



# TECHNICAL SERVICES LAW LIBRARIAN

Volume 29 No. 3  
March, 2004

<http://www.aallnet.org/sis/tssis/tsll/tsll.htm>  
ISSN: 0195-4857

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Welcome to new  
Preservation  
columnist  
Sally Wambold

## PRESERVATION

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### Surfing for Preservation Topics

There's a wide world of information about preservation on the Internet. Typing "preservation" into a simple Google search yields some productive results. [Warning: the information which follows may be a duplication for the preservation experts among you.]

One of the first sites I found was an Amigos site <<http://www.amigos.org/preservation/selectsupplies.html>>

The basic guidelines for selecting preservation supplies are very useful. For example, it lists chemically stable plastics for enclosures and it also lists the plastics to avoid. Likewise, it lists the paper and board products that are safe to use and the products that are harmful. Preservation short-cuts to avoid are also listed. Also, you can check Amigos out for suppliers for book repair <<http://www.amigos.org/preservation/bkrepsup.html>>. In addition, check Amigos for preservation leaflets that range from general topics to book repair to emergency preparedness and recovery to replacement resources. Included among the general resources are

preservation videos that can be requested through interlibrary loan. <<http://www.amigos.org/preservation/leaflets.html>>

The University of Hawaii has preservation information. Two of the URL's sampled offered first, a sources of preservation supplies <[http://libweb.hawaii.edu/libdept/preservation/preserve\\_supplies.html](http://libweb.hawaii.edu/libdept/preservation/preserve_supplies.html)> and secondly a bibliography of web resources on preservation, mold, pest management and disaster resource on the WWW <<http://libweb.hawaii.edu/libdept/preservation/resources.html>>

Stanford has a massive disaster preparedness site including selected reprints issued by Smithsonian Institution, National Archives and Records Administration, Library of Congress and the National Park Service. Among the resources listed, there is a link to Disaster Planning for Computers and Networks by Richard W. Boss. There is also a link to SOLINET resources. Additionally there are links to recovering from a tornado: Trial by Tornado and TIC-TAC-Tornado by Willie M. Jones about

*(continued on page 16)*

*Newsletter of the Technical Services Special Interest Section and the  
On-Line Bibliographic Services Special Interest Section of the American Association of Law Libraries*

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### Publication Schedule

Issues are published quarterly in  
March, June, September, and  
December.

#### Deadlines:

V.29:no.4(Jun.2004).....30 April 2004  
V.30:no.1(Sept. 2004).....31 Aug. 2004  
V.30:no.2(Dec. 2004).....31 Oct.2004  
V.30:no.3(Mar.2005).....31 Jan. 2005

### TSSL EDITORIAL POLICY

*Technical Services Law Librarian* (ISSN 0195-4857) is an official publication of the Technical Services Special Interest Section and the Online Bibliographic Services Special Interest Section of the American Association of Law Libraries. It carries reports or summaries of the convention meetings and other programs of OBS-SIS and TS-SIS, acts as the vehicle of communication for the SIS committee activities, and carries current awareness and short implementation reports. Prospective authors should contact the editors for style information.

Statements and opinions of the authors are theirs alone and do not necessarily reflect those of AALL, TS-SIS, OBS-SIS, or the *TSSL* Editorial Board.

Subscriptions: Provided as a benefit of membership to Sections members. Non-member subscriptions: Domestic: \$10.00; Foreign: \$20.00. Contact the *TSSL* Business Manager or the American Association of Law Libraries.

As I work on these articles, I always have a sinking feeling in the pit of my stomach. What I write now you will read in about two months. Some of what I write will no longer be “news”, other items will be resolved, and there will be new issues that aren’t addressed. This morning it was 13 degrees below zero when I drove in to work. Since I live just over a mile away, there is no point in turning on the heater and blowing frigid air at my face and body. By the time you read this, I hope we will have experienced a 60-degree (**above zero**) day, and I may have walked to work. We are never in a steady state condition. Change is a constant. However, this is now. The post holiday winter doldrums seem to affect everyone here, and yet we are accomplishing things.

This is the time of the year that the association and the SIS begin to gear up for change. JoAnn Hounshell and her nominations committee have announced a slate of candidates for officers for the SIS. Karen Douglas and Joanne She are candidates for Vice-Chair/Chair-Elect; Elizabeth Geesey Holmes and Chris Long are candidates for Secretary/Treasurer; and Carmen Brigandi and Brian Striman are candidates for the Executive Board Member at Large position. I believe we will see a process with considerably less angry rhetoric than we have heard from Iowa and New Hampshire so far this year.

There will also be change in the works for *TSLL*. Joe Thomas has been editor of the newsletter since 2001, and has indicated that he will resign as of the end of this volume. The editorial board will soon be working on finding someone to continue the work Joe has so admirably done. Also, Linda Tesar, who has worked with the newsletter, first as co-editor and then in charge of

layout and design, for six years, has decided that that is enough. These changes mean a great deal of work for the board. This seems like a prime time to begin serious discussions with the OBS-SIS on moving to electronic publishing. Kevin Butterfield and I will be soliciting input from our memberships on this topic.

Chris Long and the Awards Committee have begun their work on the Renee Chapman award. I have served on three of these committees, and it is a real pleasure to see what members of the SIS think of each other, and the work we do. It also made me feel a bit like a slacker in my commitment. The previous honorees are all faithful SIS members, who have given of their time and energy far beyond any reasonable request to make our jobs easier and to make the SIS better.

Ellen McGrath and the members of the Task Group on Replacement Volumes presented a summary of its discussions and possible options for action to Judy Kuhagen in December. Judy had requested AALL assistance in examining the policies for handling replacement volume sets in the new “Integrating Resources” environment. The task group now is waiting for a draft LCRI, and will present feedback on it to LC. George Prager, a member of the group, has more information on the report in his column in this newsletter. For the report, check out the TS website.

Cindy May prepared the annual membership survey, and will be compiling the results. I hope you took the time to complete the survey. It is used to request comments on annual meeting programs, to plan for the future activities of the SIS, and to

solicit volunteers for office, as columnists for *TSLL*, and the other activities that keep us a vital organization.

One task for the first year board member at large is the recruiting and scheduling of members to staff the TS-SIS table in the exhibit hall at the annual convention. This year that task falls to Jolande Goldberg. It is a great way to meet new members, to convince other AALL members that TS people really are normal (whatever that means), and it can be a great way to get off your feet for a little while. See you there.

One last item remains before I close. The theme for the Boston meeting is *Boston to Mumbai: the World of Legal Information*. The international theme is a prophetic one. Recent listserv discussions about outsourcing have emphasized the transference of service activities outside this country. Functions in technical services have been outsourced for decades. Many of us purchased LC catalog cards, and later had our shelf lists copied for retrospective conversion. We use catalog information from around the world in adding value to our online catalogs, and purchase material from far and wide. Nevertheless, it is an issue full of apprehension, bottom line calculations, and further challenges to our already stressed environment.

Despite it all, I hope your winter/early spring is a fulfilling one. I’ll be in touch.

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I am finishing this column on Groundhog Day. I did see my shadow this morning as I was scraping ice off the windshield of my car but I don't think that means we will have any additional weeks of winter weather. It does, however, have me thinking about a Spring Training vacation in Arizona. Here is a brief update on what your SIS has been up to.

### Membership Survey

The annual membership survey is finished, and the results are published in this issue. Many thanks to OBS-SIS vice chair Georgia Briscoe and our incredible web master Anne Meyers for putting it all together. The survey is an important tool for your SIS to use to determine programming and to gather nominations for SIS elections in addition to providing us with much needed feedback. Do not, however, feel that you have to use the survey alone to let the board know what you think. Email, call, or telegraph any of us at any time.

### Elections

The Nominating Committee (Ismael Gullon (Chair), Barbara Szalkowski and Corrine Jacox) have produced an

excellent slate of candidates for our elections in April. They are:

Vice-Chair/Chair-Elect: Susan Chinoransky & Richard M. Jost

Member-at-Large: Shannon Burchard & Caitlin Robinson

The ballots for the election will be mailed in early April 2004. The ballots will include a URL indicating a page on the OBS-SIS web site where members may view the biographical information for the candidates. Viewing this information will require an OBS-member user name and password. The user name and password will be distributed by email to the OBS list and also in print with the paper ballots. The OBS-SIS thanks each of the candidates for their willingness to run for office.

### TSLL editors

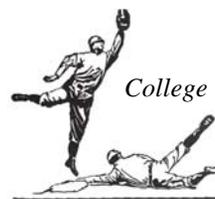
Joe Thomas and Linda Tesar will be stepping down from their positions with *TSLL* after the final issue of the current volume is produced. They have both done an incredible job with our newsletter. We owe them many thanks

for their hard work in creating a publication we can all be proud of.

### MARBI Representative

Susan Goldner, the AALL MARBI representative, has informed Janis Johnston, AALL President, that she will not seek a second three-year term. Accordingly, Janis has asked the chairs of TS and OBS to recommend candidates for the post. On behalf of the section I want to thank Susan for her excellent work. Gary van der Meer and I have forwarded a list of candidates to Janis Johnston and look forward to her expeditious appointment of a new MARBI representative.

Between the surveys, elections, editorships and representative slots there are many opportunities to become involved. Have a wonderful spring and I will see everyone in Boston!



*Kevin Butterfield  
College of William & Mary*



### Journals both Print and Electronic: Getting More for Your Money

*Oh, the incredible profit by digging of ground!* ~ Thomas Fuller, History of the Worthies of England (1662)

Access to electronic forms of journals has expanded rapidly in the past decade. Law libraries have access via Lexis, Westlaw and Hein Online to law reviews, bar journals and legal

newspapers, but now online access to a wider range of journals is possible for more libraries and individuals as publishers become more willing to expand their products and services.

### ACQUISITIONS

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I have been digging for information and uncovering various options that I thought I would share with other librarians who seek to hold down costs while providing greater access to information resources for our patrons. This article does not deal with licensing journal collections from major aggregators; rather, it attempts to demonstrate the possibilities for making the most of the individual subscriptions that may already be in place.

Publishers of journals that carry law and law-related articles include university presses as well as commercial publishers such as Wolters Kluwer and Reed Elsevier companies. Pricing schemes and coverage vary. All the ones that I will mention allow for linking directly from an online catalog or web page to individual journals. Some permit searching the text of their journal databases regardless of whether or not you have a subscription. In addition to availability, factors considered in seeking electronic journals include such issues as IP range access rather than password authentication, availability of PDF files, and archival access to paid-for content.

Oxford and Cambridge University Presses initially offered free access to electronic versions of their print journals. Now, both charge for such access. Beginning with 2004, Oxford's standard institutional subscription for each title includes both print and electronic versions. They market print-only at a 5% discount and electronic-only at a 10% discount. A free table of contents alert service is available for all their journals. Cambridge University Press offers institutions subscriptions to print + electronic. Electronic-only prices appear to be in the 15 – 18% lower range. (Pricing models are in flux as publishers try to decide how to charge. Initially, prices were cited as \$x for print and \$y more for print plus electronic, but now we see the standard beginning to shift to the norm being one price for print + electronic.)

Cambridge also has a free TOC alerting service and registered users can purchase pay-per-view articles. University law school libraries may be able to share in a site license arrangement acquired by their general academic libraries for all the journals of the university press.

Kluwer Law International (now a part of Aspen) charges libraries 20% more for a print + electronic subscription than for print alone. If you choose the higher level subscription, your regular Aspen representative should be able to give you the name and email address of the contact in the Netherlands who can arrange for access to the electronic versions.

Not all of their journals are currently available over the web, and it is not a simple matter to determine which ones are, so for your convenience I list the available titles here: Air and Space Law, Arbitration International, ASA Bulletin, Business Law Review, Common Market Law Review, EC Tax Review, European Business Law Review, European Environmental Law Review, European Public Law, European Review of Private Law, International Journal of Comparative Labour Law and Industrial Relations, Intertax, Journal of International Arbitration, Journal of World Trade, Legal Issues of Economic Integration, World Competition, and World Trade and Arbitration Materials.

Last Spring, Brill acquired Kluwer Law International's publishing lists in the areas of public international law and human rights. This includes a number of journals published under the Martinus Nijhoff imprint, which Brill makes available on the web through the Ingenta Select gateway. When a library has a print subscription to a Brill journal, there is no additional charge for the electronic version. Table of contents alerts are also available. To activate any online journals with Ingenta Select (they have arrangements with many publishers), a library must first register and then supply the journal customer numbers for verification. This means a bit of

digging to get the number for each title, but it is worth the effort.

Blackwell Publishing, which was formed by the merger of Blackwell Publishers and Blackwell Science in July 2001, publishes a number of law-related titles. It offers a standard subscription that includes print and online access to its issues for the current year and one year back. At a price that is 10% higher, its premium subscription includes print plus online access to "all available online backfiles" (usually 1997/98 onward), archival access to paid-for content, early articles, and ILL articles. Blackwell has its own service called Blackwell Synergy, but its journal articles are also available through gateways such as Ingenta Select, OCLC's ECO and Ebsco Online. Blackwell Synergy allows for searching its journal database and receiving emailed alerts.

Elsevier has expended considerable effort in making its ScienceDirect product into a huge and valuable database of scientific, technical and medical literature. A few of its imprints publish journals of interest to legal researchers, e.g., International Journal of the Sociology of Law and the International Review of Law and Economics and some business, finance and accounting titles, so it may be worthwhile to investigate its options. Their journal subscription fees are high, but anyone can search the database and find free abstracts for all journals, and there are per-article transaction fees for non-subscribed journals.

As I have noted above, it is becoming a common practice for publishers and some aggregators to permit non-subscribers to search their journal collection databases. This can be a boon for those libraries that do not have access to a number of indexing subscription databases or researchers who want to cast a wider net than usual. The purchase of individual articles by non-subscribers can also reduce ILL traffic.

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Library budgets are shrinking as institutions, agencies and firms call for economies and as materials costs rise rapidly. The options that I have outlined above often do have an associated cost, but access to information is speeded up as articles

are brought to the desktop in seconds. There are also potential ramifications for reduced cost as well as better service. For example, if our faculty members and partners are willing to switch to e-mailed tables of contents rather than relying upon routed journal

issues or photocopied TOCs, then we won't need to spend as much for replacement issues for binding or for staff time. All in all, it pays to weigh the options as the publishers continue to package their products in shifting combinations.



How do you decide to class something in a law schedule? The simple answer is first you decide if the work in hand is about law. For most of the titles we catalog, it is an easy decision. It is obvious from the titles, the table of contents, book jackets, prefaces, etc. that the works are about the laws of something. We see words such as law, laws, regulations, statutes, acts, legislation, procedure, court decisions, cases, digests and so on. The author has a legal education and is a lawyer, judge, or law teacher. Yes, I know this is over simplifying.

If it is so easy, why do law books get into other classes? Why does a cataloger class the regulations for becoming a dentist in R? Some people do not recognize that the work is legal and should class in K. Why do we sit and puzzle over whether the title classes in taxation (H) or taxation (K)? Many works contain both the laws about and the policies on topics. We often see subtitles indicating the works contain social, political and legal views.

What is a classifier to do? First, you have to recognize law titles. You do this by learning something about law.

Legal research books are a great help and you should take a legal research class if one is offered at your law school or library school. Legal dictionaries help us know the meaning of those strange terms we see. What on earth is "Contango and backwardation"? Read the very good part 1 of *Cataloging Legal Literature* by Lembke and Lawrence. Make friends with your reference librarians. Some have a real feel and understanding of what we do and can be very helpful. Read law books. Read a classification schedule. The more law you catalog, the more law you will learn.

Second, you have to be able to examine a work carefully to see if it is mostly about law or only partly about law. The "partly about law" books are the ones that will cause you to have to decide on whether to class in a K schedule or not. I always give myself a fifty percent rule – if the book is 50 percent or more law, class in a legal schedule. If the work is less than 50 percent law, class in a nonlegal schedule. As a caveat to this, try to determine the author's intention and the audience of the book. Sometimes if there is slightly more nonlegal content but the author's intention is to clarify some point of law, you might want to class the work in a law schedule. When there is no straightforward classification number

for the work in hand, use your best judgment. There are no easy answers. If you are really on the border, remember you work in a law library. If in doubt, prefer a K class!

Be sure to read the guidelines in part F10 of the *Subject Cataloging Manual: Classification*, some of which are below.

Section of F10:

4. Use the most specific number available. Use a broader number only if no specific number is available and it is not feasible to establish one.
5. Where several subjects are discussed in a work, choose the classification number according to the most appropriate of the following guidelines:
  - a. Class according to instructions printed in the schedules.
  - b. Class according to dominant subject.
  - c. If no subject is dominant, class under the first one mentioned in the work being cataloged.
  - d. Class with a broader subject, if the work deals with several subjects that, taken together, constitute a major part of a larger subject.

## CLASSIFICATION

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6. In problematic cases where several numbers appear satisfactory, class according to the intent of the author or where it appears that the work would be most usefully located.
7. Unless instructions in the schedules or past practice dictate otherwise, class works on the influence of one subject on another with the subject influenced.

There are a couple of subjects where I often see problems regarding classification. They are medical legal works and criminal trial stories. Legal works about medical topics seem to end up in the R schedules more often than they should. Keep your eyes open when working in this area. Crime stories can class in HV or the K schedules. You have to carefully

determine if the work is mostly about the criminal trial or about the investigation. The investigation will class in HV while the trial will class in the law schedules. Watch for a trial, jury and judge angle for the works to class in the K's.

Good luck and keep on classing!



## DESCRIPTION & ENTRY

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### Report of the Task Group on Replacement Volumes

As announced on the TS-SIS listserv (Feb. 4, 2004), the report of the TS-SIS Cataloging and Classification Committee's Task Group on Replacement Volumes has been posted to the TS website at: <http://www.aallnet.org/sis/tssis/committees/cataloging/replacementvolumes/>

This report has been received by the Library of Congress, which plans to issue a draft rule interpretation concerning the issues involving replacement volumes. This draft Library of Congress rule interpretation (LCRI or RI) will be shared with the Task Group for comment, at which time it will be made available via the listserv for feedback from the law cataloging community. Please be alert for messages on the listserv announcing availability of the draft RI, and in the meantime, take a look at the Committee's report.

### Laws of Multiple Jurisdiction

I received an interesting question regarding choice of main entry et al. for the following title:

*The Swiss federal code of obligations : with the Turkish alterations* = [Spanish title and subtitle] = [French title and subtitle] / Georg Wettstein ; Charles Jucker ... [et al.]. Zurich : J. Bollmann, 1928.

Half t.p.: The Swiss federal of obligations, indicating the alterations made in connection with the adoption of this law in Turkey by Georg Wettstein ...

Before we can determine main entry and the possible need for a uniform title, we need to determine, what is the chief aspect of this work? Is it: a compilation of laws governing more than one jurisdiction? (Code 21.32B2) Or, is it a single main work with subordinate texts? (RI 25.1) Or, is it chiefly a commentary on one or more laws? (Code 21.13).

RI 25.1 instructs us to rely on the wording of the chief source to distinguish between a compilation versus one main work with less emphasized works. Only the name of

the Swiss law is given, in large boldface letters; "with the Turkish alterations" could be treated as a subtitle, or as part of the title proper, but is in much smaller letters in lighter type. Clearly, the wording and the emphasis of the typeface indicates that the Swiss law, not the Turkish one, is being stressed. If the names of both laws were given in the title proper, then one would treat the work as a compilation of laws governing more than 1 jurisdiction (Code 21.32B2), and enter the work under title main entry, with name-title added analytical added entries for the two codes.

Next, we need to decide if the work emphasizes the law or the commentary. It would be helpful if the chief source of information had a clearer statement of responsibility, such as "edited by", "with a commentary by", or "a commentary by Georg Wettstein", rather than just giving this individual's name. But the presentation of the name of the Swiss code seems to present the item as an edition of the original work, similar to examples in Code 21.13C1, "Edition of the work emphasized," particularly the last example: "Bundesbaugesetz : mit Kommentar / H. Knaup, H. Ingenstau." So, main entry should be governed by Code

21.31B1, Laws governing one jurisdiction: “Enter laws governing one jurisdiction under the heading for the jurisdiction governed by them. Add uniform title as instructed in 25.15A.”

So far, we have determined that Switzerland would be the main entry. But what would be the uniform title for the code? Luckily for us, a search in the national authority file under the English title proper of our work (though not the French or Spanish parallel titles) directs us to the authorized name of this code: Switzerland. |t Obligationenrecht (1911). Since the work provides the text of the code in three languages, we add the language qualifier “Polyglot” after the name of the code. (Code 25.5C1).

But what about the poor “Turkish alterations?” If we can determine the name of the Turkish law, we can use an analytical name-title added entry. My Turkish isn’t so good, but it looks like n 83127316 might be what we are looking for: Turkey. |t Borclar Kanunu [diacritics omitted]. If we can’t confirm the name of the Turkish law, then we can simply use a jurisdiction added entry for Turkey.

Here is what we have:

110 1 Switzerland  
240 10 Obligationenrecht (1911). [I] Polyglot  
245 14 The Swiss federal code of obligations : |b with the Turkish alterations = Codigo federal suizo de las obligaciones : con las modificaciones turcas = Le code federal Suisse des obligations : texte officiel suisse francais, avec les changements turcs / |c Georg Wettstein ; assisted by Charles Jucker ... [et al.].  
246 31 Codigo federal suizo de las obligaciones  
246 31 Code federal suisse des obligation  
700 1 Wettstein, Georg, [d b. 1880.  
710 12 Turkey. |t Borclar Kanunu. |IPolyglot.

## Updated LCRIs (Nov. 2003): A Summary of Significant Changes

### 1. Punctuation and spacing conventions

Nearly all the conventions applicable to punctuation and spacing in bibliographic and name authority records for monographs, integrating resources, and serials, have been conveniently collocated in the newly revised and much expanded RI 1.0C.

An initial followed by a word which is not an initial should be followed by one space, in name authority records as well as bibliographic records (i.e.: D & E column, not D&E column)

The RI gives the rules for ending punctuation in all MARC bibliographic fields, and explains the ISBD-based reasons therefore: Fields 245 and 250 must always end in periods, i.e.:

245 00 Why me?.  
250 [1<sup>st</sup> ed.].



c. The rule discontinues the practice of leaving 3 spaces when recording holdings or open dates within angle brackets: i.e. “<1981->”, not “<1981->”. The text of the revised RI is available as part of the Nov. 2003 update of the RIs, and a summary of the changes with a link to the text in PDF is posted on the Cataloging Policy and Support Office [CPSO] Web site at URL: [http://lcweb.loc.gov/catdir/cps0/01\\_0C.html](http://lcweb.loc.gov/catdir/cps0/01_0C.html)

### 2. Series

a. Series published in one or more physical media? How many series?

RI 1.6 has added a section on how to determine if single or multiple series exist whenever a series is published in one or more physical media.

b. What is a series title page? (RI 1.6A2).

When establishing the form of a series, or deciding if it has changed, the cataloger should follow the priority order of sources given in section .0B2 in AACR2R chapters 2-12. In chapters 2 (Monographs), 5 (Music), and 12

(Continuing resources), the first of the sources in priority order is “series title page.” AACR2R isn’t really clear on what can and cannot be considered a series t.p. Can the cover, t.p. verso, or list of series titles in the back of the work be considered a series t.p., if they present the series statement? As clarified in the revised RI, the series t.p. must be a “physical location within the bibliographic resource” either the page opposite the analytical title page or the page in the position of the half t.p. if the series title is present. “‘Series title page’ is not a general term implying whatever source has the series title (e.g., the cover or the analytic t.p. verso is not a series title page).”

### Title proper of series (Rule & RI 1.6B1)

This rule referred you to back to 12.1B1 (Continuing resources: Title proper), which says to correct any obvious typographical errors in transcribing the title proper. At its September 2003 meeting, The Joint Steering Committee for the Revision of AACR2 approved the revision of this rule to delete the reference to rule 12.1B1, and approved the early implementation of this revision in the United States, as per RI 1.6B1.

Any inaccuracy in the title proper of a series should not be corrected, but transcribed according to rule 1.0F1 (“In an area where transcription from the item is required, transcribe an inaccuracy or a misspelled word as it appears on the item. Follow such an inaccuracy by [sic] or by i.e. and the correction within square brackets.”).

### 3. Conflict Resolution RI 25.5B

When deciding upon what qualifiers to use to break a conflict between the titles of serials/series entered under title or name headings, generally avoid the use of the terms “print” and “text” as qualifiers. If a title has been published in multiple physical media, add a qualifier to the heading for the physical medium that isn’t printed text or paper.



## Suggestions for Supporting, Encouraging and Empowering Staff – Reward and Encouragement Issues

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In the previous column, we reviewed some practical strategies for providing members of our staff with assistance as they struggle to keep pace with increasing task assignments and workloads. Before we finish our discussion, we also need to consider mechanisms for reward and for extending personal support and encouragement to our co-workers. Jeffrey Pfeffer has written a thought-provoking article on reward, aimed at a business audience. 1 One of the interesting ideas that Pfeffer discusses is the myth that people work for only money: “People do work for money” he writes, “but they work even more for meaning in their lives. In fact, they work to have fun. Companies that ignore this fact are essentially bribing their employees and will pay the price in a lack of loyalty and commitment.” We all know about chocolate, chocolate and more chocolate, but given institutional constraints on direct financial reward, what else can we do to reward and encourage our staff? 2 In a survey conducted a few years ago by the ALA Support Staff Interests Round Table, the highest ranked areas of concern included lack of career ladders, compensation, responsibility/authority, reduced autonomy, and basic morale issues. 3 Reward strategies and efforts to encourage and support our staff should be oriented toward these concerns.

### Simple Rewards

Some of the most effective, and certainly the most immediate, rewards are those that can be characterized as “random acts of kindness.” Examples include, arranging for an ergonomic assessment for workstations, surprise treats on a Monday morning, sharing an interesting article or, impromptu

discussions of the day’s challenges. We all know how much staff parties brighten a day. Group lunches can provide an informal forum for discussion and sharing. Our Head of Cataloging gives small, fun trinkets when the staff/librarian team meets their throughput goal for the quarter. I know you all have even more creative ideas.

### Offering Empowerment.

Empowerment refers to giving staff not only the responsibility for completing a task but also the authority to plan for and structure an assignment, or indeed to identify new services or changes in procedures. Empowered staffs are given the autonomy to make decisions, to communicate broadly, and to consult independently. On the face of it, you can see why empowering staff would be a powerful form of reward. Then why isn’t true empowerment found in more library settings? Writing about the challenges related to empowerment, Rosabeth Moss Kanter explains that, although managers usually are willing to surrender responsibility, authority is tougher to give up. Kanter notes that empowerment requires *unrestricted* access to three components: information, resources and support. 4 Successful empowerment also requires a two-way street. While managers have to be comfortable surrendering some authority, staff must desire the autonomy and be willing to take initiative and assume responsibility. Think about your organization; is it likely that the desire is there and the requirements could be met? If not, does this mean we should avoid empowerment as a reward option? I don’t think so. Personally, I believe in the concept of the renewing

library that Carson, Carson and Phillips describe in *The ABCs of Collaborative Change* (a book I recommend highly). 5 You can effect change even if the overall Library management style does not embrace full empowerment goals, or if your staff members don’t immediately “step up to the plate.” As Technical Services managers, we can pursue limited empowerment goals within our own areas, perhaps related to finite projects or one-time assignments. Other possible strategies include: speaking with staff about the philosophy of empowerment, encouraging staff to embrace responsibility, rewarding staff that take responsibility through praise, special assignment and greater autonomy, and talking to our administrators about what we’re doing, encouraging growth in other areas of the library.

### Increasing Employee Involvement

Another reward option is to increase the basic involvement of your staff in planning work initiatives. Although this isn’t true empowerment, it can still provide powerful encouragement for staff. Increasing involvement can also be an excellent change mechanism. To be successful in increasing involvement, effective communication is essential; so is honesty. There should be no hidden agendas. If you have an expected outcome, communicate it. Otherwise, you need to allow for input that may move the project or task in unexpected directions. You should be willing to allow an outcome that may not be entirely comfortable — unless you intend to step in and snatch control back (risking the adverse morale implications of *that* decision).

Techniques to employ include assigning a question to a small group for resolution, or involving all staff in discussion of a problem and then building consensus on a solution.

### Family-friendly Policies

Remember that the definition of “family” is not limited to staff with children. Many of us face concerns related to spouses, domestic partners, or parents. This is an area in which you want to be sure you understand the institutional commitment to, and policies regarding, family support issues. Happily, many of our institutions have embraced policies that offer support to staff with family commitments. Family-friendly policies include flextime, flexible scheduling, compassionate leave, job-share situations, part-time work opportunities, day care for sick children, and institutionally supported day care. I recommend the work of Jennifer Glass to you; she is a professor of Sociology at the University of Iowa who has studied issues related to maintaining a family-responsive workplace. <sup>6</sup> Even if your institution takes a benighted view of these initiatives, there is a lot that you can do by being a compassionate manager.

### Personal Encouragement and Support

Sometimes the thorniest problems that present themselves in the workplace are the ones caused by external forces. None of us completely shed our personal lives at the Library door. Be aware of what is going on, personally as well as professionally, for your staff. Set aside some time each day to chat with staff as you walk by. Roam a bit; observe staff interaction and note any changes in work style or performance. What can you do to prepare for the intrusion of a personal problem into your workplace?

### Maintain an Open Door Policy

Let the staff know that they can approach you when they need to talk. Meet regularly with key members of

your staff and encourage communication to “trickle down” by asking about people who report to them.

### Don't Ignore External Signs That There May Be a Problem

Excessive absences, increasing error rates or slumps in productivity may signal a larger problem, and they need to be addressed in a timely, productive way, but also with compassion. “Before you act, make sure you have the facts,” should be your mantra. Investigate problems personally and carefully. Encourage staff to share what might be causing the symptoms you've noted. You may not need (and they may not want to share) the details, but you do need enough information to allow you to act effectively. Know your institutional policies. *Never* intervene with a suspected drug or alcohol problem without talking with a professional first.

### The Details Belong to Someone Else

Express concern, close the door, offer hankies, but do not become a general confessor. We are not professional counselors and shouldn't try to step into that role. We are, however, caring individuals, and we should extend support to our co-workers.



### Become a Community Information Clearinghouse

Know what resources are available to your staff and how they might be utilized. When necessary, suggest or refer staff to support services. Seek mediation or other external help yourself, if you experience an intractable problem. Encourage staff in their efforts to seek help, and support them with flexible scheduling if possible.

### Manage Difficult Personalities

I recently attended a seminar on strategies for dealing with people who

exhibit inappropriate reactions to routine work situations. One suggestion for coping will be familiar to many parents, “time-outs.” When a staff member is spinning out of control, immediately trying to work the problem may be counterproductive. Ask the individual to take a break and leave the area. Set a specific time to address the problem. When there is inappropriate behavior in the workplace, it needs to be addressed quickly. Extreme anger is never appropriate in a work setting. Seek external assistance if the behavior recurs frequently or appears to be exhibiting as a pattern.

There are ample reasons to consider changing your management techniques and strategies. Change should take practical form in response to a perceived need or an expressed concern. Try the assessment steps and see what information you glean about institutional commitment, and staff concerns. Take baby steps. Try a one-shot project that is configured in a different way. Begin to apply “random acts of kindness.” Think about empowerment or increase staff involvement in decision-making. Let your compassion show. Finally, share your successes (and, if you're feeling strong, your failures). We all have a lot to learn from each other.

### Endnotes

<sup>1</sup> Pfeffer, Jeffrey. “Six Dangerous Myths About Pay.” *Harvard Business Review* v.76: no.3 (1998:May/June) pp.108-119

<sup>2</sup> *Ibid.*, p.112.

<sup>3</sup> American Library Association. Support Staff Interests Round Table. “Summary of Survey to Determine Top Three Issues of Concern to Support Staff.” <http://www.ala.org/ala/lssirt/lssirtstratplan/issuessurvey/Results.pdf> 1998

<sup>4</sup> Kanter, Rosabeth Moss. *The Change Masters*. New York: Touchstone, 1983.

<sup>5</sup> Carson, Kerry David, Paula Phillips Carson, Joyce Schouest Phillips. *The ABCs of Collaborative Change: The Manager's Guide to Library Renewal*. Chicago: American Library Association, 1997

<sup>6</sup> For example: Glass, Jennifer. “Envisioning the Integration of Family and Work: Toward a Kinder, Gentler Workplace.” *Contemporary Sociology* v.29:iss.1 (2000:Jan.), pp.129-144.



## WILL XML KILL MARC?

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This year started the same way last year did, with lively debate on discussion lists such as AUTOCAT and MARC about a column written by Roy Tennant in the January issue of *Library Journal*. He modified his year-old prediction that MARC must die <<http://www.libraryjournal.com/article/ca250046>>. Instead, he has decided that we can “let MARC die of old age rather than homicide” <<http://www.libraryjournal.com/article/ca371079>>. He thinks librarians are isolating ourselves because we rely upon MARC while the rest of the information world uses XML and a variety of other metadata schemes.

As a law librarian with too little time to learn about everything of importance, once again I felt lost in a sea of acronyms. Just how does XML relate to MARC? What are MODS and METS? The importance of XML was reinforced for me when I opened WordPerfect 11 on my brand-new computer to start writing this column. There under File was the usual option to create a new document and a new option to create a new XML document. XML is obviously part of our present, not just out there in our future.

Fortunately, there was a wonderfully helpful session at ALA Midwinter this year. At every ALA meeting, the ALCTS/LITA MARC Formats Interest Group meets on Saturday afternoon. This year’s agenda was a presentation called *MARC and XML: New Initiatives in Metadata Standards*. The speaker was Rebecca Guenther, Senior Networking and Standard Specialist for the Network Development and MARC Standards Office of the Library of Congress. With this column, I will report on her presentation in hopes that this will add

to your understanding of XML and how it relates to MARC. Though I will not use quotation marks in the rest of this article, all of the good intellectual content is hers; all of the inaccuracies are mine.

When I asked Rebecca for a copy of her slides and asked if she would object to my using them as the basis for a column, she said that she was pleased because there are lots of misconceptions that she would like to see corrected. Her list of these misconceptions includes the following: MARC records must use AACR2 and LCRI, MARC is incomprehensible because of its numeric tags and defined syntax, MARC is dying because the world in going to XML, and MARC is dying because institutions are choosing other descriptive standards.

In reality, none of these are true. Instead, MARC has been terrifically successful. There are a limited number of MARC formats used around the world and they are all very similar. In addition more and more national formats have converted to MARC21, the format used in the United States. MARC’s numeric tags free us of the difficulties of translating from one language into another and carry a large amount of meaning. There are thousands of systems using MARC, containing more than *one billion* MARC records. This standard allows libraries everywhere to share records because the content is predictable.

Two other things are happening at the same time. First, an increasing number of metadata standards are being created to meet a variety of needs. In addition to MARC there is an alphabet soup of others: MODS, Dublin Core,

ONIX, EAD, GILS, TEI Header, and more. Second, the XML (Extensible Markup Language) schema has become the markup for the Web and the exchange medium of choice. Not only is it simple and extremely flexible, but a large number of freely available tools are being developed for its use.

We can take advantage of these developments in a variety of ways. The Library of Congress is working on a framework so that MARC records might be exchanged in XML, called MARCXML. If you know MARC, MARCXML is actually readable. With this process records would go to and from MARC21 and MARCXML without losing any data. (The real term for this is lossless/roundtrip conversion.) MARCXML would allow MARC21 to use XML programming tools and presentation style sheets, while our catalogs would continue to contain MARC records. An added advantage is that the XML schema would not need regular changes in order to accommodate changes in MARC21. <See <http://www.loc.gov/standards/marcxml> for information about this development, including examples of records in MARCXML.>



Another development by the Library of Congress is MODS (Metadata Object Description Schema). It is being designed for library applications, although it could have other uses. It uses the XML schema and is a derivative subset of MARC elements. Especially designed for complex digital objects, it is richer than Dublin Core but simpler than full MARC. It uses natural language instead of

numeric tags. It may be used in Z39.50 Next Generation (ZING – what a great acronym!). MODS can be packaged with electronic resources and thus can be used in harvesting them. Although more user friendly than MARC, the two are compatible and could reside in a catalog together. MODS is currently being used by several projects such as the e-books being made freely available by the University of California Press. (For more go to <http://www.loc.gov/standards/mods/>.)

Finally, I will touch on METS (Metadata Coding and Transmission Standard). It was an initiative of the digital Library Federation and is now maintained by the Library of Congress (see <http://www.loc.gov/standards/mets/>). It is a wrapper that contains descriptive, administrative, and structural metadata along with a digital library object and it allows for the expression of the complex links between the various types of metadata. (In case you are wondering, administrative metadata includes

things such as technical information, source, digital provenance and rights.) METS allows libraries to exchange digital resources along with the variety of information needed to use them. MARCXML, MODS and Dublin Core have been approved for use as the descriptive scheme in METS. There are a number of institutions using METS for current projects, including Oxford University for its Digital Library.

It appears that these new developments do not threaten MARC after all. MARC can use XML as a carrier so that it can be shared using standard techniques. In the future that Guenther and others predict, MARC will not be replaced by other metadata standards, but will live with them as a full, rich cousin. Because other metadata schemes will fill needs in ways that MARC cannot, we will have to expand our knowledge and our catalogs to include many of these other standards in addition to MARC. By doing so, librarians can play an important role

in the future of information management.

The discussions resulting from Tennant's article show that not everyone agrees that other metadata schemes should live in our catalogs alongside MARC. Neither do all agree that XML is the exchange medium we should be moving toward. But Tennant and Guenther both seem to see these two changes in our future.

I do have to disagree with Tennant when he surmises that librarians will have a difficult time adapting to standards in addition to MARC. We've learned to live with and think in MARC, even though there is nothing intuitive about it. We are masters at understanding the value of cooperating so that we can share information. We should be able to keep our MARC records and still participate in new, innovative ways of organizing knowledge. It seems to me that we can quote a current presidential contender and say "Bring it on!"



## *Some Updates from the Ever-Changing World of OCLC...*

OCLC

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### **OCLC Connexion – Planned Enhancements**

According to the OCLC Connexion web site (<http://oclc.org/connexion/>), OCLC is planning several enhancements for the Connexion client. Authority searching enhancements include capabilities for authority numeric and derived key searching, as well as root/expanded authority results. Additionally, OCLC plans to provide the ability for libraries to share bibliographic and authority records for review with other libraries and Program for Cooperative Cataloging trainers and reviewers for NACO, BIBCO, CONSER, and funnel

projects. The dates for these enhancements have not yet been scheduled.

### **Professional Development: OCLC's Web Information Sessions**

In the professional development portion of the OCLC web site, OCLC offers free live information sessions. Information about these sessions is available at <http://www.oclc.org/education/websessions/default.htm>. Upcoming sessions will cover OCLC's ILLiad product on March 2, 2004, and March 18, 2004, from 1:00pm – 2:00pm (eastern). You can also learn more about OCLC's Cataloging Partners Program on March 4, 2004

from 3:00pm – 4:00pm, or on March 10, 2004 from 11:00am -12:00pm.

### **Keeping Up to Date: OCLC's Electronic Publications**

OCLC provides a weekly summary that includes service news, tips, and event reminders for OCLC members. You can sign up for this service at <http://www5.oclc.org/downloads/design/abstracts/subscribe.htm>.

Last, but not least, an update on the OCLC Committee Open Discussion at AALL in Boston...

The open discussion is currently scheduled for Sunday afternoon, July

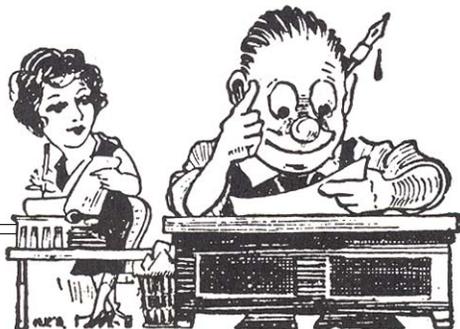
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11, from 4:15pm – 5:15pm. I am currently working with Nancy Lensenmeyer, our new SIS liaison, to

line up an OCLC product manager to speak at our committee meeting in Boston. If you would like any specific

information discussed at this meeting, please let me know your requests, and I'll pass them along.

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## RESEARCH & PUBLICATIONS

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### In the Money!

I recently read a study in which faculty members were surveyed about their research activities. One section involved perceived obstacles to doing research. Very few professors listed lack of time as a hindrance, but many mentioned lack of funding. As I pondered this, it occurred to me that the opposite is true for most law librarians. If a similar survey were to be taken of law librarians (hmm, there's an idea), my best guess would be that our number one obstacle would be lack of time. Even in these lean times, though, we are blessed with an abundance of funding sources, so this column will direct you to some places you can go to support your research.

The first place that comes to mind is right within our own SISEs. The TS and OBS SISEs provide the **Joint Research Grant**, an award up to \$1000 each year. Virtually anyone reading this publication would be eligible to apply and the criteria are not very confining—you simply need to show how your project will benefit, either directly or indirectly, technical services law librarianship. The grant could be used not only for major expenses like travel, but also for research costs we often overlook, like postage and copying. See [www.aallnet.org/sis/obssis/research/researchinfo.htm](http://www.aallnet.org/sis/obssis/research/researchinfo.htm) for more information.

Another source within AALL is the **AALL Research Grant**. AALL's

Research Committee awards up to \$5000 per year <[www.aallnet.org/about/grant\\_application.asp](http://www.aallnet.org/about/grant_application.asp)>, and the grant can cover a wide range of expenses, including travel, supplies, and even equipment rental. Preference is given to AALL members, and you can work either individually or collaborate with a colleague. Don't know what to write about? Consult the AALL Research Agenda <[www.aallnet.org/committee/research/agenda.asp](http://www.aallnet.org/committee/research/agenda.asp)>. Although it does not specifically address technical services issues, Ellen McGrath has done a nice job of culling possible tech services issues from the agenda <[www.aallnet.org/sis/tssis/tsll/28-04/res-pub.htm](http://www.aallnet.org/sis/tssis/tsll/28-04/res-pub.htm)>.

Knowing some AALL members also belong to ALA or SLA, I explored funding sources from those associations. ALA offers a number of research-related grants for its members <[www.ala.org/Template.cfm?Section=grantfellowship](http://www.ala.org/Template.cfm?Section=grantfellowship)>. One of particular interest is the **Samuel Lazerow Fellowship**, which provides a \$1000 cash award to librarians for travel or writing in the fields of collections and technical services, although the compilation of bibliographies is not supported. For those interested in creating bibliographies and other library resource guides, ALA awards up to \$5000 for these types of projects through the **Carnegie-Whitney Grant**. In scanning the list of past winners, I did not see any law librarians, so if you are a dual member of AALL and ALA and have an idea for a bibliography, this might be a good opportunity.

If you are a member of SLA and have an ambitious project in mind, you can apply for the **Steven I. Goldspiel Memorial Research Fund** <[www.sla.org/content/memberservice/researchforum/goldspiel/index.cfm](http://www.sla.org/content/memberservice/researchforum/goldspiel/index.cfm)>. We are talking big money here—some recent awards have been almost \$20,000. Don't have quite that big of a project? Don't fret, they also encourage projects with smaller budgets. In the SLA Research Statement, "methods of information access" is one of their core areas of interest—right up our alley!

Another place to look for funding resources is in your own backyard. Most academic institutions have a department that helps faculty and staff with research funding issues. Sometimes the resources closest to home are ones we know the least about. I am living proof of that. When I started looking for what my own university has, I found a wealth of information that I did not even know existed. Let me highlight a couple of the ones I found most useful—maybe your institution has them too. **ResearchResearch** <[www.researchresearch.com](http://www.researchresearch.com)> has a section in which grant opportunities are arranged by subject. The library science section listed 142 grants and the library automation section listed almost 200, although I would imagine there is considerable overlap between the two categories. The **Community of Science** database <<http://fundingopps.cos.com>>, although not as easy to search, also had an extensive listing of library research grants.

By my count (and I was certainly no math major), this column has listed over \$30,000 worth of grant money just waiting for you to apply for it. Now that's "a lot of what it takes to get along!"

### Hall of Acclaim

Recent publications by our colleagues: Catherine F. Halvorsen and Diana C. Jaque. "Keeping Up With New Legal Titles." *Law Library Journal* 95:4  
Dianne Oster, "Technical Services SIS

Keeps Members, Subspecialties Connected." *AALL Spectrum* December 2003.

If you have had an article published recently, please let me know so I can include you in future Halls of Acclaim.



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## SERIALS

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The following serial title changes were recently identified by the University of San Diego Legal Research Center serials staff and the University of California, Berkeley Law Library cataloging staff:

*Crime and delinquency in California*  
1965-2001  
(OCoLC 1565417)

**Changed to:**

*Crime in California* (Sacramento, Calif. : 2003)  
2002-  
(OCoLC 53475461)

Also available online at <http://caag.state.ca.us/cjsc/publications/candd/pub.html>

*Crime and delinquency in California. Advance release*  
-2001?  
(OCoLC 10919355)

**Changed to:**

*Crime in California. Advance release*  
2002-  
(OCoLC 52881885)

*Dickinson law review*  
Vol. 13, no. 1 (Oct. 1908)-v. 107, no. 4 (spring 2003)  
(OCoLC 3737756)

**Changed to:**

*Penn State law review*  
Vol. 108, no. 1 (summer 2003)-  
(OCoLC 52761478)

*Elder's advisor* (New York, N.Y.)  
Vol. 1, no. 1 (summer 1999)-v. 4, no. 3 (winter 2003)  
(OCoLC 40813091)

**Changed to:**

*Marquette elder's advisor*  
Vol. 5, no. 1 (fall 2003)-  
(OCoLC 53838111)

European Investment Bank. *Annual report*

1958-2000  
(OCoLC 1568453)

**Changed to:**

*EIB Group. Annual report*  
2000  
(OCoLC 20224745)

**Merged with:**

European Investment Bank. *The EIB Group in the year ...*  
2000  
(OCoLC 4766910)

**To form:**

EIB Group. *EIB Group activity report*  
2001-  
(OCoLC 50629135)

*Journal of taxation of financial institutions*

Vol. 14, no. 1 (Sept./Oct. 2000)-v. 16, no. 6 (July/Aug. 2003)  
(OCoLC 45003980)

**Changed to:**

*Journal of taxation and regulation of financial institutions*  
Vol. 17, no. 1 (Sept./Oct. 2003)  
(OCoLC 53003562)

*Transboundary resources report*

Vol. 1, no. 1 (spring 1987)-v. 12, no. 1 (1999)  
(OCoLC 16722880)

**Changed to:**

*Utton Center report*

Vol. 1, no. 1 (spring 2002)-  
(OCoLC 49888055)

Also available online via the World Wide Web at: <http://lawschool.unm.edu/utton/>

*University of Chicago Law School roundtable*

Vol. 1993-v. 9, no. 1 (2002)  
(OCoLC 30325582)  
Beginning with vol. 4, no. 1 (spring 2003), **absorbed by:**  
*Chicago journal of international law*  
(OCoLC 43608525)

*Widener law symposium journal*  
Vol. 1, no. 1 (spring 1996)-v. 9, issue 2 (2003)  
(OCoLC 34916031)

**Changed to:**

*Widener law review*  
Vol. 10, issue 1 (2003)-  
(OCoLC 53973102)

The following serial cessations were identified by the University of San Diego Legal Research Center serials staff and the University of California, Berkeley Law Library acquisitions staff:

American Bar Association. Section of Intellectual Property Law. *Annual report*

**Ceased publication in print format with:** 1999/2000?  
(OCoLC 29579457)  
Still available on CD-ROM

*Annuaire de la magistrature*  
**Ceased with:** 2000 ed.

*Brookings review*  
**Ceased with:** Vol. 21, no. 4 (fall 2003)  
(OCOLC 8853284)

*Electronic communication law review*  
**Ceased with:** Vol. 9, no 4 (2002)  
(OCOLC 50483619)

*Gay & lesbian law journal*  
**Began and ended with:** Vol. 10 (May 2001).  
(OCOLC 50059590)

*Mezhdunarodnoe pravo = International law*  
**Ceased with:** 12 = 2001:3 (mai-iiun 2001)  
(OCOLC 48545772)

*Outline of Japanese taxes*  
**Ceased with:** 2003  
Apparently from 2004 will be available at publisher's website

*Praxis juridique et religion : PJR*  
**Ceased with:** Vol 15, no. 2 (1998)  
(OCOLC 11824408)

*Research advisor*  
**Ceased with:** No. 23 (Apr. 2003)  
(OCOLC 32714811)

*Revue burkinabè de droit*  
**Ceased with:** No. 39-40 (2001)  
(OCOLC 15243234)

*Revue internationale de la concurrence = International review of competition law*  
**Ceased with:** 2002, nr. 3 (Dec. 2002)  
(OCOLC 7318199)  
From 2003, available exclusively on the Internet at: <http://www.ligue.org/main.html>

*Saint Louis-Warsaw transatlantic law journal*  
**Ceased with:** v. 2001-2002  
(OCOLC 33316909)

*State constitutional law bulletin*  
**Ceased with:** vol. 16, no. 10 (July 2003)  
(OCOLC 17450128)

*Supreme Court Historical Society. Annual report*  
**Ceased in paper with:** 2000.  
(OCOLC 8550033)  
Available online from 2001 at: <http://www.supremecourthistory.org/>

*Update* (Human Rights Watch (Organization))  
**Ceased with:** fall 2000  
(OCOLC 48765350)

Virginia Supreme Court. *Cases decided in the Supreme Court of Virginia*  
**Ceased with:** Vol. 260 (June-Nov. 2000)  
(OCOLC 3473446)

*Who's who in Congress*  
**Ceased with:** 2001 ed.  
(OCOLC 23021609)



## Metadata, Dublin Core, and Subject Cataloging or, Dilbert goes to Library School

### SUBJECT HEADINGS

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It is very hard to avoid hearing about of Metadata, Dublin Core or proposals to replace MARC (or perhaps LCSH or even the idea of cataloging) with something more modern that would be better, more efficient, more up to date, and less "uncool." What's in it for us? Should we be afraid? What harm will it do us? Are our jobs threatened? Will this open up new areas for subject catalogers to market their services? Is there any substance behind the buzz words?

Metadata is "data about data." It is defined by the "Dublin Core" (short for: Dublin Metadata Core Element Set), a project that started out with a conference at the OCLC offices in Dublin (Ohio). "Data" about "data" could mean for example, subject

headings encoded by means of alphabetical characters using a feather dipped in ink, written on a 3" by 5" card with a hole centered in the bottom, that is accessed with an individual's personal non-mechanical biological optical scanner ("Eyes 1.0"), which then leads the user to the other data, such as a book presumably shelved in the stacks. Sometimes metadata is embedded (attached) with the data it describes, such as a call number on the spine of a book shelved according to subject-oriented classification system. Somehow this sounds familiar.

The problem that should be obvious with the above definition is that it would lead to very obsolete, not to mention "old fashioned," things being

considered "metadata." It would lead to the conclusion the metadata specialists are really catalogers, which is unacceptable since metadata specialists are by definition younger, cooler and better paid. Therefore one often sees the definition of metadata amended to include a requirement that the metadata and the data that metadata describes be machine readable, electronic, or digital resources (so much for the idea of a system not based on "carrier" or format.)

The Dublin Core was developed in the mid-1990s in part as an attempt to "tame the web" (or at least to be able to find things better.) It defines data fields used to describe resources (books are the most common "resource" but don't tell the metadata

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people that, it would hurt their feelings). The fields in question are quite generic, and look like the sort of things one would expect to find in a, uh, library catalog record. Those that don't parallel fields now governed by AACR2, LCC and LCSH, include additional information on location, access control, and special equipment needs that in the past were forced into note field, indicated by using color catalog cards, or perhaps written on the back of the card (e.g. this book is in the director's office and can only be loaned to members of the board of directors.) While the metadata record, especially when used with electronic resources can have some functions beyond those usually performed by library catalogs, for subject catalogers it makes very little difference. A metadata record looks like something invented by a bunch of catalogers, which isn't far from the truth.

The metadata standard includes a field for subject data. Nothing in the Dublin Core requires using LCSH, but it does encourage the use of controlled vocabulary and a systematic

classification. LCSH is the most comprehensive controlled vocabulary available, and seems to be the one most metadata people have in mind. The alternative would be to use keywords (which works only for a narrow subject, and fails miserably when used for a body of data that spans multiple times or cultures).

An interesting variant is "FAST" (Facet application of subject authority) reported on in a several scholarly papers. While it claims to have something to do with Metadata, in reality it is about some changes in LCSH that aren't that radical and probably should have been implemented when online catalogs became common, e.g. changes in subdivision practices most of which make no difference in a world of OPACs. Even the radical changes in chronological subdivision suggested would require only a reasonable upgrade of OPACs. They seem to feel that the difficulty of applying LCSH has to do with the complexity of the heading syntax, but one could argue that the real difficulty pertains to the

ability to analyze the books (resources, documents, websites, or perhaps codices, manuscripts or tablets) and relate their contents to the controlled vocabulary. Teaching someone to apply LCSH and create headings is less of a challenge than teaching the substantive knowledge that underlies subject cataloging.

My conclusion (definitely mine, not the policy of any institution I have ever worked for, or hope to work for) is that "metadata" is pure buzzword. If you look at the term independent of the "carrier," it is cataloging. From the perspective of subject cataloging, it makes no difference whether one discusses scrolls being indexed in a handwritten list, or digital resources in a web based OPAC. Should we as catalogers aspire to be called "metadata specialists?" Of course, especially if we get more respect and more money from naïve and deluded managers – but we should remember that we are still catalogers doing what catalogers have been doing for centuries.

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## PRESERVATION

*(continued from page 1)*

the tornado that swept through a records management facility of the University of Missouri in November 1998. <<http://palimpsest.stanford.edu/bytopic/disasters/>>

The beauty of surfing is finding countless leads to other material on your topic. The Stanford site lists Dartmouth College Library as a source for treating wet books. Once at the Dartmouth site, you find a very thorough Simple Book Repair Manual with excellent illustrations and even with some videos. (The videos were very small on my PC.) Topics covered in the manual include, among them, guiding principles, setting up the repair area, parts of a book, practical guidelines, a glossary, and a bibliography. <<http://www.dartmouth.edu/~preserve/repair/repairindex.htm>>

The University of Illinois at Urbana-Champaign also has a site for Procedures and Treatments Used for Book Repair and Pamphlet Binding. Among the pamphlet topics are binding, adding envelopes, sewn pamphlets, disbinding and rebinding, and loose-leaf binding. Among the paper repairs and treatments are page mending, tape removal, forming signatures, and page cutting. Book repairs include recasing a book block, replacing a book spine, add/making pockets in books, and tightening loose hinges. This site has hundreds of color photos and a disclaimer. The site seeks to illustrate book repairs, but it does not consider itself to substitute for the training of a professional. <<http://gateway.library.uiuc.edu/preserve/procedures.html>>

The Book Arts Web book repair procedures state basically the same position as the University of Illinois.

Its instructions for repairs were written as an adjunct to all-day demonstrations shown at the 1998 Annual Meeting of the American Library Association. Here, too, there are good illustrations. <<http://www.philobiblon.com/bkrepair/BookRepair.html>>

In addition to book repairs, the Book Arts Web gives an extensive list of suppliers. Those seriously interested in book binding will be fascinated by what is listed. Although most of us will not have as intense an involvement in the bindery process, it is interesting to see what supplies our binderies might utilize. I was particularly captivated by a product called Bindery in a Box which contains a sewing frame, laying press, plough, and nipping press all in one. <<http://www.philobiblon.com/suppliers.htm>>

In this surfing experience, we have been to Dallas (Amigos), California

(Stanford), New Hampshire (Dartmouth), to name a few. If you go to any of the URL's, you will find

numerous links to pursue. And this is just the beginning (or almost the begin-

ning). As we all know, the web is growing exponentially. Have a great ride!

## CONFERENCE REPORT

# Research Roundtable Report

Nancy Babb  
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The OBS-SIS/TS-SIS Research Roundtable was held on Sunday, July 13, from 11:45 - 1:15 pm. Chris Long of the Indiana University School of Law served as moderator for the group of eleven interested participants.

Long opened the Roundtable with introductions. Participants shared who they were, where they were from, their positions, and their favorite authors. Mystery fans were well represented. Following introductions, there were reports on the *TSLL* Indexing Project, the OBS/TS Joint Research Grant, the AALL Research



Agenda, rounded out by general discussion of research and publishing.

Susan Goldner, University of Arkansas at Little Rock, reported on the *TSLL* Indexing Project: a grant-funded project to index *TSLL*. With the grant, Goldner and her co-recipient, Lorraine Lorne, purchased CINDEK indexing software. For the past two years, Goldner, Lorne, and now new participant Virginia Bryant have been developing the index, using CINDEK to create a database.

Initially, Goldner and company sought a thesaurus of subject headings suitable for the project. They couldn't find anything specific enough; neither were any existing *TSLL* indexes specific enough to serve as source. Therefore, they have had to build subject headings as they went along. They researched indexing standards, citing a NISO technical report as one

useful model. Gradually, they worked out the rules for citation and index layout, producing a useful document called "*TSLL* Index Rules." As they gathered issues of *TSLL*, they also encountered some surprises; for example, some early years had only three rather than four issues. Goldner reported that she likes producing two separate indexes, one of authors and titles, and another of subject headings. These indexes can be created side-by-side and then merged to create a combined index. The software includes configuration that makes it easy to load on the web.

Although Goldner reported that progress has not been as swift as she might have liked, a full 6 of the 25 volumes of *TSLL* have been indexed, with Volume 26 completed first. A current proposal is to make a 30 year index, with target release date two years from now.

The *TSLL* Indexing Project provoked interest at the Roundtable not only for its potential as an outstanding tool for *TSLL* readers and researchers, but also as an example of successful and inspiring grant-funded research. The project has also generated some wider interest. Hein has contacted Goldner regarding potential publication of the index, even if it is to be separately published on the web at the *TSLL* site. Goldner has also used the software for indexing Annual Meeting proceedings. Another possible application is indexing the Arkansas Bar Association's new edition of its form book.

Following Goldner's presentation, Eloise Vondruska, Northwestern

University Law Library, current chair of the OBS/TS Joint Research Grant Committee, reported on the past activities and future goals of the committee. Vondruska encouraged all Roundtable attendees to visit—and to encourage colleagues to visit—the committee website at <http://www.aallnet.org/sis/obssis/research/> for details on grant funding. Grant applications are heartily encouraged. The application is also available online at: <http://www.aallnet.org/sis/obssis/research/agreement.htm>

Vondruska explained some of elements of the grant process. The committee shares grant applications with the heads of the two special interest sections, and has up to \$2,000 per year available for grant funding. In the past year, there were no applications, so the committee will be re-doubling efforts to encourage applications. Vondruska reassured the Roundtable that the only requirement of grant recipients is to report back to the sections.

The Roundtable brainstormed about OBS/TS grants and potential funding.

Brian Striman, University of Nebraska-Lincoln College of Law, suggested that one good means of generating grant ideas is to attend programs at the Annual Meeting with an open mind toward possibilities suggested by the discussions.

Chris Long added that it's possible that so few applications were filed because we just don't think about all the things that the money could be used for, including travel, supplies, and photocopying.

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From OBS/TS Grant Research, the Roundtable moved to AALL Research and grant funding. Ellen McGrath, University at Buffalo, the new chair of the AALL Research Committee, shared information about the research committee and its research agenda. McGrath distributed copies of her guest column in *TSLL*: 28(4), in which she explained the AALL Research Agenda and gave special highlight to ways in which the agenda might be adapted for technical services. The column is available online at: <http://www.aallnet.org/sis/tssis/tsll/28-04/res-pub.htm> or <http://www.aallnet.org/sis/tssis/tsll/28-04/28-04.pdf>

At the Roundtable, McGrath elaborated on these issues, including the desire to promote grants for technical services. Last year, the committee gathered research about previous publications on agenda topics. This year, said McGrath, the committee will brainstorm about how to develop the agenda for the future. McGrath pointed out that the research agenda is a good source for research ideas that AALL would like to see explored. Anyone who is looking for research suggestions would do well to consult the agenda for inspiration toward topics that need researching and would likely find publication.

McGrath also stated that the committee works closely with the *Law Library Journal*; research can often be turned into publications. Frank Houdek, editor of *LLJ*, had a message for McGrath to share with the Roundtable: he is always open to ideas for publication, and is especially interested in publishing more articles related to technical services. McGrath shared Houdek's encouragement; interested writers may contact him, via mail, or e-mail at [houdek@siu.edu](mailto:houdek@siu.edu).

Roundtable participants agreed that Houdek provides great encouragement and support to writers.

Brian Striman stated that Houdek is very open and easy to work with. Striman highly recommended working with him on *LLJ* articles.

Chris Long invited submissions for *TSLL*, as well. He encouraged people to e-mail him at [clong@iupui.edu](mailto:clong@iupui.edu) with ideas, and stated that he welcomes guest columnists.

As a final note, McGrath reminded the Roundtable that grants can be given for any amount. Potential recipients shouldn't dismiss the possibility of grant funding for their research. They should feel free to contact the Research Committee with ideas and questions. Contact information, the research agenda, grant applications, press releases about past recipients, and other information are all available online at the committee website: <http://www.aallnet.org/committee/research/>

The Roundtable next moved to discussion of the writing process, stimulated by Walt Crawford's new book, *First Have Something to Say*. Chris Long shared a copy of the June 2003 *Cites & Highlights*, which reprints Crawford's first chapter. Long highlighted Crawford's "reasons not to write" — for money, for fame and glory — and "reasons to write" — for promotion and tenure, because you have something to say. The Roundtable discussed these reasons and ways to pursue success in writing.

Long stated that we often don't give ourselves enough credit and think that people won't be interested in what we have to say.

Brian Striman agreed, and pointed out that people like Long, McGrath, Houdek, and other committee members and editors are great resources for those uncertain as to whether or not an idea would make a good article. Brainstorming and feedback, stressed Striman, are very valuable.

Striman also noted that the minutiae-orientation of technical services may make article development seem more difficult. Among other ideas, Striman suggested beginning with a column for a newsletter — for example, a "tips" column. Keep thinking outside the box, encouraged Striman, and keep challenging yourself to find a way to publish.

Long shared another idea: e-mail the editors and see what they suggest for your ideas. The editors, Long pointed out, have a very good sense of their journals and their audience, and many journals are looking for copy.

The discussion of *First Have Something to Say* led into the Roundtable's open discussion, in which participants shared their research progress and ideas.

David Bratman, Stanford University, shared his idea for combining personal literary interests with current issues in technical services. Bratman said that he is thinking about explaining FRBR to the reader communities of authors he likes, telling them how the catalog will be impacted, and how the authorities will look.

Diana Jacque, University of Southern California, responded positively to the question of who is on a publication and tenure track and how they like it. Jacque said that she likes the challenge and feels ready for the next level. Jacque is review editor for *LLJ* and shared encouragement for others to submit reviews. Conference reports, said Jacque, are also a good place to start.

Marilyn Nicely, University of Oklahoma Law Library, discussed some of her current research ideas, which include XML and issues regarding conversion (SGML, HTML) and preservation.

Susan Goldner reported that LC has software to download for converting MARC and XML.

Carol Collins, University of Tennessee Law Library, stated that she working on a survey about consortia and law libraries. Collins also described another project in development, in which she is looking at and comparing law library web pages, considering criteria and best practices.

David Bratman mentioned that the AALL Guide, *Publication Opportunities for Law Librarians*, was published several years ago. Bratman said that the Publications Committee is currently reviewing the

guide for possible updating; he is suggesting a searchable web database as an alternative.

Other topics discussed as potential research ideas included preservation and security, mirror sites for data, and

technical services needs and budget challenges.

The meeting closed with the awarding of a door prize: a copy of Walt Crawford's book. Diana Jacque was the appreciative winner. The Roundtable joined in commending

Ellen McGrath for suggesting the door prize.

Chris Long adjourned the roundtable with thoughts of next year in Boston. Next year, said Long, the committee will invite Frank Houdek and David Selden to participate in the Roundtable.

## 2004 OBS Survey Results

(continued from back page)

### OBS-SIS Activities and Products

Worthwhile    OK    Not worth time

OBS programs at annual meeting			
48	3	0	
<i>TSLL</i> newsletter			
53	0	0	
OBS Website			
29	15	6	
OBS electronic list			
32	17	3	
Law Library Local Systems Directory			
14	26	9	
Paperback Exchange at Activities Table			
12	26	10	
OBS/TS Joint Research Grant			
29	15	6	
Joint Reception at AALL annual mtg.			
36	10	3	

### OBS Website:

Twenty-five very positive comments on the OBS Website were received. We have only Anne Myers to thank for her devotion to keeping it in such good shape. Here are a few of the comments:

- ☑ Uncluttered and well organized
- ☑ Nice look: banner for new things is good
- ☑ Easy to navigate and complete
- ☑ Clean structure with a good effort to keep it up to date
- ☑ New organization is great. Likes the historical information and links to relevant vendors, discussion lists, etc.
- ☑ Clean, well designed. Love the Website of the month
- ☑ Organization and layout is clear and concise—I can find everything very easily
- ☑ Neat and inviting

- ☑ Very attractive and easy to use; updated regularly
- ☑ Crisp, clear, very well organized
- ☑ Great source for resources; great design, quite up to date
- ☑ Offers a wealth of information
- ☑ Nice selection of content presented in a relatively uncluttered manner

Six recommended changes for the Website were:

- ☑ Make the annual meeting activities a bigger feature and on front page
- ☑ Make it more dynamic with updates from OCLC, RLIN, MARBI, etc.
- ☑ Add the Local Systems Directory
- ☑ Add links to MARC, MARBI, NISO, etc.
- ☑ Add a roster of past OBS board members

### Technical Services Law Librarian

We must give a great thank you to Joe Thomas, Linda Tesar, Cindy May and our many excellent contributing editors for this outstanding publication.

Relevant?			
	<u>Very</u>	<u>Moderately</u>	<u>Not</u>
Acquisitions	17	25	9
Classification	38	13	0
Collection Development	12	24	13
Description and Entry	37	10	3
The Internet	27	22	1
MARC Remarks	34	16	2
Management Issues	28	17	4
OCLC	30	17	4



Preservation	6	27	17
Research and Publication	6	31	14
RLIN	9	10	31
Serials Issues	34	16	1
Subject Headings	37	12	2

Comments on *TSLL*:

- ☑ Add a column on interesting things people are doing with technology and online catalogs, system vendors, patron information, etc.
- ☑ It's an amazing, beautiful and invaluable publication.
- ☑ Stop printing *TSLL* and go to e-only.
- ☑ I wish Miss Manager would come back!

### How OBS Can Serve You Better

- ☑ *TSLL* should come out more often. Create ways of including law firm librarians with systems surveys, catalog upgrades, shared MCLE cataloging records
- ☑ Post more on the OBS e-list. Perhaps like "From the Desk of Susan Fox." Make the members more aware of what the board is working on.
- ☑ Make it easier to become involved in OBS, especially for those who can't attend the annual meeting.
- ☑ Continue to offer excellent programs at the annual meeting

### Committee Work

Twenty-three members volunteered to serve on OBS committees and seven members offered to run for officers.

*Georgia Briscoe*  
*OBS Vice Chair/Chair Elect*

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## 2004 OBS Membership Survey Results

### Summary

In 2004, I shortened the OBS survey in an attempt to attract more OBS members to fill out the form. From personal experience, I admit I have not filled out OBS or TS surveys in prior years because I didn't want to take the time to wade through them. However, even with the shorter survey, I received only 56 responses from 330 OBS members for a 17 percent return. So my plan was unsuccessful. Such a low return rate makes the survey not very meaningful but useful information was gathered nonetheless. I therefore want to thank those who responded all the more.

### OBS Programs Profile

At the 2003 AALL meeting in Seattle, 41 members who responded to the survey attended and 15 did not attend. The most popular program was

“Tomorrow’s Catalog” which 23 members found very relevant and 11 found moderately relevant. “OCLC Connexion” was also well received with almost all attendees finding it relevant. “Open Linking” and “Two Stepping with Technology” were attended by half as many members as “Tomorrow’s Catalog” but all those who attended found the program relevant.

Projecting to the 2004 meeting in Boston, 47 of 56 members who responded to the survey plan to attend and at least 43 plan to attend all four programs which OBS is sponsoring. This is a strong indication that the Education Committee did an excellent job of finding programs that meet members’ needs.

Many helpful comments were received. Some are paraphrased here:

☞ The vision for OBS programs has

been clarified in the last few years.

- ☞ Programs should emphasize the tech in technical services.
- ☞ Very professional; clear arrangement
- ☞ Programs that help us deal with the Amazon catalog phenomenon while maintaining integrity of records
- ☞ Programs on cost effective and time effective ways that law firms can participate in union catalogs/utilities like RLIN and OCLC
- ☞ Minimize conflict between OBS and TS sponsored programs
- ☞ Programs on FRBR, AACR2 revised chapters 9 & 12, and Connexion
- ☞ Avoid duplicative programs and covering old technology (such as OPAC functionality/usability)
- ☞ Programs on new developments and leading edge trends
- ☞ RLIN workshops
- ☞ Program on the OBS Strategic Plan and what has been implemented recently
- ☞ Networking and discussion groups for librarians with similar titles

*(continued on page 19)*

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TECHNICAL SERVICES LAW LIBRARIAN  
c/o Cynthia May  
University of Wisconsin Law Library  
975 Bascom Mall  
Madison, WI 53706-1399

Nonprofit Org.  
U.S. Postage  
PAID  
Permit No. 658  
Madison, WI