> They also analyzed the proportion of minority professionals and support staff in all types of law libraries in relation to the proportion of minorities in the United States labor force. They found that among minority professionals, Blacks were the only minority group underrepresented; minority support staff, in contrast, were better represented, collectively and individually, than their proportion in the national labor force.<sup>16</sup> The Brecht and Mills study concluded that AALL should conduct another such survey of minority employment in law libraries in three to five years time to measure changes in minority representation.

However, no comprehensive survey, periodic or otherwise, has been performed since 1977. Although the Brecht and Mills study included minority groups not covered by Rayford, neither survey addressed the job functions, salaries, professional experience, or aspirations of the various minority groups investigated to obtain a more definitive composite of minority law librarians in the profession.

## Methodology

### *Survey Design*

For our survey of AALL minority members, we chose not to rely on head librarians or library directors to identify minorities within their organization, the approach followed in the Brecht and Mills study. Instead, we decided to contact directly the librarians who had self-identified themselves as minorities for listing in the *AALL Directory and Handbook*. We therefore designed a survey questionnaire to be answered by the individual AALL minority member, not the library director.

The racial/ethnic categories that were selected for study were the broad categories generally used for affirmative action purposes: African Ameri-

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13. *Id.* at 188.

14. Brecht & Mills, *supra* note 8, at 283.

15. *Id.* at 285.

16. *Id.* at 288.

can/Black, American Indian (including Alaskan Native), Asian American (including Pacific Islander), and Hispanic (including Mexican, Puerto Rican, Cuban, and Central or South American). We added the category "Other" to include multiracial/ethnic origins.

We developed a ten-page, forty-eight-question survey instrument requesting detailed information regarding gender, age, racial/ethnic origin, academic degrees, computer and foreign language skills, salary and status, length and type of professional experience, professional publication and organizational activities, and career goals.<sup>17</sup> Other than three open-ended questions designed to elicit subjective answers about professional goals, the survey was composed of multiple-choice questions. Respondents were given the opportunity to provide more specific answers where the listed choices did not cover their situation.

### *Data Collection and Analysis Procedures*

In October 1992, we sent the survey to all those listed in the "Minority Law Librarians" section of the *AALL Directory and Handbook 1991-92*.<sup>18</sup> An announcement of the Minority Law Librarians Survey was also placed in the *AALL Newsletter* "to reach minority law librarians not listed in the directory."<sup>19</sup> In addition, AALL headquarters provided the names of those members who had requested inclusion in the next edition of the list. We mailed surveys to a total of 218 minority law librarians.

To ensure anonymity and confidentiality, surveys were returned without any name identification to one location for processing, while a postcard indicating the named individual's completion of the survey was returned to another address. Follow-up postcards were sent to those who had not responded. While no deadline had been specified for the return of these surveys, we accepted returned surveys until March 1, 1993.

Responses to the survey's objective questions were entered into a computer file by members of the University of Notre Dame Law School Research Department using SPSS Data Entry II; answers to the subjective or open-ended questions were separately recorded in WordPerfect files. The University of Notre Dame Laboratory for Social Research staff then processed the responses from the objective questions. The Laboratory for Social Research identified and coded all possible variables to enable us to cross-tabulate specified combinations of variables for analysis. They then generated computerized cross-tabulations of the variables that we had specified.

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17. See *infra* Appendix A for copy of the survey instrument.

18. *Minority Law Libraries*, AALL DIRECTORY AND HANDBOOK 1991-92, at 585 (31st ed. 1991).

19. *Committee on Minorities*, 24 AALL NEWSL. 175 (1992).

## Survey Highlights

A total of 126 questionnaires of the 218 distributed were returned, a response rate of 58%. This far exceeds the 30% considered by survey experts to be a high rate of response.<sup>20</sup> Consequently, we feel that the results provide a relatively accurate portrait of minorities in law libraries today.

While the survey produced a wealth of statistical detail about minority law librarians, much of which is provided in the body and supporting tables and appendixes of this report, some findings should be highlighted:

- Most minority law librarians are women—78% of the survey respondents, in fact.
- Many minority law librarians may have been attracted to the library profession even before commencing studies in the field, as evidenced by the large number who worked in libraries during high school, college, graduate, or law school years.
- Minority law librarians have earned the same graduate degrees as law librarians generally.
- Most minority law librarians—two-thirds of the survey respondents—are over forty years old and have at least six years' experience working in law librarianship; many have significant prior non-law library professional experience as well.
- Minority law librarians tend to be found in larger libraries, usually academic, engaged in reference work, though many also have some technical services responsibilities.
- While minority law librarians are more likely to be found in the academic setting, those in non-law school settings are more likely to hold head librarian positions—only four of the 70 minority academic law librarians responding to the survey were directors, compared to fourteen in law firms and eleven in government libraries.
- Minority law librarians are professionally active—both locally and on the national level—but they may have been underrepresented on AALL committees.
- Minority law librarians are ambitious—while a fourth of the survey respondents already hold a director position, an equal number cited this level as their career goal.

## Survey Findings

### *Racial Distribution*

From the few sources available for comparing statistics of racial distribution

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20. "Mail surveys with response rates over 30 percent are rare. Response rates are often only 5 or 10 percent." PAMELA L. ALRECK & ROBERT B. SETTLE, *THE SURVEY RESEARCH HANDBOOK* 45 (1985).

in the library profession, it would appear that the situation in law libraries is different than that of libraries in general.<sup>21</sup> The percentage of minorities in law libraries—8.9% is the best available data<sup>22</sup>—is lower than the percentages of minorities in librarianship found by both the Bureau of the Census (14.6%) and the American Library Association (12.3%).<sup>23</sup> In examining the proportion of specific minority groups within the entire population of minority members, the figures for African Americans (29.8%) and Hispanics (15.9%) in law librarianship<sup>24</sup> are lower than the distribution found in either of the sources documenting librarianship in general: ALA statistics show 50.9% African Americans and 14.7% Hispanics; Census statistics, 52.7% African Americans and 20.7% Hispanics.<sup>25</sup> The percentage of Asian Americans in law librarianship, on the other hand, was disproportionately higher than their distribution in the ALA and the Census statistics. The racial distribution evidenced in table 1 shows that the percentage of Asian Americans (37%) among our minority law librarian survey respondent population was greater than the percentages for

**Table 1**  
**Number of Respondents in Each Racial Group by Gender**

Race	No. of Respondents (%)	Male (%)	Female (%)
African American	55 (44)	8 (15)	47 (85)
Asian American	47 (37)	10 (21)	37 (79)
Hispanic	13 (10)	8 (62)	5 (38)
Other	11 (9)	2 (18)	9 (82)
<i>Total</i>	126	28 (22)	98 (78)

21. To maintain the integrity of self-identification, we did not attempt to fit those who named a specific category that was not included in the survey instrument into any of the broader racial/ethnic categories. Thus, the "other" category includes ten librarians who identified themselves as: African-American/Black and American Indian; West Indian; Filipino; African-American/Native American/Caucasian; Haitian; Southeast Asian (Indian); Afghan; African-American/Latino descent; Celtic/Anglo/French (Lesbian); Jewish. While this was a survey of racial and ethnic minorities, we have included in our analysis two respondents who considered themselves "minorities" because of either religious beliefs or sexual orientation. In addition, because we had only one "American Indian, including Alaskan Native" respondent, we placed this person in the "Other" category in order to condense our statistical analysis of survey responses.

22. AMERICAN ASSOCIATION OF LAW LIBRARIES, 1993 SALARY SURVEY ii (1993) [hereinafter SALARY SURVEY].

23. See AMERICAN LIBRARY ASSOCIATION, ACADEMIC AND PUBLIC LIBRARIANS: DATA BY RACE, ETHNICITY AND SEX, tbl. 1 (1991) [hereinafter ACADEMIC & PUBLIC LIBRARIANS]; BUREAU OF THE CENSUS, U.S. DEP'T OF COMMERCE, 1990 CENSUS OF POPULATION AND HOUSING: EQUAL EMPLOYMENT OPPORTUNITY, File CD90-EE0-1 (1993) [hereinafter 1990 CENSUS].

24. SALARY SURVEY, *supra* note 22, at ii.

25. See sources cited *supra* note 23.



this group among minority librarians in the ALA (31%) and the Census (23%).<sup>26</sup>

In comparing the minority breakdown in our survey with enrollments in accredited M.L.S. programs and M.L.S. degrees conferred by American institutions, we found that the Hispanic representation among minority groups in both was noticeably greater than their representation in our survey. Hispanics comprised 29% of the minority student enrollment (1,043) in master's programs and 24% of the M.L.S. degrees conferred to minorities (364) in 1991-92, but represented only 10% of the minority law librarians in our survey.<sup>27</sup> Asian Americans, on the other hand, represented about 27% of minorities enrolled in the master's program and 36% of the degrees conferred to these groups, while their representation in our survey was 37%.<sup>28</sup> African American and American Indian statistics in the minority enrollment and degree categories did not significantly vary from our survey results. African Americans represented 42% of enrollments and 39% of degrees, compared with their 44% in our survey; American Indians comprised 2% of enrollments and 1% of degrees, compared with their 1% in our survey.<sup>29</sup>

While the number of M.L.S. degrees conferred to those from minority groups in 1991-92 (364) increased by about 6% from the number conferred in 1990-91 (344), the percentage of M.L.S. degrees earned by minority group graduates out of the total number of degrees awarded remained almost unchanged (actually, there was a slight decline, from 8.53% in 1990-91 to 8.47% in 1991-92). Again using the 1993 *Salary Survey* conducted by AALL for a measure of the percentage of minorities in law librarianship, its figure of 8.9%<sup>30</sup> was comparable to these data about the percentages of minorities earning the M.L.S. degree.

To increase the numbers of minorities in law librarianship, there must be either a corresponding increase in the source from which candidates are drawn or a more effective way to attract and recruit candidates to law librarianship from the existing pool of students, graduates, and practicing librarians. The first alternative would require a significant increase in the number of minorities enrolled in graduate library studies programs and in the number of M.L.S. degrees that are ultimately conferred to minorities. The second alternative requires aggressively attracting students and graduates in the early stages of career planning or siphoning experienced minority librarians from other sectors of librarianship.

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26. *Id.*

27. ASSOCIATION FOR LIBRARY AND INFORMATION SCIENCE EDUCATION, LIBRARY AND INFORMATION SCIENCE EDUCATION STATISTICAL REPORT 1993, at 135-6, 138-4, tables II-4-(a)-1a, 1b, II-4-(c)-2a, 2b.

28. *Id.*

29. *Id.*

30. SALARY SURVEY, *supra* note 22, at ii.

### Gender

As shown in table 1, women, not surprisingly, comprised an overwhelming majority (78%) of the 126 survey respondents, paralleling national statistics that document the predominance of female library professionals.<sup>31</sup> Of the five racial/ethnic categories (African American, American Indian, Asian American, Hispanic, and "Other"), only the Hispanic category, with 62% male respondents, did not follow this general trend.

### Age

Four age ranges were used in our questionnaire: 20–29, 30–39, 40–49, and 50 and over (see table 2). Close to half (48%) of our survey respondents were in the 40–49 age group. Across all racial/ethnic categories except "Other," the 40–49 age group predominated. The next largest was the 30–39 age group, representing one-third (41) of all respondents. Only 4% (5) of the respondents were in the 20–29 age group. Combining the 40–49 and 50-plus age groups, nearly two-thirds (64%) of the survey respondents fell in an older group category.

Because our survey results showed a strong concentration of respondents in the 30–39 and 40–49 age groups, the use of smaller age ranges (five years rather than ten) might have allowed us to detect any critical career changes in the mid-30s age bracket.<sup>32</sup> Providing a 31–35 age range might have been

Table 2  
Number of Respondents in Each Racial Group by Age

Race	No. of Respondents	Age 20–29 (%)	Age 30–39 (%)	Age 40–49 (%)	Age 50+ (%)
African American	55	2 (4)	20 (36)	28 (51)	5 (9)
Asian American	47	3 (6)	10 (21)	22 (47)	12 (26)
Hispanic	13	0 (0)	3 (23)	8 (62)	2 (15)
Other	11	0 (0)	8 (73)	2 (18)	1 (9)
Total	126	5 (4)	41 (32)	60 (48)	20 (16)

31. Statistics from the American Library Association indicate that females represent approximately 73% and males represent almost 27% of the total library work force in the academic and public library sectors. AMERICAN LIBRARY ASSOCIATION, *ACADEMIC & PUBLIC LIBRARIANS: DATA BY RACE, ETHNICITY AND SEX*, 1991 n.p., table 2. United States Census data points to an even greater predominance of women in the library profession, with females representing 81% and men representing 19% of the total national population of librarian professionals (200,881). BUREAU OF THE CENSUS, U.S. DEPT. OF COMMERCE, 1990 CENSUS OF POPULATION AND HOUSING: EQUAL EMPLOYMENT OPPORTUNITY FILE CD90-EEO-1 (January 1993).

32. A survey by the Special Libraries Association and of its membership had employed a five-year range from 31 to 35 between its "30 and under" range and the subsequent ten-year ranges from 36 to 65, capped by the "over 65" age bracket. Ann Thompson, *Special Libraries Association Membership Needs Assessment Survey*, 83 *SPECIAL LIBR.* 32, 35 (1992).

particularly relevant considering the Slinger study of the career paths of academic law library directors, which found that the average age for attaining a first library directorship position was thirty-three.<sup>33</sup> A realignment of the age ranges would have allowed us to better compare the career patterns of our minority law librarian respondents with law librarians in general.

### *Geographic Distribution*

Minority law librarians responding to our survey were spread across twenty-nine states and Puerto Rico,<sup>34</sup> with the highest concentration in California (14%) and New York (13%). States in which most of our African American respondents worked were: New York (9), California (4), Louisiana (4), Ohio (4), and Pennsylvania (4). Asian American respondents were employed in California (9), New York (5), Pennsylvania (5), and Hawaii (4). One-third (4) of the Hispanic respondents worked in Puerto Rico, two in California. A majority (6) of those in the "Other" category worked in California (3) and New York (3).

The respondents were not only geographically diverse but also open to relocation, if necessary. Asked if they would be willing to relocate in order to fulfill their career objectives, 52% answered affirmatively.

**Table 3**  
**Number of Respondents in Each Racial Group with a J.D./LL.B. by Gender**

Race	No. of Respondents (%)	Male (%)	Female (%)
African American	12 (38)	3 (25)	9 (75)
Asian American	11 (34)	5 (45)	6 (56)
Hispanic	4 (13)	3 (75)	1 (25)
Other	5 (16)	1 (20)	4 (80)
<i>Total respondents: 32</i>			

33. Michael J. Slinger, *The Career Paths and Education of Current Academic Law Library Directors*, 80 LAW LIBR. J. 217, 225 (1988).

34. Respondents per state:

18 California

17 New York

9 Pennsylvania

6 Ohio

5 District of Columbia

4 Connecticut, Georgia, Hawaii, Louisiana, New Jersey, Puerto Rico, Texas

3 Michigan, North Carolina

2 Arizona, Illinois, Indiana, Massachusetts, Mississippi, Missouri

1 Arkansas, Florida, Idaho, Kansas, Kentucky, Maryland, Oregon, Utah, Washington, Wisconsin  
(fifteen librarians did not identify the state in which they work.)

### *Educational Degrees*

As a group, the respondents had extensive educational preparation, evidenced by the type and level of academic degrees held (see table 3). All respondents except one had a bachelor's degree, and most (86%) had an M.L.S. or equivalent graduate library degree as well.<sup>35</sup>

One-quarter of the survey respondents (32 of 126) held a law degree.<sup>36</sup> Of that total, seven (6%) respondents held an LL.B. degree earned outside the United States (six Asian Americans and one Hispanic). Other advanced degrees held by survey respondents were the LL.M. (2) and Ph.D. (2). Eleven respondents indicated that they had earned "other" degrees. Dual-degree holders were also found among survey respondents. Twenty-five (20%) respondents had a second master's degree. A slightly larger number, twenty-seven (21%), had a combination of J.D./LL.B. and M.L.S. degrees: 21 J.D./M.L.S. and 6 LL.B./M.L.S.<sup>37</sup>

### *Employment by Library Type*

A majority of the survey respondents worked in academic law libraries (56%); only about a quarter were employed in the private law library sector (law firm and corporate libraries) (see tables 4 and 5). These figures contrast sharply with the distribution of AALL membership generally, as found in the 1993 *Salary Survey*, where closer to half (43%, 1,002 of 2,331 responding) were

**Table 4**  
**Library Type by Race and Gender**

Library Type	No. of Resp. (%)	Race				Gender	
		African Amer. (%)	Asian Amer. (%)	Hispanic (%)	Other (%)	Male (%)	Fem. (%)
Academic	70 (56)	35 (50)	23 (33)	8 (11)	4 (6)	18 (26)	52 (74)
Law Firm	22 (18)	7 (32)	7 (32)	3 (14)	5 (23)	4 (18)	18 (82)
State/Ct./Co.	20 (16)	6 (30)	12 (60)	1 (5)	1 (5)	3 (15)	17 (85)
Corporate	7 (6)	3 (43)	3 (43)	0 (0)	1 (14)	2 (29)	5 (71)
Other	6 (5)	3 (50)	2 (33)	1 (17)	0 (0)	1 (17)	5 (83)
<i>Total respondents: 125</i>							

35. The institutions that had awarded the most M.L.S. degrees to the respondents were University of California at Berkeley (8), Catholic University (6), University of Michigan (6), and Pratt Institute (5).

36. This percentage of AALL minority law librarians holding the J.D./LL.B. degree was comparable to the percentage (24%) reported for the general AALL membership in the 1993 *Salary Survey* (569 of 2,331 respondents held a J.D. or LL.B. degree. *SALARY SURVEY, supra* note 22, at ii).

37. *Id.* Again, this percentage is comparable to the 21% of AALL 1993 *Salary Survey* respondents (493 of 2,331) holding these same dual degrees.

**Table 5**  
**Number of Respondents Employed in Each Library Type by Age**

Library Type	No. of Resp.	Age 20-39	Age 40-49	Age 50+
Academic	70	27 (39)	31 (44)	12 (17)
Law Firm	22	10 (45)	10 (45)	2 (9)
State/Ct./Co.	20	4 (20)	13 (65)	3 (15)
Corporate	7	1 (14)	4 (57)	2 (29)
Other	6	3 (50)	2 (33)	1 (17)

*Total respondents: 125*

from the corporate/law firm sector and only about a third (34%, 798 of 2,331) worked in academic law libraries.<sup>38</sup>

Half of the seventy minority law librarians who worked in academic libraries were African Americans; one-third were Asian Americans. As indicated in the tables above, females predominated, except in the Hispanic category, as well as those who were forty or older.

Only twenty-two of the minority law librarian respondents worked in law firm libraries. Female respondents were again predominant, with a noticeable absence of African American males. Very few respondents worked in corporate libraries: three African Americans, three Asian Americans, and one "Other." All but two were female.

Government (state, court, and county) libraries had about the same number of minority law librarian respondents as law firm libraries. Of the twenty respondents, most were Asian American (60%) or African American (30%). The three males working in government libraries were all African American.

That academic minority librarians outnumbered those in other types of libraries combined is markedly different from the distribution by type of library that is seen in the AALL membership generally. One explanation might be that "most of the general population and even many other librarians, are not aware of the career opportunities available in special libraries," as one commentator has noted.<sup>39</sup> Another reason might be that these generally smaller-staffed or solo-librarian libraries would not be considered by neophyte librarians until they have gained more experience in librarianship or, more specifically, in law librarianship. Our survey found that in the 20-29 age bracket, there were only three minority law librarians working in these special libraries; however, the number of minority law librarians substantially increased (to sixteen) in the next bracket (30-39).

38. *Id.*

39. Beth M. Paskoff, *Recruitment for Special Librarianship*, in *LIBRARIANS FOR THE NEW MILLENNIUM* 57 (William E. Moen & Kathleen M. Heim eds., 1988).

### *Employment by Library Collection Size*

Most of the survey respondents—nearly two-thirds—worked in libraries with large collections (over 100,000 volumes) (see table 6). Only a small percentage worked in either the smallest or the largest libraries (5% each in libraries with less than 10,000 or more than 500,000 volumes). The fact that the bulk of respondents worked in larger-sized libraries is consistent with the finding reported above that minorities tended to work in academic law libraries, since the collections of such libraries are generally larger than those found in law firm, corporate, or government libraries.

### *Employment by Staff Size*

For another measure of the type of library in which minorities are employed, we asked respondents about the number of professional and non-professional positions at their libraries. Nearly all of the respondents (98%) were full-time employees themselves. Regarding professional librarian positions at their libraries, 17% responded that they worked in libraries employing only one library professional, 32% with 2–5, 45% with 6–10, 5% with 11–19, and 1% in a library with over 40 professionals. For the number of full-time non-professional staff, 5% worked in libraries without full-time non-professionals, 11% with one, 34% with 2–5, 30% with 6–10, 21% with 11–20, and 4% with 40–60.

### *Employment by Function/Position*

Respondents were asked to indicate the particular kinds of library work they did in their positions. Library functions were classified into three broad categories: public services, technical services, and administration; under each category, specific areas of responsibilities were listed. The respondents were most notably represented in the public and technical services areas, with fewer in administrative positions.

**Table 6**  
**Number of Respondents in Each Racial Group by Library Collection Size**

Race	No. of Resp.	< 20,000 vols. (%)	20–49,999 vols. (%)	50–99,999 vols. (%)	100–199,999 vols. (%)	200–299,999 vols. (%)	300,000+ vols. (%)
African American	51	9 (18)	6 (12)	1 (2)	9 (18)	8 (16)	18 (35)
Asian American	44	5 (11)	6 (14)	5 (11)	6 (14)	10 (23)	12 (27)
Hispanic	12	1 (8)	1 (8)	2 (17)	2 (17)	3 (25)	3 (25)
Other	9	4 (44)	1 (11)	1 (11)	1 (11)	0 (0)	2 (22)
<i>Total</i>	116	19 (16)	14 (12)	9 (8)	18 (16)	21 (18)	35 (30)

**Public Services.** Public services duties were indicated by 88 of the 126 survey respondents; nearly 70% of the minority law librarians engaged in one or more areas of public services work (see table 7). In fact, reference services, with 75 of the 126 (60%), was the largest single category of library work represented among the survey's respondents. Fifty-one percent of the African Americans, 70% of the Asian Americans, 62% of the Hispanics, and 82% of the "Other" category had public services duties. Of the thirty-two respondents who stated that they had middle management responsibilities in public services, 50% were African Americans, 28% were Asian Americans, 3% were Hispanic, and 19% were "Other."

**Technical Services.** Seventy-eight (62%) of the 126 survey respondents were engaged in one or more areas of technical services work (see table 8). They were fairly equally divided between cataloging (36%) and acquisitions (37%), with 31% having some amount of middle management duties. Over half the catalogers were Asian Americans (56%) and, even more striking, 93% were women.<sup>40</sup> When considering the positions held by various minority groups in academic law libraries, Asian Americans are notably present in the technical services area. The percentage (70%) of Asian Americans in academic law libraries (23) holding a position in the technical services area far exceeds the percentages for the African American (31%) and Hispanic (25%) groups. Considering all types of law libraries, 71% of the African Americans, 66% of

**Table 7**  
**Number of Respondents with Various Public Services Duties by Race**

Duties	No. of Resp.* (%)	African Amer. (%)	Asian Amer. (%)	Hispanic (%)	Other (%)
Circulation	43 (34)	19 (44)	14 (33)	4 (9)	6 (14)
Interlibrary Loan	42 (33)	18 (43)	12 (29)	4 (10)	8 (19)
Government Documents	29 (23)	13 (45)	8 (28)	3 (10)	5 (17)
Reference	75 (60)	31 (41)	27 (36)	9 (12)	8 (11)
Middle Management	32 (25)	16 (50)	9 (28)	1 (3)	6 (19)
Other	9 (7)	2 (22)	4 (44)	2 (22)	1 (11)
<i>Total respondents: 88 of 126 (70%)</i>					

\*Percentages in this column only are proportion of entire set of survey respondents (126).

40. The predominance of women is seen in the acquisitions area too, where 78% of the forty-six respondents were female.

the Asian Americans, 69% of the Hispanics, and 82% of those in the "Other" category had technical services duties.

African American (39%) and Asian American (39%) respondents held an equal percentage of the 39 middle management positions in technical services represented in this survey; Hispanics, and "Other" held 5% and 18%, respectively.

**Administration.** Minority librarians serve at various administrative levels in law libraries (see table 9). Of the total 126 respondents, 82 were involved in some type of library administration (65%). Thirty-five of these were head librarians or library directors, while another one-third were middle managers. Of the director group, a third were African Americans and 40% were Asian Americans. Women predominated in this category, comprising 83% of the respondents.

**Table 8**  
**Number of Respondents with Various Technical Services Duties by Race**

Duties	No. of Resp.* (%)	African American (%)	Asian American (%)	Hispanic (%)	Other (%)
Cataloging	45 (36)	14 (31)	25 (56)	2 (4)	4 (9)
Acquisitions	46 (37)	17 (37)	16 (35)	6 (13)	7 (15)
Middle Management	39 (31)	15 (39)	15 (39)	2 (5)	7 (18)
Other	18 (14)	5 (28)	8 (44)	1 (6)	4 (22)
<i>Total respondents: 78 of 126 (62%)</i>					

\*Percentages in this column only are proportion of entire set of survey respondents (126).

**Table 9**  
**Administrative Duties by Race and Gender**

Duties	No. of Resp.* (%)	Race				Gender	
		African Amer. (%)	Asian Amer. (%)	Hispanic (%)	Other (%)	Male (%)	Fem. (%)
Head/ Director	35 (28)	12 (34)	14 (40)	3 (9)	6 (17)	6 (17)	29 (83)
Middle Manager	42 (33)	18 (43)	17 (41)	2 (5)	5 (12)	11 (26)	31 (74)
Other	5 (4)	2 (40)	1 (20)	1 (20)	1 (20)	0 (0)	5 (100)
<i>Total respondents: 82 of 126 (65%)</i>							

\*Percentages in this column only are proportion of entire set of survey respondents (126).



Of the 42 minority law librarians holding middle management positions, 43% were African Americans, 41% Asian Americans, 5% Hispanics, and 12% in the "Other" category. Three of every four middle managers were women. Considering all types of law libraries and all of the respondents, 55% of the African Americans, 62% of the Asian Americans, 23% of the Hispanics, and 73% of the "Other" category were involved in the overall administration of their libraries.

### *Years of Law Library Employment*

Of the 124 librarians who responded to the survey question regarding their length of service in the law library profession, slightly more than three-fourths (95) had less than fifteen years of experience (see table 10). On the other hand, very few were "brand new" to the profession, with only fourteen (11%) having less than two years of experience. The median range for "years of service" in law libraries was 6–10 years. Had we asked respondents to state the age at which they had entered, and reentered as the case might be, the law library profession, their answers might have given us some insight into minority law librarian career mobility relative to age for comparative and recruitment purposes.

### *Prior Library Work Experience*

Much of the prior experience in library work of the respondents came while they were students. We found that 22% had worked in a library during high school and an even greater percentage (42%) during college. African Americans represented the largest percentage having high school (35%) and college (49%) library work experience, followed by Hispanics (college 46%), and those in the "Other" category (high school 27% and college 45%).

As respondents progressed to higher levels of education, they continued library work during law school and library school matriculation. Half of the twenty-six respondents with a J.D. degree reported that they had worked in a

**Table 10**  
**Number of Respondents in Each Racial Group by Years in Law Librarianship**

Race	No. of Resp.	< 2 yrs. (%)	2–5 yrs. (%)	6–10 yrs. (%)	11–14 yrs. (%)	15+ yrs. (%)
African American	54	5 (9)	13 (24)	15 (28)	12 (22)	9 (17)
Asian American	47	6 (13)	8 (17)	10 (21)	6 (13)	17 (36)
Hispanic	13	3 (23)	1 (8)	4 (31)	2 (15)	3 (23)
Other	10	0 (0)	5 (50)	5 (50)	0 (0)	0 (0)
<i>Total</i>	124	14 (11)	27 (22)	34 (27)	20 (16)	29 (23)

library when they were law students. Not surprisingly, many respondents (43%) worked in a library during their library school years. Additionally, eight respondents indicated that they had worked in a library at some other period, including junior high school, seminary, and graduate school.

One national survey of the attitudes, demographics, and aspirations of library science students found that most library graduate student respondents had previous library work experience, and an overwhelming majority of these students had credited that work experience with influencing their decision to enter the library profession.<sup>41</sup> The study further found that librarians also played an influential role in the choice of a library career by student respondents.<sup>42</sup> The substantial percentage of respondents to our survey who had preprofessional library work experience not only confirms these findings, but also supports the view that efforts to recruit members of minority groups into law librarianship should begin *before* library school matriculation. Moreover, the role of mentoring could further aid recruitment efforts; individual law librarians can play an important part in guiding and encouraging others to enter law librarianship.

Respondents not only worked in libraries while students, over half (57%) entered the law library profession having already been employed in non-law libraries. Each of these respondents worked in at least one of the following eight areas or positions: cataloging (61%), acquisitions (36%), reference (32%), circulation (44%), interlibrary loan (24%), government documents (18%), library head/director (33%), and middle manager (25%).<sup>43</sup> Judging from these statistics, experienced minority librarians contemplating a career change might be an important source for future recruitment efforts.

### *Supervisory Experience*

Survey respondents were asked whether they supervised professional and/or nonprofessional staff. Twenty-nine percent supervised professional librarians; of these supervisors, 28% were African Americans, 56% Asian Americans, 6% Hispanics, and 11% "Other." A greater percentage of the male respondents supervised professionals: 39% of the 28 male respondents, compared to 26% of the 97 female respondents.

Most (82%) of the respondents reported that they supervised nonprofessionals; 78% of these respondents were women. African Americans (41%) and Asian Americans (40%) comprised the largest percentage of these supervisors; Hispanics and the "Other" category comprised 11% and 9%, respectively.

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41. William E. Moen, *Library and Information Science Student Attitudes, Demographics and Aspirations Survey: Who We Are and Why We Are Here*, in LIBRARIANS FOR THE NEW MILLENNIUM, *supra* note 39, at 93, 101.

42. *Id.* at 104.

43. See *infra* Appendix B, Library Experience in a Non-Law Library.

### *Foreign Language Skills*

Almost 60% of the respondents indicated that they had skills in some foreign language (see table 11). Of this group of seventy-four individuals, over half were Asian Americans (41, 55%) and nearly a quarter were African Americans (17, 23%). Within the specific minorities identified for purposes of the survey, the Hispanic (85%) and Asian American (87%) respondent groups had the highest percentages of members with foreign language skills.<sup>44</sup>

The respondents specified foreign language skills at some level in twenty-eight languages and dialects; the predominant languages represented by our survey group were: Chinese (23%), Spanish (22%), French (20%), German (8%), Italian (4%), and Japanese (4%). Of all the languages and proficiency levels specified by respondents, 75% of those listing the Chinese language identified themselves as "native" speakers or "fluent" in that language. This high statistic may correlate to survey results indicating that 28 (97%) of the 29 librarians with Chinese language skills are of Asian descent with one (3%) from the "Other" category.

### *Computer Experience*

Computers have become basic tools in law librarianship. Most respondents (93%) had access to a personal computer (PC) at work, most (87%) used it for word processing, and most (80%) described themselves as regular PC users. In addition to using word processing software, many of these "regular PC users" were familiar with "spreadsheets," "database managers," "graphics," and "desktop publishing."

E-mail was available at work to 60% of the respondents; most used it regularly. Only 39% of the 57 regular e-mail users accessed the law-lib listserv. Twenty-six librarians listed other electronic bulletin boards and discussion lists to which they subscribed.

**Table 11**  
**Number of Respondents with Foreign Language Skills by Race**

Race	Total No. of Resp.	No. of Resp. with Foreign Language Skills (%)
African American	55	17 (31)
Asian American	47	41 (87)
Hispanic	13	11 (85)
Other	11	5 (45)
<i>Total</i>	126	74 (59)

44. Unfortunately, the survey instrument was not designed to elicit whether respondents utilized their language skills to any significant extent as part of their jobs.

Overall, 86% of our survey respondents had some LEXIS experience, and a similar number indicated some experience with WESTLAW. LEXIS was used extensively by 39% of the respondents, while 36% used WESTLAW extensively—one in five used both services with some frequency. About one-third of those responding to our LEXIS and WESTLAW usage question considered their experience with these two major online legal research tools to be “limited”; about 9% have not used either LEXIS or WESTLAW.

Of the bibliographic utilities, OCLC experience was more prevalent than RLIN. Altogether, 99 (79%) of the 126 respondents claimed some OCLC usage. Respondents had had less experience with RLIN; only 55 (44%) indicated some level of experience, while 47 (46%) stated no usage.

We also polled survey respondents on their usage of other online services. DIALOG users represented only 65% of our 126 respondents. Of the less widely used databases, including VUTEXT, LEGI-SLATE, EPIC, and Quicklaw, one-third of the survey respondents reported some experience with VUTEXT, one-quarter with LEGI-SLATE, 17% with EPIC, and only 8% with Quicklaw. Librarians also listed several other database or bibliographic utility services with which they were familiar.

### *Teaching*

Only one in five of the survey respondents reported having formal teaching responsibilities. Not surprisingly, minority law librarians working in academic law libraries comprised almost two-thirds of this small number (16 of 26). Only a few from other types of libraries had formal teaching duties: law firms (5), corporate (3), government (1), and “other” (1). Most in the academic setting taught law students, though two mentioned that they also taught library staff and one, LL.M. students and foreign law graduates. Among the courses they taught were legal research, advanced legal research, appellate litigation, international legal research, international moot court, and computer training.

The ten from nonacademic libraries instructed either new associates, paralegals, attorneys, judges, secretaries, or administrative staff. Subjects of instruction listed by those respondents included basic legal research, legislative history, administrative law research, library automation, WESTLAW, and LEXIS.

Sixteen respondents also mentioned that they had done law-related teaching outside their employment, instructing students ranging from law and library school students to paralegals, attorneys, police, forensic doctors, and undergraduate business majors.

### *Faculty Status and Tenure*

Because faculty status and tenure are important aspects of academic employment, we polled our respondents about their status in these two areas. We found

that twenty-four (34%) of the seventy minority law librarians employed in academic law libraries had faculty status. Of these, twenty worked at academic institutions that distinguish law library faculty from other law school faculty; eighteen held tenure-track positions. In this latter group, six had already attained tenure. Although two-thirds of the thirty-three respondents who had a J.D. or LL.B. worked in academic law libraries, only nine (27%) had faculty status and only two (6%) were tenured at their institutions.

### *Publications*

Twenty-five respondents had authored publications in the field of law librarianship, producing a total of nine books and eighty-five articles. The authors were from all library types: academic (16), law firm (5), corporate (1), government (2), and one "other library." Half of the twenty-five had had only one article published. Three prolific respondents had written fifty-four (64%) of the reported eighty-five articles. Of the six respondents who had written books, three had authored two.

We asked respondents not only about their publications, but also whether publication was a requirement for their present position. Sixteen (13%) reported that it was, while twenty-four (20%) said that it was a requirement for advancement. While one might have expected that academic respondents would face a publication requirement, only sixteen (23%) of the seventy academic respondents actually had this obligation.

### *Salary*

Respondents earned salaries ranging from under \$15,000 (one individual) to \$60,000+ (eight) (see tables 12-14). The median salary range was \$30,000-39,999 (thirty-eight individuals), but an almost equal number (thirty-six) were in the \$40,000-49,000 range.<sup>45</sup> The proportion of respondents earning over \$30,000 was higher in each of the non-academic library types than in law school libraries: while two-thirds of the sixty-eight minority academic law librarians earned over \$30,000, the figures were 95% in the law firm and in government library sectors, 100% in corporate law libraries, and 71% in "other" libraries. The percentage differences narrowed, but were still greater, when comparing salaries over \$40,000 in the academic sector with those in the other library types: 41% of minorities in academic law libraries earned over \$40,000 compared with 67% in law firms, 43% each in corporate and "other"

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45. Although the salary figures reported by the respondents were not subjected to a detailed analysis similar to that conducted for the SALARY SURVEY, *supra* note 22, the median found here is roughly comparable with those reported in other sources. See RICHARD A. WHITE, ANALYSIS OF DATA COLLECTED BY THE AALS SURVEY ON THE STATUS OF NONDIRECTOR LAW LIBRARIANS 13 (1994) (median salary for nondirector librarians at 175 law schools was \$35,000); Carol Kleiman, *Law Librarians Find Opportunity*, CHI. TRIB., Apr. 10, 1988, § 8, at 1 (quoting Albert O. Brecht, then president of AALL, stating that average salaries for law librarians are from \$30,000 to \$40,000).

**Table 12**  
**Salary by Race and Gender**

Salary Range	No. of Resp.	Race				Gender	
		African Amer. (%)	Asian Amer. (%)	Hispanic (%)	Other (%)	Male (%)	Fem. (%)
< \$30,000	27 (22 )	12 (44)	9 (33)	4 (15)	2 (7)	8 (30)	19 (70)
\$30-39,000	38 (31)	16 (42)	14 (37)	3 (8)	5 (13)	8 (21)	30 (79)
\$40-49,000	36 (29)	17 (47)	14 (39)	4 (11)	1 (3)	7 (19)	29 (81)
\$50,000+	22 (18)	8 (36)	9 (41)	2 (9)	3 (14)	4 (18)	18 (82)
<i>Total</i>	123	53	46	13	11	27	96

**Table 13**  
**Number of Respondents in Each Salary Range by Age**

Salary Range	No. of Resp.	20-29 (%)	30-39 (%)	40-49 (%)	50+ (%)
< \$30,000	27	3 (11)	11 (41)	13 (48)	0 (0)
\$30-39,000	38	2 (5)	12 (32)	17 (45)	7 (18)
\$40-49,000	36	0 (0)	8 (22)	21 (58)	7 (19)
\$50,000+	22	0 (0)	7 (32)	9 (41)	6 (27)
<i>Total respondents: 123</i>					

**Table 14**  
**Number of Respondents in Each Salary Range by Years in Law Librarianship**

Salary Range	No. of Resp.	< 2 yrs. (%)	2-5 yrs. (%)	6-10 yrs. (%)	11-14 yrs. (%)	15-20 yrs. (%)	21+ yrs. (%)
< 30,000	26	9 (35)	8 (31)	4 (15)	2 (8)	3 (12)	0 (0)
\$30-39,000	38	2 (5)	14 (37)	12 (32)	5 (13)	4 (11)	1 (3)
\$40-49,000	36	3 (8)	4 (11)	10 (28)	10 (28)	7 (19)	2 (6)
\$50,000+	22	0 (0)	1 (5)	7 (32)	2 (9)	8 (36)	4 (18)
<i>Total respondents: 122</i>							

library categories, and 50% in the government sector. These higher percentages in the more specialized law libraries might be explained by the corresponding higher percentage of minority law librarians at these types of libraries holding library director or head librarian positions.

Twenty-four of twenty-six respondents holding a J.D., along with seven respondents holding the LL.B. degree divulged their earnings range. Seventy percent of those holding J.D.s and 86% of those with LL.B.s earned over \$40,000; 88% of J.D.s and 100% of LL.B.s. earned over \$30,000. However, the survey revealed that even those with law degrees can earn less than \$30,000; three fell into this category. Factors such as years of experience, position, and geographic location must also be considered in the analysis of these higher salary ranges for law degree holders.

### *Professional Activities*

#### *Local Level*

Survey results revealed a high degree of local professional involvement: 80% of the respondents were members of local AALL chapters.<sup>46</sup> Of the twenty-four respondents who were not currently chapter members, an overwhelming number (22) were interested in joining. One-third of the 126 respondents had been active on chapter committees. Eighteen (14%) of our respondents had served as chapter officers. Many of those who were not presently involved in local chapter work expressed an affirmative interest in engaging in these activities on some level.<sup>47</sup>

#### *National Level*

The level of participation of respondents in committees on the national level was similar to that at the local level—close to one-third had served on AALL committees. Most were librarians from the academic sector (74%); most were women (87%). Of the thirty-eight with national committee service, more than half (55%) were African Americans and nearly a third (32%) were Asian Americans. The higher level of participation by those in academia may well be explained by a service requirement for promotion or tenure at such institutions or by the level of support given for these kinds of activities at academic institutions. Thirty-two respondents identified the committee(s) on which they had served. Over one-third (12) had served on the Committee on Minorities; nine of this group had also served on other AALL committees. The other committees represented were: Recruitment (4), Placement (4), and Education (3). Service on these committees indicates that appointment of minority law librarians is limited not only to those committees with specific minority-related interests or concerns.

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46. Of the eighty-five who identified their chapter membership, 15% belonged to the Law Library Association of Greater New York (LLAGNY), 11% to the Southeastern Chapter of the American Association of Law Libraries (SEALL), and 9% to the Southern California Association of Law Libraries (SCALL). Minority law librarian membership in these particular local AALL chapters thus reflects the geographical concentration of survey respondents in the states of New York and California.

47. Almost half (46%) of the 84 librarians who had never served on a chapter committee expressed a desire to do so; one-fifth (22%) of the 118 librarians who had never been an officer were interested in becoming one.

Special Interest Section (SIS) participation was strong among survey respondents: seventy-four (59%) indicated that they were or had been SIS members. Membership was highest in the Technical Services SIS (38%), followed by the Academic SIS (23%), and Reader Services SIS (22%).<sup>48</sup>

Only three (2%) respondents had served on the AALL Executive Board: one African American and two Asian Americans. Interest in serving on the Executive Board was expressed by thirty-two (25%) of the 123 respondents who had never served. Of those stating an interest in Executive Board membership, there were twice as many women (22) as men (10), and two-thirds were academic librarians.

### *Other Professional Library Organizations*

Fifty-two percent of the respondents were currently members of other professional library associations. Nearly half of these respondents were members of the American Library Association (ALA), and 37% belonged to the Special Libraries Association (SLA). Academic librarians led in both ALA (20) and SLA (10) membership, but there was also strong representation by firm (8) and corporate (3) librarians in the SLA.

### *Goals*

In open-ended questions, we asked survey participants to describe their professional goals.<sup>49</sup> The range of responses was broad. They included becoming a library director (33% of 97 respondents), an associate director (6%), or a department head (13%). Some wanted to become managers (7%) or to improve themselves in their present position (26%). Others wanted to continue with their schooling (10%), and a few were seeking an entry-level position (3%). Several did not have any defined goals (4%) or were considering leaving the profession (10%).

Of the fifty-eight respondents who indicated a specific position as their goal (e.g., library head/director, associate director, department head), less than one in five (17%) felt that their goals were achievable in the short term (less than five years). Almost half (48%) felt that it would take five to ten years to obtain their goals, while over one-third projected either a longer time frame (15–25 years) or were uncertain about when they expected to reach them.

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48. By asking those who had never joined a Special Interest Section whether they would be interested in becoming a member of an AALL SIS, we might have actually generated interest in SIS activities. Over half (58%) of the 52 minority law librarians who had never been SIS members expressed interest in joining an SIS. Had we queried our respondents about who paid their association and section membership dues, we might have been able to determine whether cost was a factor for those who were not SIS members.

49. See *infra* Appendix D (individual responses) and Appendix E (summary tables).



Predictions of when they would attain their goal did not appear to be markedly affected by either the position a respondent sought or their years of library work experience. Respondents uncertain or less optimistic about realizing their goals quickly were nearly equally split among the 2–5, 6–10, and 11 or more “years of experience” categories. Those aspiring to the library director position clustered around the 5–10 year expectation for attaining that goal; again, this prediction was expressed fairly equally across most of the “years of experience” categories. A similar distribution existed among the thirteen respondents seeking department head positions. Again, they clustered around the 5–10 year expectation of goal attainment, and, again, they were equally divided among various years of experience groups.<sup>50</sup> While such statistics might indicate guarded optimism at best in goal attainment by neophyte and more experienced minority law librarians alike, a factor that might account for this similar across-the-board “years of experience” response to goal attainment is the current position held by respondents in the library hierarchy relative to the position to be attained.

When asked if they had mentors to help them with career advancement, 30% of the survey respondents stated that they did; 74% believed that a mentor would help with career advancement.

Finally, a wide variety of responses was received in answer to the question of what obstacles might hinder them in the pursuit of their goal. Nine said “none.” Others, however, mentioned the lack of a J.D. (the most frequent response) and/or the lack of sufficient education or necessary funding to pursue this degree; family concerns (10 respondents); the small number of available advancement opportunities (9 respondents); racial discrimination (7 respondents); and the lack of confidence in their language fluency (6 respondents).<sup>51</sup>

## Conclusion

The foregoing provides a descriptive profile of a large group of minority law librarians. As such, it offers a myriad of detail for a minority man or woman who is contemplating a career in law librarianship,<sup>52</sup> as well as for the minority law librarian evaluating future career directions and choices. However, as this is a preliminary study at best, the data that is *missing* from the survey results is equally valuable, since it indicates areas for future study. Lastly, the survey results can also be used to provide direction for AALL’s efforts to achieve greater minority membership and participation.

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50. See *infra* Appendix E.

51. See *infra* Appendix F, listing answers to the question: “What obstacles stand in your way.”

52. See *infra* Appendix G, listing answers to the question: “When and why were you attracted to law librarianship.”

### *Future Studies*

Future research on minority law librarians must resolve the difficulty of obtaining an accurate count of this group. The discrepancy between the number of respondents to the present survey—126—and the number of minorities reported in the *1993 Salary Survey*—208—illustrates the magnitude of the problem.<sup>53</sup> Moreover in both instances, only AALL members were considered; one must not forget that there are minority law librarians who are not members of the association.

Whether a researcher approaches the library director or the minority law librarians themselves, obstacles exist in obtaining minority status information. The author of a recent survey of academic law librarians found that most law library directors failed to fill in minority information as requested.<sup>54</sup> Even when asked directly, as in the present survey, a significant number of minority law librarians did not participate. Perhaps some feared the loss of anonymity because of the detailed nature of our questionnaire and decided not to respond. Issues of confidentiality, affirmative action, and mainstreaming may, of course, affect one's decision to reveal such identifying information. The authors of this survey, however, hope that this initial effort at a comprehensive survey of AALL minority law librarians will encourage others to participate more fully in future studies of this nature.

### *Recommendations for the Profession*

Our survey results may also guide AALL in its recruiting efforts. In comparing our racial distribution statistics with those of the ALA, U.S. Census, and ALISE (accredited master's degree enrollments and M.L.S. degrees conferred), we find that the racial distribution percentages from our survey tend to be lower for most of the racial categories. The statistics indicate that there are minorities in library schools, with newly conferred M.L.S. degrees, and in the general library profession who can be channeled into law librarianship. AALL should target recruiting efforts at library schools having a history of supplying law librarians, particularly at those institutions indicated in our survey from which the largest percentage of our respondents have graduated.<sup>55</sup> One of the most

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53. Interestingly, more Asian Americans (including Pacific Islanders) (97) responded to the *1993 Salary Survey* than did African Americans (62), while in our survey, African American respondents (55) outnumbered Asian Americans (47). *SALARY SURVEY*, *supra* note 22, at ii.

54. Katherine E. Malmquist, *Academic Law Librarians Today: Survey of Salary and Position Information*, 85 *LAW LIBR. J.* 135, 144 (1993).

55. University of California, Berkeley; Catholic University; University of Michigan; and Pratt Institute. From the latest ALA-accredited master's program enrollment statistics gathered by the Association for Library and Information Science Education (ALISE), 11 institutions can be identified with minority enrollment exceeding 35: Berkeley, Clark Atlanta, Hawaii, North Carolina Central, Pratt, Puerto Rico, Queens, Rosary, San Jose, Texas, and Wayne State. These institutions might also be tapped for law librarian recruitment. ASSOCIATION FOR LIBRARY AND INFORMATION SCIENCE EDUCATION, *LIBRARY AND INFORMATION SCIENCE EDUCATION STATISTICAL REPORT 1993*, at 138-44, tables II-4-(c)-2a, 2b.

striking facts to emerge from this survey was that minority law librarians were concentrated in the older age categories—only 4% of the respondents were in the 20–29 age group. Assuming this tiny percentage is generally reflective of the entire minority law librarian population, the message is clear. The profession must focus its recruitment efforts on younger, entry-level minority librarians.

Our survey revealed that respondents had worked in libraries during their high school and college years, as well as their graduate and law school years. We suggest strengthening recruiting efforts at the high school and college levels to attract and encourage minorities of a younger age to consider the law librarian profession as a career goal. Early recruitment is necessary in light of statistics showing minority library school enrollment and minority M.L.S. graduates to be less than 10% of the total ALA-accredited master's program enrollment (9.4%) and of the total number of M.L.S. degrees conferred (8.5%).<sup>56</sup> Although our survey did not ask whether respondents had been employed as non-student library support staff prior to entering law librarianship, we should not neglect to encourage talented minority paraprofessionals currently employed in law libraries to consider law librarianship as a career.

Our statistics also indicated that 57% of the respondents had made the transition to law librarianship from work in the non-law library sector. Thus, another recruitment strategy is for AALL to concentrate efforts on individuals presently working in other types of libraries.

Most minority law librarians in our survey, as with most of the law librarians that participated in the 1993 *Salary Survey*,<sup>57</sup> did not have a law degree. Some respondents to our survey felt that the lack of a law degree was an obstacle to attaining their career goal in law librarianship. However, respondents without law degrees were engaged in all aspects of law librarianship. Therefore, in recruiting efforts, law librarians must work to dispel the misconception that a law librarian must have a law degree; to the contrary, they should emphasize that one can have a productive career without a law degree.<sup>58</sup> Accordingly, librarians in hiring positions should ask themselves whether a law degree is a necessary requirement for an advertised position. Such a criterion could serve to exclude otherwise qualified minority applicants.

Our survey respondents were strongly receptive to mentorship relationships to help them achieve their career goals. Two-thirds of those without mentors thought that having one would be advantageous. Given this receptivity, AALL must increase its efforts to match mentors with proteges so that more minority law librarians will be guided to achieving their goals.

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56. *Id.* at 135–36, 138–44, tables II-4-(a)-1a, 1b, II-4-(c)-2a, 2b.

57. 13.6% held both library and law degrees. *SALARY SURVEY*, *supra* note 22, at ii.

58. The dual degree debate is examined in Barbara B. Bonney, *The Controversy over Dual Degrees for Law Librarians*, *LEGAL REF. SERV. Q.*, Vol. 11, 1991, No. 1/2 at 127.

Minority librarians also expressed a willingness to serve on committees at both the national and local levels of the profession. Though many respondents had been active in local AALL chapters and in Special Interest Sections, only about one-third had served on local or national committees. Thus, AALL still must meet the challenge of increasing minority participation in both chapter and national committees. The association must not only continue to encourage minority law librarians to participate and to actively pursue leadership positions, but it should also nurture those who express an interest in serving and convince the reluctant that the rewards of service outweigh the burdens.

The data collected in this survey has helped to identify the characteristics of minority law librarians. Knowing how and when today's minority librarians became attracted to the profession should aid the association in developing strategies to attract more minorities. Knowing the educational credentials and professional accomplishments of minority librarians serves to both acknowledge their attainment as well as encourage others to broaden their own career aspirations in law librarianship. By not only increasing sensitivity to the concerns of minority members, but also addressing them with concrete programs, we advance and expand as a profession.

However, declarations about increasing minority membership and participation in the profession are a hollow gesture without a concomitant effort to learn more about the minority law librarian constituency. To measure progress in achieving the diversity of goals of the association, AALL should periodically conduct surveys of minority employment in law libraries. This was a key recommendation of a survey conducted almost two decades ago.<sup>59</sup> We hope that our report of the 1992-93 survey of minority law librarians will soon be followed by similar or related studies that will add to what is currently a sparse literature on minority law librarians.

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59. Brecht & Mills, *supra* note 8, at 288.



## Appendix A

### Survey of Minority Law Librarians

*Answer the questions by circling the number that best represents your answer or by briefly writing your response.*

#### Gender and Ethnicity

1. Gender
  - 1 Male
  - 2 Female
2. Age
  - 1 20-29
  - 2 30-39
  - 3 40-49
  - 4 50 and over
3. Race/Ethnic Origin (Please select one.)
  - 1 African-American/Black
  - 2 American Indian, including Alaskan Native
  - 3 Asian-American, including Pacific Islander
  - 4 Hispanic, including Mexican, Puerto Rican, Cuban, Central or South American
  - 5 Other (including multi-ethnic, please specify) \_\_\_\_\_

#### Education (High School through Highest Degree)

4. Yes    No
 

1	2	a. High School Diploma
1	2	b. Bachelor's Degree (please specify major and institution)
		_____
1	2	c. Master of Library Science (please specify institution)
		_____
1	2	d. Other Master's Degree (please specify subject area and institution)
		_____
1	2	e. Juris Doctor (please specify institution)
		_____
1	2	f. LL.B. (please specify institution)
		_____
1	2	g. LL.M. (please specify subject area and institution)
		_____
1	2	h. Ph.D. (please specify subject area and institution)
		_____
1	2	i. Other (please specify degree, subject area and institution)
		_____
5. Do you have foreign language skills?
  - 1 yes
  - 2 no

If yes, please specify language(s) and level(s) of proficiency. \_\_\_\_\_

**Professional Information**

6. In what state are you presently employed? \_\_\_\_\_
7. What is your present salary?
- 1 less than 15,000
  - 2 15,000–19,999
  - 3 20,000–29,999
  - 4 30,000–39,999
  - 5 40,000–49,999
  - 6 50,000–59,999
  - 7 60,000 and above
8. Years of service as a law librarian:
- 1 less than 2
  - 2 2–5
  - 3 6–10
  - 4 11–14
  - 5 15–20
  - 6 21 or more
9. Identify the type of law library where you are presently employed.
- 1 private law firm
  - 2 corporate
  - 3 state, court or county
  - 4 academic
  - 5 other (please specify)
10. If you work in an academic institution, do you have faculty status?
- 1 yes
  - 2 no
- If you answered no, skip to question 11.

Does your institution distinguish law library faculty from other law school faculty?

- 1 yes
- 2 no

If yes, by what names are the different faculty types known? (For example, library faculty or teaching and research faculty.) \_\_\_\_\_

Under which of the faculty types are you classified? \_\_\_\_\_

If you have faculty status, is your position tenure track?

- 1 yes
- 2 no

If your position is tenure track, do you have tenure?

- 1 yes
- 2 no

11. What is the size of your library's collection (volumes and volume equivalents, i.e., microfiche, audio-cassettes, etc.)?
- 1 less than 10,000
  - 2 10,000–19,999
  - 3 20,000–49,999
  - 4 50,000–99,999
  - 5 100,000–199,999
  - 6 200,000–299,999
  - 7 300,000–499,999
  - 8 500,000 and above
12. State your job title.
- 
13. How many professional librarians are employed in your library:
- full-time: \_\_\_\_
- part-time: \_\_\_\_
14. How many non-professionals are employed on your library staff (do not include student employees):
- full-time: \_\_\_\_
- part-time: \_\_\_\_
15. Are you a full-time or part-time employee?
- 1 full-time
  - 2 part-time
16. Do you supervise professional librarians?
- 1 yes
  - 2 no
- If yes, how many? \_\_\_\_
17. Do you supervise non-professional library staff members?
- 1 yes
  - 2 no
- If yes, how many? \_\_\_\_
18. Which categories describe the type of library work you do? (Please select all that apply.)

*Technical Services*

Yes No

- |   |   |                           |
|---|---|---------------------------|
| 1 | 2 | a. cataloging             |
| 1 | 2 | b. acquisitions           |
| 1 | 2 | c. middle manager         |
| 1 | 2 | d. other (please specify) |



**Public Services**

- | Yes | No |                           |
|-----|----|---------------------------|
| 1   | 2  | a. circulation            |
| 1   | 2  | b. interlibrary loan      |
| 1   | 2  | c. government documents   |
| 1   | 2  | d. reference              |
| 1   | 2  | e. middle manager         |
| 1   | 2  | f. other (please specify) |

**Administration**

- | Yes | No |                             |
|-----|----|-----------------------------|
| 1   | 2  | a. library head or director |
| 1   | 2  | b. middle manager           |
| 1   | 2  | c. other (please specify)   |

**Other (please specify)****19. Does your job include formal teaching responsibilities?**

- 1 yes  
2 no

If yes, briefly describe the course(s) you teach.

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Whom do you teach?

- | Yes | No |                            |
|-----|----|----------------------------|
| 1   | 2  | a. law students            |
| 1   | 2  | b. library school students |
| 1   | 2  | c. other (please specify)  |

**20. Have you done any formal, law-related teaching outside of your employment?**

- 1 yes  
2 no

If yes, briefly describe the course(s) you have taught.

---

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Whom have you taught?

- | Yes | No |                            |
|-----|----|----------------------------|
| 1   | 2  | a. law students            |
| 1   | 2  | b. library school students |
| 1   | 2  | c. other (please specify)  |

**21. Do you have library experience in a NON-LAW LIBRARY? (Do not include student work.)**

- 1 yes  
2 no

Please complete this chart if you answered yes to the question above. In the categories that apply, record how many years you worked in that capacity (e.g., 2 yrs., etc.). (Again, do not include student work.)

Type of Work Performed	Type of Non-Law Library			
	Academic	Public	Private	Specify Other Type of Library
Cataloging				
Acquisitions				
Reference				
Circulation				
Interlibrary Loan				
Library Head or Director				
Middle Manager				
Government Documents				
Specify Other				

22. Briefly describe when and why you were attracted to law librarianship.

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23. What **LAW LIBRARY** experience have you had? (Do not include student work.)  
In the categories that apply, please record how many years you worked in that capacity (e.g., 2 yrs., etc.).

Type of Work Performed	Type of Law Library				
	Academic	Private	Corporate	State, Court or County	Specify Other Type of Library
Cataloging					
Acquisitions					
Reference					
Circulation					
Interlibrary Loan					
Library Head or Director					
Middle Manager					
Government Documents					
Specify Other					

24. Did you do library work as a student? (Please circle all that apply.)

Yes No

- 1 2 a. high school  
1 2 b. college  
1 2 c. library school  
1 2 d. law school  
1 2 e. other (please specify)

### Computer Experience

25. Describe the amount of experience you have with each of these database/bibliographic utility services:

	No Exp.	Limited Exp.	Considerable Exp.	Extensive Exp.
LEXIS	1	2	3	4
WESTLAW	1	2	3	4
OCLC	1	2	3	4
RLIN	1	2	3	4
DIALOG (other than through WESTLAW)	1	2	3	4
Quicklaw (QL)	1	2	3	4
EPIC	1	2	3	4
VU/TEXT	1	2	3	4
LEGISLATE	1	2	3	4
Other (please specify)	1	2	3	4

26. Is a personal computer available to you at work?

- 1 yes  
2 no

If you answered no, skip to question 27.

Do you regularly use it?

- 1 yes  
2 no

If yes, specify the types of software packages you use.

- | Yes | No |                       |
|-----|----|-----------------------|
| 1   | 2  | a. word processing    |
| 1   | 2  | b. spreadsheets       |
| 1   | 2  | c. database managers  |
| 1   | 2  | e. graphics           |
| 1   | 2  | f. desktop publishing |

Do you work exclusively with a menu (or shell) to access software programs on your computer?

- 1 yes  
2 no

Are you comfortable using operating system commands (DOS, OS/2, or Macintosh System)?

- 1 yes  
2 no

27. Is e-mail available to you at work?

- 1 yes  
2 no

If you answered no, skip to question 28.

Do you regularly use it?

- 1 yes
- 2 no

Do you subscribe to the Law-Lib computer conference?

- 1 yes
- 2 no

Do you subscribe to any other electronic bulletin boards or computer conferences?

- 1 yes
- 2 no

If yes, please specify which one(s).

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### **Publications**

28. Have you published a scholarly book or article in the field of law librarianship?

- 1 yes
- 2 no

If yes, how many books? \_\_\_\_

How many articles? \_\_\_\_

Please list the publication(s) in which your article(s) appeared.

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29. Is publication a requirement for your present position?

- 1 yes
- 2 no

30. Is publication a requirement for advancement with your present employer?

- 1 yes
- 2 no

### **Professional Memberships**

31. Are you a present or past member of the AALL Executive Board?

- 1 yes
- 2 no

32. Are you a present or past member of an AALL committee?

- 1 yes
- 2 no

If yes, please specify which committee(s).

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33. Are you a present or past member of an AALL Special Interest Section?

1 yes

2 no

If yes, please specify which one(s)?

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34. Are you a present or past officer (president, vice-president, treasurer, secretary, chairperson) of an AALL committee or SIS?

1 yes

2 no

If yes, please specify office(s) held?

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35. If you answered no to any of questions 31–34, are you interested in:

Yes No

1 2 a. serving on the AALL Executive Board?

1 2 b. serving on an AALL Committee?

1 2 c. becoming a member of an AALL SIS?

1 2 d. serving as an officer on a committee or SIS?

36. Are you presently a member of a local AALL chapter?

1 yes

2 no

If yes, please specify chapter.

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37. Have you previously been a member of any other local AALL chapter(s)?

1 yes

2 no

If yes, please specify chapter(s).

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38. Are you a present or past member of an AALL chapter committee?

1 yes

2 no

If yes, please specify which committee(s).

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39. Are you a present or past officer (president, vice-president, treasurer, secretary) of an AALL chapter?

1 yes

2 no

If yes, please specify office(s) held?

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40. If you answered no to any of questions 36–39, are you interested in:

Yes    No

1      2    a. becoming a member of your local chapter?

1      2    b. serving on a committee of your local chapter?

1      2    c. serving as an officer of your local chapter?

41. Are you presently a member of any professional library organization other than AALL?

1    yes

2    no

If yes, please specify which one(s)?

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42. Are you admitted to a bar?

1    yes

2    no

If yes, please specify which one(s)?

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43. Please specify other relevant (past and present) professional memberships and offices held within those associations (e.g., American Association of Law Schools, National Paralegal Association, etc).

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### Goals

44. Would you be willing to relocate outside your local area to take another job in law librarianship?

1    yes

2    no

45. Do you have a mentor who can help you advance in law librarianship?

1    yes

2    no

If no, do you think it would be advantageous to have one?

1    yes

2    no

(AALL sponsors a mentorship program. Contact AALL Headquarters for details.)

46. Please state your long-term professional goals. If possible, please specify the highest library position that you hope to achieve during your career.

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47. How long do you think it will take you to obtain your goal(s)?

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48. What obstacles stand in your way?

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## Appendix B

### Question 21. Do you have library experience in a non-law library?

Type of Work Performed	Type of Non-Law Library			
	Academic	Public	Private	Other
Cataloging	1-3 yrs = 17 4-6 = 4 7-9 = 2 >9 = 1	1-3 yrs = 2 4-6 = 3 7-9 = 0 >9 = 0	1-3 yrs = 6 4-6 = 3 7-9 = 0 >9 = 1	1-3 yrs = 5 4-6 = 2 7-9 = 0 >9 = 1
Acquisitions	1-3 yrs = 7 4-6 = 0 7-9 = 0 >9 = 2	1-3 yrs = 2 4-6 = 1 7-9 = 2 >9 = 0	1-3 yrs = 2 4-6 = 5 7-9 = 0 >9 = 0	1-3 yrs = 3 4-6 = 2 7-9 = 0 >9 = 0
Reference	1-3 yrs = 19 4-6 = 0 7-9 = 2 >9 = 2	1-3 yrs = 6 4-6 = 7 7-9 = 1 >9 = 2	1-3 yrs = 4 4-6 = 4 7-9 = 1 >9 = 1	1-3 yrs = 3 4-6 = 3 7-9 = 0 >9 = 0
Circulation	1-3 yrs = 10 4-6 = 1 7-9 = 3 >9 = 2	1-3 yrs = 2 4-6 = 2 7-9 = 0 >9 = 0	1-3 yrs = 4 4-6 = 3 7-9 = 0 >9 = 0	1-3 yrs = 2 4-6 = 3 7-9 = 0 >9 = 0
Interlibrary Loan	1-3 yrs = 3 4-6 = 1 7-9 = 1 >9 = 1	1-3 yrs = 1 4-6 = 3 7-9 = 0 >9 = 0	1-3 yrs = 0 4-6 = 3 7-9 = 0 >9 = 2	1-3 yrs = 1 4-6 = 1 7-9 = 0 >9 = 0
Library Head or Director	1-3 yrs = 4 4-6 = 1 7-9 = 0 >9 = 2	1-3 yrs = 1 4-6 = 0 7-9 = 0 >9 = 1	1-3 yrs = 4 4-6 = 2 7-9 = 0 >9 = 0	1-3 yrs = 4 4-6 = 3 7-9 = 1 >9 = 0
Middle Manager	1-3 yrs = 6 4-6 = 0 7-9 = 0 >9 = 1	1-3 yrs = 2 4-6 = 1 7-9 = 1 >9 = 0	1-3 yrs = 1 4-6 = 2 7-9 = 1 >9 = 1	1-3 yrs = 1 4-6 = 1 7-9 = 0 >9 = 0
Government Documents	1-3 yrs = 3 4-6 = 0 7-9 = 1 >9 = 1	1-3 yrs = 2 4-6 = 0 7-9 = 0 >9 = 0	1-3 yrs = 2 4-6 = 2 7-9 = 0 >9 = 1	1-3 yrs = 1 4-6 = 0 7-9 = 0 >9 = 0
Other	1-3 yrs = 3 4-6 = 3 7-9 = 0 >9 = 0	1-3 yrs = 3 4-6 = 2 7-9 = 0 >9 = 0	1-3 yrs = 0 4-6 = 1 7-9 = 0 >9 = 0	1-3 yrs = 0 4-6 = 2 7-9 = 1 >9 = 0

## Appendix C

### Question 23. What law library experience have you had?

Type of Work Performed	Type of Law Library				
	Academic	Private	Corporate	State/Co	Other
<b>Cataloging</b>	1-3 yrs = 17 4-6 = 4 7-9 = 3 >9 = 4	1-3 yrs = 9 4-6 = 2 7-9 = 2 >9 = 2	1-3 yrs = 3 4-6 = 1 7-9 = 2 >9 = 0	1-3 yrs = 2 4-6 = 6 7-9 = 0 >9 = 1	1-3 yrs = 3 4-6 = 0 7-9 = 0 >9 = 1
<b>Acquisitions</b>	1-3 yrs = 7 4-6 = 2 7-9 = 1 >9 = 2	1-3 yrs = 10 4-6 = 3 7-9 = 1 >9 = 4	1-3 yrs = 2 4-6 = 3 7-9 = 2 >9 = 0	1-3 yrs = 2 4-6 = 4 7-9 = 0 >9 = 2	1-3 yrs = 1 4-6 = 1 7-9 = 1 >9 = 1
<b>Reference</b>	1-3 yrs = 16 4-6 = 6 7-9 = 1 >9 = 11	1-3 yrs = 12 4-6 = 6 7-9 = 4 >9 = 5	1-3 yrs = 2 4-6 = 3 7-9 = 2 >9 = 0	1-3 yrs = 6 4-6 = 4 7-9 = 2 >9 = 4	1-3 yrs = 3 4-6 = 1 7-9 = 0 >9 = 1
<b>Circulation</b>	1-3 yrs = 15 4-6 = 4 7-9 = 2 >9 = 8	1-3 yrs = 9 4-6 = 5 7-9 = 1 >9 = 3	1-3 yrs = 3 4-6 = 1 7-9 = 2 >9 = 0	1-3 yrs = 2 4-6 = 4 7-9 = 1 >9 = 3	1-3 yrs = 3 4-6 = 0 7-9 = 0 >9 = 0
<b>Interlibrary Loan</b>	1-3 yrs = 8 4-6 = 3 7-9 = 1 >9 = 5	1-3 yrs = 8 4-6 = 3 7-9 = 2 >9 = 4	1-3 yrs = 2 4-6 = 2 7-9 = 2 >9 = 1	1-3 yrs = 3 4-6 = 0 7-9 = 0 >9 = 0	1-3 yrs = 2 4-6 = 3 7-9 = 1 >9 = 1
<b>Library Head/Director</b>	1-3 yrs = 5 4-6 = 1 7-9 = 0 >9 = 2	1-3 yrs = 7 4-6 = 4 7-9 = 3 >9 = 2	1-3 yrs = 1 4-6 = 2 7-9 = 3 >9 = 0	1-3 yrs = 2 4-6 = 6 7-9 = 1 >9 = 1	1-3 yrs = 1 4-6 = 0 7-9 = 0 >9 = 2
<b>Middle Manager</b>	1-3 yrs = 12 4-6 = 4 7-9 = 7 >9 = 6	1-3 yrs = 2 4-6 = 4 7-9 = 0 >9 = 2	1-3 yrs = 3 4-6 = 0 7-9 = 2 >9 = 0	1-3 yrs = 1 4-6 = 2 7-9 = 0 >9 = 3	1-3 yrs = 2 4-6 = 0 7-9 = 0 >9 = 0
<b>Government Docs.</b>	1-3 yrs = 8 4-6 = 2 7-9 = 0 >9 = 1	1-3 yrs = 4 4-6 = 0 7-9 = 0 >9 = 1	1-3 yrs = 0 4-6 = 0 7-9 = 1 >9 = 0	1-3 yrs = 1 4-6 = 4 7-9 = 0 >9 = 1	1-3 yrs = 2 4-6 = 0 7-9 = 0 >9 = 0
<b>Other</b>	1-3 yrs = 6 4-6 = 0 7-9 = 1 >9 = 1	1-3 yrs = 3 4-6 = 1 7-9 = 0 >9 = 0	1-3 yrs = 0 4-6 = 1 7-9 = 1 >9 = 0	1-3 yrs = 0 4-6 = 0 7-9 = 0 >9 = 1	1-3 yrs = 1 4-6 = 0 7-9 = 0 >9 = 0

## Appendix D

**Question 46:** Please state your long-term professional goals. If possible, please specify the highest library position that you hope to achieve during your career.

No.	Comments
1	To earn a law degree and/or to become an associate director of a law school library, or a director of a small/medium library.
2	1) I would like to become Deputy or Assistant director in a law library; 2) I would like to do more research in Law Librarianship especially with OCLC and its impact on small libraries.
3	Head of my Department may be the highest position I will reach. The possibility of becoming an associate director or director is out there, but I'm not interested now.
4	I have achieved all of my professional goals.
5	I have already had high library positions before coming to the Continental United States. My present objective is to perform, offering a high quality of services to my institution (student, faculty and general users)
6	At present, I am serving as Associate Law Librarian and there are some opportunities to move on as head of a law library outside of this city. However, being in as big a city, other opportunities, like serving as an appointed-counsel by the county courts and as an outside counsel to a corporation, have discouraged me to pursue professional (library-oriented) goals. Also, my grown-up children (2) are in law school and in undergraduate school in this city; as a result, I'd like to be close to them.
7	Presently working on Bachelor's Degree, completion, late 1994. Plan to continue with a Master of Library Science. It is my preference to remain in Corporate, County or State Government area. A directorship would be nice.
8	Haven't really considered any long term professional goals—right now I am concentrating on becoming a better reference librarian.
9	I am happy where I am. I would like to take more courses in automation whenever possible.
10	Director
11	To become the librarian of a Special Library.
12	I truly pray that one day I will head my own library.
13	My long-term professional goals are to become a computer librarian as well as a reference librarian.
14	I do not plan to stay in library field but do plan to remain in academia.
15	Head of Technical Services in a large law library.
16	Continue to improve my skills in my present job.

No.	Comments
17	No long-term goals have been defined.
18	I do not limit my work in librarianship to law libraries or any library. I endeavor to move into broader information handling in the public/political/government sector. I am looking for openings that will lead to some lobbying activity or regulatory monitoring.
19	I would like to become the head of a small to medium sized non-law academic library or a similar sized law firm library. I could also be happy running a small corporate/private library.
20	I am probably at the top of my Library career as a Librarian II/ Associate Professor. The position of Librarian I/ Professor is usually given only to persons who are the Directors of individual library units.
21	Director but I will probably settle for an associate position due to personal goals.
22	I would like to be a director of an academic law library.
23	As the library head, I believe I have achieved my professional goals; although, should a similar position be available in a comparable situation, I could rise to the challenge.
24	I had attained the position of Head Librarian of a Public Library in Malaysia before coming to the U.S. I am willing to advance as far as I had gone in Malaysia, if given the opportunity.
25	I hope to receive my MLS in December of 1993. Also, I hope to learn more about administration in a law library, get more involved with automation and management. I hope to achieve the position of Librarian in a law library during my career.
26	Haven't solidified any plans yet...am still adjusting to subject area.
27	After I complete my masters and PAD degrees, I hope to continue working in an administrative capacity for either a governmental library or for the Library of Congress. I would like to continue combining both my skills as a law librarian and archivist in whatever I do.
28	I would like to be Director, Texas Southern University, Thurgood Marshall School of Law.
29	I hope to get accepted into a Library Science school and complete a master's within the next 2-3 years. I will then review my options.
30	I intend to become a full-fledged law librarian when and after I get my JD.
31	I am not interested in staying in Law Library. Eventually, I would like to move to general academic library.
32	Head a law library.
33	Circuit librarian.

No.	Comments
34	I have already attained the highest library position that I hope to achieve. My long-term professional goals are to continue to remain active in AALL, publish scholarly/professional articles and retire with dignity.
35	Library Director of a major law school library or a county law library.
36	Write at least one book that fills a gap in the literature of law librarianship; become a recognized specialist in my field; increase my computer and technical services (cataloging and classification) skills; develop a network of colleagues to see me through the senior years in the profession; my highest library position hope to achieve is everything short of being a director.
37	At this point, I hope to be able to learn as much as possible in managing cataloging department. Later in my career, being the head of the Technical Services is what I aim for.
38	Director: non-law library-> because I do not have a JD to be eligible for an academic post (law) and it is unlikely I will pursue that degree. Manager: administrative services' or support-> law firm most likely or other field.
39	Head of Technical Services in the academic law libraries.
40	Associate Law Librarian
41	Director/Associate Director
42	I think I am at the top of my professional career without a law degree. I don't think I can further my career.
43	Unclear.
44	Position in Law Library-government setting preferably.
45	To advance the credibility of law librarians to the point where our professional opinions are not second-guessed by attorneys. [I'm an Associate Librarian now, so I'll probably be a Head ultimately-don't know if I want to go beyond that.]
46	Manage an Academic Library or Systems in large Academic Library.
47	I want to become a tenured Law Librarian and then I want to teach law courses other than legal research. I want to get my law degree so I can teach one legal research courses.
48	I currently hold, am satisfied with, the highest professional position I hope to achieve in my career.
49	I hope to become an officer, maybe president of an AALL Chapter. I would like to convince my employer to finance the expenses of the AALL Annual meetings as well as local chapters.
50	In a service profession like that of law librarian, working and helping others is probably the highest reward anyone can receive.
51	I plan to attend medical school.

No.	Comments
52	I feel that I reached the highest library position available within the private law firm environment.
53	Implement fully integrated automate library system. Keep abreast with latest technology—alternative formats/access to legal information sources. Provide off-site on-line information delivery service. I feel satisfied in my current position.
54	I think that I have achieved my goal as far as the library position is concerned. My present goal is to do a better job at my present job.
55	I would like to eventually become the head Librarian in a small to medium size academic library or information center, not necessarily a legal entity.
56	I would like to be a Collection Development Librarian in a larger academic Law Library.
57	Library Director in non-academic environment.
58	I would like to be part of a management team (either as director of a library or director of tech services).
59	Director of a small library.
60	I want to be a circuit librarian.
61	My long-term professional goal is to become the State Law Librarian or chief Law Librarian in my department.
62	The last step for librarians in the University is Librarian IV—which is the equivalent to Professor rank.
63	I want to remain in this state. The only other position that I might be interested in, in this state, is to be the head librarian at the State Court Library. Other than that, I would be content to stay at my current position. The only other thing I would like to do is teach a legal research course at the local University—something sorely needed.
64	I would like to possibly further my education in the area of library and computer science. I would like to get a Master's in Library Science and take the NTE. I would like to return to the classroom to teach a combination of Library Science and business subjects.
65	My long-term professional goal is to become an administrative officer in local government.
66	Unsure—re-examining professional goals. I think I want to remain a director, but need new challenges or a more supportive (including financial) environment.
67	I plan to hold my current position as manager of the law library until retirement.
68	Associate is as high as I can go at Duquesne even with a law degree.
69	I am happy with my current position.

No.	Comments
70	I am pretty much doing everything I aspired to do as a librarian. The only thing I am still seeking is an opportunity to move into a management position.
71	Director of Large Firm/Law School Library
72	I hope to manage a small law library where I can apply my ideas, knowledge, and experiences.
73	Achieve expertise in my field.
74	During my library career, which spans twenty years, I have held positions as a school librarian, law firm librarian, academic law librarian (reference librarian, head of public services, assistant director, associate director, and acting director), legal research instructor and assistant professor, so there really is no library position which I desire. My plans are now to seek a doctoral degree in library science with the goal of securing a tenured professorship in library and information.
75	I am already at the highest level of law librarianship. My professional goal is to enhance, improve, and make more accessible legal information to all who have need for such information.
76	I have not defined long-term goals.
77	I would like to have formal education about computer applications in libraries (in addition to my current knowledge) with emphasis on systems analysis, management information systems, and marketing. I hope to achieve a position as a law library director oriented to transferring and implementing technology to develop library services.
78	To improve my skills in my present position is my goal.
79	I enjoy my current position. My goal here is to strive to provide the best possible services for our students and faculty.
80	I need to move forward on a professional basis. I want to manage a library someday and even before that, head a reference department.
81	I believe my long-term goal is to become the director of an academic law library. I also intend to become active in AALL and perhaps at some point become an officer or board member.
82	I would like to be the first black U.S. Court of Appeals Library Director. I would like to obtain a JD.
83	To be Head of the Technical Services Department.
84	In many libraries, library positions do not necessarily agree with the job. People with big titles may not be doing the job that is appropriate to the title and people with small titles may end up doing the "job."
85	I hope to become a Director of a Law Library. I am presently applying for Associate Director positions or Head of Public Services positions at academic institutions.

No.	Comments
86	I will be working towards getting published after completion of my 2nd Master's Degree slated for June, 1993. I would like an administrative position as Director of a larger library—need not necessarily be law. The salary will play a large role in the selection of my next position.
87	I hope to become head of a technical services department.
88	I plan to continue in academic law librarianship with the ultimate goal of obtaining the position of director.
89	I would like to manage a small corporate library doing every aspect of running it—from planning, budgeting, to reference work. I also would consider becoming head of technical services.
90	Upon receiving my MLS, I hope to go on to law school to receive my JD. I would like to continue working in an academic setting, and to ultimately become head of the reader services unit.
91	I wish to work towards becoming a director of a law school library.
92	I want to earn a second Master's degree or a JD.
93	I want to be director of a law library.
94	I want to complement my librarianship skills with a JD.
95	I'm at the highest position now.
96	Technical Services Librarian of a library or information center.
97	I hope to become more involved in the profession by serving on committees and publishing scholarly works. I hope to achieve a managerial position in the library so that I can directly effect policy and innovation.



## Appendix E

**Question 46.** Please state your long-term professional goals. How long do you think it will take you to attain your goals?

Goal: to become a library head or director (32 responses)						
Years of Service						
	<2	2-5	6-10	11-14	15-20	21+ did not indicate
Estimated number of years needed to attain goal	10-20	don't know (2) 4-5 5 5-10 (2) 15 (2) 20-25 no chance	don't know (2) 1-2 1-3 2-3 2-5 3-5 5-10 (2) 10 soon	don't know 5-6	3-5 5 5-7 5-10 6 8-10	don't know 5-8

Goal: to become an associate director (6 responses)						
Years of Service						
	<2	2-5	6-10	11-14	15-20	21+ did not indicate
Estimated number of years needed to attain goal		5-10	don't know 10		don't know 5-10 8-10	

Goal: to obtain a management position (7 responses)						
Years of Service						
Estimated number of years needed to attain goal	<2	2-5	6-10	11-14	15-20	21+
		5 not in foreseeable future	don't know 5-10	don't know not long		don't know
						did not indicate

Goal: to become a department head (13 responses)						
Years of Service						
Estimated number of years needed to attain goal	<2	2-5	6-10	11-14	15-20	21+
	5-6 7-10	don't know 5-10 10	don't know (2) 2 5-8 5-10	5 not long		
						did not indicate
						10

Goal: to continue with my schooling (10 responses)						
Years of Service						
Estimated number of years needed to attain goal	<2	2-5	6-10	11-14	15-20	21+ did not indicate
	2-3 (2) 5-6	3 10	5-50 6	3	5	10+

Goal: to obtain an entry-level position (3 responses)						
Years of Service						
Estimated number of years needed to attain goal	<2	2-5	6-10	11-14	15-20	21+ did not indicate
	1	5-6		3-5		

Goal: to leave the profession (9 responses)						
Years of Service						
Estimated number of years needed to attain goal	<2	2-5	6-10	11-14	15-20	21+ did not indicate
	5-6	5-7 5-10 no answer	1-3 6	3 4	no answer	

## Appendix F

### Question 48: What obstacles stand in your way?

Number	Comments
1	Family commitments; race factor; age factor.
2	1) Since my husband has a job here, it is hard for me to pick up and move. I don't anticipate an upward move here. 2) To do research in my field I need to spend more time at it. Right now, I am swamped with reclassification work which will be here for a couple of more years. Even the article I published and any reading I do are all home work.
3	Limited leadership ability. Lack of computer technology. Lack of experience with management responsibilities such as budgeting.
4	There are no obstacles.
5	Race; language; skin pigmentation; although I was born an American citizen, I still feel foreign here.
6	None.
7	Juggling school, work and family obligations.
8	Lack of publications.
9	None, I hope.
10	In my administrative function, when I have meetings, sometimes I feel that my English is limited since English is my second language.
11	Seniority and law degree.
12	Juggling Library School schedule with work and single-parenting a 7 year-old daughter.
13	Most likely every situation that arose in E. Josey's book.
14	Lack of legal education and computer knowledge.
15	Money and time for professional development; I am a single parent.
16	None.
17	Personal motivation.
18	Family; self; money; comfort. All the usual human things. Nothing major that I discern at this point.
19	1) Poor economy; 2) Racism; 3) Low Salaries in many small Public Libraries; 4) Many libraries try to recruit other library heads rather than give a newcomer a chance; 5) Lacking the ability to freely relocate.
20	Age and lack of a law degree.
21	None.

Number	Comments
22	A limited number of positions are available. Some director will have to retire for a spot to open up.
23	Discrimination by immediate supervisor at present.
24	One of the obstacles that could be a factor is opportunity and another is me. I need the opportunity to attain my goals. If given the opportunity, I will make the best of the situation and make my organization the best that it can be.
25	None. Relocation to the east coast would be an immediate but solvable problem.
26	Faculty giving me a tenure-track position in conjunction with the Directorship appointment.
27	The nearest college or university that offers a degree in library science is 3-4 hours away. I am in no position to stop working and complete a master's degree.
28	At the present, I am not comfortable with the knowledge I have about the law. When I finish school and until I finish school, I hope to relate my schooling to the work I am doing.
29	Getting a law degree; lack of mobility in job hunting.
30	Few vacancies.
31	Time.
32	Lack of MLS and lack of an ALA-accredited MLS program in town that offers part-time and weekday evening courses.
33	Time—to write the book, learn the skills, and develop the professional friendships. Money—to find the one person I want to supervise.
34	More experience in inter-relationship management is what I need to learn.
35	Obtaining an MBA or special management certification program.
36	I'm trying to improve my spoken English and to increase my networking skills.
37	I should take the JD program.
38	Opportunities for professional development; opportunities for other professional experience.
39	At this moment I am not willing to relocate outside my local area. There is no place in my local area that would offer a higher salary or better conditions of work.
40	Availability of jobs—not much movement in the field.
41	1) General lack of law school educational programs on legal research; 2) General lack of "marketing" mentality among librarians; 3) Inability of many attorneys to perceive that there are any other <i>professionals</i> except themselves.

Number	Comments
42	1) I need a law degree; 2) I need to improve my writing skills; 3) I need to get tenure; 4) I need to become law school faculty; 5) Responsibilities of law library; 6) Shortage of law library staff/librarians.
43	Time and support to take on the added responsibilities and cash to finance the added expenses.
44	Plenty!
45	None.
46	Inadequate funding, education, awareness of the vast array of technology—hardware and software.
47	Maybe not having a JD.
48	The economy and the racial tension which comes into play when minorities seek a higher position.
49	Limited language ability at the moment; limited number of such positions.
50	Obtaining a JD.
51	The two major obstacles are the chancellor of the law school and the library director. The director is egotistical, insecure, dictatorial, and does not have a clue (about professionalism); the chancellor simply does not care.
52	My lack of ambition and education. A desire for retirement.
53	I may need to get a JD.
54	The problem is finding a way to obtain sufficient funding to operate and maintain our law library.
55	Only myself. Even though I like my job, it is a job—not my life—and I am not willing to participate in professional organizations, go to meetings, volunteer to do things, organize and all these other extra-job things I think you need to do in order to climb the ladder. Actually, I really have no desire to climb the ladder to the top. Being on top means you're visible and I'd rather be invisible—makes life easier. If in asking this question you are trying to determine if being a minority and female are obstacles to achieving higher professional goals or positions, I think that is true, but in my case, I think my personality is also a big factor. I just can't be that charming.
56	I'm a divorced parent with 2 small children. One child is school age. I'm not financially able to return to school at this time.
57	Educational funding.
58	Unsure—professional and personal balancing is an inexact science/art.
59	Those ahead of me in seniority and the current hiring freeze of the federal government.

Number	Comments
60	Publishing criteria that doesn't contribute to being a better librarian or provider of services to my patrons; a lack of recognition of skills/experiences of minorities compared to white peers. For example, institutions/firms seem more willing to "take a chance" on a white candidate even though his/her skills are equal or comparable to those of a non-white candidate.
61	1) I have no political clout; 2) Because I am not a native of the U.S., my English is not perfect. I do have an accent. I am lacking some of the language skills that I need; 3) I do notice that some Americans are not willing to work under a person who is a minority.
62	Financial support—institutional.
63	Locating financial assistance to defray school expenses.
64	Inadequate physical facilities; lack of funds; government red tape.
65	Lack of opportunity to show my skills and capacity to address and solve management-oriented problems in the library environment (particularly law and corporate libraries) with a futuristic competitive orientation.
66	None.
67	1) Bureaucracy; 2) Little or no respect at all for librarians (not to mention law librarians); 3) No further LS studies in Puerto Rico; 4) No possibilities of becoming an author—there is no publishing field for us; 5) Lack of experience in some areas which will make it harder for me to get a job in the U.S.
68	Experience—especially administrative experience. Also experience in relating to law faculty. Mobility/flexibility may be an obstacle in the future—in terms of being able or willing to move to other areas of the country in order to advance my career. I have a pretty good idea, I think, of the career path I would need to follow to reach my goals.
69	Determination needed to complete law school; decisions regarding having children; money, of course, money!
70	I am of foreign origin, with a foreign accent. Another obstacle is my religion which demands that I wear a turban on my head and that I keep long hair and a beard.
71	Achieving a specific job title is not necessarily my goal if the environment within the library allows for professional growth, stimulation, increase of responsibilities and mutual support. Unfortunately, many head librarians fail to foster such an environment and often contribute to inequity and infighting by exhibiting favoritism and encouraging divisions. In such circumstances, the minority librarian usually loses out. In all fairness, I must say that some head librarians are great.
72	I hope none, however, I am realistic and believe that it may take awhile to become a director. I don't think that my minority status is a personal obstacle, but others may be reluctant to promote me unless I am extremely experienced.

Number	Comments
73	Lack of a law degree.
74	I am not a "work on committees" person because input from freshmen seems to be limited—this may be a problem as far as visibility is concerned. I really don't look at obstacles as a hindrance, I just find another way. Maybe lack of a JD may be a problem. Right now, I am so submerged in the challenge of school, new technology, etc. When I am ready to move on, there will be an opportunity. Usually, non-librarians select the candidate for the types of positions I seek.
75	Waiting for my law library to purchase and implement on-line cataloging, acquisitions and serials system.
76	I am currently at a small law library with few resources—it appears to be difficult to move from here to a larger institution.
77	I am not sure. I guess I am afraid some companies might not want someone with very little management experience (except running a small cataloging department) to run their libraries. I have not applied or been rejected yet, so I can't tell.
78	At the moment, my obstacles are more finance-related, then racial. Unless I can pull together the best financial aid package for law school, I might have to reconsider my career goal.
79	Career advancement in narrowing hierarchial structure. The difficulties of a female minority attempting advancement in a predominately white professional field.
80	Family work—housewife and mother to 3 children.
81	Financing the education.
82	Job availabilities; need more experience in TS areas; being a minority.
83	I cannot afford to get a JD because of financial constraints. The JD would directly influence my ability to move into an effective position.



## Appendix G

### 22. Briefly describe when and why you were attracted to law librarianship.

No.	Response
1	I was a cataloger in an academic general library and specialized in legal material and social sciences. I had a chance to fill in for a librarian at the law library temporarily and that gave me a taste of law librarianship.
2	When I was in the Library School, I visited the campus law library. The multitude of law books was intriguing to me. I had worked with all kinds of materials except the legal ones, so I was always curious to work in a law library setting.
3	1989. Salary and prestige.
4	Wished to utilize legal knowledge in a library setting.
5	Became interested in law school. I was interested in alternative careers for one with a law degree. I was interested in librarianship after undergrad. I worked in libraries part-time during high school and college.
6	I was out of work and it was the only job available at the time.
7	At the beginning of my career, I started in law librarianship. I was offered the directorship of a university college library. I continued to be related to law librarianship as a law library consultant. I also wrote a law dictionary in my years as an academic library director.
8	After working as a reference librarian in a public library immediately after receiving my M.A. in Library Science, I resigned from the job to pursue graduate study leading to a Ph.D. degree. While finishing my coursework, I needed a job (for survival) and took a librarian's position in a nearby university. A promotion within a year tied me to library work.
9	1983, working as a paralegal with a high volume of manual and computer research.
10	I was attracted to librarianship because I liked to be around books and libraries even as a child.
11	I met some law librarians, really liked them, and thought that law librarianship was something I would do with my law degree.
12	There was an opening in a law firm library and I applied, and was hired. Since I did not have any law library experience, I was allowed to have training at the county law library one day a week for one month. After that, I was able to handle it on my own.
13	1983, I never knew how law libraries were. So I wanted to work in a law library purely out of curiosity. I liked it and stayed on.
14	I really was not attracted to law librarianship specifically. I wanted to continue working in a library and a job was available in a law library. My main interest is special libraries.

No.	Response
15	I started as a clerk and was promoted to interlibrary loans. Once I got a slight taste of reference, a new world opened up for me. I worked full time and went to school full time at night to get my degree.
16	I was introduced to a law school library by chance in the Summer of 1989.
17	I was conducting a regional job search for a position in Human Resources, Personnel Administration, Training and Development. My current position was of interest at that time (1987/88).
18	My educational background.
19	When: After graduation from library school. Why: More specialized.
20	Apply my extensive legal knowledge (of many civil law countries, European and Latin America) and my perfect command of five languages, as well as my capacity as a legal generalist.
21	I decided in my second year of law school that I would not pursue an active career as an attorney but would focus on law librarianship. I had always been interested in librarianship and this enabled me to combine both areas of training.
22	I started off in law school to be an attorney. I realized that attorneys' work-product is based on research usually done in early 1st, 2nd year careers and then can be narrow in its subject scope. I chose librarianship and law. Librarianship is what I wanted from the start of my college career.
23	Six years ago I was offered a position as a circulation librarian while looking to change from the corporate world as an Archivist.
24	As a young child, I was taught to read before I started school. This love of books brought me to work as a Library Assistant in my fifth-grade homeroom. I continued through high school and then decided to study to become a school librarian. I was fortunate enough to obtain a scholarship to a university where I studied for medical librarianship. After working as a Reference Librarian in a college and as Director of a junior college library, I returned to my home area, answered an ad for a general library position and found that it was a law library. I have worked here in many positions ever since.
25	After my husband enrolled in law school, I decided to seek employment to occupy some of my spare time. The employment office referred me to the institution that my husband was attending, and the personnel office sent me on an interview at the law library. Needless to say, I got the job and the rest is history.
26	I decided to become a law librarian during my 2nd year in law school. I worked in the law library as a college work study student. The director encouraged me to go to library school. I like being a law librarian because I can stay current with the legal field, but don't have to worry about billable hours, etc. Of course, it's not as lucrative as working as an attorney.

No.	Response
27	Legal research was "my bag" as an attorney. I totally enjoyed being a reference librarian during my pre-law librarianship career. Because of my legal background as an attorney and 10 years of library experience, in 1979 when the head of the library retired, I applied for the position which I currently hold.
28	In 1986, I relocated for a part-time reference position at a law school. I had worked in different types of libraries in another country and was ready to take on the challenge of a legal field.
29	I enjoy finding answers to law-related reference questions. Law librarianship is a challenge. I have been in this field since 1974.
30	Chance for advancement.
31	By the research which I find fascinating. I also enjoy problem-solving and working with historical data and other media. I am both a Law Librarian and an Archivist. I enjoy both aspects equally. I also like helping people.
32	I have always loved books and libraries as well as always having an interest in the law. By circumstance, I was given an opportunity to combine both interests in one career.
33	In 1985, when I went to the Law Library Convention and saw about 5 black people at the closing banquet, I knew that this was a field that few black people were involved in. Then I found out about the minority scholarship. I applied and received it.
34	I was employed during the summer, where I worked in the public library in the town that I lived.
35	I was notified on the availability of the job and since I intended to obtain a JD, which I am doing now (I am a law student), I started the job, first as a part-timer until there was a vacancy.
36	When I got the job in the law library.
37	I was attached to law librarianship because of the type of materials and clientele it serves. It seemed exciting and interesting.
38	Chance.
39	I have been attracted to law librarianship since I went to library science school. My first opportunity to work in a law library occurred in 1980. I enjoy working with legal materials and legal topics (although I decided not to attend law school). I also prefer working in the smaller setting of an academic law library instead of the main university library.
40	I love helping people with information and I had a JD and didn't like lawyering.

No.	Response
41	During my last 2 years of college, I worked at the Circulation desk at the law library of my school (weekends and evenings); as there was no reference during those times, I was asked questions which needed answering. The Director gave me <i>Legal Research in a Nutshell</i> (my own copy), gave me some reference tips, and I was off and running. They were so grateful. So when I graduated, I decided to become a Legal Reference Librarian.
42	1990. Desired a change from general academic library.
43	I volunteered for a position in the library while working as a part-time paralegal to broaden my knowledge of legal materials. I became interested in the library due to student work experience (5 years) [non-law].
44	When I was in Library School. Law librarianship is very challenging.
45	Smaller unit and specialized.
46	I was offered a job as a circulation/reference librarian by a law school library.
47	My interest in law developed prior to entering library school. During and after my undergraduate years, I was employed by a law firm as a legal messenger and legal secretary. Upon receiving my MLS, I sought employment in the legal sector.
48	I first became interested in law librarianship in library school because of my special library class. The class presented law librarianship as being the height of any professional librarian's career.
49	As soon as I received my Bachelor's Degree and began to work at the Law Library as non-professional staff. From there, I went to Library School and continued working at the Law Library until this date.
50	Ability to help people on a higher level of expertise.
51	Part-time clerical position while attending college.
52	1985—I was working as a Westlaw rep when one of my clients—a law librarian—asked if I'd be interested in a job. Since "they" are such zany people, I said yes-and now I'm one!
53	Got into it by accident when my company went bankrupt. I worked in the legal department.
54	I worked as a paraprofessional at a public library and saw the need for multicultural librarians to assist Spanish-speaking patrons.
55	The pay and the type of work I would be doing with the public.
56	The intellectual/scholarly requirements, and the potential for being involved in all levels of librarianship.
57	While working my way through law school, I worked in the law library. The people were nice and I loved my work. So upon graduating from law school, I began thinking about professional training.

No.	Response
58	In 1977, I read that law librarians were among the best rewarded public service personnel—both in money and day-to-day experiences!
59	My aunt is a librarian and I didn't know what to do when I graduated from college, so I went to library school. I have enjoyed it ever since!
60	Only permanent library position available at the time. Enjoyed working and learning in this specialized area. Did not/have not applied for subsequent openings in non-law libraries.
61	Specialized field. Closer contact with people in the same field.
62	Interesting field. Job opportunity.
63	I wanted to work in an environment which provided room for educational growth as well as mental stimulation.
64	I was initially attracted to working in libraries period. My first library job was in a law library and I discovered that I liked the law as a subject area.
65	I was working as a paralegal and became known for my research ability in the department. Law librarianship offered more opportunity for research.
66	There was no particular attraction. There was a job opening in this area and I needed a job.
67	"Stumbled" into it while working in a law firm.
68	I was a philosophy major and a political science minor. I got a job as a library assistant at the Library of Congress, and combined the interest of major areas of study with librarianship—the outcome was a specialty in law.
69	The legal bibliography course taught by Bob Berring in my graduate education inspired me to pursue the area of law librarianship.
70	I was a student assistant in the law library and when I finished my bachelor's degree, I decided to take my master in library science and start to work in the law library.
71	I was managing a college bookstore when I decided to go back to school for my Masters in Library Science. At the time I considered medical but also law courses. I got a temporary job at an Appellate Court Library—I liked it, and decided to go into law. At times I wonder why—lawyers are not my favorite people, but it's never boring and when I retire I will expose them in my memoirs.
72	In July 1982, I was hired as a Library Technician. Since then, I was promoted to a Library Paraprofessional 3. Currently, I am holding the temporary position of Acting Acquisitions Librarian until a librarian is hired for the position.
73	I was employed as a clerical worker in the library in 1989. In 1991, I was promoted to a paraprofessional.

No.	Response
74	I was attracted to law while working as a library assistant (full-time) while completing undergraduate studies at the University of Washington. Outstanding model law librarians (Marian Gallagher, et al.) were mentors and models.
75	A friend suggested that I become a Law Librarian because he was familiar with my academic librarian position. I enrolled in law school and after my first year I was offered a position as full-time Law Librarian in that institution.
76	I came to this university to complete my studies for a Bachelor's degree and was hired as a library clerk. At that time there was only the Director and myself. Therefore, I learned and worked in all areas of technical services and loved all.
77	Law Librarianship is an excellent alternate legal career. The law library environment satisfies my interest in law and all aspects of management.
78	I liked the way legal references (cases, digests, etc.) were organized. I felt it was easy to understand.
79	Went into this field in 1977. Attracted by research aspect, versatility of skills acquired and how well it coupled with my ultimate educational goal of obtaining a law degree.
80	After graduation from college, I worked for three years at a government library in my home country where I dealt with a lot of law materials. Later I was hired by the NY State Department of Law through a NY State Civil Service list. I began learning New York state and federal laws and have since enjoyed working in the law field.
81	Job opportunity.
82	Early on I had an interest in studying law. By the time I entered law school, I already had a library degree and decided to combine my interest in law with my library degree and teaching experience.
83	I left a private medical library in May 1978 due to poor management and lack of job security. The law library where I am currently employed had an opening and I was selected to fill the vacancy.
84	A lifelong love of reading attracted me to librarianship. I was curious about law and law school and chose to combine my interests to establish a specialty.
85	Merely fell into it.
86	I was looking for a position related to creation of bibliographic databases and on-line catalogs in special libraries, given my experience with, and knowledge of, computer applications in libraries.
87	I was asked if I was interested in working in the law library (1987).
88	I enjoy the kinds of materials (legal, governmental and political) found in law libraries and I enjoy working with students.

No.	Response
89	Actually my main interest is Academic Reference. I found my first job in a law library after my B.A. and I'm still here.
90	I began working in libraries as an undergrad. I continued to work in the field after graduating from college. I was interested in the study of law before I started college. Working in a law library during and after college inspired my interest in librarianship (particularly the public services/reference) aspects.
91	I was hired as a technician in 1985. I loved the environment of tech services. The Director said I had the "knack" so I went for my Master's in 1988. She was right.
92	I have a law degree and am a licensed attorney in my home country. I have good knowledge and a good background.
93	My academic background is relevant and my interest is close to the subject of law.
94	I realized after my first year of law school that I wanted to become a law librarian. I was not attracted to the adversarial side of the practice of law. I enjoyed working in the law library as a student assistant. I was still exposed to the law and had ready access to the theoretical material.
95	I was influenced by my university's reference staff.
96	Early 1980's, after many years in public libraries, the focus (law) seemed attractive with better paying opportunities.
97	Personal interest ever since college years.
98	Entered profession by default, still in the profession because of the specialized and varied nature of law. Advent of technology in the field has enhanced my interest to remain in the field, at least for the present time.
99	I am interested in attending law school. Due to my past job experience as a library consultant for a computer company (company no longer in service), I was hired to work for a law library. I found the work to be interesting, challenging and quite rewarding.
100	I had an excellent law school librarian who encouraged me to enter the field as an alternative J.D. career.
101	I started working as a cataloger in an academic law library in 1980. There was no special reason why I became a law librarian except for a slight increase in salary from my previous job in a university library.
102	After 3 years of law library work experience, the idea of pursuing a career in law librarianship would be a logical choice for me as a career goal. The idea was shaped by the gratification I have received in assisting and facilitating information to students and faculty.
103	I was not interested in legal practice. I felt that several of my strengths were in legal research. I entertained the possibility of providing legal research information to those who were less skilled or had other commitments for finding legal information. I then decided to obtain my MLS degree and seek employment as a law librarian.

No.	Response
104	Political Science background. More challenging.
105	I was working as a law clerk when I was assigned to the law library. With my background as a lawyer in the Philippines, I decided to go into law librarianship rather than go to law school.
106	I developed my interest in law librarianship while I was doing my MLS. The school I attended had a law school (and a law library). The opportunities available to law librarians outnumbered the opportunities available to librarians with other specialization(s).
107	I fell into it waiting for a teaching position to open up in NYC in the mid-1970s. I found that I liked working in the library and decided to make it my career.
108	My first job was with a college law library.
109	Law is a powerful force. I never thought of how powerful until I became a law librarian. Originally, I was interested because it was the only area of librarianship I had not studied. I am now attracted to the effect of its power on society.