

ORALL Newsletter

Ohio Regional Association
of Law Libraries

December 1986

Volume 1986, No. 4

President's Message

It was good to see so many of you at the ORALL-MICH/ALL fall meeting in Grand Rapids. I hope those of you who could not make it to Grand Rapids are making plans to attend the spring meeting in Dayton. As the new ORALL President, I hope that we can all work together in the coming year to ensure that ORALL addresses the needs and concerns of its membership and continues to be a dynamic and effective professional association.

Fall Meeting with MICH/ALL. The comments and written evaluations on the fall meeting with MICH/ALL indicate that attendants felt that the programs and other events were worthwhile and enjoyable. In a report compiled by Kathy Vance, Local Arrangements Co-Chair for the meeting, 66% of the attendants rated the overall meeting as "excellent" and 31% rated it as "good." We are going to have to work on doing a better job of reaching the interests and concerns of the remaining 3% who gave the meeting only a "fair" rating.

A special word of appreciation for the meeting's success goes to the Local Arrangements team of Kathy Vance and Diane Zandbergen. They were unfailingly helpful and cooperative. Special thanks is also due to Lane Fichtenau, Program Co-Chair, whose good ideas and enthusiasm made her a delight to work with.

Shortly after the fall meeting, I received a letter from Albert Brecht, AALL Vice-President/President-Elect. He expressed his pleasure at being able to attend our meeting and getting to meet so many of you.

Committee Requests. The forms for indicating your preferences for committee assignments were available at the Grand

Rapids meeting. Many of you have already returned them to me. For those of you who have not done so, please let me have them as soon as possible. If you were not at the meeting and do not have a request form, it is included in this newsletter. Fill it out and return it to me as soon as you can. Although I hope to have committee assignments completed by the time this newsletter reaches you, it is certainly not too late to join a committee. Please become an active ORALL participant by sending in your form and helping out with committee work. A list of committee assignments will be printed in the next newsletter.

Executive Board Appointment. The election of Paul Richert as Vice-President/President-Elect of ORALL created a vacancy on the Executive Board of ORALL. As empowered in the ORALL Bylaws, I asked Keith Blough, Law Librarian of the Columbus Law Library Association, to serve on the Executive Board until the fall annual meeting. Keith has graciously consented to serve.

Newsletter Contributions. Don't neglect to share your news, views, special project reports, book reviews, bibliographies, etc., with other ORALL members through the Newsletter. We'd all like to know what you're planning, thinking, and doing in your library. We'd also like to know about the progress and projects of the various ORALL Committees. Please send your contributions to Newsletter Editor Ted Potter at the University of Toledo Law Library.

Plans for the Year. Plans for the coming year began at the Executive Board meeting following the Grand Rapids meeting. Vice-President/President-Elect Paul Richert already has an interesting assortment of possible program offerings for the spring meeting

in Dayton. At the Executive Board retreat on November 14 in Columbus, further consideration of ORALL projects, programs, and goals will take place. Hopefully, this retreat will serve to focus our organizational objectives for 1987.

One of my personal concerns for the coming year is the question of salaries. There was extensive discussion at the fall meeting about the ORALL salary survey and about librarians' salaries generally. Now that we have the survey, the question is what role can or should ORALL play in changing the salary picture. I spoke with Al Brecht at the fall meeting about the salary survey and what AALL's part in providing support for change might be. In his recent letter to me, he mentioned that he has spoken to AALL President Lolly Gasaway about the salary survey and the concerns that were expressed about salaries at the meeting. As a possible immediate help, President Gasaway suggested an ALA topical information packet on comparable worth that might assist librarians in trying to improve their salary position. I am going to recommend that ORALL get this packet and, if it is worthwhile, make it available to any interested ORALL member. By the way, Sue Schaefer reported on the ORALL salary survey at the fall meeting. I noted a number of comments from MICH/ALL members in the evaluations that a similar survey should be undertaken by MICH/ALL.

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Calendar

January 3-6
January 7-10
May 13-16
May 13-15
July 5-8

AALS—Los Angeles
AALL Midwinter Institute—San Francisco
Ohio Bar Association Annual Meeting—Dayton
ORALL Spring Meeting—Dayton
AALL 80th Annual Meeting—Chicago

Officers

President: Carol B. Alred

Vice President/President-Elect: Paul Richert

Secretary: Mary Grace Hune

Treasurer: Brenda Woodruff

Executive Board: Martha M. Cox, Mary Persyn, Anita K. Shew (past President)

Newsletter Editors: Constance Matts and Theodore A. Potter

Past President's Column

One of the really great things about being a law librarian is that there are so many opportunities for professional growth and enrichment, including world travel. I will tell you a bit about being a Civilian Ambassador for the U.S., getting an education, and having exciting, worthwhile, and rewarding experiences. Not once in a lifetime, but three times.

Marion Gallagher planned and led a People to People Mission to the "Great Libraries of the World" in 1971. Our group visited libraries and met our professional counterparts in five European countries and observed the IFLA conference in Liverpool. At the British Museum Library, the Director, Sir John Wolfendon, with his whole professional staff, came down the steps and out to the bus to greet us. Marion said to Sir John, "The folks in Snohomish County will never believe this when I tell them." We saw the intricate insides of the British Museum. When we dined with these gracious colleagues, we gave a toast to the Queen, to Sir John, and to his lovely lady. In Paris at the Bibliotheque Nationale, built in 1480 by Louis XI, we learned that patrons have to make an appointment and have a reserved seat to use the library--no open stacks. The floods at Florence had spurred high-tech conservation and restoration methods for damaged books and manuscripts in Rome. It was there that the priceless treasures of the Vatican Library were ours for a day. The library at the University of Madrid, founded in 1341, held the most surprises. This imposing edifice had a large bust of Queen Isabella and magnificent marble staircases. There was a special collection on Cervantes and historical documents and relics on traditional display. But excavated underground, seven stories deep, is the most advanced library I have ever seen. Books are carried by conveyor belt and the lighting and displays in the exhibition rooms are unique.

Following Marion's example, James Werner planned and led a People to People Mission of law librarians in 1984. First came the 25th anniversary meeting of IALL in Freiburg, Germany. Delegates from 20 countries assembled to take a look at courts, law libraries, and legal information in a changing society and visited the European Court of Human Rights in Strasbourg, France. After IALL, our group went to Scandinavia and Russia. In Sweden, we visited the libraries at Uppsala, the Royal Library, and the American Embassy. In Finland, tours of the libraries of Parliament, Bank of Finland, University of Helsinki, and the technological library at Otaniemi were arranged. Two libraries welcomed our group in Leningrad: the Academy of Science and the Public Library of the Soviet Union (NOT public) with its 26 million books and manuscripts. In Norway, we toasted freedom and visited Parliament and the Royal University where they have 4500 law students and lots of U.S. law books.

Betty Taylor, Dan and Shirley Henke and I joined an American and Research Libraries Cultural Tour of Japan this August before

attending the IALL and IFLA meetings in Tokyo. On the tour, visits were arranged to municipal public libraries in Hiroshima and the Prefectural Library System in Osaka. The first was an old traditional library in an old, beautiful building, very crowded, where the librarians opened a safe and lovingly displayed their precious treasures. In Osaka the libraries are ultra-modern in beautiful new buildings. In the seven reading rooms I visited, there was not one empty seat. The Audio Visual Center was the very last word in modern technology. It had 160 video tapes, which patrons could select by computer and view by depositing a coin. The IFLA opening reception and exhibition were very exciting. The IALL meetings were held at Aoyama Gakuin University in Hong Kong, we visited the libraries in the new Supreme Court Building and at the Hong Kong University Law School.

It is not necessary to go overseas to find opportunities to grow as a law librarian (you can start nearby at your Chapter meetings), but it sure is fun and I recommend it! ■

Prepared by Bethany J. Ochal, Director, Orange County Law Library

Michael Slinger, Head of Research Services, University of Notre Dame Law Library, is the coordinator of our Past President's Column.

Changes That Impact Collection Development

One of the general sessions of the Fall Meeting of ORALL concerned collection development. The first speaker was Byron Cooper, Director of the Law Library, University of Detroit, who focused on collection development policies. His main point concerned how librarians plan for the use of available resources, whether the resources are plentiful or meager. Either way, strategic planning is the key to making the most of these resources. Mr. Cooper borrowed concepts from business to explain how to go about this process.

Planning involves a number of steps in order to effectuate a good collection development policy to meet the changing needs and resources of the law library. Some steps to follow were identified by Mr. Cooper:

- Identify all of the policies relevant to collection development
- Do a full profile of the library
- Create a planning manual to track goals and objectives
- Form a committee of librarians and patrons to assess the goals, objectives, and the means of achieving them
- Formulate the strategies for implementing the plans

-List the alternative plans, so that flexibility may be maintained

-Plan how to handle contingencies

By following a strategy, librarians have a good handle not only on the finances as they stand at any one point in time, but also how those resources may best be utilized, in times of feast or famine.

The feast or famine analogy is a good one for libraries because so many of us rely on sources which can vary widely, depending on circumstances beyond the institution's control. For this reason, Mr. Cooper suggests that planning for contingencies is important. Reserves of resources may be a short-term solution to minor cuts in budgets, but a better solution is to keep a close eye on the continuation purchases as they are made. If 95% of the budget is made up of continuations, budget cuts will have a dramatic effect on the collection. Mr. Cooper suggests keeping a list of continuations, of which about 10% could be cut in times of fiscal famine. In this way, the integrity of the collection may be maintained no matter the financial circumstances.

What happens when the budget is actually cut? Mr. Cooper suggested that this may be the most challenging time for the library and it might be the most rewarding as well. Adversity forces reflection: What are the library's goals? How can these goals best be attained within the present fiscal bounds? How long will the cuts last? These questions can go a long way toward the formulation of a strategic plan to re-allocate the library's resources. Some of Mr. Cooper's suggestions included cooperative acquisitions and state networks to help use one's resources most efficiently. The bottom line is to have a strategy for confronting budgetary feast or famine.

The second speaker on the topic of collection development was Roger Jacobs.

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For extra copies of the ORALL Newsletter write: Theodore A. Potter, University of Toledo Law Library, 2801 West Bancroft St., Toledo, OH 43606

For membership information contact: Brenda Woodruff, Toledo Law Association, Lucas County Courthouse, Toledo, Ohio 43624.

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Kudos for Kempel

The flame didn't fizzle when the Lansing Players lit the fuse on its first dramatic effort presented for the entertainment and edification of the attendees of the joint ORALL-MICH/ALL conference in Grand Rapids, Michigan, October 1-3.

Written by Barbara Vaccaro, *Marion the Librarian; or Two Days in the Life of Lance Badmash* was given breath by the realistic portrayals by Peter (J.R. Ewing) Kempel as Badmash and Emily Haggerty as the much-victimized Ruth Parcheesi.

The opening sequence found Lance awaiting the arrival of Ruth Parcheesi, a highly qualified law librarian applying for a position on Lance's staff. As Lance, conscious of her attractive appearance, coarsely interrogated her on marital status, family, nationality, religion, and personal interests, this reviewer held her breath, hardly able to anticipate his next dastardly move. Mercifully the interview ended with the pure and just Ms. Parcheesi hired by the reprehensible Badmash.

The second day in the life of licentious Lance confirmed my fears that the honorable and conscientious Ms. Parcheesi would be fired by the brutal Badmash. Dismissed for activities and appearance which had not met Lance's expectations, Ms. Parcheesi was fired, without warning, and ultimately threatened the fiend with filing an action based on his discriminatory remarks and practices. At the drama's end justice was not won and the audience, fraught with anxiety, looked to Prof. Freeman, the next speaker on the program, to quell the fears of rampant despotism.

As I said in the title, kudos for Kempel and the entire ensemble. You've left the audience wanting more. Tell us what happens to Lance on the other 363 days of his year. We are waiting for the sequels, such as *Lance Part Two - First Blood for Ethics or Kick-Backs - R - Us*. ■

Reviewer: Joanne Beal, Dayton Law Library Association.

Hiring, Firing, and Sexual Harassment

A summary of remarks presented by Everette J. Freeman, Assistant Professor of Labor and Industrial Relations, Michigan State University.

Armed with a well-organized handout and a graphic illustration still fresh in everyone's mind (*Marion the Librarian; or Two Days in the Life of Lance Badmash*), Prof. Freeman began his presentation with a workshop approach and a synopsis of the preceding melodrama. He prefaced his remarks by saying that the "sins" committed by Mr. Badmash stretched to the end of the spectrum all the normal personnel procedures and depicted most of the pitfalls one might encounter on the road to discrimination. He

stated that "grounds for discrimination may take place in that jump from fact to inference and from inference to fact." Also that "facts flow from observations whereas inferences unfairly go beyond observation."

Prof. Freeman cautioned that employers today should not rely on an unstructured interview process when hiring a new employee. In preparing to fill a job vacancy or a new position, the employer should evaluate or re-evaluate the position, the expectations for job performance, and the job requirements. This systematic rationalization of the job may avert an interview situation resulting in discrimination.

He urged that at the outset it is important to write down the questions to be asked in an interview and to ask all the questions to each prospective employee. Referring to the table of Preemployment Inquiries contained in his handout, Prof. Freeman emphasized that photographs may not be used in employment applications and also recommended that inquiries not be made pertaining to marital status or children with regard to job performance.

The exception to what may be construed as questionable preemployment practices was established by the U.S. Supreme Court decision of *Griggs v. Duke Power Co.*, 401 U.S. 424 (1971). In that case it was deemed that a questionable practice need not be prohibited if the employer is able to establish a relevant business necessity for the practice. In addition, the bona fide occupational qualification exemption is narrowly construed by the EEOC with regard to any physical, mental, or medical impairment which would interfere with the normal operation of that particular business or enterprise.

In reviewing Mr. Badmash's employee dismissal, Prof. Freeman denounced the singular lack of fair labor practices exercised in firing the aggrieved Ms. Parcheesi. It was obvious to the sympathetic viewers that Ms. Parcheesi received no warning of poor performance, that there was no progressive discipline, and that the implications of sexual harassment were highly offensive.

Prof. Freeman warned his listeners to take heed or be doomed to follow the path of Lance Badmash. He urged that employers inform employees of job expectations and performance standards. He recommended that employers communicate to all employees, in a written form, the predetermined disciplinary procedure. The procedure should contain provisions for a verbal warning, a written warning, and some form of mild discipline before dismissal.

In closing, Prof. Freeman reminded the listeners that fair and equal treatment is the name of the game and that winnowing out the Lance Badmashes will benefit employers as well as employees. ■

Prepared by Joanne Beal

Thanks to the Executive Board and Committee Chairmen

As immediate past President, let me thank various ORALL members who have made this a memorable year for me. Al Podboy, last year's President, provided much good moral support and filled in the cracks on procedure. Martha Cox did double duty this year as Executive Board member and as Membership Chairman. I am very grateful for her counsel and dedication to the production of the directory. Sue Schaefergen deserves much credit from all of us for her thorough job on the Salary Survey.

We all owe a real debt of gratitude to Constance Matts, Newsletter Editor, who is finishing her three-year tenure with this issue. She and former member Patti Bresnahan worked hard to make this one of the best Newsletters among the Regionals. We appreciate the consistent good quality of the Newsletter and the professional manner in which it was done. Good luck to Patti and many thanks to Constance!

Certainly praise goes to Carol Allred and her Activities Committee for planning two excellent conferences.

And last but not least, let me thank the Executive Board for the lovely gavel plaque that was given to me at the close of the business meeting. It already hangs on a special spot on my office wall. Thank you all. ■

Prepared by Anita K. Shew, ORALL President, 1985/86



Anita Shew with her new gavel plaque

Announcements

New Phone Number for Valparaiso University

Due to the move to a new law school building, Valparaiso University School of Law Library's general phone number has changed to (219) 465-7838.

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State, Court, and County Law Libraries Meeting in D.C.

On Sunday, July 6, 1986, at 8:30 a.m. the State, Court, and County Law Libraries held their annual meeting in Washington, D.C.

The registration and continental breakfast (8:30 to 9:00) were followed by four very interesting and informative presentations on the main theme of *Computerized Legal Information: Its Application and Transfer*.

James A. Sprowl, American Bar Foundation and Chicago-Kent College of Law, spoke on "Lexis and Westlaw: A Research Comparison." Mr. Sprowl discussed the Legal Research Cycle (access terms → grouping → retrieval → review → analysis → access terms). The keys are always the Access Terms whether your research is manual or by computer. Jim suggested that if access terms in a particular area are not familiar to you, then it is best to begin your research manually.

Carol D. Billings from the Law Library of Louisiana addressed the members concerning "Administering the Public Terminal: Results of the Survey." Carol also distributed information concerning Administration of Computer-Assisted Legal Research Service Accessible to the Public. Among the handouts were a Westlaw Plan 1 Contract, a fact sheet on Lexis Distributorship Plan, a Baltimore Bar Library Subscriber Agreement, and forms for search requests and billings.

Glen Howell of the Law Society of Upper Canada discussed "Collection Development: Does Electronic Publishing mean the Death of Hard-Copy?" Although the computer will only be supplemental to hard-copy books for a long time to come, Howell thought that we may see its impact more immediately in such areas as multiple copies, replacement of some digests and citators, and in the availability of administrative and foreign materials. Other implications are substantial time savings in filing and reshelving.

Frederic S. Baum of the Association of the Bar of the City of New York and Stanley R. Greenfield, the Publisher of the *Official Facsimile Users' Directory*, gave an informative presentation on "Telefacsimile Transmission: Its Future in Law Libraries." Discussed were an explanation of what telefacsimile is, some of the problems, who uses it and its future in libraries. Distributed materials included selected pages from the *Official Facsimile Users' Directory* and current brochures and specification sheets of nine manufacturers of Fax Equipment.

The Business Meeting was held from 11:30 to 12:30. The County Law Library Standards prepared by the County Law Library Standards Committee were unanimously adopted.

Martha Cox, Chair of the Space Planning Committee, presented the Report of the SCCLL Annual Space Survey.

The Statistics Committee will investigate the possibility of the AALL making certain changes in their statistical survey to relate more closely to the SCCLL statistical survey. This was proposed to enable us to fill out only one lengthy survey form and still accomplish both purposes that originally required two forms. ■

Prepared by Keith Ashelman

County Law Libraries Special Interest Group

Business Meeting—Grand Rapids Michigan, October 1, 1986

SIG chair Rosemarie Chrisant called the meeting to order at 4:15 p.m. and asked for subgroup reports.

Reporters. Keith Ashelman's report on the Washington meeting of the State, Court and County Law Libraries Section of AALL was read (see "State, Court, and County Law Libraries Meeting in D.C.," this page). At that meeting, four speakers discussed aspects of the program theme: *Computerized Legal Information: Its Application and Transfer*. The County Law Library Standards prepared by the County Law Library Standards Committee of SCCLL were unanimously adopted at the business meeting that followed. Rosemarie Chrisant distributed copies to interested SIG members.

Legislation. Rosemarie Chrisant reported for the legislation subgroup that no further action has been taken by the Ohio General Assembly on either SB 44 or SB 293, but that SB 355 (privacy of library circulation records) has had its first hearing.

Automation/Computers. Martha Cox, Stark County Law Library, distributed copies of a two-page *User Comparison of Westmate and LEXIS/NEXIS* that she had written for the members of her library. In her experience, Ohio attorneys feel that LEXIS is the most reliable online legal research service. However, Martha feels that it is best to consider both WESTLAW and LEXIS together and that they are easiest to use if accessed together on the same machine. Rosemarie Chrisant described Mead Data Central's recently announced program of allowing a sponsoring local organization (such as a bar association) to pay the monthly LEXIS access fee for a group of attorneys, each of whom would have a password and be billed individually for use of the system. A discussion of various systems for financing online legal research in county law libraries followed. Janet Kronk, Madison County, explained that in her library all WESTLAW charges are paid by the county auditor out of a fund set up by the judges for that purpose. Pat Wheeler, Washington County, stated that her judges had established a similar fund but that monies were given directly to the library.

Quarters/Space. Mary Tekancic announced that Rick DeBear of Library Design Associates Inc. was unable to send a representative to speak to the SIG at this meeting, but that she would try again for the

spring meeting in Dayton. Mary also passed around a list for signatures of people who have recently been involved in a library move. She will contact everyone on the list in order to develop the SIG's clearinghouse of moving information.

Funding/Lawsuits. Pat Wheeler, Washington County, distributed copies of a report she wrote entitled *Legislation Concerning County Law Library Associations*. The report discusses Ohio Revised Code sections and Ohio Attorney General's Opinions and their meaning for county law library funding. A general discussion followed of the ongoing problems and inconsistencies in funding county law libraries in Ohio. Among the issues brought up were delays in sending monies to the law libraries, variations in the frequency of audits, and the question of public vs. private funds and for what items each fund may be spent. Rosemarie Chrisant strongly recommended that each SIG member acquire and read the draft Auditor's Manual for county law libraries made available by the State Auditor's Office in July. (Anyone wishing to order a copy should contact Carol Meyer at the Cincinnati Law Library Association.) Gerald Walker, chair of the Law Libraries Committee of the Ohio State Bar Association, has also asked that county law librarians across Ohio send him information about any unusual experiences they have had with either the 10% retained funds or with public funds spent in unique ways. He would also like to see copies of any statements given to county law librarians by state examiners regarding these issues. Bernice Spangenberg, Lake County, will pass along any such information to Mr. Walker, as he is one of her library trustees. The OSBA Law Libraries Committee meets next on January 24, so input from county librarians is urgently sought before then.

Membership. Sally Davis, Medina County, passed out copies of an attractive new directory of county law libraries compiled by her subgroup and printed courtesy of the Mahoning County Law Library Association. The directory lists all Ohio county law libraries and their librarians, whether they are ORALL members or not. Anyone who has not received his library's copy of this directory should contact Sally Davis.

This concluded the subgroup reports. Rosemarie Chrisant then called for nominations for SIG chairperson and chairperson elect. Mary Tekancic, Lorain County, was elected chair for 1987 and Corliss Davis, Akron Law Library Association, was elected chairperson-elect.

Under new business, Rosemarie Chrisant again mentioned the possibility of creating two new SIG subgroups: personnel/salaries and collection development. Mary Tekancic will pursue the idea for 1987. Rosemarie also mentioned the availability of a new bibliography on Ohio agricultural law. Anyone interested in a copy should contact: George B. Raup, 35 South Spring Street, Springfield, Ohio 45502. Gene Tonry, Lorain County trustee, concluded the meeting by asking SIG

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Indiana SIG in Grand Rapids

The Indiana SIG of ORALL met on Wednesday, October 1, 1986, from 4:00 to 6:00 p.m. at Tootsie Van Kelly's of the Amway Grand Plaza Hotel. Five of the seven Indiana law librarians attending the conference were present.

The topics discussed included:

1. Progress on convincing the Indiana legislature to tape record its sessions for legislative history purposes.
2. Possible responses to the Public Printer's decision to cease sending paper copies of the Daily edition of the *Congressional Record*, the *Federal Register*, and the *Code of Federal Regulations* to depository libraries.
3. Meeting the requirements of the federal depository act.
4. Retrospective conversion projects—problems and benefits.
5. Possibility of a meeting for Indiana law librarians at Bloomington.
6. Legal Research training for non-law librarians—offering a program at the Indiana Library Association meeting ■

The Changing Salary Picture

Brenda Woodruff, Toledo Law Association, discussed changing the salary picture, relating historically from 1868, when the Library of Congress urged that women be hired instead of men at half the salary, to the present time when 86% of library professionals are women earning less than \$20,000 per year.

Recently, library literature has included articles by Kathleen Carrick and Herb White describing the undervalued and underpaid librarian. Women are still being paid only 61 cents for every dollar that men receive, and our profession is no exception. Three distinct differences are observed: men earn more, men are over-represented in upper-level management, and men and women are disproportionately distributed.

The idea of comparable worth (equal pay for equal work) has been acknowledged by the ALA Commission on Pay Equity and in a resolution passed by AALL. Ohio is considering changing its 12-year-old civil service system of pay equity. The law today takes into consideration such things as weather conditions and noise and dirt in current *male* working environments. The changes are recommended to include restricted movement and other *female* working-environment considerations.

The base salary of librarians remains below other comparable professions despite higher entry-level and pay equity problems being routed through the courts. Changing professions or moving geographically are other ways to change the salary picture.

Legal research remains a human activity of reading and analysis, but using the new technology can only help promote the value of librarianship. Most importantly, Ms. Woodruff said, your job description should be a strong reflection of your responsibility and education, emphasizing your title, the amount of management time spent, and the number of employees who depend on your leadership and instruction.

The salary survey which ORALL completed as a factual representation of what law librarians are paid was tabulated and explained by Sue Schaefer of Porter, Wright, Morris, and Arthur in Columbus. Results are broken down by education, type of library, number of patrons served, and number of volumes. Contact Sue to receive a copy. ■

Prepared by Carol Suhre

ORALL Outstanding Service Award

Rosemarie Chrisant of the Akron Law Library Association was honored at the banquet on Thursday, October 2, 1986 for her outstanding service to ORALL.

The award was given for Rosemarie's hard work concerning the conceptual development and actual establishment of the ORALL Special Interest Groups. The Ohio county law librarians had long felt that other types of librarians dominated both the direction of ORALL and the types of programs being offered at the ORALL conferences. Rosemarie believed that the county interests would be better served and that ORALL would become a stronger organization if more county librarians became involved.

However, this had the markings of a Catch-22 situation. It would be difficult to improve participation without more relevant programming at the conferences, yet the programs would not be improved without first increasing attendance.

In 1982, working in conjunction with several other county law librarians, Rosemarie compiled a survey of 88 county libraries and established contacts at each. Rosemarie worked with the other librarians to put together a slate of 6 regional meetings where they were able to discuss mutual problems and to encourage greater participation at ORALL. The next year the number of regions was decreased to 4 and with great effort enough county law librarians were added to the ORALL membership list to ensure greater participation at future conferences. In fact, participation was sufficient to ensure the establishment of the SIG's, and on the same day that the SIG appeared, Rosemarie helped to establish the County Law Library SIG. Now the county librarians meet at each ORALL conference and are playing an ever-increasing role in the direction and development of this organization. Other librarians have benefited from Rosemarie's work: the Indiana librarians have formed their own SIG which

has given them a forum for the discussion of mutual concerns. Rosemarie feels that the SIG will eventually be as important to ORALL as the SIS is to AALL.

A graduate of Northern Illinois University, Rosemarie received her M.A.L.S. from Rosary College. She moved from Chicago to Akron in 1971 to work as a cataloger, and for the past ten years she has been the Director of the Akron Law Library Association. Congratulations, Rosemarie, and keep up the good work! ■

Prepared by Jim Gates

The Need for Long-Range Planning

The final general session of the ORALL-MICH/ALL fall meeting featured Frank G. Houdek, Director of the Southern Illinois University School of Law Library. His talk, entitled "The Need for Long-Range Planning," was entertaining, well-organized, and information-packed and was supplemented by both overhead transparencies and useful handouts.

Planning, according to Mr. Houdek, can be fun—but it should also be a regular part of the library's operating procedures, a continuous process of identifying the best alternative courses of action in order to manage change and not be managed by it. The written plan itself is a document formalizing this process and specifying how to meet defined goals and objectives. Planning can be seen as having three levels: the normative, the strategic, and the operational. Each involves different parts of the library staff hierarchy and each is formulated at a different stage in the long-range planning process. Mr. Houdek defined and elaborated upon seven steps essential to successful planning: writing a mission statement, conducting a needs assessment, defining goals and objectives, identifying alternative courses of action, formulating a detailed plan, implementing the plan, and evaluating the results. A planning notebook, similar to a bound legislative history, can be assembled to preserve all of the documents produced at the various stages of this planning process.

In conclusion, Mr. Houdek left the audience with the beginnings of a list of planning "gems" or bits of immediately usable, practical advice. Among them: Be realistic about your library's resources and set realistic schedules. Don't get bogged down in the planning process itself. Make sure everyone knows the purposes behind planning and don't have hidden agendas. Create the proper planning environment and make sure that management styles facilitate planning. Above all, Mr. Houdek said, remember this paraphrasing of the question asked of Alice in her *Adventures*: If you're only trying to get *somewhere*, you'll get there. But will it be where you really want to be? ■

Prepared by Corliss C. Davis

The ORALL Union List

The *ORALL Union List* is a useful library tool overlooked by many librarians. If you ask a serials or interlibrary loan librarian about it, they may have either heard of it or used it. Reference librarians usually assume it is only used by technical services librarians. This tool can be used by both the public services and the technical services librarians.

OCLC is the basic tool used by interlibrary loan librarians to obtain requested materials. There are several problems in using OCLC for serials. Cost is a problem for many of the smaller libraries. The *ORALL Union List* provides an affordable alternative to OCLC for tracking down the location of serials. Another problem is the form of titles searched. Is it *Journal of the Missouri Bar* or *Missouri Bar Journal*? A small word, such as "the," can make a frustrating search on OCLC. The *ORALL Union List* gives successive entries for the various title changes of serials. The OCLC number and the ISSN number are also provided.

You might have the correct form of the title, but who has the specific volume that you need? Locating the volume is something else that OCLC cannot do for member libraries. There is no online union list for any state. OCLC can only display the holding symbols for the libraries and not their actual holdings. But the *ORALL Union List* will give you detailed information about each library's holdings, including beginning and ending dates, missing volumes, etc.

The above situation illustrates how the *ORALL Union List* could be useful to a library. The *List* contains the holdings of 22 libraries, including academic, county, and corporate law libraries. In addition to the holdings information, the *List* provides detailed information about each library's interlibrary loan policy. Using this information, library staff can evaluate the best way to get the journal articles needed.

The University of Louisville produces the list for ORALL and charges a very reasonable rate for its production costs. The 1986 edition costs just \$47.50. Personnel at the University of Louisville will even input your holdings if they receive a list. Holdings can be updated whenever necessary. Once a library's holdings are added, a copy of that particular library's holdings can be printed for \$15.00 for the first copy and \$1.50 for each additional copy.

If you are not currently participating in the union list project, please think about adding your holdings; the greater the number of libraries participating, the better the service provided by the *List*. Those of you who do not subscribe to the *List* should consider its many benefits. If you would like more information about how to become a member or how to subscribe to the *List*, please contact any

member of the Union List Committee. They are: Lynn Miller, University of Akron Law Library in Akron, 216-375-7447; Kiyoshi Otsu, Indiana University School of Law in Indianapolis, 317-274-1924; Betty Roeske, Ohio Northern University Law Library in Ada, 419-772-2255; and Pam Schaffner, U.S. Court of Appeals, 6th Circuit Library in Cincinnati, 513-684-2678. ■

Prepared by Betty Roeske

Our Changing Profession

Margaret Leary, Director of the University of Michigan Law Library, addressed the topic of strategic planning and targeting of goals or change at the joint fall conference of ORALL and MICH/ALL in Grand Rapids, October 1-3. Ms. Leary identified four myths that might impede our profession's ability to make progress in these areas.

The first myth: technological change is revolutionizing our profession. Ms. Leary said that the word should be "evolution," which means "a process of change in a certain direction" rather than "revolution," which means "going in circles." As technology presents changes to our libraries, our service evolves toward greater access to information. The second myth: the need for technological innovation is necessary because it is the only way to do better. She discussed the "double nickel" in librarianship whereby only 55% of reference questions are answered correctly. Quality rather than an emphasis on technology should be the focus of the profession. Ms. Leary cited the need for a national retrospective conversion project, the relatively high costs of using MARC formats, and the conversion to AACR2 as examples of how expensive technology alone cannot solve the profession's problems. Technology may make it easier to do some of our tasks, but it cannot replace the human element in the information equation.

The third myth Ms. Leary discussed was that quick adoption of technology influences the rate of change in libraries. Rather than hurrying to apply technology without foresight, it must instead be exclusively tied to the institution where we work and to users' needs. Microfiche may not be what everyone wants to use but if it is the only (or best) available medium, we should be prepared to purchase it for the access it provides.

The last myth was that technological change affects fundamental change in our work. As technology becomes more complicated, Ms. Leary advised skepticism. What causes change in our profession is the work of intelligent people and as traditional print sources begin to appear in new formats, librarians must emphasize the positive aspects of these changes rather than the negative. ■

Prepared by Carol Suhre

ORALL Business Meeting Highlights

A few items of interest from the fall business meeting:

The election results were announced by Secretary Ellen Quinn:

VP/President-Elect - Paul Richert

Secretary - Mary Grace Hune

Executive Board Member - Mary Persyn

The proposed amendment to the ORALL Constitution was passed by voice vote. Article XV reads as follows:

Article XV

Membership in the Association, or participation in any activity of the Association, shall not be denied to any individual or abridged on account of race, color, religion, sex, age, national origin, or disability. ■

Announcements

(continued from page 3)

Checklists of Callaghan 1985 and 1986 Releases Now Available

Callaghan has developed separate checklists of all Callaghan releases issued during 1985 and 1986, respectively. These releases include whole volumes, supplements, new or revised chapters, etc.—everything issued during that calendar year.

Available now, checklists for 1985 and 1986 are a means to ensure that you have received all of the material necessary to keep your Callaghan publications accurate and up-to-date.

To obtain your *free* copies, simply call or write Barbara Left, Professional Services Manager, Callaghan & Company, 3201 Old Glenview Road, Wilmette, Illinois 60091; (800) 323-8067; in Illinois, call (800) 624-8525.

For Immediate Release . . .

Even the smallest of library staffs may lack communication between departments. The technical wing of the Columbus Law Library Association solves this problem by regularly apprising the rest of the library staff of inhouse developments in acquisitions, cataloging, and serials through its TechNotes.

TechNotes are handwritten (to save time and preserve informality) on 8 1/2 x 11 inch, pre-printed letterhead with spaces for routing information and date. They may inform the staff about relocated material, new purchases of general interest, policy clarifications, or general technical announcements. They provide an excellent record of departmental progress—especially useful at annual report time—and encourage accountability.

Free copies of TechNotes are available by contacting: Andrew R. Brann, Columbus Law Library Association, 369 South High St., 10th Floor, Franklin Co. Hall of Justice, Columbus, Ohio 43214. ■

The Tax Reform Act of 1986

On October 22, 1986, President Reagan signed into law the Tax Reform Act of 1986, now P.L. 99-514. It is an historic piece of legislation which will affect our lives personally and professionally. Sec. 2(a) of the Act states, "The Internal Revenue Title enacted August 16, 1954, as heretofore, hereby, or hereafter amended, may be cited as the 'Internal Revenue Code of 1986.'" The 1986 Code is a major rewriting of the tax law similar to the Internal Revenue Code of 1954.

What does it mean to have a new Code and what are its implications for our libraries?

According to Donald L. Korb, former Assistant to the Commissioner of Internal Revenue, the new law will affect us as law librarians in a variety of ways. He feels that "it's really the most comprehensive change in the Code since 1913," and that in fact, "it's probably the most significant change in the tax system since World War II," when withholding was begun.

As Assistant to the Commissioner, Korb's job was to represent the IRS in the legislative process. He attended all of the bill's mark-up sessions on Capitol Hill and attended the Conference Committee meetings. As Chief Lobbyist for the Revenue Service, Korb, along with his staff, advised Congress on compliance problems and developed ways of implementing the various provisions of the Act.

Code-based documents such as regulations, procedures, revenue rulings, and letter rulings will be affected by varying degrees under the new Code. However, many of the present regulations will still be good. During the two years he was with the IRS, Korb worked on a new method of providing the technical guidance that will be necessary with the new law. He emphasized that the Treasury has been concerned for some time about providing quick guidance to taxpayers. In an article which appeared in the October 17, 1986 *Daily Tax Report*, Commissioner Gibbs stated that the regulatory process will be divided into two parts. The first part will be concerned with providing timely guidance to taxpayers in the form of revenue rulings, news releases, announcements and letter rulings, while the second step will involve providing more detailed, comprehensive regulations.

The Conference Report to the Act states "the Treasury may, prior to prescribing regulations, issue guidance for taxpayers with respect to the provisions of the conference agreement by issuing Revenue Procedures, Revenue Rulings, forms and instructions to forms, announcements, or other publications or releases."

According to Korb, the IRS has been involved in the legislative process from the beginning, and they will be prepared with forms and technical guidance when the new act becomes law.

Korb hinted that the regulatory process itself may be streamlined, resulting in fewer levels of review, in order to speed up the

dissemination of regulations. "The Revenue Service is not going to do business as usual," he stated.

In our libraries there will not be a sudden and dramatic increase in the size of our tax collections. The new act's effect will probably be similar to that of the major tax bills of 1981, 1982 and 1984, with some allowance for the breadth of changes covered by the new law.

What we need to do is to anticipate our clients' needs for guidance in interpreting and dealing with this legislation. We must identify and locate those documents mentioned earlier that will provide our clients with the technical guidance they need. Korb sees an increased reliance on online services such as BNA Online and TNT for providing attorneys and other library users with timely guidance.

As law book consumers it will be important for us to critically evaluate those publications that deal with this transitional period between the old and new systems.

A "wait and see" approach may be best at this point since the types of publications needed right now are those that are already available, such as the legislative history of H.R. 3838, especially the Act itself, and the Conference Report. The drastic changes in the new law will certainly be a spur to law review, journal, and book authors as well as seminar organizers. There will be a great deal written and our judgment and discretion will be needed. ■

Prepared by Ellen M. Quinn

A Front Row Seat in History

(A Biographical Footnote to "The Tax Reform Act of 1986")

Donald L. Korb has had the privileged position of witnessing history in the making. As Assistant to the Commissioner of the Internal Revenue Service from May 29, 1984 until September 12, 1986, he actually participated in and witnessed the development of the Tax Reform Act of 1986. He was the Commissioner's top advisor on tax reform and also advised conferees regarding compliance.

In September 1986, Korb returned to the Cleveland law firm of Thompson, Hine & Flory where he is a tax partner.

He is a 1973 graduate of the Case Western Reserve University Law School (J.D.) and has a Masters in Taxation degree from Georgetown University Law Center. He began his legal career in 1974 as an attorney in the Office of Chief Counsel of the Internal Revenue Service. He joined the law firm of Thompson, Hine & Flory in 1978 and became a partner in 1981.

He is married to Patricia A. Korb, a high school history and government teacher in Westlake, Ohio. The Korb's have two children. ■

Prepared by Ellen M. Quinn

Summaries of ORALL Committees

The following are short descriptions of ORALL Committees and their purposes. Hopefully they will help the membership make decisions as to which to join. Please take a moment to read these and then complete the committee preference form included in this Newsletter.

Activities: Chaired by the Vice-President, this Committee is responsible for the planning of the two yearly meetings.

Constitution, Bylaws, Guidelines: This Committee's function is to review the Constitution, Bylaws and Guidelines of ORALL and suggest changes.

Education: This Committee suggests programs or institutes to the ORALL membership, works with the Activities Committee on yearly programs, administers the Grant program, and suggests other education avenues (i.e., publications).

Legislative: This Committee monitors proposed legislation affecting law libraries and makes recommendations. One member from each state.

Membership: The big job of this Committee is preparation of the ORALL Directory. Banks-Baldwin Law Publishing Company publishes this, but updating the names and addresses takes dedicated people. The Committee also solicits new members and prepares lists of new members for meetings and the Newsletter.

Newsletter: The Editor of the *ORALL Newsletter* is responsible for publishing 4 issues a year. The Committee members are assigned conference programs to review, articles to write or help the Editor find copy for the *Newsletter*.

Nominations: This Committee evaluates and selects candidates for offices in ORALL prior to the Spring meeting. Also recommends life members and award recipients.

Chapter Breakfast: A person rather than a committee does this coordinating of the ORALL and MICH/ALL breakfast at AALL. Sets up room arrangements, menu, and sends out reservation form.

Model Bibliography: Committee members update the *Core Legal Collection* edited by ORALL members. It is printed and distributed free to members by the Ohio State Bar Association. At least 1 member from each state is appointed to work on the state sections.

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President's Message

(continued from page 1)

There are other projects that I believe need continued support and attention in the coming year. One of them is the collection area strengths project which is currently in progress. Another is the suggested project of having a workshop on a specific topic sometime during the year. Perhaps this project can be implemented in the year ahead.

To be an effective President of ORALL, I need to know your views, ideas, concerns, criticisms, and suggestions. Please let me hear from you. Have a wonderful holiday season! ■

Carol Allred
ORALL President

Changes That Impact Collection Development

(continued from page 2)

Director of the Law Library at the University of Notre Dame. Mr. Jacobs spoke about resource sharing and how it impacts collection development. Many factors lead librarians to consult with one another as to resource sharing. The factors identified by Mr. Jacobs included the information explosion of our time, inflationary trends sending prices through the roof, and new technologies expanding the choices which need to be made in presenting information. All of these factors indicate a need by the law library, as well as other libraries, to cooperate in the sharing of these resources.

Mr. Jacobs began by explaining the benefits of resource sharing and cooperation. Among the benefits: improve access to a greater range of material; stretch limited resources; increase staff specialization and performance; reduce duplication of materials, work, and storage space; and finally, enhance interlibrary relations. While these may be ultimate goals, many barriers to this type of cooperation keep libraries and librarians from sharing resources on a large scale. Among the barriers identified by Mr. Jacobs: library self-sufficiency; size and status of libraries (the larger or private libraries may not want to share on a large scale because they will be doing most of the sharing); past failures in attempting to share resources; physical or geographic limitations; insufficient funding. In many instances, the main barrier is lack of commitment to continue the cooperation.

What is the future of resource sharing and cooperation? Mr. Jacobs suggested that commitment and leadership are the keys to effective cooperation. It is difficult to sustain good programs without many things, such as adequate funding, consideration of the common good of the cooperating libraries, planning for cooperation, and the impact of costs and benefits; but the essential elements in library cooperation are commitment and leadership. ■

Prepared by Theodore A. Potter

Welcome New Members!

Susan Adamczak
Dykema, Gossett, Spencer, Goodnow & Trigg
35th Floor
400 Renaissance Center
Detroit, Michigan 48243

Kathy S. Callan
Stark County Law Library Association
4th Floor
Stark County Courthouse
Canton, Ohio 44702

Taylor Fitchett
University of Cincinnati Law School Library
Mail Location 142
Cincinnati, Ohio 45221-0142

James Leonard
Library Director
Taggart Law Library
Ohio Northern University
Ada, Ohio 45810

Jolan A. Mikalas
Librarian
Roetzel & Andress, L.P.A.
75 East Market Street
Akron, Ohio 44308

Jane Polewchak
Williams, Zumkehr & Welsch
11 South River Street
Kent, Ohio 44240

Linda H. Wood
Head Librarian
Wyatt, Tarrant & Combs
2600 Citizens Plaza
Louisville, Kentucky 40202

County—SIG

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members to contact him if they file a report with their clerk of courts under R.C. 1728 or if they can provide him with any information on paying sick leave for non-professional staff out of statutory funds. ■

Last Minute News!

David A. Thomas, AALL Statistics Coordinator, has just released a summary of the 1986 AALL statistical survey of state, court, county and other government law libraries. Over 100 libraries responded to the survey (including six Ohio county law libraries) which covers such things as collection size, professional and support staff sizes, amounts spent on wages, library collections, and information retrieval services etc., linear feet of shelving, and online legal research services used. Please contact Rosemarie Chrisant of the Akron Law Library Association if you would like to purchase a photocopy of the summary. ■

Prepared by Corliss Davis

Summaries of ORALL Committees

(continued from page 7)

Placement: The Committee is composed of just 1 person who receives openings in law library positions and resumes of persons seeking positions. Notices are put in the *Newsletter* and interested parties will be sent notice of open positions.

Public Services: This Committee maintains a working relationship with state public and academic library associations for the purpose of making available legal references services and publications to non-law libraries in the region. Committee members may do consulting, workshops, and preparation and updating of *Ohio Legal Resources Annotated Bibliography and Guide, 2d, 1984* and the new *Law Books for the Layman*.

Union List: This Committee works on the *ORALL Union List of Serials*, a listing of periodical holdings of 22 libraries within and outside the ORALL region. This is sold to members and others for \$47.50 and is published by the University of Louisville. ■

Placement Notice

Ohio

Position: Law Firm Librarian

Requirements: ALA-accredited MLS and three years reference experience. Online searching, supervisory and legal research experience preferred, but not required.

Job Description: Position with a medium-sized law firm in downtown Columbus, Ohio. The librarian is responsible for managing the firm's library and conducting research for attorneys.

Position Available: Immediately. Salary and benefits are competitive.

Reply with resume to:
Lynda K. Householder
Murphey, Young & Smith
250 East Broad Street
Columbus, Ohio 43215-3753.