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ALL-SIS NEWSLETTER

ACADEMIC LAW LIBRARIES SIS
A SPECIAL INTEREST SECTION OF THE AMERICAN ASSOCIATION OF LAW LIBRARIES

Fall 1993

v. 14, #1

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From the Chair

Our profession is currently at a pivotal crossroads. There are numerous external forces facing academic law libraries today. Assumptions valid just a few years ago are now being questioned. Things we took for granted as academic law librarians are now being and will continue to be challenged. Our role as academic law librarians is changing before our eyes.

Each of us must closely examine our our role as academic law librarians in light of present and future environments. When we do, nothing should be left unturned. All existing operating assumptions and principles should be scrutinized, even if it means a dramatic deviation from our current role and thinking. If we are to be at the forefront of our profession, we must quickly develop new models, assumptions, strategies, and the like. In part, our **Visions Committee** is charged to give some thought to who and what we are, as academic law librarians, with an eye to the future. I am sure the Committee will be happy to entertain your thoughts on this topic. I hope all of this proves to be just another "false alarm." However, can we afford to take that chance?

Please join in ALL-SIS's efforts in 1993/94 by providing your input to our Committees, including: **EDUCATION COMMITTEE:** Jacqueline Orlando, Chair, Judith Wright, and Carol Alpert; **ROUNTABLES COORDINATING COMMITTEE:** Rhea A-L Ballard (Newer Librarians), Chair, Ajaye Bloomstone (Middle Managers), and Michael Whipple (Directors); **PUBLIC RELATIONS COMMITTEE:** George Pike, Chair, Ted Potter, and Prano Amjadi; **MEMBERSHIP COMMITTEE:** Marilyn Nicely, Chair, Suzanne Thorpe, and Jay A. Shuman; **PUBLICATIONS COMMITTEE:** Marilyn Harhai, Chair and *ALL-SIS Newsletter* editor, Grace Mills, and Penny Schroeder; and **VISIONS COMMITTEE:** Dick Danner, Chair, Adeen Postar, Susan Szalkowski, Rita Reusch, and Jim Milles.

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ALL-SIS NEWSLETTER

Arturo Torres, Chair

ACADEMIC LAW LIBRARIES SIS ANNUAL BUSINESS MEETING
MINUTES OF THE MEETING HELD JULY 11, 1993

The 1993 Business Meeting of the Academic Law Libraries SIS was called to order on Sunday, July 11, 1993, by Chair Nancy Johnson. The minutes of the 1992 meeting, as they appeared in the ALL SIS Newsletter, were approved. The Treasury balance, as of May 31, 1993, stood at \$1,795.93. Membership, as of July 1, stands at 519 members. Faye Jones informed the group that the last issue of the ALL newsletter was produced and mailed by Puget Sound since the SIS was so low on funds. The Nominating Committee (Lynn Foster, Chair, Penny Hazelton and Lou Lindsey), through Lynn, reported that Barbara Bintliff was elected Vice-Chair/Chair-Elect and Faye Jones was elected Secretary/Treasurer. 273 ballots were returned from the 500 mailed out. Nancy Johnson began her report, addressing her goals of the year which included: 1) involving newer members in the SIS, by establishing the Roundtable for Newer ALL members, to reach out and keep new members involved and interested; 2) establishment of the Ad Hoc Committee on Lexis and Westlaw policies, which proved to be an extremely strong committee; and 3) workshops scheduled for this year, including the Directors and mid-managers sessions.

Nancy Johnson thanked Harvard Law School, through Director Terry Martin and his staff, for hosting the ALL SIS reception.

Nancy described her surprise at the amount of effort required of the SIS Chair to explain to the outside world, most particularly to non-law librarians, the standards of the profession (both ABA and AALS standards). She found this to be an extremely important function of the SIS Chair. Among the work still to be done by the SIS includes continued efforts in developing the operating plan and the strategic plan for the SIS and the Association. Nancy announced a change in the format of the meeting today such that the roundtables generally held at the end of the Business Meeting have been subsumed by the workshops and therefore will not be held.

Barbara Bintliff reported on the Directors Workshop which dealt with career management. Leona Vogt presented a program on new ways to manage careers; Leah Chanin and Al Brecht presented their personal opinions and feelings on how and why they stay in the profession and how to make it continually challenging and rewarding.

Ajaye Bloomstone reported on the Mid-Managers Workshop, which was attended by 80 people. Betsy McKenzie presented a program on problem employees, which was then followed by roundtable discussions. It is important to pass on the information that this Mid-Managers Workshop is open to all ALL members, not just managers -- individuals just need to check the appropriate box on the conference registration forms. Rhea Ballard then described the Roundtable for Newer Academic Law Librarians, which had its first session this year. Nancy Johnson, Don Dunn and Rhea talked about how to become involved and participate in the Association and the SIS. This also was followed by roundtable discussions.

Nancy Carol Carter then discussed the AALL Committee on the Research Agenda, whose charge it is to create a research agenda and develop programs and means to further it. Thirty-two topics were identified for further research and \$10,000.00 was approved to support research grants related to this agenda. The Standing Committee on Research, which will hold its first meeting today, will administer the grants, provide liaisons with other library association research committees, and address agenda issues.

Camille Riley then described the activities of the Ad Hoc Committee on Lexis/Westlaw Policies. Comments were collected from committee members describing the problems of these members and these were then redistributed to the committee. Tom McCloud and Bill Linbergh (Westlaw) and Wayne Greenberg (Lexis) were given copies of the comments and discussions. One question raised was why this was not done through CRIV. Among the problems raised are different needs of different schools and competition between the two companies. Results of the dialogue between the committee and the companies include the MDC forum held yesterday, Saturday, July 10 and more responsiveness from the companies to the law schools. Camille felt like an "ombudsman" for schools with problems with their Lexis and Westlaw representatives. She feels that there is a need beyond the SIS (Association-wide) to address this issue, field questions, etc. She then asked what members of the SIS want from the committee beyond its first year. Should CRIV assume responsibility for future activities? Bruce Johnson suggested that the Ad Hoc Committee stay active, but work with CRIV. Lynn Foster suggested that the issue is bigger than publishing and outside of CRIV's frame of responsibility. Cam asked if a standing committee should be established, but no response was given during the meeting; she asked for people to come talk to her after the meeting. Mary Brandt Jensen suggested that the committee feed focused issues to CRIV.

Announcements:

- 1) Rhonda Lawrence described the situation regarding the closing of the UCLA Library School and appealed to the SIS to help save the program by lobbying the Academic Senate, and the Regents of the University of California. Action will not be taken until the Fall so some time does exist for action. She made available information packets, petitions, and information sheets with model resolutions. The AALL Executive Board passed a resolution supporting the school which will be proposed at the General Business Meeting on Monday.
- 2) Meryl Slyhoff, representing ILL and fee-based services, is looking to find out the level of interest on the development of a discussion group covering these topics that cut across library types.
- 3) Bob Buckwalter announced the ALL reception at Harvard, to be held Tuesday evening. Directions for transportation were presented as was the variety of programs that would be offered throughout the day at the Harvard Law Library. Flyers describing the activities would be available at the Hospitality Desk.

Arturo Torres, the new Chair of the SIS, then discussed his plans for the future and gave his thanks to the Executive Board for their help during the past year. The plans include expansion of the number of committees, to take the load off the Executive Board and to involve more members of the SIS. Among the committees would be an education committee, a committee to coordinate roundtable programs, a bylaws committee, a membership committee and a publications committee. He also articulated the need for a vision statement on academic libraries and its changing role in the next few years. He asked that members of the SIS be pro-active, not reactive. This vision plan would be sent to AALL as part of the SIS strategic plan.

Also, among the goals that Arturo sees for the coming year are the need to move the SIS into a better financial position. One step will be for the Publications Committee to find more cost-efficient means for future newsletters. Also, after reading the statement of Nancy Carol Carter from several years ago, regarding the role of the academic law libraries, the "Vision" committee needs to address many of the issues previously articulated, which still remain.

Next year's reception will be hosted by Penny Hazelton and the University of Washington Law School.

Volunteer forms were made available at the meeting and in the last issue of the ALL newsletter. Arturo urged members of the SIS to attend the town meeting on the strategic plan and contribute to the development of the organization. He also described the move in responsibility from the Vice-Chair/Chair-Elect to the Education Committee for planning next year's educational programs.

Barbara Bintliff, as Vice-Chair/Chair-Elect, described the new role of her position which is to help define the substance of academic librarianship. This will allow the SIS to focus future programs on those issues of relevance to the members of the ALL SIS. It will also allow the SIS to reach out to others. Jackie Orlando, as Chair of the Education Committee (with Carol Alpert and Judy Wright), will develop programs, and standards for programs. Forms for programs to be offered at Seattle are available.

Mark Formsby described "Lawnet" and the its provision of access to OPACS through the Internet. Telnet instructions and logon information is available.

Wes Cochran mentioned that the publications problem experienced by the ALL newsletter was much broader than our group and that Headquarters is also addressing the problem.

The Business Meeting then concluded.

Respectively Submitted by

Sara Robbins

THIRD MIDDLE MANAGERS MEETING A SUCCESS!

The third Middle Managers Meeting, held during the 1993 Annual Conference in Boston, was well attended. Over 80 AALL members participated in roundtable discussions after the featured speaker Betsy McKenzie, from St. Louis University Law Library, opened the program.

Planning will soon be underway for next year's Middle Management Meeting in Seattle. If you are interested in helping to plan the meeting, please contact **Ajaye Bloomstone**, Catalog Dept., Law Library, Hebert Law Center, Louisiana State University, Baton Rouge, LA 70803-1010; phone (504) 388-4044; fax (504) 388-5773.

ROUNDTABLE COORDINATING COMMITTEE REQUESTS COMMENTS FROM MEMBERS

Chair Arturo Torres organized the Roundtable Coordinating Committee to discuss the coordination of various ALL-SIS roundtable activities. The Committee met for the first time during the Boston Annual Meeting. The Committee would like comments from the membership on the following suggestions:

1. Change the name of the "Roundtables" to Meetings.
2. Have the ALL-SIS "Meetings" (formerly Roundtables) at the same time during the Annual Meeting.
3. Have an ALL-SIS Meeting for associate directors only. A few associates were concerned that they were attending the same meeting (Middle Managers) with the people they supervise, possibly preventing their supervisees from speaking openly.
4. Reinstate the roundtable discussions after the ALL-SIS Business Meeting. Keep the discussions topical (i.e., inter-library loan, budget cuts, copyright, etc.)
5. Create a new ALL-SIS position/office for a newer librarians "liaison." This person would work with the Chair, Vice-Chair, and Secretary/Treasurer in deciding policies for the SIS. The newer liaison would contribute the newer academic perspective to SIS policy issues.
6. Have the SIS's Education Committee organize a case study or common issue for all ALL-SIS meeting groups to discuss next year during their meetings. After an allotted amount of time, the groups would join together in one room to discuss the problems or solutions that were discussed during their individual meetings.

Comments? Suggestions? Please forward them to **Rhea A-L Ballard**, Georgia State University Law Library, University Plaza, Atlanta, GA 30303.

ENGLISH LEGAL LANGUAGE: a historical sketch

Like many other professional languages, English legal language is a conventional method of communication. It is used by lawyers in common law jurisdictions where English is the official language. The historical development of common law legal English is tied to the language of particular social groups.

In the Anglo-Saxon period (450 A.D. - 1066), though English was the language in which laws were proclaimed and cases were pleaded, Latin was the language used by rulers to make endowments of land to the churches and lords. This period cannot be defined as having a real language of law because a distinct legal profession did not yet exist; even so, a vivid vocabulary existed. Examples are: *boc-book*, *charter*, *deed*; *doom-a law, judgment, or decision*; *doombook-judgment book*.

From the Norman Conquest in 1066 until 1731, the language of the law was neither French nor English, but Latin, which became the written language for English statutes, charters and writs. When William the Conqueror separated the church courts from the secular courts, churchmen were not removed from the secular courts, so their impact on the law expanded and Latin gained preeminence.

English had long been a written language which could be used for legal and governmental purposes, while French was viewed as little better than a vulgar dialect of Latin, a language to be spoken but not used for written communication. However, in the late 12th and early 13th centuries, although Latin remained the language of the royal authority exercised on public acts of state (the great seal), French began to be used as a language of grants and letters (the privy seal).

At the same time, laws written in French were little understood in England. Lawyers continued to use French in written commentaries but all cases were debated and judged in English. In Parliament, Latin and French competed for use in statutes and records, and French finally won out. Thus, until the mid-15th century, all parliamentary acts were written in French but debated in English. The conclusion in this matter, which will apparently never be fully determined, may be that in the post-Conquest period, the spoken language of law became practically trilingual: Latin, English, and French.

Gradually, in the 16th century, lawyers began to write in English. Anglicization progressed rapidly; new words and phrases with greater diversity came into style. Latin and French left a rich heritage to the vocabulary of law. Latin contributed *certiorari*, *prima facie*, and *subpoena*, while *tort*, *contract*, *debt*, *master*, *servant*, *partner*, *juror*, *arson*, and *plaintiff* are all of French origin. In addition, almost every word usage in court has an Anglicized French name, as does "court" itself. Two words, however, the most fundamental in our law are purely English: right and wrong.

...continued on page 18

Roundtable for Newer Academic Law Librarians



"There's a new kid on the block,
and boy, that kid is tough."

"The new kid hits real hard,
the new kid plays real rough."

The first Roundtable for Newer Academic Law Librarians was held on July 11, 1993. As one of Nancy Johnson's goals for her term as ALL Chair, the Roundtable was organized to encourage newer academic members to participate in the SIS. Organized by Glen-Peter Ahlers (Arkansas), Rhea A-L Ballard (Georgia State), Pam Deemer (Emory), Grace Mills (CUNY), and Jane Underwood (Capital), the Roundtable consisted of three speakers and a roundtable discussion.

Nancy Johnson, the first speaker, used a Mount Fuji analogy to explain membership participation. Starting at the bottom of the mountain, she encouraged the newer academics to participate in their local associations. Next she discussed the intermediate level, the SISs and regional associations. The apex of the mountain was represented by the AALL Committees. Nancy encouraged the newers to not be discouraged. She explained that being appointed to an AALL Committee takes time and active participation at the local, regional, and SIS level.

Rhea A-L Ballard, the second speaker, began her presentation by reading the poem, "New Kid on the Block" by Jack Prelutsky. Rhea used children's poetry to give lighthearted solutions to problems newers may encounter.

The final speaker was Don Dunn. Don in his usual humorous way, explained to the newers that they must be willing to spend extra time in order to be active. He stressed that being active can be a bit time consuming, but well worth the effort.

After the three speakers finished, the newers were divided into five groups for roundtable discussions. The 55 newers in attendance said the meeting was fun and informative.

Rhea A-L Ballard, Coordinator
Roundtable for Newer Academics

DO I NEED TO CHANGE MY JOB?

prepared for:

The Directors of Academic Law Libraries

prepared by:

Leona M. Vogt
Vogt Associates
Cambridge, Massachusetts

September 29, 1993

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Introduction

At the AALL meeting in Boston, we began to explore two career management questions: 1) Do I want to do the same type of work for the rest of my career? and 2) Can I do the same type of work for the rest of my career? To answer the first question, you need to assess your current situation to determine whether you are well-matched in your current job. To answer the second question, you need to explore the trends and speculate about whether you anticipate that you will be well-matched to the law library of the future.

First, answer the following two questions:

- Are you well-matched in your current job?
____ *yes* ____ *no* ____ *don't know*
- Given current trends, do you think you will be well-matched as a director of a law library in the next five years?
____ *yes* ____ *no* ____ *don't know*

If you answer "no" or "don't know" to either of these questions, you may need to change your job or change your career. Here are some exercises to get you started.

Are You Currently Well-Matched in Your Job?

To answer this question, start by assessing your job functions, professional roles and other factors which may affect your job satisfaction.

1. Job Functions

- a. Indicate whether the functions are critical to your work as director of a law library.
(Answer "yes" or "no.")
- b. Using the following five-point scale, indicate your level of satisfaction
 - +2 = enjoy immensely
 - +1 = find satisfying
 - 0 = indifferent or no experience
 - 1 = find annoying
 - 2 = dislike intensely

<u>Job Function</u>	<u>a. Critical to work?</u>	<u>b. Satisfying?</u>
Assisting users	_____	_____
Preparing instructional materials	_____	_____
Teaching	_____	_____
Staying current in field	_____	_____
Conducting research	_____	_____
Doing computer searches	_____	_____
Developing computer applications	_____	_____
Writing	_____	_____
Managing staff	_____	_____
Training staff	_____	_____
Planning space needs	_____	_____
Planning/assessing collection needs	_____	_____
Budgeting	_____	_____
Working with faculty	_____	_____
Serving on committees	_____	_____
Dealing with public	_____	_____
Participating in professional organizations	_____	_____
Taking professional development courses	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Are You Currently Well-Matched in Your Job? (cont'd)

2. Roles

Law librarians perform a number of roles in an organization. A "role" identifies how you use your talents.

- a. Indicate whether the roles are critical to your work as director of a law library. (Answer "yes" or "no.")
- b. Using the following five-point scale, indicate your level of satisfaction:
 - +2 = enjoy immensely
 - +1 = find satisfying
 - 0 = indifferent or no experience
 - 1 = find annoying
 - 2 = dislike intensely

<u>Role</u>	<u>a. Critical to Work?</u>	<u>b. Satisfying?</u>
Advocate	_____	_____
Analyst	_____	_____
Change agent	_____	_____
Conceualizer	_____	_____
Counselor/advisor	_____	_____
Decision Maker	_____	_____
Designer	_____	_____
Director	_____	_____
Energizer	_____	_____
Entertainer	_____	_____
Expert	_____	_____
Facilitator	_____	_____
Helper	_____	_____
Implementor	_____	_____
Leader	_____	_____
Mediator	_____	_____
Negotiator	_____	_____
Organizer	_____	_____
Persuader	_____	_____
Problem solver	_____	_____
Stabilizer	_____	_____
Spokesperson	_____	_____
Teacher	_____	_____
Technical innovator	_____	_____
Trainer	_____	_____
Troubleshooter	_____	_____
Writer	_____	_____
_____	_____	_____
_____	_____	_____

Are You Currently Well-Matched in Your Job? (cont'd)

3. Other Factors

The following is a list of other factors that can affect the degree to which one enjoys her career.

Using the following five-point scale, indicate your level of satisfaction:

- +2 = enjoy immensely
- +1 = find satisfying
- 0 = indifferent or no experience
- 1 = find annoying
- 2 = dislike intensely

<u>Condition</u>	<u>Satisfying?</u>
Work load	_____
Hours	_____
Substantive work	_____
Colleagues	_____
Environment	_____
Administrative responsibilities	_____
Working independently	_____
Working with others	_____
Feedback	_____
Recognition	_____
Power	_____
Opportunity for achievement	_____
Opportunity for advancement	_____
Intellectual challenge	_____
Variety in work	_____
Financial stability	_____
Autonomy	_____
Job security	_____
Contact with public	_____
Well-defined responsibilities	_____
Time for non-career pursuits	_____
Time for self	_____
Time for family/friends	_____

Summary of Job Assessment

1. Using the results of the first three exercises, fill in the cells in the following grid.

	Function	Roles	Other Factors
Satisfying			
Not Satisfying			

2. Next, circle the factors that are *critical to your job or inherent in your work*.

If you find that a number of factors you have circled are below the line, you may need to find another career.

If you find that the factors you have placed above the line (i.e., you find satisfying) are not a significant part of your work, you may want to find another job or another career.

Summary of Job Assessment (cont'd)

3. Write a statement that captures what you have learned so far about how to design your career. You may want to begin by completing the following sentences:

a. The professional roles* I find appealing are _____

b. My perfect work day would include the following activities _____

c. My work would be more enjoyable if _____

d. I would like to avoid _____

*List no more than three roles which you placed above the line on the grid.

Will You be Well-Matched in Five Years?

Even if you are enjoying your current work or think you can find ways to improve your job satisfaction, you may find your world changing so quickly that you need to enhance your skills or make a major career switch.

Describe major changes which you may expect to occur in libraries over the next five years.

Expected Change

Technology

Staffing

Institutional role
of library directors

Responsibilities of
directors, staff

Users

Student/faculty
needs

Physical plant

Salary, compensation

Library support

Will You be Well-Matched in Five Years? (cont'd)

Now place the list of anticipated changes in the categories that best describe your reaction to your speculations.

Exciting	Scary	Depressing

If you found many of the changes...

you probably...

exciting

look forward to the possibilities.
You should begin retooling.

scary

don't understand the potential impact.
You need to find out what you don't know.

depressing

won't want to be at your job, or an equivalent one, in
five years. You will need to find a new career.

How Can You Find a Better Match?

If your results indicate that you need to change your organization or need to find a new career, you need information. The amount and type of information depend on what type of search you need to undertake.

- To change a job or an employer, you need to undertake a job search.
- To change a functional role, you need to conduct a career search.

1. Differences between a job and a career search:

job search

You know what you don't know.

- don't know where will be working
- don't know what will be making
- don't know where you will be living

career search

You don't know what you don't know.

- don't know what you will be doing
- don't know what you will be called
- don't know where you will fit in

2. What does it take to do a job search?

The obvious ways to begin are to talk to colleagues about possible job openings, review trade journals to identify opportunities for administrators of law libraries, and read books on how to conduct an effective job search. A good book on job searching is *Guerrilla Tactics in the Job Market* by Tom Jackson (Bantam Books, 1991).

3. What does it take to do a career search?

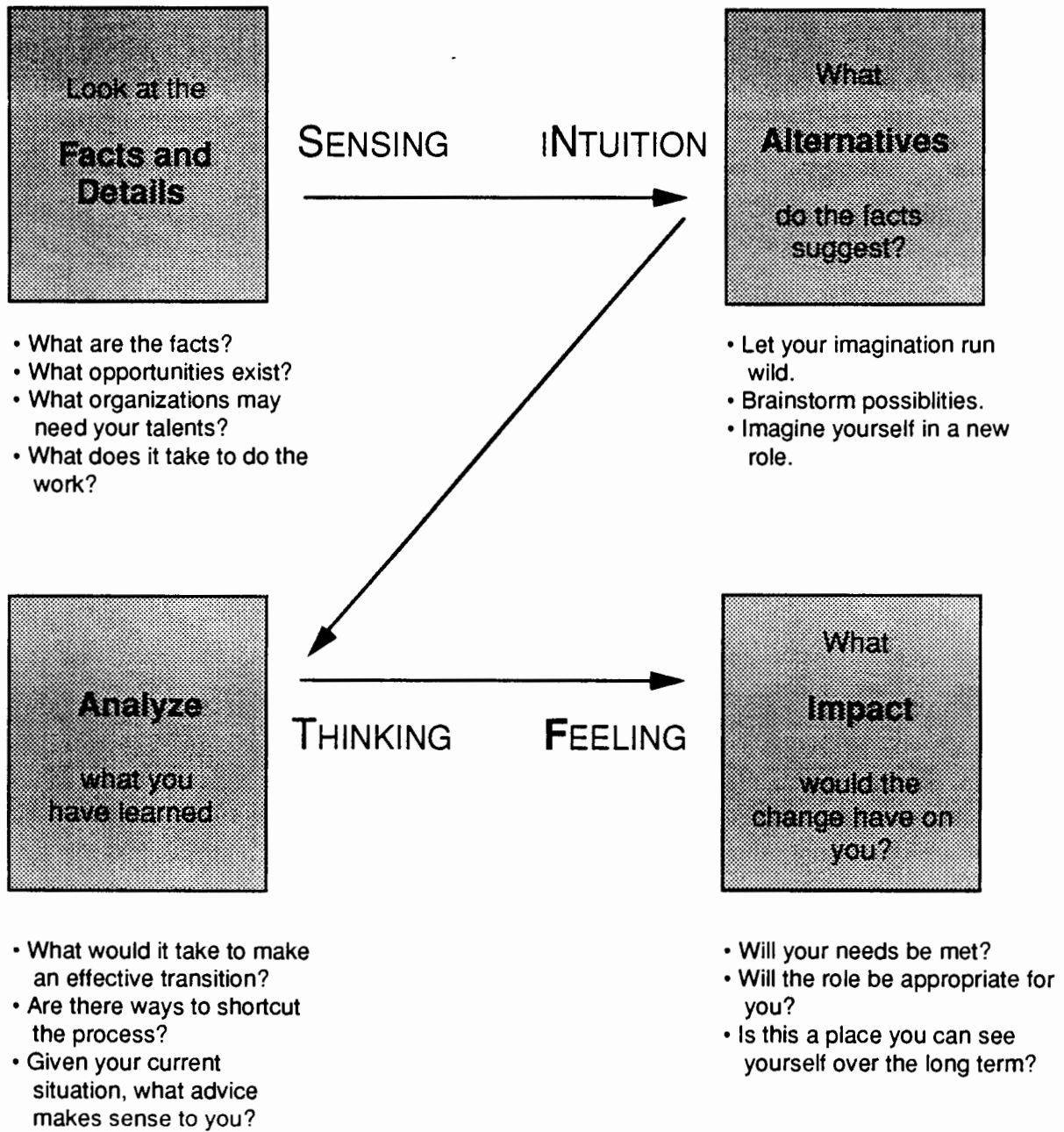
The exercises should have helped you clarify what you need in your career, what is wrong in your current situation, what changes may occur in your world in the next five years, and what information gaps exist.

Otto Kroeger and Janet Thuessen, who are experts in the Myers-Briggs Type Inventory, have developed a problem solving model which I have adapted to guide you in your search. (See page 10.) The model starts with the natural preference of a sensor--by focusing on reality-based information, i.e., facts and details. Then it shifts to brainstorming ideas, which intuitives tend to enjoy. The next step involves an objective analysis of what has been learned--a thinking function. The last step which taps into your feelings, calls for a subjective assessment of what you have learned.

Remember to periodically assess what you are learning and how you are reacting to the information you collect. Once you know what you need to know and prepare yourself for change, let your instincts guide you in your career decisions!

Good luck in your search!

The Z Problem-Solving Model



Adapted from *Type Talk at Work*, Otto Kroeger and Janet M. Thuesen, Delacorte Press, 1991

ENGLISH LEGAL LANGUAGE, continued

Briefly summarizing the formation of common law language in England, Latin was the language of government and learning. French was the language spoken by nobles and most lords. Scholars knew both Latin and French. The common people spoke English only.

During the early period of feudalism, the legal profession organized and began to make itself the exclusive legal business, as it is today. The principles of common law were developed into a detailed collection of logical rules that consequently became a set of laws for human behavior. However, the law not only requires people to behave in a certain way, it also defines how persons will or will not behave, and informs them of the consequences of behavior. In other words, the law is not only a system of logical rules, but also, an information system. Law, then, is a profession of words. The scheme of legal language involves not only selection of words or complex phrases, semantics strongly influences it --- the meaning of words in a legal context sometimes differs from the same words as commonly used.

Semantic incoherences, ambiguities, and dualities are often raised to question the existence of legal language but many believe in its integrity. Advocates see it as a language of exceptional precision, lacking ambiguity. Without question, lawyers customarily choose their words more carefully than non-lawyers. Lawyers' language derives its precision from carefully selected words and expressions, and by the application of devices of composition, such as numbering, lettering, and symbolic logic. Over the centuries, lawyers have used a highly precise and selective language. Critics argue law is incapable of change because of these features. As a result, they maintain, both the law and legal language lose touch with public life. As Holdsworth put it, "Life will be sacrificed to logic; and the lawyers will tend to become the slaves of their own abstraction."

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Maria Okonska