

Spring 1988

The Career Paths and Education of Current Academic Law Library Directors

Michael J. Slinger

The Career Paths and Education of Current Academic Law Library Directors*

Michael J. Slinger**

Based on published biographical information, Mr. Slinger provides a profile of current academic law library directors, highlighting their educational attainments, work experiences, academic ranks, and publications. Comparative data by gender are presented.

[The law librarian] must command the respect of those with whom he associates constantly, through his ability, intelligence, and knowledge, legally, culturally and scholarly, and through his ability as a librarian to make the law library an effective educational instrument.

Harry Bitner¹

Introduction

For many young law librarians with both law and library degrees, attaining the position of director of a law school library is *the* major career goal. Law librarians who serve in other types of libraries are well aware of the contributions academic law library directors make to our profession.² Yet, information concerning the qualifications and career paths of individuals who become academic law library directors has been somewhat

* ©Michael J. Slinger, 1988. I am indebted for the excellent assistance I received from Chevelle Hillman, Teresa Welty, and, most especially, my wife, Cheryl Blaney Slinger. This is an edited version of a paper presented at the 80th Annual Meeting of the American Association of Law Libraries, Chicago, Illinois, July 7, 1987. It is one of the winning articles in the 1987 Call for Papers competition.

** Associate Director for Public Services, Kresge Law Library, University of Notre Dame Law School, Notre Dame, Indiana.

1. Bitner, *The Educational Background of the University's Law Librarian*, 40 LAW LIBR. J. 49, 52 (1947).

2. As an illustration of this point, four of the last five presidents of the American Association of Law Libraries are academic law library directors. See AALL DIRECTORY AND HANDBOOK, 1987-88, at 431 (27th ed. 1987).

lacking.³ There has been no comprehensive study of the qualifications, experiences, and accomplishments that characterize today's academic law library directors. The goal of this study is to provide such a comprehensive picture.

For the purpose of this study, I examined four areas: education, experience prior to the attainment of the first directorship, experience upon and after the attainment of the first directorship, and professional activities and status. Within these areas, I examined twenty-one types of experiences and activities that seemed important factors in a person's rising to the position of academic law library director.

In this study, I closely compared male and female directors. I was particularly interested in determining whether significant differences appear that suggest unequal treatment. Therefore, most of the categories examined will show a breakdown by gender.

It is my hope that this study will contribute to an understanding of the unique education and experiences possessed by those individuals who devote their professional lives to directing academic law libraries.

Method

Traditionally, studies of this type are conducted through surveys mailed to the intended subjects. This process usually encounters two difficulties: the rate of return is often poor, and the respondents' answers often fail to elicit the information sought by the questioner. Happily, I found that the raw information I needed to complete this project was available in published sources. For this study, I used information found in the *Directory of Law Teachers, 1986-87* (West Publishing Co. and Foundation Press, Inc.), and in the *American Association of Law Libraries Biographical Directory* (West Publishing Co., 1984). I found that the combined use of both sources was not only useful, but essential in providing the details necessary to chart the complete professional careers of many academic law library directors. The *Biographical Directory* was particularly valuable in providing information concerning the early

3. Articles that discuss some aspects of the issues I examine in this study include: Bailey & Dee, *Law School Libraries: Survey Relating to Autonomy and Faculty Status*, 67 LAW LIBR. J. 3 (1974); Bitner, *supra* note 1; Bolden, *Educational and Experience Backgrounds of College and University Law Librarians*, 57 LAW LIBR. J. 58 (1964); Dunn, *The Law Librarian's Obligation to Publish*, 75 LAW LIBR. J. 225 (1982); Houdek, *Career Development in Law Librarianship: Thoughts on the Occasion of Becoming a Law Library Director*, LEGAL REFERENCE SERVICES Q., Fall/Winter 1986, at 81; McDaniel, *The Educational and Cultural Background of a Law Librarian*, 23 LAW LIBR. J. 68 (1930); Price & Kitchen, *Degree-Oriented Study among Law Librarians*, 64 LAW LIBR. J. 29 (1971); Price, *The Law School Librarian's Educational Qualifications: A Statistical Study*, 10 J. LEGAL ED. 222 (1957); Roalfe, *Status and Qualifications of Law School Librarians*, 8 AM. L. SCH. REV. 398 (1936).

professional years of a number of senior directors; some of this information, perhaps due to space limitations or substantial extracurricular entries, was not included in the *Directory of Law Teachers*.

Using these directories to provide my raw data, I was able to avoid the irritants of poor rate of return and inadequate or incomplete responses, and to gather information for ninety-two percent of all academic law library directors.⁴

I. General Profile

There are 173 accredited United States law schools; of these, I was able to garner sufficient information to study the education, career paths, and activities of a total of 160 academic law library directors.⁵ Ninety-eight (61%) of the directors in this study are male, while sixty-two (39%) are female.

For the information that follows, a narrative profile and observations are provided for each category. Tables cited in the text are set out in the appendix. I strongly recommend that when reading the narrative you also refer to the appropriate tables cited in order better to understand the whole picture.

II. Educational Accomplishments

A. Master of Library Science Degrees or Graduate Level Equivalent Awarded

Since 92% of all directors hold the MLS degree, it is clear that this degree must be considered a professional requirement for a directorship (see table 1). Nine of the twelve directors who do not hold an MLS have twenty-one or more years of experience as law librarians, and thus entered the profession before this degree was the important requirement it has presently become.

The University of Washington overwhelmingly leads all other schools in the number of directors (twenty-one) who have earned MLS degrees there—no doubt in large part due to the well-respected Master of Law

4. Except where otherwise indicated, when determining percentages for all directors, the total number of directors (160) was used. In determining percentages by gender, the figures used were the total number of female directors (62) and the total number of male directors (98). In all cases, percentages were rounded to the nearest whole number.

5. Sufficient information was not available to profile the directors of the following schools: Brooklyn, Campbell, Chicago-Kent, Fordham, Golden Gate, Iowa, Inter-American (Puerto Rico), Louisville, Marquette, North Dakota, Ohio Northern, Oklahoma City, and Tulsa.

Librarianship program. Although forty-five schools have awarded MLS degrees to those who are currently directors, 36% of all directors are graduates of five schools: Washington, Columbia, Michigan, Texas, and Rutgers. Further, 63% of all directors graduated from only fourteen schools (see table 2).

B. Law Degrees Awarded as First Professional Degree

The data in table 3 clearly show that a law degree is a necessary ingredient in most directors' credentials. Yet, fewer female directors than male directors hold law degrees: 86% to 99%, a difference of 13%. Eighty-eight percent of all directors hold both a law and a library degree.

In contrast with the University of Washington's impressive record in awarding the MLS degree—13% of all directors (see table 2)—no law school has assumed a dominant position in producing law library directors (see table 4). Over half of the accredited law schools have at least one director as a graduate.

C. Law Degree Received before MLS

The order in which each degree is received may point to a person's initial career orientation; that is, whether one initially thought of him- or herself as a librarian or as a lawyer. Examining this category (see table 5), one finds an enormous difference between male and female directors: 41% more men than women were lawyers before they were professional librarians. The reasons for the initial career choice are not clear from the data, but the fact that librarianship is, in terms of raw numbers, a female-dominated profession may provide one possible clue.⁶

D. Directors Working as Professional Law Librarians while Attending Law School

Many advantages—financial, personal, and professional—can be obtained from being employed as a librarian while attending law school. This also can be one of the most challenging experiences to which one subjects him- or herself. Forty-nine directors (31% of the total) were employed as librarians while in law school. Many more female directors

6. A 1982 study reported that librarianship in all its specialties consisted of 85% women and 15% men. See Van House, Roderer & Cooper, *Librarians: A Study of Supply and Demand*, 14 AM. LIBR. 362 (1983). A 1986 study, considering only public and academic libraries, reported 75.1 % of librarians are female, 24.9% are male. See AMERICAN LIBRARY ASSOCIATION, OFFICE FOR LIBRARY PERSONNEL RESOURCES, *ACADEMIC AND PUBLIC LIBRARIANS: DATA BY RACE, ETHNICITY AND SEX* 3 (1986).

than male have undertaken this method for obtaining a legal education. Thirty female directors (48%) worked as librarians while attending law school. Nineteen male directors (19%) were so employed.

E. Directors Who Are Members of State Bars

It may be debatable whether a law library director should become a member of a state bar.⁷ Nevertheless, the vast majority of directors (73% of all directors and 82% of all directors eligible to take the U.S. Bar Exam) believe it is an important enough credential to have obtained membership (see table 6). In comparison by gender, males hold a rather substantial 17% lead over female directors in obtaining this credential.

F. Directors Who Hold Advanced Degrees Other than Law or Library Degrees

When one considers all of the time and effort that go into acquiring both a law and a library degree, it seems most surprising that more effort and energy can be mustered to earn additional advanced degrees. Twenty-eight directors (18%) hold additional degrees. This is further testimony to the high level of scholarly accomplishment of academic law library directors.⁸

III. Experience Prior to Attainment of First Directorship

A. Years of Law Library Experience Prior to First Directorship

The directors profiled had an average of five years of professional law library experience prior to the attainment of their first academic directorship. Five years of experience before assuming the top spot of an organization is not a long period of apprenticeship, particularly when the job duties are as varied as are those required of a law library director. These duties usually include significant responsibilities in librarianship, budgeting, personnel management, and teaching. The opportunity to direct an academic law library comes quickly for those with the qualifications, talent, and confidence to assume such a responsible position.

7. Perhaps it is thought by some to add credibility to one's credentials, since most directors can expect to be members of a law faculty.

8. Twenty of the directors holding advanced degrees are male; eight are female. Three directors hold doctorates, sixteen hold additional master's degrees, and eleven hold advanced law degrees. Five are foreign born and hold degrees in comparative law. Three directors hold two additional advanced degrees.

Female directors averaged six years of experience before their first directorship; male directors, four. One possible reason for this difference may be, as we have seen previously, that women tend to be librarians first and often work professionally while obtaining their law degrees. Men, on the other hand, tend to come to the profession with both library and law degrees in hand. Therefore, since they already possess the appropriate educational credentials, they are probably permitted a quicker transition to director.

B. Number of Law Library Positions Prior to First Directorship

For the purposes of this study, law library positions are defined as the number of titles that a person held before attaining his or her first directorship. For example, a person who listed in her biography that she was a reference librarian and later was associate director for public services would be credited with two positions.

Current law library directors held an average of two professional law library positions before attaining their initial directorship. This demonstrates that, on the average, most persons take an intermediate step between an entry level professional position and a directorship.

Twenty-eight directors (18%) assumed their first directorships without prior law library experience.⁹ Five of the twenty-eight directors who did so have fewer than ten years of experience at the directorship level, indicating that it is still possible to rise to a directorship in this way.

C. Law Library Title Held Immediately Prior to First Directorship

This category was chosen for analysis to see whether any one job title provides a definite stepping stone to the director's chair. The data in table 7 reveal that an individual can move to a directorship from many different titles. Probably a more significant factor in moving to a directorship is not the title, but the responsibilities one has assumed on the job.

D. Prior Public Services or Technical Services Law Library Experience

Table 8 demonstrates a marked preference for public services experience as the route to a directorship. Among those directors whose experience could be categorized as either public or technical services, 31% worked in public services, 9% in technical services, and 8% in both public

9. That is, they either received an on-the-job promotion or were hired initially as a director without prior law library experience.

and technical services. An explanation for this result may be that most holders of both law and library degrees hold public services positions.¹⁰

Twelve directors held positions in both public and technical services. One suspects that they brought well-rounded experience to their directorships.

E. Geographical Moves Leading to First Directorship

To analyze the geographic movement leading to the first directorship of the persons studied, I developed the following formulas. I divided the United States into eight regions based on geographical proximity.¹¹ A move from an institution in a particular region to another institution in the same region is categorized as *same region* (see table 9). A move from an institution in a particular region to another region is categorized as either an *adjoining region* or *nonadjoining region*. An adjoining region is a region in which at least one state in the region of previous employment physically touches at least one state of the region of the next place of employment. A nonadjoining region is a region that does not physically touch the region of immediate previous employment. The purpose of this exercise is to analyze how mobile directors have been prior to attaining their first directorship.

Several observations can be made from examining this data. First, the often discussed mobility of law library directors is not evident during their pre-director professional experience. Interestingly, those who do move are just as likely to move across country as they are to move across town. However, the percentages do show that it is more likely that a man will move across the country, and it is more likely that a woman will stay in close proximity to her present location.

10. This can be verified by scanning the placement advertisements in the *AALL Newsletter*. Few technical services positions require a JD, while public services positions often do.

11. The eight regions are:

Midwest (Iowa, Illinois, Indiana, Michigan, Minnesota, Missouri, Ohio, Wisconsin, and Central Canada)

New England (Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, Vermont)

Northeast (District of Columbia, Delaware, Maryland, New Jersey, New York, Pennsylvania, Puerto Rico, West Virginia, and Eastern Canada)

Northwest (Alaska, Idaho, Montana, Oregon, Washington, and Western Canada)

Plains (Kansas, North Dakota, Nebraska, South Dakota)

Southeast (Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia)

Southwest (Arkansas, Arizona, New Mexico, Oklahoma, Texas)

West (California, Colorado, Hawaii, Nevada, Utah, Wyoming)

F. Law Library Left Immediately Prior to First Directorship

Good job performance and fortuitous circumstances apparently did count in the rise of many current directors, as fully one-third received their first directorship via on-the-job promotions. Promotion was particularly important for female directors—nearly half of all female directors followed this route (see table 10). This may be because a great number of females are employed professionally while working toward their law degree. Once the staff person receives her law degree, the current law school employer fortuitously has on staff a double-degree person whose work is well known; if a vacancy at the director's level should occur, the properly credentialed person already on staff is often promoted.

G. Employer Prior to First Directorship, Breakdown by Schools

Which previous law library employers act as a springboard to the director's chair? Most of the schools that have supplied more than one director are considered to be highly prestigious institutions: the top five "stepladders" are Texas, Harvard, Michigan, Yale, and Villanova (see table 11). It is fair to speculate that there may be some benefit in joining the staff of certain law libraries on one's route to a directorship.

H. Number of Law Library Employers Prior to First Directorship

The data in table 12 demonstrate that current directors generally have not switched jobs frequently. The average number of institutions worked at is only slightly more than one per person. In fact, 85% of all directors have been employed by two or fewer institutions prior to their first directorship.

I. Full-Time Law Practice Experience Prior to First Directorship

Fifty-six percent of all directors gained a law degree before they earn an MLS, yet only sixteen percent of all directors have practiced law before their first directorship (see table 13). This data may indicate that a high percentage of directors did not enter the law library profession because of prior dissatisfaction with law practice, but were initially attracted to law librarianship as a career.

J. Professional Law Library Experience in Nonacademic Law Libraries Prior to First Directorship

Although skills learned in other types of law libraries may translate well into an academic setting, most people who hold an academic directorship follow a strict path of exclusively academic experience. Only 16% of current directors were professionally employed in nonacademic law libraries (see tables 14 and 15).

K. Professional Nonlaw Library Experience Prior to the First Directorship

Nonlaw library experience is not typical for directors (see table 16). Only 8% of current directors have been so employed. However, those individuals who do have nonlaw library experience have spent as many or more years in these endeavors as it takes the average academic law library director to attain his or her first directorship.

L. Professional Experience Other than Library or Legal Practice Experience Prior to First Directorship

Adding the thirteen directors who worked in other types of professions (table 17) to the twenty-five directors who practiced law (table 13), it seems that nearly one-quarter (24%) of all current directors pursued nonlibrary professional careers prior to their first directorship. Virtually all of these pursuits provide experience which, in some fashion, can be of use to law librarians.

IV. Experience upon and after Attainment of First Directorship

A. Age upon Attainment of First Directorship

The average age upon attainment of the first directorship is thirty-three, which indicates that one can rise to a directorship in our field at a young age. This is particularly surprising and noteworthy in light of the skills that a directorship requires. For example, a director is usually entrusted with handling a large budget, must deal with significant personnel matters, is expected to have a good grasp of librarianship, and must possess many other skills involving education and university relations.

B. First Directorships Designated as Acting Directorships

Seventeen percent of current directors assumed their first directorship under the title of "Acting Director." Acting directors usually begin their administration under a bit of uncertainty, knowing that they may eventually be replaced by a new director. However, only four of the current directors who started their directorship with the designation "acting" were subsequently demoted to a nondirector position. All others either had the acting designation removed from their title at that institution, or moved immediately to a directorship at another academic law library.

The data show that more than one-quarter of all current female directors started their "directing" careers with the title of acting director. This may not be particularly surprising in light of the fact that 48% of all female directors work professionally while attending law school. These

persons would seem to be a ready source to "fill in the breach," as an acting director is expected to do.

C. Number of Years Spent at First Directorship

On the average, directors spend eight years at their first directorship. The figures for average length of service are driven up considerably by the twenty-two directors (14%) who had more than fifteen years of experience at their first directorships. Nine of these directors have twenty-four or more years of experience, and four have thirty-one or more years of experience at their first directorships. One hundred and two directors (64%) have less than eight years of experience at their first directorships.

Sixty-five percent of all directors are still at their first directorship. This includes 55% of all male directors and 81% of all females. This contradicts the popular notion that academic law library directors are regularly changing institutions.

D. Number of Years at Subsequent Directorships

The statistics definitively show that male directors are more likely to move on to another directorship than are female directors. In fact, a comparison of percentages reveals that males have moved on to other directorships twice as often as females.

Thirty-five percent of all current directors have moved on at least to a second directorship (see table 18). The figures for third and fourth directorships, however, demonstrate that movement in the profession stops for the vast majority of directors at either the first or second directorship (see tables 19 and 20).

E. Number of Years at Current Directorship

The average director has spent nine years at his or her current directorship (see table 21). This average points to a considerable staying power by some directors in a profession that has many new directors (eighty-one, or 51%, of all directors currently have five years or less of total directorship experience). The average is driven up by the twenty-nine directors who currently have fifteen or more years of experience at their present position. Of these numbers, sixteen directors have twenty or more years of experience, and three directors each have more than thirty years of experience.

F. Total Number of Years at All Directorships

Current directors have, on the average, twelve years of experience as directors (see table 21). It is probably not surprising that males hold a

directorship experience edge over females, an average of thirteen years for males and ten years for females. Of the twenty-nine directors who currently have twenty or more years of directorship experience, only eight are females.

G. Directors' Current Ages

An analysis of current averages for age (forty-five) and experience (twelve years as directors) shows that directors are both relatively youthful and yet not lacking in significant experience (see table 21). When taken as a whole, it appears that the current group of directors are entering the midpoint of their professional lives.

H. Geographic Movement from First Directorship to Subsequent Directorships

To chart geographic movement, I used the same procedure previously used to chart moves prior to the first directorship.¹² Again, the operating designations are *same region*, *adjoining region*, and *nonadjoining region*.

In contrast to predirectorship movement, where an individual who does move is as likely to go coast to coast as they are to move across town, movement after the first directorship shows a majority proclivity for the middle ground, namely a move to an adjoining region (see table 22).

V. Status and Activities of Directors

A. Current Academic Rank

Academic rank is defined as Professor, Associate Professor, Assistant Professor, or Instructor/Lecturer. American Association of Law Schools standards strongly recommend that the academic law library director be a member of the law faculty.¹³ Only eight percent of current directors did not hold academic rank with their law faculty (see table 23).

Unquestionably, the statistic that stands out more than any other in this study is the tremendous disparity between faculty rank for male directors in comparison with female directors. It is quite shocking to see that while 65% of male directors are full professors, only 29% of females hold that rank, or to see that of the thirteen directors who hold no faculty rank, twelve are females. This disproportion of rank holds true even after

12. See *supra* § III. E.

13. According to AALS Bylaws, "The librarian should be a full participating member of the faculty." ASSOCIATION OF AMERICAN LAW SCHOOLS, ASSOCIATION HANDBOOK art. 6, § 6-10 (c) (1987).

an examination of years of directorship experience. For example, 21% of male directors have six to ten years of law library experience. Within that group, 33% hold the rank of professor, 33% are associate professors, 27% are assistant professors, and 4% hold no rank. Sixteen percent of female directors also have six to ten years of experience; within that group, none hold the rank of professor, 40% are associate professors, 30% are assistant professors, and 30% hold no rank. Even more telling is the data concerning directors with eleven to twenty years of experience. Forty-five percent of male directors fall into this category, as do 53% of female directors. Sixty-six percent of male directors hold the rank of professor, 32% are associate professors, and 1% are assistant professors. Only 27% of female directors in this category hold the rank of professor, 36% are associate professors, 15% are assistant professors, 9% hold the rank of instructor, and 12% hold no academic rank. I do not believe these disparities are explainable from any of the information I analyzed. These differences in rank appear to be evidence of serious inequities, which should be closely examined in the near future.

B. Courses Taught

To analyze the courses taught by directors, I created three categories to reflect different types of courses: legal research and writing, other law courses, and librarianship. Legal research and writing includes courses that teach the skills of legal research or legal writing. Other law courses are those in the areas of "substantive law," for example, torts or contracts. Courses in librarianship are courses that deal with the skills of library science, for example, law library administration or legal reference service.

It is overwhelmingly clear that directors expect to teach, since 92% are involved in some type of formal course instruction (see table 24). The teaching niche that most directors have cut out for themselves is in the area of legal research and writing. A substantial number of directors, particularly male directors, also teach in substantive law areas. The number of directors who teach courses in librarianship is probably limited by lack of opportunity—that is, an adjacent library school. I have spoken with a number of directors who indicated that they would enjoy teaching a course in law librarianship, should the opportunity present itself.

C. Publications

In 1982 Donald Dunn wrote an article entitled "The Law Librarian's Obligation to Publish,"¹⁴ in which he concluded that law librarians do

14. Dunn, *supra* note 3.

indeed have a professional obligation to produce publications. Certainly, most directors have another motivation for producing monographs and articles, namely, they are on tenure track contracts where a record of publication is demanded.

To analyze the publication records of directors, I decided to look at those subject areas in which a director is most likely to publish. These areas are librarianship, law, and book reviews (see tables 25 and 26).

To find legal periodical articles written by each director, I searched *LegalTrac* (Information Access Company) for articles from 1980 to the present and the *Index to Legal Periodicals* (H.W. Wilson Co.) for articles prior to 1980. To find articles on librarianship, I searched *Library Literature* (H.W. Wilson Co.), which indexes articles from 1921 to the present. To determine which monographs in law or librarianship were written by directors, I used the 1986-87 *Directory of Law Teachers*, because the biographical sketch contains a listing of monographs published by each individual included in that publication.

I chose to place within the category of librarianship all titles that dealt with legal research, including subject specific legal research or bibliographies, as well as books and articles that were primarily compendiums of original documents—for example, a monograph collecting international treaties.

My criteria for inclusion in the law category required that the article or monograph be on a substantive element of the law, rather than “how to do research” or “how to find the law.” For example, an article on the effects of recent tort decisions on the insurance industry would be included here.

The articles placed in the book reviews category reflect the designation used by all indexes examined. I made no attempt to categorize book reviews further, as “law” or “librarianship.”

Directors have done a good deal to satisfy their “obligation” to publish. Although contributions have been made in all categories profiled, the lion’s share of publications are exactly where you might expect them to be—namely, in the category of librarianship.

The data show that male directors outpublish female directors by substantial numbers, both in number of pieces (968 for men and 149 for women) and in percentage of contributors (84% for men and 61% for women). This figure is the only piece of evidence I uncovered that may in some way suggest why there is such disparity between the academic ranks of male and female directors, since record of publication is usually a significant consideration in achieving promotion or tenure.

The most prolific of the publishing directors are the thirteen persons (all male) who have each published twenty or more pieces. The most prolific of the prolific has authored 110 pieces.

Conclusion

Current law library directors are, on the average, extremely well educated, youthful, experienced, not nearly as mobile as I had once believed, eligible to practice law, hold high academic rank (particularly if they happen to be male), and are active in both teaching and publishing.

It remains true that male directors continue to dominate the profession in nearly every positive category; there are more male directors with more years of experience, higher rank, and more publication credits. However, in most areas, the gap between males and females is fairly narrow.

The typical academic law library director, then, is likely to be male. He holds degrees in both law and library science, and probably obtained his law degree first. He is unlikely to hold another advanced degree beyond the JD and MLS. He is likely to belong to a state bar, but is unlikely to have practiced law. Probably he did not work professionally while attending law school, but he did work for about five years as a professional law librarian before his first appointment as a director. He had two professional positions during that time, and probably moved twice. He probably worked in public services, but with any of a number of job titles. He is unlikely to have worked professionally other than in academic law libraries.

He is likely still to be in his first directorship. He probably did not move into that position from the position of acting director. If he has moved to a second directorship, he is likely to still be in that position. His move has most likely been to an adjoining geographic region rather than within the same region to a nonadjoining one. He has twelve years of experience as a director, nine years in his current position, and spent eight years in his first directorship.

He was 33 years old when appointed to his first directorship, and is 45 years old now. He is very likely to have an academic title at his law school, teaches at least one course, and has produced one or more publications.

Appendix

Table 1
MLS Degrees Held

	Hold	Do Not Hold
Male	90 (92%)	8 (8%)
Female	58 (94%)	4 (6%)
Total	148 (92%)	12 (8%)

Table 2
Library Schools Attended

School	Number
U. Washington	21 (13%)
Columbia, Michigan	10 each (7% each)
Texas	8 (5%)
Rutgers	6 (4%)
Berkeley, Florida State,	
Illinois, Simmons, Wisconsin	5 each (3% each)
Drexel, LSU, Oregon, Pratt	4 each (3% each)
Alabama, BYU, Catholic, Indiana,	
No. Carolina, Pittsburgh	3 each (2% each)
Chicago, Maryland, Peabody,	
So. Cal., So. Ct., Syracuse	
UCLA, Villanova	2 each (1% each)
17 schools ^a	1 each (1% each)

^a Atlanta University, Denver, Fullerton State, Kentucky, Minnesota, Missouri, North Texas State, Puerto Rico, Rosary, Southern Mississippi, SUNY, SUNY (Albany), St. John's, Texas Women's, Utah, Wayne State, and Western Michigan.

Table 3
Law Degrees Held

	U.S. Law	Foreign Law	None
Male	90 (92%)	7 (7%)	1 (1%)
Female	52 (84%)	1 (2%)	9 (14%)
Total	142 (89%)	8 (5%)	10 (6%)

Table 4
Law Schools Attended

<u>Schools</u>	<u>Number</u>
Indiana (Bloomington)	5 (4%)
Houston	4 (3%)
Wisconsin	4 (3%)
Texas	4 (3%)
Tulane	3 (2%)
Boston U.	3 (2%)
Puget Sound	3 (2%)
Yale	3 (2%)
De Paul	3 (2%)
U. Washington	3 (2%)
Michigan	3 (2%)
25 Schools ^a	2 each (1% each)
62 Schools ^b	1 each (1% each)

^a Alabama, Buffalo, Connecticut, Detroit, Duke, Florida, Georgetown, Harvard, Howard, Illinois, Iowa, Lewis and Clark, Loyola (New Orleans), McGeorge, Minnesota, University of Missouri at Kansas City, NYU, Ohio State, Oregon, Santa Clara, Southern Illinois, Taiwan, Temple, Villanova, and Western New England.

^b Baltimore, California (Berkeley), Cleveland-Marshall, Catholic (Puerto Rico), Cornell, Capetown, Catholic, Chicago-Kent, Columbia, Delaware, Denver, Delhi, Franklin Pierce, Gonzaga, Georgia State, Golden Gate, George Washington, Georgetown, Havana, Idaho, Korea, Kentucky, Kansas, Loyola (California), Loyola (Chicago), Mercer, Mississippi, Memphis State, Miami, Melborne, Maine, Notre Dame, North Carolina, National Chung Shing, New England, NYLS, Oklahoma, Pepperdine, Puerto Rico, Pittsburgh, Pace, Rutgers (Newark), Rutgers (Camden), St. Louis, San Diego, Southwestern, South Carolina, Syracuse, St. Mary's, Stanford, Seton Hall, St. John's, Toledo, Utah, University of California at Los Angeles, University of Southern California, Virginia, Washington (St. Louis), Washington & Lee, William and Mary.

Table 5
Order of Degrees*

	Law First	MLS First	Concurrent
Male	64 (65%)	24 (25%)	2 (2%)
Female	15 (24%)	37 (60%)	0 (0%)
Total	79 (49%)	60 (38%)	2 (1%)

* Nineteen directors hold only one degree.

Table 6
State Bar Membership

	Members	Eligible Nonmember	Ineligible (Foreign Degree)	Ineligible (No Law Degree)
Male	78 (80%)	12 (12%)	7 (7%)	1 (1%)
Female	39 (63%)	13 (21%)	1 (2%)	9 (14%)
Total	117 (73%)	25 (16%)	8 (5%)	10 (6%)

Table 7
Title Held Immediately Prior to First Directorship

	Associate Director	Assistant Director	Other or None*
Male	26 (27%)	33 (34%)	39 (39%)
Female	15 (24%)	20 (32%)	27 (44%)
Total	41 (26%)	53 (33%)	66 (41%)

* Head of Public Services (8); Reference Librarian (6); Cataloger (3); Readers Services Librarian (2); Chief Reference Librarian (2); Assistant to the Librarian, Bibliographer, Cataloging Assistant, Head Law and Legal Reference, Library Assistant, Public Services Librarian, Supervising Librarian, Technical Processes Librarian, Staff Librarian, Head Reference Services Librarian (1 each). Seven were employed in nonacademic libraries; 28 had no previous law library experience.

Table 8
Public versus Technical Services Law Library Experience

	Public	Technical Services	Both	Non- categorized	None
Male	29 (30%)	4 (4%)	4 (4%)	41 (42%)	20 (20%)
Female	21 (34%)	11 (18%)	8 (13%)	14 (22%)	8 (13%)
Total	50 (31%)	15 (9%)	12 (8%)	55 (34%)	28 (18%)

Table 9
Geographic Movement Prior to First Directorship

	Average Moves	Same Region	Adjoining Region	Nonadjoin- ing Region	Total Moves
Male	1.1	20 (27%)	36 (32%)	46 (41%)	112
Female	1.0	26 (40%)	24 (37%)	15 (23%)	65
Total	1.1	56 (32%)	60 (34%)	61 (34%)	177*

* Of the 160 directors, 108 made moves. Directors who moved averaged 1.6 moves prior to first directorship.

Table 10
Immediate Prior Experience to First Directorship

	Other Law Library	Internal Promotion	No Law Library Experience
Male	54 (55%)	24 (25%)	20 (20%)
Female	25 (40%)	29 (47%)	8 (13%)
Total	79 (49%)	53 (33%)	28 (18%)

Table 11
Academic Law Library Experience
Immediately Prior to First Directorship^a

School	Number
Texas	7 (4%)
Harvard, Michigan	5 each (3% each)
Villanova, Yale,	4 each (3% each)
Buffalo, Chicago, Columbia, Illinois, NYU, Oklahoma, Southern Illinois, USC	3 each (2% each)
Akron, Connecticut, Duke, Georgetown Illinois, Indiana (Bloomington), Maine, McGeorge, Oregon, SMU, Texas Tech, Wayne State	2 each (1% each)
53 schools ^b	1 each (1% each)

^a Nine directors left nonacademic law libraries for their first directorship.

^b Alabama, Baltimore, Berkeley, Boston University, Catholic, Cornell, CUNY, Delaware, DePaul, Detroit, Dickinson, Florida, Florida State, Franklin Pierce, George Washington, Georgia State, Houston, Idaho, Kentucky, Lewis and Clark, Louisiana State University, Louisville, Loyola (California), Loyola (New Orleans), Mercer, Miami, Mississippi, Missouri (Columbia), North Dakota, Notre Dame, NYLS, Ohio State, Richmond, Rutgers, South Carolina, Southern, Southwestern, St. Louis, Touro, UCLA, University of Pennsylvania, University of Washington, Valparaiso, Washington (St. Louis), Washington & Lee, Whittier, William and Mary.

Table 12
Positions Held Prior to First Directorship

	0	1	2	3	4
Male	20 (20%)	34 (35%)	28 (29%)	15 (15%)	1 (1%)
Female	8 (13%)	29 (46%)	16 (26%)	8 (13%)	1 (2%)
Total	28 (18%)	63 (39%)	44 (28%)	23 (14%)	2 (1%)

Table 13
Law Practice Prior to First Directorship

	Practice- U.S. /Avg.Yrs.		Practice- Foreign /Avg.Yrs.		Total/Avg.Yrs.	
Male	13 (13%)	3	3 (3%)	6	16 (16%)	4
Female	9 (15%)	3	0		9 (15%)	3
Total	22 (14%)	3	3 (2%)	6	25 (16%)	4

Table 14
Nonacademic Law Library Experience Prior to First Directorship

	Number	Average Years
Male	16 (16%)	4
Female	9 (15%)	4
Total*	25 (16%)	4

* Seven directors were employed in two or more nonacademic libraries.

Table 15
Types of Nonacademic Law Library Jobs Prior to First Directorship

	County	Private Law Firm	State	Federal Agency
Male	4	4	5	2
Female	3	3	1	2
Total	7	7	6	4
	Bar	State Court	Legal Services	National Judicial College
Male	1	0	0	1
Female	1	1	1	0
Total	2	1	1	1
	Library of Congress	State Government	Corporate	
Male	1	0	1	1
Female	0	1	0	
Total	1	1	1	

Table 16
Nonlaw Library Experience Prior to First Directorship

	Number	Average Years
Male	6 (6%)	4
Female	7 (11%)	8
Total	13 (8%)	6

Table 17
Other Professional Experience Prior to First Directorship

	Number	Average Years
Male	9 (9%)	5
Female	4 (6%)	2
Total*	13 (8%)	4

* Two directors held two or more types of nonlibrary professional positions.

Table 18
Second Directorships*

	Number	Average Years
Male	44 (45%)	8
Female	12 (19%)	6
Total	56 (35%)	8

* Includes directors who have gone on to three or more directorships.

Table 19
Third Directorships*

	Number	Average Years
Male	14 (14%)	8
Female	4 (6%)	4
Total	18 (11%)	7

* Includes directors who have gone on to four or more directorships.

Table 20
Fourth Directorships*

	Number	Average Years
Male	6 (6%)	7
Female	1 (2%)	5
Total	7 (4%)	6

*One male director has moved on to a fifth directorship. He has spent two years at the post.

Table 21
Current Directors

	Average Years at Current Directorship	Average Total Years as Director	Average Age
Male	9	13	47
Female	9	10	41
Total	9	12	45

Table 22
Geographic Movement from First Directorship

	Number	Moves	Same Region	Adjoining Region	Nonadjoin- ing Region
Male	44 (45%)	61	18	29	14
Female	14 (23%)	22	6	10	6
Total	58 (36%)	83	24	39	20

Table 23
Current Academic Rank

	None	Instructor Lecturer	Assistant Professor	Associate Professor	Professor
Male	1 (1%)	0 (0%)	8 (8%)	25 (26%)	64 (65%)
Female	12 (19%)	4 (6%)	11 (18%)	17 (27%)	18 (29%)
Total	13 (8%)	4 (3%)	19 (12%)	42 (26%)	82 (51%)

Table 24
Courses Taught

	Legal Research and Writing	Other Law	Librarianship
Male	84 (86%)	56 (57%)	18 (18%)
Female	52 (84%)	18 (29%)	7 (11%)
Total	136 (85%)	74 (46%)	25 (16%)

Table 25
Publications

	Have Published	Average Pieces
Male	82 (82%)	12
Female	38 (61%)	4
Total	120 (75%)	9

Table 26
Types of Publications

	Law Monographs	Library Monographs	Law Articles	Library Articles	Book Reviews
Male	32 (3%)	79 (8%)	175 (18%)	458 (47%)	225 (23%)
Female	3 (2%)	16 (11%)	6 (4%)	83 (56%)	40 (27%)
Total	35 (3%)	95 (9%)	181 (16%)	541 (48%)	265 (24%)

