With A Rebel Yell: Generations in Law Librarianship

By Beth DiFelice, Jill Duffy, Elizabeth Lambert, and Elizabeth LeDoux
AALL Gen X / Gen Y Task Force

AALL assembled the Gen X / Gen Y Task Force to assist with its strategic planning. In order for us to provide insights on these two generations, we scoured the literature and conducted a short survey of the membership. While not necessarily “scientific,” we thought that the brief survey could provide a snapshot of members’ attitudes on the generations and offer possible areas of research for AALL on this issue.

When we asked AALL for figures showing the generational make-up of the association, we discovered that AALL does not currently collect this information. However, in response to our request, Susan E. Fox, AALL Executive Director, speculated that the next salary survey could ask for the general age range of respondents. Although the association does tabulate the number of years that law librarians have been in the profession, that statistic would not be an accurate estimate of their ages. Many law librarians come to the profession from varying backgrounds: some arrive straight from school with a master’s degree, a law degree, or both, while some discover the profession after practicing law or engaging in another career. Therefore, it would be unwise to assume that a person who says he has been in the profession for one year is in his early twenties.

About Stereotyping

The purpose of the project is not to perpetuate stereotypes about the generations. A recent posting on the NEXGENLIB-L listserv, a discussion list for Gen X and Gen Y librarians, illustrates stereotyping from a younger librarian’s perspective. A librarian had lamented how the younger librarians tend to become the contact people for anything that may go wrong with technology. To which a Gen X colleague responded that she was called upon to fix all the machines in her library, including the coffee maker, when she didn’t even drink coffee! Not all Gen Xers or Yers necessarily need high-tech multimedia gadgetry to function. Similarly, a Baby Boomer or a member of the Silent Generation could be a computer whiz. Every person is an individual with different backgrounds, training, and experience and we should not lose sight of that when discussing the generations.

One of the questions that we were asked at the outset was what kinds of tasks do Gen Xers and Gen Yers do and how they do them? Yet, it really depends upon the roles that these librarians play in their institutions. A Baby Boomer cataloger in a law firm library will probably function more similarly to a Gen Y cataloger in a law firm library than to a Baby Boomer reference librarian in a law school. The requirements of the job and the offerings of the institution (money, equipment, etc.) will more accurately dictate the tasks performed, rather than the age of the librarian.

The Generations Defined

So, who are these Gen X and Gen Y law librarians and how do they differ from law librarians in other generations? Social sciences literature clarifies that the various generational groupings are more aptly defined as cohorts, rather than generations. According to Merriam-Webster, a generation is “the average span of time between the birth of parents and that of their offspring.” Here, however, we are talking of people who are grouped together based on their shared life experiences over a given period of time. Below is a brief overview of the four generational cohorts we encountered when working on this project. Some of this material is taken
from two works on the generations: *When Generations Collide* by Lancaster and Stillman and *Generations at Work* by Zemke, Raines, and Filipczak.

**Silent Generation (1925-1942)**

Also known as the Veterans, this group has been in the workplace the longest among those we surveyed. These folks grew up during the Great Depression and World War II. As such, they have a fierce sense of loyalty and patriotism. They are known for their hard work and belief in “working your way up the ladder.”

**Baby Boomers (1943-1964)**

Boomers are idealistic and optimistic, according to the literature. They want to make a difference. They also want to distinguish themselves from the pack. This is a very competitive group -- they have to be because there are so many of them.

Boomers are likely to stay with one employer and work their way up. They have institutional loyalty and are concerned with job security. This group thrives on public recognition. Rewards such as job titles are generally seen as important to them. Boomers also prefer formal feedback and value yearly performance reviews with plenty of documentation.

Boomers are susceptible to burnout at this stage in their careers. After being competitive for a long time, they might start to wonder if it’s worth it. They have a great deal of experience and valuable skills, but Boomers may now be looking for new career paths, flexible schedules, or opportunities to renew skills.

**Generation X (1965-1976)**

Discussions among Xers can still elicit vehement reactions from those who resist the Generation X label, associating it with a laidback or “slacker” stereotype. After seeing their parents give their all for jobs only to face tough economic times later, Xers have since chosen to seek more of a work-life balance. They are concerned that their institutions may not be loyal to them and therefore try to focus on building their skills so that they are employable in a difficult market. They tend to view their work situation as a transaction, an exchange of their expertise for their employer’s money and benefits, able to be ended by either party at any time. If they aren’t getting what they need from an employer, they feel free to leave. This attitude can translate to a perceived lack of loyalty on their part.

Gen Xers are a smaller generational group, about half the size of the Boomers, and tend to be more independent. They will work on things individually and then bring the components together for a finished product. Xers were raised during a time of technological upheaval and are therefore more comfortable with experimenting with technology. Xers want to be in an environment that is constantly changing. They want varied career paths, and they take charge of their own careers instead of being dependent on their employer.

**Generation Y (born after 1977)**

Known alternately as Millennials, Nexters, or Baby Busters, Gen Yers are just starting to enter the working world. This is a large group, almost as large as Boomers. While Gen Xers were busy building their own resumes at work, the Boomer parents of Gen Yers were busy building their kids’ resumes in anticipation of college applications. Gen Yers are techno-savvy multi-taskers, pragmatic, and confident. Their multi-tasking abilities may translate into a desire to cross a variety of departments, rather than have one defined job. The advantage for libraries will be more well-rounded employees.
Gen Yers are looking for meaningful work and, unlike the more skeptical Xers, will judge an organization on its merits. This group is also the most diverse group to hit the workplace. Institutions should focus on diversity, as it is what Yers expect. They are also well-known for their ability to work together. This may cause an issue for Yers working with Xers, who are more autonomous. Instead, Yers want to bounce ideas off one another from the start. Gen Yers are also more advanced than Xers technologically. Where Xers witnessed the development of the microwave, the VCR, and the computer, Yers have always had these devices in their lives.

None of the Above?

It may well be that you do not see yourself reflected in any of the descriptions above. That’s fine. We do not intend to perpetuate stereotypes. It may also be that you see yourself in a different grouping. Depending upon socialization, people may feel more comfortable with one generation than another. Not only that, but there is no one hard-and-fast definition for the generational timelines. For example, various authorities classify Generation X as starting in 1960, 1961, and 1965.

So, what about those folks on the borderline? Those individuals who seem to span two generations by virtue of being born on the dividing line between the groups are known as Cuspers. When Generations Collide focuses on cuspers in three groupings: Traditionalist/Baby Boomer (1940-1945), Baby Boomer/Generation Xer (1960-1965), and Generation Xer/Millennial (1975-1980). Cuspers can be a valuable asset to any workplace because of their innate ability to mesh with two generations.

In our survey, we had a few people who did comment about feeling as if they really belonged in another generation rather than the one that we required them to pick based on their birth year. For a brief review of the survey results, read on...
**Survey Results**

On September 1, the Task Force on Gen X / Gen Y Issues sent a survey via email to law-lib. A link was also provided from the AALL web site. The survey was closed two weeks later so that we could tabulate our results for publication. The final results are being sent to AALL for further review by the executive board.

All questions on the survey were optional, except for the one where respondents identified their particular generation. From this, we were able to track responses based on generational cohorts. We did not receive any responses from the G.I. Generation (1901-1924), so we will not include that group in our results. There were two parts to the survey: one was a 10-question multiple-choice section. The second part was more open-ended requiring write-in responses.

We felt that to best understand the Gen Xers and Gen Yers, it would help to see how their responses differed from other generations. For that reason, we sought to include input from all generations. However, we targeted the second half of the survey slightly differently and included questions directed to specific generational groupings. For example, while the Baby Boomers were asked about the changes they had observed in the profession over time, the Generation Xers and Yers were asked about what surprised them about the profession.

**Overview**

Preliminary matters - who answered? Of the 823 responses that we received, the overwhelming majority of respondents were Baby Boomers (65%) followed by Gen Xers (28%), members of the Silent Generation (4%), and Gen Yers (3%). Admittedly, our sample of Silent Generation members and Gen Yers is small. It is unclear if that is reflective of the association's current make-up, or those likely to respond to such a survey.

![Survey Respondents by Generation](image)

And now on to the good news: job satisfaction. Seventy-five percent of our respondents reported having a **higher than average level of job satisfaction**. Respondents from the Silent Generation and Generation Y enjoy the highest level of job satisfaction (both at 79%), followed by the Baby Boomers (77%), and then Generation X (70%).
Similarities

There are some things about which we simply agree. For example, if we have a serious problem at work, it does not matter which generation we are from, the most popular answer (with 45% of the vote) is for us to speak to someone outside the organization about it first. Speaking to one’s supervisor came in at a close second with 33% of the vote. (And yes, one Boomer and one Gen Xer each said they would blog about their work difficulty first.) Another factor that was not impacted by generation is the importance of our salary; it remains the benefit that matters to us most. And finally, ringing in with 63% of the vote, the phrase that we most dread to hear, no matter what generation we are from, is this is the way it’s always been done (with let’s form a committee as a distant second).

Differences

But it’s our differences that make us interesting. For example, according to our survey results, what motivates us at work does change by generation. Overall, praise from someone I respect ranks as the most popular answer for respondents as a whole, with salary increase as the second choice, and making a difference representing choice number three. But for the Silent Generation making a difference is the number one pick. And for Gen Xers, salary increase is the most popular motivational factor, with praise a close second, and making a difference choice number three.

Law librarians say that they are most motivated at work by...

![Chart showing percentage of responses for different generational cohorts on what motivates them at work.]

When asked about interest in holding a leadership role in AALL, most respondents answered maybe in a few years but for Boomers and members of the Silent Generation, the most popular answer was no. That means that Gen Xers and Gen Yers will need to be ready to fill in when their predecessors depart, or possibly invent a new structure for accomplishing the work of the association. Finally, when it came to the question about what contributes most to job satisfaction, mentoring was the most popular answer for almost all the generations. But for Generation Y, the most popular answer was teamwork.
Factors Most Contributing to Job Satisfaction for Law Librarians

The Association

So where are we headed? Regarding our plans to stay in the profession, 84% of us plan to either retire from the profession or stay in it for the foreseeable future. Even among the youngest generation surveyed (Generation Y), 81% of respondents see themselves in the profession for the foreseeable future or until retirement. And overall, of the 769 people who answered this question, 69% of respondents stated that AALL met their needs. However, many of you wrote in to express your opinions on what the association could change. The most popular items that people would like to see changed included: more varied programs at the AALL convention (including more programs for non-academic settings); more resources available on the AALL website; online educational opportunities, particularly for those who cannot attend the annual meeting; reduced membership costs; and more diversity in the profession’s leadership.

Comments

Now we move on to the specialized questions and your comments. Generation X was the generation that respondents were most comfortable working with and managing, although many people added in their comments that they are comfortable working with or managing any generation. Another group of comments addressed the impact of increasing student loans on recent law school graduates and whether salaries will have to rise dramatically for law librarianship to remain a viable career option for dual-degree professionals.

Generation X and Y

Moving on to the Generation X and Y crowd, when asked what has surprised you most about the profession, many answered: the low salaries, the sense of collegiality, and the variety of work duties. And it’s the salary and erratic work hours that frustrate this group most. Members of these two generations say that they most likely took their current job for the salary, location, or the basic need for a job; however, many took their job for the people or the specific job duties. When asked what will make you stay in the profession, popular answers included job satisfaction and potential for professional growth. And with an overwhelming yes vote of 83%, both Generation Xers and Generation Yers believe that their generation is viewed positively at work. Finally, members of these generations entered the profession for a variety of reasons including: luck, love of research, and “it felt right” after leaving the practice of law.
Baby Boomers and Silent Generation

The advance of technology, higher salaries, and the development of the profession were some of the most popular ways that the Boomers and the Silent Generation viewed how the profession has changed for the better. When asked how the profession has changed for the worse, respondents often mentioned a decreased sense of community, an increase in patron demands, and the frustrating perception that “everything is available online.” When asked how the profession is likely to change, many commented on the future developments of technology, the increased need for preservation, and the profession becoming more a part of the business world. And it’s financial and family needs that will most likely determine when or if members of these two generations will retire. Finally, these generations chose this profession for a variety of reasons including: fate, love of libraries, or as several people stated, “the profession finding me.”

Many Thanks

We would like to thank the 823 people who took the time to fill out our survey about generational relationships within the association. While it is impossible for us to address all the responses in this short space, the findings will be forwarded onto the AALL Executive Board for further review. Your participation helped move this study forward and your answers will aid the association in defining issues for further discussion. Thank you again.
Managing Gen X and Gen Y

Several leading authorities purport to offer tips on how to effectively manage the younger generational cohorts in the workplace. Of course, we must reinforce that each person should be viewed individually and managers should avoid assuming certain traits merely based on a person’s age.

**Gen Xers**

- Don’t micromanage this group! Give them space and autonomy. These former latchkey kids are self-reliant and resourceful. Give them responsibility for a project and then leave them alone.
- Encourage professional growth and skill development. Retain them by helping them build their resumes. Xers want to gain skills to enhance their marketability and career security.
- Xers demand work-life balance. They guard their personal time. Don’t think this means they’re slackers. This is a hard-working group. Give them flexible schedules so that they can work to live, not live to work.
- Provide frequent and immediate feedback, rather than relying on formal, annual performance evaluations.
- Boomers – be careful about telling Xers they have to pay their dues. Don’t expect them to be happy when you give out rewards and authority based on longevity. They expect performance-based promotions and rewards.
- Give them a voice in the decision-making and direct access to the decision-makers. Xers don’t like hierarchy.
- We’re sure most of you are already doing this, but introduce fun into the workplace. Xers want it!

**Gen Yers**

- Mentor them. Despite their confidence, they are new to the working world and need your guidance.
- Provide flexibility to this busy, multi-tasking group, but at the same time give them direction.
- Don’t let this group get bored! Offer new challenges constantly.
- Be aware that this confident group will expect success early on.
- Offer them work that matters. This group wants to make a difference.
- Consider team projects. This is a highly collaborative group, especially compared to the independent Xers.
- Treat them as colleagues. They expect to contribute to the decision-making. Be a team player as well as being the boss.
- Lighten up! Like Xers, this group wants to have fun at work.
- This is a hard one with our small budgets, but keep in mind that this techno-savvy group is going to expect state of the art technology.
Library Directors: Law Librarians May Be More Similar Than Different

Although Judy Meadows says we are like managing “cats in a bag,” Boomer managers generally found Xers as easy to manage as other Boomers. Tory Trotta put together a Gen X / Gen Y Task Force because the literature indicates Boomers will be retiring in droves, leaving huge gaps for the next generations to fill. Will the Gen Xers and Gen Yers be able to take up the reigns when the other generations depart?

Judy Meadows, Director of the Montana State Law Library; Penny Hazelton, Director at the University of Washington Law Library; and Bob Oaks, Director of the Latham and Watkins Library had very similar answers to some questions we asked about managing Generation X.

None of them had any expectations about technology skills, or any other age related issues, when they hired Xers. Of course, each had high expectations about the kinds of librarian the Xers would be, and the kind of service and expertise they would bring, but they did not automatically assume knowledge of HTML or other computer skills often associated with the younger generation.

That is not to say that there are no differences. The younger librarians are less formal, less worried about deadlines and meeting times, less private, and quicker to expect promotions and pay raises. Judy Meadows commented that had she known these were generational traits, she might have been more patient. Bob Oaks agreed, and felt it was his responsibility to change his perception, not the young librarian’s.

When asked if Xers were harder for these Boomer directors to manage, all gave a resounding “NO!” Judy conceded there might be a few small things. Driven by deadlines and her schedule, she found Xers to be less driven to be efficient. Judy also wisely points out that her generation was the one who felt they had to break the glass ceiling, and the Xer generation does not feel that pressure. Then Bob pointed out that Xers tend to feel no worry or guilt about handling family issues at work, or outside of work, even if it is during working hours. Penny did not see any of these issues in her library staff, possibly because a family-work balance is important to all of them, but she had plenty of tales to tell about the IT staff she supervises. She has encountered as many, if not more, personnel challenges in the two years she has supervised that department than in her 20 years at the UW Law Library.

Judy had some funny stories to tell, all off the record. (Aren’t the good ones always off the record?) Although off the record, the stories essentially underscored the need for sensitivity to generational perspectives in the workplace. What one person may think of as funny or appropriate, someone from another generation may find embarrassing, inappropriate, or disrespectful. It is a timeless story rather than one focused on Boomers versus Generation X: different generations may simply have dissimilar ideas about appropriate behavior in the workplace.

When asked if Xers work well autonomously or work well in teams, the answers were mixed. It may be more a reflection of the staffs of these libraries than of the generations. Bob recalled a time when once or twice a year everyone was asked to come in on a Saturday for a big collection shift, or a shelf read. No one really minded, and it could even be fun to be there together. Now, no one has time on the weekends for projects like this, but he definitely does not blame the generations. He doesn’t have time anymore either.

Yes, Xers change jobs more frequently, with less loyalty to institutions. We are very loyal to our profession and to our colleagues, though. Bob pointed out that the Boomers at Latham tend to stay put, making it harder for younger librarians to get promotions. He has created “senior reference librarian” and “assistant librarian” positions, without higher pay. He has offered a lot of opportunities for professional development, and he has also considered making librarians on his staff into specialists, so they can “own” part of the library. These are all very important to younger
librarians, and an excellent way to keep them challenged and interested at Latham instead of looking for greener pastures.

So, will Gen Xers and Gen Yers make good leaders for the future? Everyone agrees they will. Penny is sure they will because even if they have different characteristics, they aren’t bad, just different. Bob has a bit of a laissez faire attitude, believing the world takes care of itself, and realizes every old generation thinks it is the last great generation. When asked when they thought these mass retirements we keep hearing about would take place, all three managers were quiet. None of them are planning to retire any time soon.
Generation X and Y Resources: Selective List


Also see the reading list from The Center for Generational Studies at http://www.gentrends.com/reading.html.

CREDITS

Beth DiFelice (Beth.DiFelice@asu.edu) is the Assistant Director & Head of Public Services at the Arizona State University Ross-Blakley Law Library in Tempe, Arizona.

Jill Duffy (duffy@scus.gov) is a Research Librarian at the Supreme Court of the United States Library in Washington, D.C.

Elizabeth Lambert (elambert@law.harvard.edu) is a Reference Librarian at the Harvard Law School Library in Cambridge, Massachusetts.

Elizabeth LeDoux (eledoux@cov.com) is the Training & Research Librarian at the Covington & Burling Library in Washington, D.C.
Generations in Law Librarianship: 
Results of AALL Survey

Compiled by
Beth DiFelice, Jill Duffy, Elizabeth Lambert, and Elizabeth LeDoux
AALL Gen X / Gen Y Task Force
with the use of Survey Monkey (www.surveymonkey.com)

October 7, 2004
### All Respondents Multiple Choice Responses

1. If you are currently employed in the law library profession, what is your level of job satisfaction on a scale of 1 to 5? 1 = least job satisfaction (i.e., "get me out of here now") vs. 5 = most job satisfaction (i.e., "I can't believe they pay me to do this")

<table>
<thead>
<tr>
<th></th>
<th>least</th>
<th>average</th>
<th>most</th>
<th>not employed</th>
<th>Response Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>job satisfaction</td>
<td>2% (14)</td>
<td>5% (40)</td>
<td>16% (128)</td>
<td>46% (363)</td>
<td>29% (229)</td>
</tr>
</tbody>
</table>

Total Respondents: **787**

(skipped this question) **36**

2. Please rank the following factors in the order in which they contribute to your job satisfaction. (1= contributing the most to your job satisfaction; 7=contributing the least to your job satisfaction)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Response Total</th>
<th>Response Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>autonomy</td>
<td>2237</td>
<td>2.77</td>
</tr>
<tr>
<td>teamwork</td>
<td>3072</td>
<td>3.83</td>
</tr>
<tr>
<td>the mentoring I receive</td>
<td>4191</td>
<td>5.30</td>
</tr>
<tr>
<td>the training I receive</td>
<td>3827</td>
<td>4.81</td>
</tr>
<tr>
<td>the work-to-life balance</td>
<td>2461</td>
<td>3.05</td>
</tr>
<tr>
<td>salary</td>
<td>2794</td>
<td>3.46</td>
</tr>
<tr>
<td>making a difference</td>
<td>2851</td>
<td>3.53</td>
</tr>
</tbody>
</table>

Total Respondents: **810**

(skipped this question) **13**
3. Imagine that you are having a serious problem at work. Who would you talk to about it first?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>my co-workers</td>
<td>21.4%</td>
<td>175</td>
</tr>
<tr>
<td>my supervisor</td>
<td>33%</td>
<td>270</td>
</tr>
<tr>
<td>my friends outside the institution</td>
<td>45.3%</td>
<td>370</td>
</tr>
<tr>
<td>I'd blog about it</td>
<td>0.2%</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total Respondents</strong></td>
<td></td>
<td><strong>817</strong></td>
</tr>
<tr>
<td>(skipped this question)</td>
<td></td>
<td>6</td>
</tr>
</tbody>
</table>

4. How long do you see yourself working in the law library profession?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I'm leaving as soon as something else comes along.</td>
<td>3.4%</td>
<td>28</td>
</tr>
<tr>
<td>A few years, but then I may try something else.</td>
<td>12.8%</td>
<td>104</td>
</tr>
<tr>
<td><strong>The foreseeable future.</strong></td>
<td><strong>48.2%</strong></td>
<td><strong>391</strong></td>
</tr>
<tr>
<td>You can plan my retirement party now; I'm not leaving.</td>
<td>35.6%</td>
<td>289</td>
</tr>
<tr>
<td><strong>Total Respondents</strong></td>
<td></td>
<td><strong>812</strong></td>
</tr>
<tr>
<td>(skipped this question)</td>
<td></td>
<td>10</td>
</tr>
</tbody>
</table>
5. Of the following, which benefits are most important to you?

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>vacation time</td>
<td>12.5%</td>
<td>102</td>
</tr>
<tr>
<td>sick time</td>
<td>0.2%</td>
<td>2</td>
</tr>
<tr>
<td>pension</td>
<td>8%</td>
<td>65</td>
</tr>
<tr>
<td>health insurance</td>
<td>24%</td>
<td>196</td>
</tr>
<tr>
<td>salary</td>
<td>55.3%</td>
<td>452</td>
</tr>
</tbody>
</table>

Total Respondents: 817

6. What would most motivate you at work?

<table>
<thead>
<tr>
<th>Motivation</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>praise from someone I respect</td>
<td>32.8%</td>
<td>267</td>
</tr>
<tr>
<td>making a difference</td>
<td>24.5%</td>
<td>199</td>
</tr>
<tr>
<td>salary increase</td>
<td>28.9%</td>
<td>235</td>
</tr>
<tr>
<td>title change/promotion in responsibilities</td>
<td>13.8%</td>
<td>112</td>
</tr>
</tbody>
</table>

Total Respondents: 813

7. What phrase would you most dread hearing at work?
<table>
<thead>
<tr>
<th>Statement</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;We need to upgrade your computer.&quot;</td>
<td>3.9%</td>
<td>32</td>
</tr>
<tr>
<td>&quot;This is the way it's always been done.&quot;</td>
<td>63.4%</td>
<td>517</td>
</tr>
<tr>
<td>&quot;Let's form a committee.&quot;</td>
<td>25.2%</td>
<td>205</td>
</tr>
<tr>
<td>&quot;Run with it.&quot;</td>
<td>3.2%</td>
<td>26</td>
</tr>
<tr>
<td>&quot;We will need a three-year commitment.&quot;</td>
<td>4.3%</td>
<td>35</td>
</tr>
<tr>
<td>Total Respondents</td>
<td>815</td>
<td></td>
</tr>
<tr>
<td>(skipped this question)</td>
<td></td>
<td>8</td>
</tr>
</tbody>
</table>

8. Generally speaking, does AALL meet your needs? If not, what kinds of programs and services would you want to see offered?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AALL meets my needs</td>
<td>68.7%</td>
<td>536</td>
</tr>
<tr>
<td>AALL should change the following:</td>
<td>31.3%</td>
<td>244</td>
</tr>
<tr>
<td>Total Respondents</td>
<td>780</td>
<td></td>
</tr>
<tr>
<td>(skipped this question)</td>
<td></td>
<td>41</td>
</tr>
</tbody>
</table>

9. Would you be interested in holding a leadership position in AALL (e.g., membership on the executive board or a committee chair position)?
<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>17%</td>
<td>138</td>
</tr>
<tr>
<td>No</td>
<td>27.8%</td>
<td>226</td>
</tr>
<tr>
<td>Definitely not - it does not interest me</td>
<td>8.4%</td>
<td>68</td>
</tr>
<tr>
<td><strong>Maybe in a few years</strong></td>
<td><strong>32.2%</strong></td>
<td><strong>262</strong></td>
</tr>
<tr>
<td>I already hold/have held a leadership position</td>
<td>14.7%</td>
<td>120</td>
</tr>
<tr>
<td><strong>Total Respondents</strong></td>
<td><strong>814</strong></td>
<td></td>
</tr>
<tr>
<td>(skipped this question)</td>
<td></td>
<td>9</td>
</tr>
</tbody>
</table>

10. Are you: (Please note: this question is required.)

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born between 1901-1924)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a member of the Silent Generation (born between 1925-1942)</td>
<td>3.6%</td>
<td>30</td>
</tr>
<tr>
<td><strong>a Baby Boomer (born between 1943-1964)</strong></td>
<td><strong>66%</strong></td>
<td><strong>543</strong></td>
</tr>
<tr>
<td>a Generation Xer (born between 1965-1976)</td>
<td>27.8%</td>
<td>229</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>2.6%</td>
<td>21</td>
</tr>
<tr>
<td><strong>Total Respondents</strong></td>
<td><strong>823</strong></td>
<td></td>
</tr>
<tr>
<td>(skipped this question)</td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>
14. Which generation do you feel most comfortable managing?

<table>
<thead>
<tr>
<th>Generation</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born 1901-1924)</td>
<td>0.4%</td>
<td>2</td>
</tr>
<tr>
<td>a member of the Silent Generation (born 1925-1942)</td>
<td>3.9%</td>
<td>18</td>
</tr>
<tr>
<td>a Baby Boomer (born 1943-1964)</td>
<td>39.3%</td>
<td>181</td>
</tr>
<tr>
<td>a Generation Xer (born between 1965-1976)</td>
<td>46.4%</td>
<td>214</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>10%</td>
<td>46</td>
</tr>
</tbody>
</table>

Total Respondents 461
(skipped this question) 362

19. Do you think your generation is viewed positively at work?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>82.7%</td>
<td>196</td>
</tr>
<tr>
<td>No</td>
<td>17.3%</td>
<td>41</td>
</tr>
</tbody>
</table>

Total Respondents 237
(skipped this question) 586
20. With which generation would you feel most comfortable working?

<table>
<thead>
<tr>
<th>Generation Description</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born between 1901-1924)</td>
<td>0.4%</td>
<td>1</td>
</tr>
<tr>
<td>a member of the Silent Generation (born between 1925-1942)</td>
<td>4.8%</td>
<td>11</td>
</tr>
<tr>
<td>a Baby Boomer (born between 1943-1964)</td>
<td>34.1%</td>
<td>78</td>
</tr>
<tr>
<td>a Generation Xer (born between 1965-1976)</td>
<td>57.2%</td>
<td>131</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>3.5%</td>
<td>8</td>
</tr>
</tbody>
</table>

Total Respondents 229

(skipped this question) 593
Silent Generation Multiple Choice Responses

1. If you are currently employed in the law library profession, what is your level of job satisfaction on a scale of 1 to 5? 1 = least job satisfaction (i.e., "get me out of here now") vs. 5 = most job satisfaction (i.e., "I can't believe they pay me to do this")

<table>
<thead>
<tr>
<th></th>
<th>least</th>
<th>average</th>
<th>most</th>
<th>not employed</th>
<th>Response Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>job satisfaction</td>
<td>0% (0)</td>
<td>21% (6)</td>
<td>45% (13)</td>
<td>34% (10)</td>
<td>0% (0)</td>
</tr>
</tbody>
</table>

Total Respondents 29
(filtered out) 760
(skipped this question) 36

2. Please rank the following factors in the order in which they contribute to your job satisfaction. (1= contributing the most to your job satisfaction; 7=contributing the least to your job satisfaction)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Response Total</th>
<th>Response Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>autonomy</td>
<td>52</td>
<td>1.86</td>
</tr>
<tr>
<td>teamwork</td>
<td>89</td>
<td>3.30</td>
</tr>
<tr>
<td>the mentoring I receive</td>
<td>134</td>
<td>5.15</td>
</tr>
<tr>
<td>the training I receive</td>
<td>128</td>
<td>4.92</td>
</tr>
<tr>
<td>the work-to-life balance</td>
<td>116</td>
<td>4.30</td>
</tr>
<tr>
<td>salary</td>
<td>101</td>
<td>3.48</td>
</tr>
<tr>
<td>making a difference</td>
<td>92</td>
<td>3.29</td>
</tr>
</tbody>
</table>

Total Respondents 29
(filtered out) 781
(skipped this question) 15
3. Imagine that you are having a serious problem at work. Who would you talk to about it first?

<table>
<thead>
<tr>
<th>Option</th>
<th>Response</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>my co-workers</td>
<td>20%</td>
<td>6</td>
</tr>
<tr>
<td>my supervisor</td>
<td>30%</td>
<td>9</td>
</tr>
<tr>
<td>my friends outside the institution</td>
<td>50%</td>
<td>15</td>
</tr>
<tr>
<td>I'd blog about it</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Respondents</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

(filtered out) 787

(skipped this question) 8

4. How long do you see yourself working in the law library profession?

<table>
<thead>
<tr>
<th>Option</th>
<th>Response</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I'm leaving as soon as something else comes along.</td>
<td>3.6%</td>
<td>1</td>
</tr>
<tr>
<td>A few years, but then I may try something else.</td>
<td>10.7%</td>
<td>3</td>
</tr>
<tr>
<td>The foreseeable future.</td>
<td>39.3%</td>
<td>11</td>
</tr>
<tr>
<td><strong>You can plan my retirement party now; I'm not leaving.</strong></td>
<td><strong>46.4%</strong></td>
<td><strong>13</strong></td>
</tr>
<tr>
<td><strong>Total Respondents</strong></td>
<td><strong>28</strong></td>
<td></td>
</tr>
</tbody>
</table>

(filtered out) 785

(skipped this question) 12
5. Of the following, which benefits are most important to you?

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>vacation time</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>sick time</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>pension</td>
<td>20.7%</td>
<td>6</td>
</tr>
<tr>
<td>health insurance</td>
<td>41.4%</td>
<td>12</td>
</tr>
<tr>
<td>salary</td>
<td>37.9%</td>
<td>11</td>
</tr>
</tbody>
</table>

Total Respondents 29
(filtered out) 788
(skipped this question) 8

6. What would most motivate you at work?

<table>
<thead>
<tr>
<th>Motivation</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>praise from someone I respect</td>
<td>27.6%</td>
<td>8</td>
</tr>
<tr>
<td>making a difference</td>
<td>37.9%</td>
<td>11</td>
</tr>
<tr>
<td>salary increase</td>
<td>24.1%</td>
<td>7</td>
</tr>
<tr>
<td>title change/promotion in responsibilities</td>
<td>10.3%</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Respondents 29
(filtered out) 784
(skipped this question) 12
7. What phrase would you most dread hearing at work?

<table>
<thead>
<tr>
<th>Phrase</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;We need to upgrade your computer.&quot;</td>
<td>6.7%</td>
<td>2</td>
</tr>
<tr>
<td>&quot;This is the way it's always been done.&quot;</td>
<td>60%</td>
<td>18</td>
</tr>
<tr>
<td>&quot;Let's form a committee.&quot;</td>
<td>16.7%</td>
<td>5</td>
</tr>
<tr>
<td>&quot;Run with it.&quot;</td>
<td>3.3%</td>
<td>1</td>
</tr>
<tr>
<td>&quot;We will need a three-year commitment.&quot;</td>
<td>13.3%</td>
<td>4</td>
</tr>
</tbody>
</table>

**Total Respondents** 30

(filtered out) 785

(skipped this question) 10

8. Generally speaking, does AALL meet your needs? If not, what kinds of programs and services would you want to see offered?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AALL meets my needs</td>
<td>76%</td>
<td>19</td>
</tr>
<tr>
<td>AALL should change the following:</td>
<td>24%</td>
<td>6</td>
</tr>
</tbody>
</table>

**Total Respondents** 25

(filtered out) 757

(skipped this question) 43
9. Would you be interested in holding a leadership position in AALL (e.g., membership on the executive board or a committee chair position)?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>6.7%</td>
<td>2</td>
</tr>
<tr>
<td>No</td>
<td>63.3%</td>
<td>19</td>
</tr>
<tr>
<td>Definitely not - it does not interest me</td>
<td>10%</td>
<td>3</td>
</tr>
<tr>
<td>Maybe in a few years</td>
<td>6.7%</td>
<td>2</td>
</tr>
<tr>
<td>I already hold/have held a leadership position</td>
<td>13.3%</td>
<td>4</td>
</tr>
</tbody>
</table>

Total Respondents: 30
(filtered out): 784
(skipped this question): 11

10. Are you: (Please note: this question is required.)

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born between 1901-1924)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a member of the Silent Generation (born between 1925-1942)</td>
<td>100%</td>
<td>30</td>
</tr>
<tr>
<td>a Baby Boomer (born between 1943-1964)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a Generation Xer (born between 1965-1976)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>0%</td>
<td>0</td>
</tr>
</tbody>
</table>

Total Respondents: 30
(filtered out): 793
(skipped this question): 2
14. Which generation do you feel most comfortable managing?

<table>
<thead>
<tr>
<th>Generation</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born between 1901-1924)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a member of the Silent Generation (born between 1925-1942)</td>
<td>21.7%</td>
<td>5</td>
</tr>
<tr>
<td>a Baby Boomer (born between 1943-1964)</td>
<td>34.8%</td>
<td>8</td>
</tr>
<tr>
<td>a Generation Xer (born between 1965-1976)</td>
<td>34.8%</td>
<td>8</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>8.7%</td>
<td>2</td>
</tr>
</tbody>
</table>

Total Respondents: 23
(filtered out) 438
(skipped this question) 364
### Baby Boomers Multiple Choice Responses

1. If you are currently employed in the law library profession, what is your level of job satisfaction on a scale of 1 to 5? 1 = least job satisfaction (i.e., "get me out of here now") vs. 5 = most job satisfaction (i.e., "I can't believe they pay me to do this")

<table>
<thead>
<tr>
<th>Job Satisfaction</th>
<th>Least</th>
<th>Average</th>
<th>Most</th>
<th>Not Employed</th>
<th>Response Average</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2% (9)</td>
<td>5% (25)</td>
<td>15% (80)</td>
<td>44% (229)</td>
<td>33% (174)</td>
</tr>
</tbody>
</table>

**Total Respondents** 523

(filtered out) 266

(skipped this question) 36

2. Please rank the following factors in the order in which they contribute to your job satisfaction. (1= contributing the most to your job satisfaction; 7=contributing the least to your job satisfaction)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Response Total</th>
<th>Response Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Autonomy</td>
<td>1394</td>
<td>2.62</td>
</tr>
<tr>
<td>Teamwork</td>
<td>1961</td>
<td>3.70</td>
</tr>
<tr>
<td>The mentoring I receive</td>
<td>2897</td>
<td>5.57</td>
</tr>
<tr>
<td>The training I receive</td>
<td>2591</td>
<td>4.95</td>
</tr>
<tr>
<td>The work-to-life balance</td>
<td>1635</td>
<td>3.06</td>
</tr>
<tr>
<td>Salary</td>
<td>1853</td>
<td>3.48</td>
</tr>
<tr>
<td>Making a difference</td>
<td>1816</td>
<td>3.41</td>
</tr>
</tbody>
</table>

**Total Respondents** 535

(filtered out) 275

(skipped this question) 15
3. Imagine that you are having a serious problem at work. Who would you talk to about it first?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>my co-workers</td>
<td>21.5%</td>
<td>116</td>
</tr>
<tr>
<td>my supervisor</td>
<td>34.3%</td>
<td>185</td>
</tr>
<tr>
<td>my friends outside the institution</td>
<td>44%</td>
<td>237</td>
</tr>
<tr>
<td>I'd blog about it</td>
<td>0.2%</td>
<td>1</td>
</tr>
</tbody>
</table>

Total Respondents: 539

(filtered out) 278

(skipped this question) 8

4. How long do you see yourself working in the law library profession?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I'm leaving as soon as something else comes along.</td>
<td>3.2%</td>
<td>17</td>
</tr>
<tr>
<td>A few years, but then I may try something else.</td>
<td>11.2%</td>
<td>60</td>
</tr>
<tr>
<td>The foreseeable future.</td>
<td>41.8%</td>
<td>225</td>
</tr>
<tr>
<td>You can plan my retirement party now; I'm not leaving.</td>
<td>43.9%</td>
<td>236</td>
</tr>
</tbody>
</table>

Total Respondents: 538

(filtered out) 275

(skipped this question) 12
5. Of the following, which benefits are most important to you?

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>vacation time</td>
<td>11.7%</td>
<td>63</td>
</tr>
<tr>
<td>sick time</td>
<td>0.2%</td>
<td>1</td>
</tr>
<tr>
<td>pension</td>
<td>9.3%</td>
<td>50</td>
</tr>
<tr>
<td>health insurance</td>
<td>25.9%</td>
<td>140</td>
</tr>
<tr>
<td>salary</td>
<td>53%</td>
<td>286</td>
</tr>
</tbody>
</table>

Total Respondents 540

(filtered out) 277

(skipped this question) 8

6. What would most motivate you at work?

<table>
<thead>
<tr>
<th>Motivation</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>praise from someone I respect</td>
<td>33.6%</td>
<td>181</td>
</tr>
<tr>
<td>making a difference</td>
<td>24.2%</td>
<td>130</td>
</tr>
<tr>
<td>salary increase</td>
<td>28.4%</td>
<td>153</td>
</tr>
<tr>
<td>title change/promotion in responsibilities</td>
<td>13.8%</td>
<td>74</td>
</tr>
</tbody>
</table>

Total Respondents 538

(filtered out) 275

(skipped this question) 12
7. What phrase would you most dread hearing at work?

<table>
<thead>
<tr>
<th>Phrase</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;We need to upgrade your computer.&quot;</td>
<td>5%</td>
<td>27</td>
</tr>
<tr>
<td>&quot;This is the way it's always been done.&quot;</td>
<td>62.8%</td>
<td>337</td>
</tr>
<tr>
<td>&quot;Let's form a committee.&quot;</td>
<td>25.1%</td>
<td>135</td>
</tr>
<tr>
<td>&quot;Run with it.&quot;</td>
<td>3.4%</td>
<td>18</td>
</tr>
<tr>
<td>&quot;We will need a three-year commitment.&quot;</td>
<td>3.7%</td>
<td>20</td>
</tr>
</tbody>
</table>

Total Respondents 537

(filtered out) 278

(skipped this question) 10

8. Generally speaking, does AALL meet your needs? If not, what kinds of programs and services would you want to see offered?

<table>
<thead>
<tr>
<th>AALL meets my needs</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AALL should change the following:</td>
<td>32.6%</td>
<td>169</td>
</tr>
</tbody>
</table>

Total Respondents 518

(filtered out) 264

(skipped this question) 43
9. Would you be interested in holding a leadership position in AALL (e.g., membership on the executive board or a committee chair position)?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>16.4%</td>
<td>88</td>
</tr>
<tr>
<td>No</td>
<td>30.7%</td>
<td>165</td>
</tr>
<tr>
<td>Definitely not - it does not interest me</td>
<td>10%</td>
<td>54</td>
</tr>
<tr>
<td>Maybe in a few years</td>
<td>25.5%</td>
<td>137</td>
</tr>
<tr>
<td>I already hold/have held a leadership position</td>
<td>17.5%</td>
<td>94</td>
</tr>
</tbody>
</table>

Total Respondents 538
(filtered out) 276
(skipped this question) 11

10. Are you: (Please note: this question is required.)

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born between 1901-1924)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a member of the Silent Generation (born between 1925-1942)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a Baby Boomer (born between 1943-1964)</td>
<td>100%</td>
<td>543</td>
</tr>
<tr>
<td>a Generation Xer (born between 1965-1976)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>0%</td>
<td>0</td>
</tr>
</tbody>
</table>

Total Respondents 543
(filtered out) 280
(skipped this question) 2
14. Which generation do you feel most comfortable managing?

<table>
<thead>
<tr>
<th>Generation Description</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born between 1901-1924)</td>
<td>0.5%</td>
<td>2</td>
</tr>
<tr>
<td>a member of the Silent Generation (born between 1925-1942)</td>
<td>3%</td>
<td>13</td>
</tr>
<tr>
<td>a Baby Boomer (born between 1943-1964)</td>
<td>39.5%</td>
<td>173</td>
</tr>
<tr>
<td>a Generation Xer (born between 1965-1976)</td>
<td>47%</td>
<td>206</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>10%</td>
<td>44</td>
</tr>
</tbody>
</table>

Total Respondents: 438

(filtered out) 23

(skipped this question) 364
### Gen Xers Multiple Choice Responses

1. If you are currently employed in the law library profession, what is your level of job satisfaction on a scale of 1 to 5? 1 = least job satisfaction (i.e., "get me out of here now") vs. 5 = most job satisfaction (i.e., "I can't believe they pay me to do this")

<table>
<thead>
<tr>
<th>Level of Job Satisfaction</th>
<th>Least</th>
<th>Average</th>
<th>Most</th>
<th>Not Employed</th>
<th>Response Average</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>job satisfaction</strong></td>
<td>1% (3)</td>
<td>7% (15)</td>
<td>52% (112)</td>
<td>3% (7)</td>
<td><strong>3.81</strong></td>
</tr>
</tbody>
</table>

**Total Respondents** | **216**

(filtered out) | **573**

(skipped this question) | **36**

---

2. Please rank the following factors in the order in which they contribute to your job satisfaction. (1= contributing the most to your job satisfaction; 7=contributing the least to your job satisfaction)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Response Total</th>
<th>Response Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>autonomy</td>
<td>717</td>
<td><strong>3.19</strong></td>
</tr>
<tr>
<td>teamwork</td>
<td>923</td>
<td><strong>4.12</strong></td>
</tr>
<tr>
<td>the mentoring I receive</td>
<td><strong>1074</strong></td>
<td><strong>4.79</strong></td>
</tr>
<tr>
<td>the training I receive</td>
<td>1019</td>
<td><strong>4.53</strong></td>
</tr>
<tr>
<td>the work-to-life balance</td>
<td>644</td>
<td><strong>2.86</strong></td>
</tr>
<tr>
<td>salary</td>
<td>767</td>
<td><strong>3.41</strong></td>
</tr>
<tr>
<td>making a difference</td>
<td>848</td>
<td><strong>3.77</strong></td>
</tr>
</tbody>
</table>

**Total Respondents** | **225**

(filtered out) | **585**

(skipped this question) | **15**
### 3. Imagine that you are having a serious problem at work. Who would you talk to about it first?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>my co-workers</td>
<td>22%</td>
<td>50</td>
</tr>
<tr>
<td>my supervisor</td>
<td>30.8%</td>
<td>70</td>
</tr>
<tr>
<td><strong>my friends outside the institution</strong></td>
<td><strong>46.7%</strong></td>
<td><strong>106</strong></td>
</tr>
<tr>
<td>I'd blog about it</td>
<td>0.4%</td>
<td>1</td>
</tr>
</tbody>
</table>

Total Respondents: 227

(filtered out): 590

(skipped this question): 8

### 4. How long do you see yourself working in the law library profession?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I'm leaving as soon as something else comes along.</td>
<td>4%</td>
<td>9</td>
</tr>
<tr>
<td>A few years, but then I may try something else.</td>
<td>16.9%</td>
<td>38</td>
</tr>
<tr>
<td><strong>The foreseeable future.</strong></td>
<td><strong>62.7%</strong></td>
<td><strong>141</strong></td>
</tr>
<tr>
<td>You can plan my retirement party now; I'm not leaving.</td>
<td>16.4%</td>
<td>37</td>
</tr>
</tbody>
</table>

Total Respondents: 225

(filtered out): 588

(skipped this question): 12
5. Of the following, which benefits are most important to you?

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>vacation time</td>
<td>16.3%</td>
<td>37</td>
</tr>
<tr>
<td>sick time</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>pension</td>
<td>4%</td>
<td>9</td>
</tr>
<tr>
<td>health insurance</td>
<td>17.6%</td>
<td>40</td>
</tr>
<tr>
<td>salary</td>
<td>62.1%</td>
<td>141</td>
</tr>
</tbody>
</table>

Total Respondents 227
(filtered out) 590
(skipped this question) 8

6. What would most motivate you at work?

<table>
<thead>
<tr>
<th>Motivation</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>praise from someone I respect</td>
<td>29.8%</td>
<td>67</td>
</tr>
<tr>
<td>making a difference</td>
<td>24.9%</td>
<td>56</td>
</tr>
<tr>
<td>salary increase</td>
<td>30.2%</td>
<td>68</td>
</tr>
<tr>
<td>title change/promotion in responsibilities</td>
<td>15.1%</td>
<td>34</td>
</tr>
</tbody>
</table>

Total Respondents 225
(filtered out) 588
(skipped this question) 12
7. What phrase would you most dread hearing at work?

<table>
<thead>
<tr>
<th>Phrase</th>
<th>Percentage</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;We need to upgrade your computer.&quot;</td>
<td>1.3%</td>
<td>3</td>
</tr>
<tr>
<td>&quot;This is the way it's always been done.&quot;</td>
<td>65.2%</td>
<td>148</td>
</tr>
<tr>
<td>&quot;Let's form a committee.&quot;</td>
<td>26.4%</td>
<td>60</td>
</tr>
<tr>
<td>&quot;Run with it.&quot;</td>
<td>3.1%</td>
<td>7</td>
</tr>
<tr>
<td>&quot;We will need a three-year commitment.&quot;</td>
<td>4%</td>
<td>9</td>
</tr>
</tbody>
</table>

Total Respondents: 227
(filtered out): 588
(skipped this question): 10

8. Generally speaking, does AALL meet your needs? If not, what kinds of programs and services would you want to see offered?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AALL meets my needs</td>
<td>69.6%</td>
<td>151</td>
</tr>
<tr>
<td>AALL should change the following:</td>
<td>30.4%</td>
<td>66</td>
</tr>
</tbody>
</table>

Total Respondents: 217
(filtered out): 565
(skipped this question): 43
9. Would you be interested in holding a leadership position in AALL (e.g., membership on the executive board or a committee chair position)?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>20%</td>
<td>45</td>
</tr>
<tr>
<td>No</td>
<td>16.9%</td>
<td>38</td>
</tr>
<tr>
<td>Definitely not - it does not interest me</td>
<td>4.9%</td>
<td>11</td>
</tr>
<tr>
<td><strong>Maybe in a few years</strong></td>
<td>48.4%</td>
<td>109</td>
</tr>
<tr>
<td>I already hold/have held a leadership position</td>
<td>9.8%</td>
<td>22</td>
</tr>
</tbody>
</table>

**Total Respondents** 225

(filtered out) 589

(skipped this question) 11

10. Are you: (Please note: this question is required.)

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born between 1901-1924)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a member of the Silent Generation (born between 1925-1942)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a Baby Boomer (born between 1943-1964)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td><strong>a Generation Xer (born between 1965-1976)</strong></td>
<td>100%</td>
<td>229</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>0%</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total Respondents** 229

(filtered out) 594

(skipped this question) 2
19. Do you think your generation is viewed positively at work?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>83.8%</td>
<td>181</td>
</tr>
<tr>
<td>No</td>
<td>16.2%</td>
<td>35</td>
</tr>
</tbody>
</table>

Total Respondents 216
(filtered out) 21
(skipped this question) 588

20. With which generation would you feel most comfortable working?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born between 1901-1924)</td>
<td>0.5%</td>
<td>1</td>
</tr>
<tr>
<td>a member of the Silent Generation (born between 1925-1942)</td>
<td>4.8%</td>
<td>10</td>
</tr>
<tr>
<td>a Baby Boomer (born between 1943-1964)</td>
<td>35.9%</td>
<td>75</td>
</tr>
<tr>
<td>a Generation Xer (born between 1965-1976)</td>
<td>56.9%</td>
<td>119</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>1.9%</td>
<td>4</td>
</tr>
</tbody>
</table>

Total Respondents 209
(filtered out) 21
(skipped this question) 595
### Gen Yers Multiple Choice Responses

1. If you are currently employed in the law library profession, what is your level of job satisfaction on a scale of 1 to 5? 1 = least job satisfaction (i.e., "get me out of here now") vs. 5 = most job satisfaction (i.e., "I can't believe they pay me to do this")

<table>
<thead>
<tr>
<th></th>
<th>least</th>
<th>average</th>
<th>most</th>
<th>not employed</th>
<th>Response Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>job satisfaction</td>
<td>11% (2)</td>
<td>0% (0)</td>
<td>11% (2)</td>
<td>47% (9)</td>
<td>32% (6)</td>
</tr>
</tbody>
</table>

**Total Respondents** 19

(filtered out) 770

(skipped this question) 36

2. Please rank the following factors in the order in which they contribute to your job satisfaction. (1= contributing the most to your job satisfaction; 7=contributing the least to your job satisfaction)

<table>
<thead>
<tr>
<th></th>
<th>Response Total</th>
<th>Response Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>autonomy</td>
<td>74</td>
<td>3.52</td>
</tr>
<tr>
<td>teamwork</td>
<td>99</td>
<td>4.71</td>
</tr>
<tr>
<td>the mentoring I receive</td>
<td>86</td>
<td>4.10</td>
</tr>
<tr>
<td>the training I receive</td>
<td>89</td>
<td>4.24</td>
</tr>
<tr>
<td>the work-to-life balance</td>
<td>66</td>
<td>3.14</td>
</tr>
<tr>
<td>salary</td>
<td>73</td>
<td>3.48</td>
</tr>
<tr>
<td>making a difference</td>
<td>95</td>
<td>4.32</td>
</tr>
</tbody>
</table>

**Total Respondents** 21

(filtered out) 789

(skipped this question) 15
3. Imagine that you are having a serious problem at work. Who would you talk to about it first?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>my co-workers</td>
<td>14.3%</td>
<td>3</td>
</tr>
<tr>
<td>my supervisor</td>
<td>28.6%</td>
<td>6</td>
</tr>
<tr>
<td>my friends outside the institution</td>
<td>57.1%</td>
<td>12</td>
</tr>
<tr>
<td>I'd blog about it</td>
<td>0%</td>
<td>0</td>
</tr>
</tbody>
</table>

Total Respondents: 21

(filtered out) 796

(skipped this question) 8

4. How long do you see yourself working in the law library profession?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I'm leaving as soon as something else comes along.</td>
<td>4.8%</td>
<td>1</td>
</tr>
<tr>
<td>A few years, but then I may try something else.</td>
<td>14.3%</td>
<td>3</td>
</tr>
<tr>
<td><strong>The foreseeable future.</strong></td>
<td><strong>66.7%</strong></td>
<td><strong>14</strong></td>
</tr>
<tr>
<td>You can plan my retirement party now; I'm not leaving.</td>
<td>14.3%</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Respondents: 21

(filtered out) 792

(skipped this question) 12
5. Of the following, which benefits are most important to you?

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Response</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>vacation time</td>
<td>9.5%</td>
<td>2</td>
</tr>
<tr>
<td>sick time</td>
<td>4.8%</td>
<td>1</td>
</tr>
<tr>
<td>pension</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>health insurance</td>
<td>19%</td>
<td>4</td>
</tr>
<tr>
<td>salary</td>
<td>66.7%</td>
<td>14</td>
</tr>
</tbody>
</table>

Total Respondents 21
(filtered out) 796
(skipped this question) 8

6. What would most motivate you at work?

<table>
<thead>
<tr>
<th>Motivation</th>
<th>Response</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>praise from someone I respect</td>
<td>52.4%</td>
<td>11</td>
</tr>
<tr>
<td>making a difference</td>
<td>9.5%</td>
<td>2</td>
</tr>
<tr>
<td>salary increase</td>
<td>33.3%</td>
<td>7</td>
</tr>
<tr>
<td>title change/promotion in responsibilities</td>
<td>4.8%</td>
<td>1</td>
</tr>
</tbody>
</table>

Total Respondents 21
(filtered out) 792
(skipped this question) 12
7. What phrase would you most dread hearing at work?

<table>
<thead>
<tr>
<th>Phrase</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;We need to upgrade your computer.&quot;</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>&quot;This is the way it's always been done.&quot;</td>
<td>66.7%</td>
<td>14</td>
</tr>
<tr>
<td>&quot;Let's form a committee.&quot;</td>
<td>23.8%</td>
<td>5</td>
</tr>
<tr>
<td>&quot;Run with it.&quot;</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>&quot;We will need a three-year commitment.&quot;</td>
<td>9.5%</td>
<td>2</td>
</tr>
</tbody>
</table>

Total Respondents 21

(filtered out) 794

(skipped this question) 10

8. Generally speaking, does AALL meet your needs? If not, what kinds of programs and services would you want to see offered?

<table>
<thead>
<tr>
<th>Feedback</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AALL meets my needs</td>
<td>85%</td>
<td>17</td>
</tr>
<tr>
<td>AALL should change the following:</td>
<td>15%</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Respondents 20

(filtered out) 762

(skipped this question) 43
9. Would you be interested in holding a leadership position in AALL (e.g., membership on the executive board or a committee chair position)?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>14.3%</td>
<td>3</td>
</tr>
<tr>
<td>No</td>
<td>19%</td>
<td>4</td>
</tr>
<tr>
<td>Definitely not - it does not interest me</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>Maybe in a few years</td>
<td>66.7%</td>
<td>14</td>
</tr>
<tr>
<td>I already hold/have held a leadership position</td>
<td>0%</td>
<td>0</td>
</tr>
</tbody>
</table>

Total Respondents: 21
(filtered out) 793
(skipped this question) 11

10. Are you: (Please note: this question is required.)

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born between 1901-1924)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a member of the Silent Generation (born between 1925-1942)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a Baby Boomer (born between 1943-1964)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a Generation Xer (born between 1965-1976)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>100%</td>
<td>21</td>
</tr>
</tbody>
</table>

Total Respondents: 21
(filtered out) 802
(skipped this question) 2
19. Do you think your generation is viewed positively at work?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>71.4%</td>
<td>15</td>
</tr>
<tr>
<td>No</td>
<td>28.6%</td>
<td>6</td>
</tr>
</tbody>
</table>

**Total Respondents** 21

(filtered out) 216

(skipped this question) 588

20. With which generation would you feel most comfortable working?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a member of the G.I. Generation (born between 1901-1924)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>a member of the Silent Generation (born between 1925-1942)</td>
<td>5%</td>
<td>1</td>
</tr>
<tr>
<td>a Baby Boomer (born between 1943-1964)</td>
<td>15%</td>
<td>3</td>
</tr>
<tr>
<td>a Generation Xer (born between 1965-1976)</td>
<td>60%</td>
<td>12</td>
</tr>
<tr>
<td>a Generation Yer (born after 1977)</td>
<td>20%</td>
<td>4</td>
</tr>
</tbody>
</table>

**Total Respondents** 20

(filtered out) 210

(skipped this question) 595
SURVEY PART 1: OPEN-ENDED RESPONSES

QUESTION 8: Generally speaking, does AALL meet your needs? If not, what kinds of programs and services would you want to see offered? AALL should change the following...

SILENT GENERATION

1. More varied programs at annual conference - most seminars geared toward the private law firm library profession
2. Continue to offer significant time at annual meetings to member-and SIS-created/sponsored programs and sessions. Practical, hands-on exchanges are vital today.
3. More programs for the graying population of librarians.
4. Leadership comes in waves, completely turned off by the attitudes of some leaders- academics do not set standards for the profession nor to large law firms
5. Take politics out completely
6. Provide a much greater number of private firm librarian programs at the convention. An SIS as large as the PLI should have about 12 to 15 programs scheduled.

BABY BOOMERS

1. More relevant programs at the annual meeting. too many are too fluffy, and I’m speaking primarily of the ones intended to showcase legal research classes and methodologies. the initial descriptions sound interesting and then the programs (the last few years) have been weak, and designed more for entertainment purposes than for sharing ideas about what actually works.
2. Stronger programs for private law librarians - perhaps even some local day-long seminars. Law firm focused, professional development issues. Like PLI but more intensive, practical. (Cataloging in the private law firm, valuing information for management, budgeting for law librarians, etc.)
3. I don't go to conferences or have institutional support for training. More website access to workshop information would be great.
4. At the annual conference, I am interested in more hands-on training.
5. less emphasis on academia
6. more input in running the meetings/goals from non-directors
7. Better educational programs at annual meeting (for example, see programming from Computers in Libraries conferences).
8. I think members should be more involved in decision making (although I recognize many of us don't get as involved as we could be).
9. As a PLL my work has changed and the subjects I deal with has changed (less legal research more other research)
10. This is a strange question; no one entity meets all my needs. AALL does a good job. I would like to see more programs which integrate veteran skills with new technology.
11. I find AALL rather clubby. If you read the answer in the last box (why aren't the questions numbered consecutively), the same attitude of management superiority is reflected in AALL, too.
12. I could use a little more down to earth help on things like budgeting.
13. the specificity / quality of actual programs, for example at the convention
14. programming featuring non-members on advanced management and/or research topics
15. More prime time (not 7:00am and 5:00pm only!) and support for TS-SIS meetings and committee work at the AALL Annual Meeting. More understanding and provision for the type of continuing education which is needed by and useful to technical services librarians. By this I primarily mean longer more hands on sessions, but not necessarily expensive day long workshops. For example two back to back programs with a hands on emphasis. In order to do this there has to also be
more acceptance and recognition of these needs on the AALL Annual Meeting program committee OR more guaranteed slots of SIS’s.

16. more oriented to needs of private law librarians

17. We can never have enough technical training. Technology gets ahead of us so quickly, and we need to keep up!

18. More free online workshops would be helpful.

19. Work harder and smarter to get law librarians more pay and status in law firms!!!

20. I have not been attending the annual conventions, so more internet/video training or perhaps smaller (mid-year) type conferences that would focus on certain topics.

21. more intellectual content in annual meeting-more section social events at annual meeting...less vendor influence

22. Emphasis on the Annual Meeting. Yes, you have publications, web sites and e-mail messages, but the emphasis is truly on the annual meeting for any type of learning opportunities. People just can’t afford to go any more.

23. web seminars

24. More Intellectual Exchange-- discussion is so old and incestuous in certain areas-- just one example the "copyright librarians" are dinosaurs in their thinking and AALL copyright committee members, speakers just recycle themselves; they are ten years behind the rest of the world

25. Programs are too academic. Private law firm library concerns not adequately addressed.

26. For the most part, formal programs during AALL meetings are less important to me than committee/roundtable time. Expand the latter.

27. Need more in management for private law firms.

28. more regional programs and training in specific areas.

29. More seminars focused on law firm librarians. Most emphasis at the conferences seems to be on academic. I find the wider variety of topics offered at SLA most useful.

30. too academic and not enough small private practice library assistance probably because we have the least amount of time to give to the organization

31. Has grown so large, not shifted with he changing times and expanding roles.

32. Sick of the same old grrrrls club running the show -- Take a good look at the AALL Executive Board (http://www.aallnet.org/board/). Not much diversity or youth in evidence -- Nothing but ball gowns and fat salaries.

33. More hands-on, practical CE and workshops and sessions

34. Get back to more professional development programs offered on a regional level.

35. Not be so centered on academic law libraries-

36. Programs - negotiation skills, budgeting, public relations w/n organization, and most of all - licensing!

37. I sometimes feel that the major focus in AALL is on firm & academic libraries & large ones at that. I currently run medium sized county law library, open to the public, alone. I think I would like to see a SIS for solo law librarians.

38. Few advance programs are offered for the librarian who has been a librarian for decades but needs to learn new techniques.

39. offer more to the county law librarians

40. AALL does not give me the support nor the encouragement that an organization such as this should do. I think that there should be more mentoring programs and more encouragement for older librarians.

41. I know that AALL has been trying, but they need to continue to work on providing the following:
   1) training programs for people who can't travel and 2) excellent "best practices" materials, websites, online programs, etc in all areas of library practice, e.g., acquisitions, collection development, collection management, reference, library management etc. and 3) special programs, guides, helps on meeting future challenges such as managing mix of electronic and print purchases for particular types of collections, marketing for your institution, methods of setting and explaining to institutional decision markers your budget priorities

42. More information aimed at private law firm librarians

43. Despite AALL's claim that it's an organization for "all" law librarians, it is very heavily slanted toward academics. Conference programming, in particular, doesn't offer as much to firm librarians
as academics. The programming and publications of other professional associations to which I belong do a better job of addressing issues of concern to firm librarians.

44. I think we need more focus on balancing demands of increasingly complicated work and increasing need for life balance outside of work. Too many older supervisors feel that we should do nothing but work and don't see the need for rest and refreshment. More programs on refreshing yourself in your job, avoiding burnout and overstress due to more responsibilities and fewer staff. We also need to focus on the librarians in the middle--those 15 to 20 years from retirement, but not new law librarians. This group, especially if they are not managers, are often overlooked. We need to work with them on developing new skills yet appreciating those they have spent years developing. Too often I hear "we need the new (young) voices" in our discussions. Pay attention to the "middle-aged" ones too.

45. I think we need more focus on balancing demands of increasingly complicated work and increasing need for life balance outside of work. Too many older supervisors feel that we should do nothing but work and don't see the need for rest and refreshment. More programs on refreshing yourself in your job, avoiding burnout and overstress due to more responsibilities and fewer staff. We also need to focus on the librarians in the middle--those 15 to 20 years from retirement, but not new law librarians. This group, especially if they are not managers, are often overlooked. We need to work with them on developing new skills yet appreciating those they have spent years developing. Too often I hear "we need the new (young) voices" in our discussions. Pay attention to the "middle-aged" ones too.

46. I've been a law librarian for 30+ years but AALL seems irrelevant and useless to most private law librarians in eyes of their employers

47. Scholarships and grants specifically for librarians who pay membership and travel costs out of pocket.

48. AALL needs to partner more with our legal organizations - particularly, bar associations - in order to expose what we are capable of doing to those that we work for.

49. More non-annual meeting educational programs/opportunities are needed or advice on how to be training or continue your professional education outside of AALL annual meeting programs and workshops.

50. Offer more skill building programs that would challenge those in the profession over ten years. This might be longer programs at the annual conference or e-learning opportunities on the AALL website.

51. This is not conducive to a 5 minute answer. Maybe I should write an article.

52. Stop with the favoritism and nepotism.

53. More programs for law firm managers; more educational opportunities for non-legal research services

54. I would like to see more workshops, materials on law library management issues

55. Relationships with local chapters need a lot of improvement. Listening to the membership rather than going with "flavor of the month" initiatives originating in management journals.

56. Change the way programming is done for the annual meeting. Let sections have slots and control over their own programs.

57. While I have remained a member of AALL for nearly 20 years, it does nor meet my needs. I attend PLI or NCSC meetings for education.

58. AALL should produce resources, and foster consortium relationships to deal directly with the cost of materials and product licensing - should become more of a player in providing the solutions to our problems.

59. The way it handles programming for the Annual meeting. I really find SLA's programs much better and forward thinking. They are challenging. I would like to hear more outside speakers.

60. I am not really sure that the people running AALL have me in mind. I am not sure they are representative of the profession as a whole. Take themselves too seriously. Strike me as a bunch of old ladies.

61. There is too much focus on academic and court libraries. I have found much more of use in the SLA Legal Division.

62. Less hierarchical organization - more grassroots, more direct participation by the members.
64. Too tied to the publishers. We need to start advocating for more reasonably priced materials to make sure the law is accessible to the public.

65. More web-based training; local programs

66. Change pressure on existing small SISs to dissolve; even if they're small, they serve a valuable purpose for those that formed them. Change existing meeting program proposal submission procedure to one with true peer review of blinded proposals submitted by the actual presenters. [Rather than gambling on unblinded proposals submitted by folks who say they can recruit presenters. Sounds good, but can they really deliver?]

67. The dropping of the cataloging institutes has seriously hindered my ability to train my new cataloger.

68. More seminars at the local level on significant areas of change in the profession e.g. the increased need to perform international legal research

69. AALL does not seem to be very responsive to the membership. In fact, except for the Annual Meeting and the lobbying and legislative activities, I'm not sure that I get much out of the association. Sometimes it seems that we have a staff that exists purely for running the association without much awareness that the association exists because of its members. We should do more outreach for members, more training, more legislative lobbying.

70. Add more programs throughout the year to maintain contact w/members. Do so through the local assoc. But, do not resurrect the cont. educ programs that were taught by diff. lib. directors. Those were not good because they were not recognized authorities in the diff. subjects they taught.

71. I would like to see more programs that are inspirational and optimistic, not in a theological sense, but just ones that will inspire me more.

72. Management

73. I've done this a long time and AALL seems to be geared primarily to younger, new law librarians

74. Plan more programs for private law libraries…especially programs that don't always include law topics. In the private sector we are asked to find almost anything.

75. More relevant and effective programming at the national meeting. (It doesn't offer all that much outside the national meeting.)

76. Over focus on the annual meeting, which not everyone can even attend every year, even if they are lucky enough to get to go at their employer's expense

77. Have more offerings dealing with on-the-job work-related issues: stress, burn out, dealing w. management

78. Work more closely w/ law firm administrators so they will see our salary surveys as reporting valid information. (I'm from a PLL Perspective.)

79. make conference programs available to those of us who cannot attend--my firm does not financially support conference attendance

80. The content of the annual meeting. More effort should be put into reviewing the materials and subject matter that is being presented. This past convention had several sessions that were questionable or unprofessional. I was disappointed at the level of professionalism exhibited by the presenters.

81. Lack of streaming video of educational programming for the annual conference and additional low-cost workshops to address librarians with advanced skills.

82. Get more people involved who aren't the usual suspects. It is always the same people all the time who get asked to do things. Spread it out - you would be surprised at how much talent is out there.

83. specialized training for IP research librarians

84. At annual meeting, offer more sessions on general management issues (not specific to academic or private law libraries)

85. More assistance on the local level with programs and research institutes that smaller Chapters can afford

86. Many members belong but not many participate. Non-participation is due, in part, to perception that there is an "inner" circle of those who run the association.

87. focus more on firms

88. More regional events, workshops, etc. More collaboration with organizations like the Legal Administrators so they are continually reminded of why we exist and that we are important.
89. More Private law firm training and resources.
90. Annual meeting programs are "set" too far into the future to be relevant by the time the meeting rolls around
91. I'm a recent member, so it's hard for me to assess the degree to which "needs" are being met.
92. More needs to be done to grapple with the costs of legal resources and our lack of appreciable influence on them.
93. Annual meeting needs to be changed.
94. Too many times, the programs feature the same established people speaking. It can be difficult for younger and newer members to break into the program area.
95. There are several things that have become increasingly worrisome during my years of membership in AALL, particularly the growing dependence on corporate/publisher money to fund our programs. That has become a dominating factor, and one that makes it difficult for the association to advocate for the interests of librarians.
96. More training opportunities at regional locations.
97. Committee Structure Determination of Conference Location Fee Structure
98. It's too academic library oriented, especially the annual meeting programs. That is why so many PLL members have opted for SLALAW.
99. Needs more programming for professionals w/ 10+ years of experience //sometimes when issues are raised I feel that I get an awful lot of reasons why the AALL cannot be change something this makes me feel that the leadership is not too interested in responding to members needs// need to be more proactive in terms of bringing in more business vendors to the trade show [why wasn't Factiva or Alacra or Onesource or Institutional Investor or Euromoney represented]// vendor relations: is there are teeth in the CRIV -- can we really get vendors to respond to our legitimate requests in terms of billing, etc// I feel more and more that we are too locked in with vendor support -- The HUB should have been called the WEST SCREED + on the positive side I love that Susan Fox is helping us to get acquainted with the staff at HQ When surveys like this are conducted -- what happens to the results -- are they highlighted for the membership so that they will at least be able to follow the trail to find out if our five minutes was worth it?
100. Provide more local programs; offer more things of interest to firm librarians
101. More flexible & responsive educational programming. Things that take less time to plan and implement
102. The poor relationships between chapters.
103. Smaller meetings; regionalize. Do a mid winter so that costs aren't so great.
104. Put links to LLJ on website and stop printing it to save $. Make Spectrum quarterly instead of monthly to save time and $.
105. Incorporate law firm librarians better.
106. More concentration on needs of small county law libraries
107. --Offer more managerial information, training and seminars. --Increase visibility in the society by getting involved in libraries at the local, public level: volunteering, mentoring by offering our unique skills. Sponsorship.
108. I would like more practical, nuts and bolts kind of training.
109. Less no-conflict time. More flexibility to schedule Tech Services or other programs for specialized groups at Annual Meetings.
110. More activism; more local events (more interaction with chapters)
111. It is a tool of the library directors. It does nothing for the oppressed.
112. Diversity as viewed by this association. As a disabled minority, I understand the complexities of a diverse group; such as, Law Librarians. However, we cannot tolerate as an organization or encourage the use of the list-serv, the convention, and other instrumentalities for communicating (a better word would be to proselytize) the agenda of one group over the others. It does nothing to open new avenues to understanding and I, for one, am offended at the legalism of one group to force their morals/viewspoints down my throat.
113. Let Technical Services groups do their own scheduling without regard to "no conflict" time.
114. Make it relevant to private law librarians
115. Less timid institutionally -- more open to interaction w/ its sister organizations (specifically SLA)
116. Add more programs on Acquisitions and Collection Development
Greater flexibility in educational programming. Looser and more open leadership scheme.

I don't know. I've been in the organization for years, and while there are lots of positive things AALL does and offers (and I feel it's necessary to be here), I don't find that the conferences meet my needs anymore. To my way of thinking, there is too much self-aggrandizing going on, but I cannot blame AALL as an institution for this. It has more to do with people who have law degrees (and I have one, too, but I don't feel the same way as many others do) thinking that they walk on water. I'll get off of my soapbox now.

Members of committees. Seems to always be the same people.

I am part time, so AALL does not really apply to me other than the salary survey I used to get my raise this year!

Little support outside SIS for law firm librarians. More instruction in smaller less expensive units.

There is not enough focus for me at my level of experience (28 years) and not enough focus on the needs of private firm information staff

Have Hooters girls at the conferences...

more regional trainings/programming? Make the Annual Meeting less expensive! Do we really need to pay $180 a night for a hotel room?

AALL needs more advanced programs at Conferences

Have the convention sometime other than mid-July. Because of summer associates and staff vacation schedules, this is not a good time for me to be out.

I would like programs that would reinforce the idea that we are professionals, programs that would keep us up to date on technology and issues related thereto. Also, and I have no idea how this would be done, I would love a program that would encourage people to DRESS and ACT like professionals.

More management orientated better alliances with law firm management Assn Legal Adm / CPAs / ABA

Perception is that AALL heavily favors programming and attitudes towards academic librarians

More (maybe most)speakers from outside AALL, more non-legal vendors at the meeting. We talk to each other way too much and allows the "competition" with SLA.

Rotate annual meetings between Miami, San Diego, New Orleans, New York and Washington, D.C. Throw in one at a mountain/spa resort every sixth year

Allow for competing activities -- SIS meetings at the same time as programs, allowing SIS and chapters to have a greater say in programming

More advanced level programming at the national/regional level for educational meetings. Particularly, advanced programming on technology matters. For example, enterprise-wide search engines for searching in-house created work product as well as the public web. Knowledge Management tools other than those of Lexis and Westlaw. More programming from speakers and vendors outside the legal sphere. It's a truism that the legal profession lags behind the business world in technology and in management endeavors. Let's bridge that gap. A more diverse exhibit hall with vendors other than the usual suspects would be welcome. Are people using Sharepoint by Microsoft for content management? Microsoft, to my knowledge, has not been at an annual meeting. AALL used to be on the leading edge of tech...see Seattle meeting 1994. Now, not.

With shrinking travel budgets a continuing problem, AALL should assist regional and local chapters in providing CE and networking opportunities for those who might never get to attend a national meeting.

The annual conference is generally too geared towards the academics. This year it focused on international which didn't have too much application to my firm. It needs to broaden the sessions and not too specifically focus them. More training opportunities outside the Annual Conference.

Admit there are more than law firm and academic libraries. This may come as a shock to AALL, but there are things called libraries in the trial courts!

concentrate more on librarians than on libraries. The salary issue is a major roadblock in getting people interested in the profession and entering librarian programs.

headquarters staff and organization

Much more emphasis in annual meeting programming for special interest sections to program as many programs as they want; SIS programming should be governed by the SIS leadership, not by
a general AALL program committee

141. programs too elementary for senior people

142. More events

143. AALL seems to emphasize reference and tech services functions, while not focusing on
    management issues, strategic planning, financial matters, etc. I am a law library director and most
    of my duties are concerned with budget, personnel, planning, communications, etc.

144. I would like to see AALL devote more resources (i.e., staff time, not volunteer committees) to
    marketing and public relations to enhance the appreciation among the public and decision-makers
    of law libraries to our democracy, to an effective legal system, etc.

145. Does the convention always have to be in the summer time when private law librarians are busy
    with summer associates? Can we get some speakers other than librarians or consultants who
    hope to get business to speak at our convention?

146. Too focused on Directors and head librarians. Virtually no support for those who work in the
    trenches. Convention is a party for the bosses while the staffs are stuck at work with the summer
    associates. SLA provides much better useful information.

147. More educational programming outside of the annual meeting. Perhaps web casts.

148. More single subject workshops held in 3 or 4 places around the country.

149. I don't find the annual meeting that helpful and it's difficult for me to attend every year. Currently
    do not belong to AALL.

150. More nuts and bolts sessions - tricks of the trade.

151. I would like to see AALL's PR Committee promote librarians and their skills rather than promote
    AALL.

152. We need more programs directed at administration of libraries...records management, billing,
    coordination of branches, electronic retention issues....

153. Get with the 21st century. Programming needs to be much more interactive. We need to move to
    some "important" keynote speakers. SLA is winning this battle and shouldn't be.

154. More emphasis on non-traditional- like working virtually, competitive intelligence, taxonomies,
    building electronic resources, etc.

155. I wish AALL had a greater profile which would be visible to our employers.

156. More of help to private law librarians

157. AALL does not meet my needs at all. I need a professional organization that I can turn to when
    benefits/status of the law librarians (not just director) are attack from within my institution. I asked
    for this from AALL several years ago and received nothing. The organization is a clique of old
    timers and I would not blink an eye if the organization died.

158. Have the annual meeting be every two years and perhaps beef up regional meetings

159. More diversity in programs

160. AALL is really just fine. I would like more for solo law firm librarians, though.

161. Mid-year institutes / opportunities for committee meetings.

162. You should support and promote more diversity in membership by including more programs that
    deal with minority issues at the Annual Meeting.

163. Too much focus on the academic sector and its needs/interests.

164. Networking is so important in this profession, yet not enough opportunities are provided to
    promote networking.

165. Sometimes seminars mix types of libraries. Academic copyright & licensing issues are not the
    same as they are in the PLL setting

166. AALL needs to offer more workshops, training, and mini-conventions at the local level. A majority
    of members are unable to attend the national convention on a regular basis, and they feel that
    AALL no longer represents them and that they are not receiving adequate benefits to justify the
    high dues. The costs involved in attending the national convention are extremely high, and
    government (SCC) law libraries are not able/willing to absorb the costs. So those who wish to
    attend pay their own way(s). It would be more effective to have a variety of meetings throughout
    the nation, targeting on needs of individual SIS groups, rather than trying to meet all needs in an
    expensive, bloated national convention.

167. more outreach to people outside major cities; more advanced/specialized presentations at annual
    meetings; more consideration of people whose travel/professional development budgets have
been cut due to budgetary woes. 

168. more inclusive - less focus on academic libraries only

169. Have not been satisfied with AALL for some time. Am planning to concentrate the remainder of my professional years in SLA’s Legal Division. No specific recommendations to AALL would be warranted.

170. At annual conference offer more programs that are not law related.

GEN X

1. I can't speak to this since I am unfamiliar with what needs AALL may be currently meeting.

2. I would love to see focused, specialized conferences on aspects of librarianship. I found this last convention one of the best I've been to, but the all-in-one format is getting more and more ungainly.

3. Local chapters are not as active as I would hope, don't offer adequate professional development opportunities. The annual conference doesn't meet my needs as a law firm librarian and the schedule is too drawn out over too many days with too many breaks between programs.

4. Provide more opportunities for people to volunteer and participate in the organization. It seems like a popularity contest most of the time. I have yet to be selected for any committees despite volunteering several times.

5. I feel that AALL is controlled by library directors. The same people that control the workplace control the organization. Power is far too concentrated in the executive board.

6. More emphasis on issues affecting smaller private law libraries; less focus on academic issues

7. More Technical Services focus and interaction for people working in that area. Look more to what other libraries are doing now rather than the way law libraries have traditionally functioned - participate and interact with the regular library community more. Need to be leaders in the Law School community helping to show the way to redirecting/reimagining areas such as how law reviews are published/archived, what are meaningful statistics, what are important criteria for accreditation

8. Mostly, AALL meets my needs. BUT I find the work of the committees to be very uneven. I've been on some wonderful ones that are doing interesting, meaningful work. Many others have been filled with the same people who seem to thrive on just feeling/looking busy and important. They make work where there isn't really any work to be done.

9. I also think that it is very important to address the issue of certification or licensing for librarians. I know this is a hot button issue that people have strong feelings about, but I am getting out of the profession, because it isn't valued and I can't convince the world alone that libraries and librarians are important. It is important that this issue be part of the strategic plan. I can make more than double what I am making now doing exactly the same thing and calling myself a consultant. More advanced technology programs at annual meeting that DO NOT start with "let me just give you some background." I would also like to see mini-meetings, in a format like the Internet Librarian rather than an annual meeting every year. Or have the mini-meetings in between the annual meetings. I would like to see several take place in different regions at the same time and, perhaps, be connected somehow. I would also like to see AALL develop a database of expertise, perhaps surveying the membership, to find hidden gems in our own profession. I would also like to see some "day in the life" programs so that academics can an idea of what law firm librarians are facing and vice-versa. It would be nice to randomly pick members and interview them to put more human faces on our membership. I would like to see a list of discreet tasks that people can perform for the association posted somewhere. I would like to see some guidelines/standards put forth on how to deal with e-mail ILL/reference requests put forth. I think it would be good to say that 'professionals list what they have done already' or something like that. I would like to see more examples of work (like a brief bank for librarians) put somewhere where members can access it - memos, examples of catalogs, forms, training materials, orientation materials, etc. I think that you will get the most response if someone solicits these materials.

10. AALL is still geared toward the academic community. Things have improved over the last few years, but private law firm librarian needs are still not adequately addressed
11. The ability to log into AALL without technical difficulties because of the spelling of my last name.

12. More seminars/classes on specific areas of legal research. Not just products in those areas, but actual request examples and methods for solutions.

13. Offer more workshops similar to the West MBA Saturday seminar this year.

14. I am 35 and have been attending conferences since Baltimore in 1997. I always feel like there are very few people my age there. I'm not sure if it's because there aren't that many of us or younger people don't get to go to the conference or if there is another reason. We need to get younger people into the profession and we need to welcome them. I sometimes feel like those who have been around awhile check out my name tag to see if I'm anyone important, and if not, I'm dismissed. AALL seems to have a clique mentality.

15. Committee members need to communicate more. I realize that meeting more often is probably not possible, but I've never felt "engaged" in any committee on which I've served.

16. I would like to see more attention given to smaller entities within AALL. I am at a county law library and it seems that most of the information out there is for college and law firm libraries.

17. Continue to offer more international and foreign law training.

18. As a student in an MLS program, I'd appreciate more student-oriented information and activities.

19. I thought it was a really bad policy to limit the attendance at CONNELL. If the idea is to welcome newer law librarians to the profession and attempt to bring them into the fold, why turn anyone away? It did not seem very welcoming.

20. AALL needs to offer more programs focused on issues relevant to the large law firm librarians. Too much is centered on the academics. Their world is so vastly different that many topics pertinent to them don't apply in the large law firm setting.

21. 1. AALL needs to address the reality that its OK to be in this profession for the money/benefits/lifestyle first and for the benefit of humanity second. 2. Find a way to lower the cost of membership.

22. Being relatively new to the profession and running a medium sized library as a solo practitioner, I find it difficult to meet others like me. I still feel like I'm on the outside looking in. I don't know what you can do; just sharing my thoughts.

23. I've only been doing this for one year, so I'm not sure yet if AALL meets my needs.

24. The high costs associated with membership. Gov't employees pay for their memberships out of their own pockets. The conference costs are also astounding, particularly if an employer doesn't pick up the tab. The programs need to be more relevant and useful - it's hard to justify the costs with what is achieved at the conference.

25. I would like to see less bureaucracy. Meetings should be more about content than presentation/aesthetics.

26. too many things to list

27. Please do more with career-related services, such as career counseling, resume reviews, etc., like the SLA does. I'm out of work, and need some help getting back into the profession.

28. More focus on needs of private librarians Seek input from non-law professionals ... some of the best programs I've participated in were not law-related. Help me communicate my value to the attorneys in my firm. Strengthen our ties to the ABA & other lawyer org's.

29. I am not involved with AALL because our local chapter meets my needs whereas the national organization is too large for my needs.

30. programs should have as much practical material as possible. I travel a long way and am the only person from my library to come. Programs that promise big results often are very unhelpful.

31. the conference is too basic, the educational sessions are flat and dull, the exhibit hall is a total yawn

32. offer more web-based, self-paced seminars; more management training

33. Try as it might, AALL never seems to be on the cutting edge of anything. Can't we bring in speakers, or offer programs that really challenge the status quo of librarianship and law? I don't just mean socially progressive programs, but aggressive questions about the way we acquire and maintain resources and fund our budgets. I think the 11 month advance planning requirement on programs needs to be shortened as well. CALI does it in less than 6 months and puts together some very fine programs.

34. Certification for non MLS holders with many years of experience and service to the association.
I never feel welcome at AALL events. Maybe lose some of the bureaucracy in favor of better camaraderie.

Offer more learning opportunities

Since most library schools offer little, if any, training in legal research, AALL should offer more opportunities for new law librarians to learn the tools of the trade.

seems to meet most of my needs but I would like to see a more law firm approach on certain issues and meetings

More non-academic programs.

They should have more mentoring/networking for new professionals just entering the market.

More focus on private firm librarians and tech training workshops

More training on specific technical skills (not soft skills). Like how databases work, what is a network, etc.

Training on how to effectively lobby for greater financial compensation.

Increased focus for non-academic law librarians (court, corporate, and firm law librarians)

More programs for Law Firm Librarians.

Customer Service--When I need information from the AALL office (membership, listserv, etc.) it takes forever to get a response, if I even get one. It's impossible to reach anyone by telephone so I'm left to wait for a return email. I'd also like to see a magazine with more substantial content (like SLA's mag) and they can drop AALL Journal.

I would like to see AALL gear more programs and events toward those of us who work at firm or special libraries. It seems that most are geared towards academic libraries.

AALL and its members need to become more dynamic. They are stuck in the old librarian mold and the unfortunate stereotypes that go along with that title.

Too academic, not enough cutting edge more info/programs aimed at smaller libraries

maybe forming a corporate legal department division would be helpful...

Increased training options outside of AALL. Virtual Seminars would be helpful. Expanded discussion of how the "library" field is changing -competitive intelligences, business information etc.

Embrace change and new technology faster. What about online continuing ed courses? Step away from tie to vendors so much -even if it means scaling back on expenses.

Offer more programs for private law librarians, more management type programs, bleeding edge programs and support your local chapters better with affordable programming opportunities or web seminars

More general programs for administrative, tech and library issues.

More focus on Private Law Libraries. AALL should also spend more time reaching out to young librarians.

More interesting programs at the annual meeting for law firm librarians, more cutting edge technology

Many programs/events seem to be geared to or attended by academic librarians. As a librarian in a firm, I am interested in connecting with and learning from other firm librarians, (in addition to academic law librarians)

We need more seminars/classes. AALL needs to be less of a private social club and more vigorous as a professional association.

AALL is way behind the information industries generally, and other library associations specifically, in addressing and training technological implementation. The "law journal" is virtually useless and needs to be overhauled; Spectrum needs to be strengthened, and the annual conferences do not provide enough value to warrant attendance. I stayed involved because my former employer was paying for the conferences and memberships. Now that I have to pay, I don't see the value of an AALL membership and am considering not renewing. AALL, unfortunately, has become irrelevant. (In contrast, I have renewed with SLA, ASIS, and ALA.)

More regional training; more socialization opportunities (not parties) at annual meeting.

I have a hard time realizing how AALL impacts my day-to-day work. As an advocacy organization, I understand what it does. I also enjoy the annual meeting, but it doesn't seem to translate well into my work.

Encourage the newer generation of law librarians to be more involved.
63. 1) Programs presenting academic research, etc. in addition to purely educational programming. 2) Educational programs directed to more advanced topics for attendees who are already familiar with the basics or even who have advanced knowledge of a topic themselves--too many programs are softballs that add nothing to my pre-existing understanding of topics. 3) More formalized mechanisms for collaboration & networking--mentoring program is a good start; need more along those lines.

64. I would like to see more programs on leadership and developing skills for new managers/library directors.

65. More acknowledgement of the professional needs of private law librarians, including the variety of research we perform.

66. Conferences are getting too expensive. Libraries are suffering severe budget cuts and have less money to spend on continuing education for their staff. Meanwhile, the price of attending conferences keeps skyrocketing.

GEN Y

1. More information for newbies in the profession.
2. Don't let CONELL (the newer librarians training) fill up (no cap)! Or provide more opportunities for newer librarians.
3. Salaries are dreadful. Especially as a newer librarian with huge debt coming from the cost of education. We all know it is a problem, but I think I've marketed myself to death trying to convince management of my worth/need for a salary increase. Short of AALL unionizing, I'm jumping ship. I'd like to point your attention to this article: http://www.libraryjournal.com/article/CA443916 Fixing the First Job By Ria Newhouse & April Spisak I am not in my first job, but am quite a bit younger than the people I meet at the conference.
SURVEY PART 2:
SILENT GENERATION / BABY BOOMERS OPEN-ENDED QUESTIONS

QUESTION 11: During your time in the profession, how has law librarianship changed for the better?

SILENT GENERATION

1. computers!
2. there is more creativity, entrepreneurship, enthusiasm than 25 years ago
3. Better training and educational opportunities. In some ways, automation has made it more efficient.
4. being able to work online
5. Internet and ability to download or print documents, intellectual challenges
6. yes
7. Online access to materials
8. Technology, cooperation
9. computers
10. more technical/computer expertise needed
11. no change
12. more online resources
13. At one time is was more respected
14. Greater recognition as a profession
15. new technology
16. Much information and many documents are easier and faster to obtain.
17. application of technology to improve research capabilities and library automation
18. automation
19. More dynamic and exciting now
20. communication
21. New technology to enable us to do more and different work
22. technology has opened doors to access to legal information for the general public
23. Use of the internet

BABY BOOMERS

1. Salaries, recognition, broadening into KM
2. There is so much more communication between libraries and librarians. Email, the internet, online resources. Life is faster now but it is great.
3. The technology has aided my work.
4. Web, Internet made the job sooo much easier.
5. not sure
6. technology allows us access to so much more information and allow us to work so much more efficiently - we can do so much more and do it better.
7. more contact with colleagues via Internet, etc.
8. The profession has kept up with the pace of technology.
9. higher salaries
10. greater opportunities for leadership, broadening of the scope of the profession as impacted by technology
11. The profession has become more assertive politically, more assertive toward legal publishers,
and more self-aware of working conditions. We also have and use the Internet and other e-products.

12. I don't get weird looks when I tell people I'm a librarian, anymore
13. The electronic searching, more information in a faster more efficient way
14. Greater access to electronic resources make finding information so much faster.
15. Technology
16. My library is rather small, and because of all the on-line databases we have access to so much more information.
17. The Internet - so much is so easily available
18. more & faster access to materials
19. Technology and salary
20. An increased sense of professionalism
21. ability to get documents online
22. Greatly expanded and readily available resources
23. better networking; more readily available information and better immediate distribution methods
24. intro of technology has improved access and breadth of info
25. web increased greatly connections and access to resources;
26. Electronic reference
27. Incorporation of new tools.
28. law librarians have become much more appreciated and touted by their institutions
29. More access to information through the web and online databases.
30. harnessing technology
31. It has become more exciting and I think more relevant to the legal profession itself.
32. Has received more respect from the outside
33. more interesting type of work
34. More variety and more responsibilities; better salaries
35. more technology gives us more options for delivering what our patrons want
36. There are more opportunities to access information.
37. All functions now supported by computers - cataloging work is now online.
38. diversity in work force, on-line catalogs
39. Embracing modern library methods and technology
40. more diverse and professionally challenging because of technology
41. More professional, more money.
42. advances in technology
43. We've become more sophisticated providers of services.
44. More responsive to patrons' needs
45. more information "at our fingertips"
46. more members
47. Embraced technology
48. too new to say - working for 2 years
49. computers
50. The increasing amount of information available on the web and in other electronic formats.
51. Technology has made work faster and better
52. Less clerical, more professional
53. Networking has expanded and e-mails have allowed for much greater sharing of ideas and strategies.
54. Law Libraries do an excellent job of grappling with important issues, e.g. preservation of legal materials.
55. Availability of mentors and subject experts at the click of a mouse
56. adoption of technology
57. I've only been in the profession for two years, so I really can't speak to this.
58. The internet, email, and automation have made it easier to do my work. Locating resources and communicating with other librarians instantaneously is an immense improvement.
59. Seems to be more and more recognition of our abilities as organizers and seeing into the future needs of our users.
60. I feel the computer has helped me be able to deliver information and research much quicker.
61. E-mail has improved networking opportunities.
62. Advances in Technology: better ILS software, e-mail to speed communications, use of electronic resources.
63. It is so much easier to find online answers.
64. More information available online.
65. Computers have allowed greater networking.
66. More resources available online.
67. Librarians are more visible, consulted.
68. I have been in this profession less than one year.
69. The internet!
70. More cooperation between libraries.
71. Recognition of abilities.
72. Online access has made finding current information so much easier.
73. Better networking.
74. More recognized as a vital part of the law school.
75. Users have realized that they DO have the ability to find much of the information they seek on their own. The librarian has changed to a "coach" and "information filter" for most of our users.
76. Internet.
77. Varied responsibilities.
78. No.
79. Content is easier to locate; Whoo-hoo!
80. More visible nationally.
81. Increased professionalism.
82. Internet has enabled us to be more productive.
83. CALR made research much easier.
84. AALL is more open/inclusive.
85. Email and internet access.
86. The impact of technology has greatly influenced how we do our jobs and the value we bring to our respective organizations.
87. Internet and electronic resources mean faster turnaround on reference -- gets task done now and off one's desk.
88. Amount of resources available electronically.
89. More collaboration, more networking.
90. Quicker access to obscure materials.
91. More online material.
92. More acknowledgement from outside the profession.
93. More online resources.
94. Technology.
95. Use and ease of access to a variety of information resources.
96. Working in legal research is one million times better because of something law librarians had nothing to do with -- the Revolution of the Web.
97. Technology has improved, allowing more access to information and making librarians more invaluable.
98. Has a better image outside of the organization.
99. Technology has greatly expanded our resources to conduct research and obtain materials quickly. Lawlib and other listservs have allowed the whole law librarian community to help each other.
100. Law librarians seem to get more respect.
101. I've been in the profession too short a time to notice any trends.
102. I'm too new to comment.
103. The electronic availability of so many legal and non-legal resources has increased the value of trained professionals tremendously.
104. It
105. A more diverse group that is more men, & people of color.
access to legal information via technology applications
We have gained more respect with the increase in technology.
Technology has given us so many tools
More autonomy
more interesting technology
continuously increasing challenges which make it interesting
Automation
More responsibilities, more alternatives to think about when researching, change is interesting
Increased access to electronic resources, incredible professional opportunities available (lots of job openings), increased visibility of African-Americans in leadership positions
I am able to obtain materials I was unable to locate in the past
availability of electronic information
Automation
The biggest improvement has been better communication between law librarians across the country. What we did before fax, e-mail and listservs is beyond me.
Far more online and web-based resources available mean we can answer reference questions that we couldn’t
technology which demands keeping abreast of all new ideas
technology makes it much more interesting and challenging
Many more resources available; technology has speeded/simplified many tasks
adapting to technology
richness of resources available
More respect
Technological advances relating to searching the deep internet and faster real time communication.
The value of law librarians in the eyes of those outside the profession is greater. Librarians have a secure role in managing information which has grown dramatically in complexity and importance.
Greater value placed on work done
I’ve only been in for 3 years, so there hasn’t been much change
salary and recognition
More emphasis on service to patrons in all departments of the library,
More inclusive
computerization, easier access to information
More options and resources
no
Technology has created avenues of greater support and services in our libraries.
New technologies enable access to new legal information resources = easier job, happier users
it is still here as a profession and not replaced by the computer
The expansion of responsibilities of gatekeeper for books to valued information resource.
Have only been full-time for 3 years
The newer people are so very educated, almost everyone has law and library degrees
it’s a home for many different kinds of people
improved technology
It’s gone virtual.
Not in long enough to tell.
The emergence of automation has been a big change, and a very welcome change.
More recognition as a professional member of the staff
Law Librarianship has changed for the better due to the improvements in technology. I started in 1984 with dinosaur-sized Lexis terminals!
more variety in the type of research we do; increased use and knowledge of technology
more access to information
Networking opportunities via email, web, blog, etc. have made us a more cohesive and powerful force.
The web has enhanced access to document, libraries, and government information
better pay and recognition
Has become more important role within the law firm structure
Technology

Better electronic access; increased compensation.

Salaries are higher, and most importantly, I believe law librarians receive more respect from those they serve.

Have only been in a short time. Got better because I got a good job.

Technology, better communication among members

advances in technology

Greater respect from attorneys; better information retrieval tools

increase in technology

advancement in technology

more options

more recognized as part of the legal team

MORE COMPUTER ORIENTED

No different just different problems

more importance given to information in our society

more information is widely available

More involvement in teaching.

more exposure to the general population

Increased recognition in academic law libraries of the professionalism and contributions of librarians.

There is a much faster pace to new developments and changes. This can be exciting, but also overwhelming at times.

Greater access to information resources online

we can deliver more information more quickly

Application of technology increases access and control options.

I think we respect ourselves more, and spend less time backbiting and "kicking the dog" (i.e. ourselves) in frustration. We have become more professional

technology has improved ways of doing research

We have access to so much more information via technology

electronic access to information increases resources

improve understanding of legal processes

Mixed - computers have been amazing, broadening, time-consuming, irritating

better recognition in the workplace; better able to adapt to change

increased concern for users

electronic access to information and the web--dramatic change!!!

maybe

Access to materials online.

More access to more sources; increased variety in questions presented

technological changes have changed everything

Internet's promise & potential

technical advances (availability of information electronically), often more high level work, more involved with overall firm strategy & administration (through intranet and KM developments)

better salaries, more varied responsibilities

We do more varied and interesting stuff

Technology, access

yes

Computers and the Internet

More respected

yes

It has not changed for the better
Stereo type starting to change with the advent of internet technology and use of more resources available electronically. It has been on the leading edge of the computer revolution. Most attorneys now know what a librarian can do for them, which was not true in 1983 when I joined the field. Computerization has put so many more tools at our fingertips, in less space. increased communication with peers. The resources have made finding information quicker and with more efficiency. Technology Growth of technology makes delivering finding information easier. Increased variety of technology based applications, esp full text retrieval of legal information. The Internet has provided access to a greater amount of legal resources and information than could be contained in one library. More computer access to better information, and training to use them. We librarians receive greater respect as professionals, among the attorneys we work for. basic resource changes from phone to online. Become more a part of the business. technology has opened new opportunities. More internet research capabilities. Access to more information is available. I've only been a law librarian for 12 years, but I have seen the profession adapt to changing technologies and eagerly embrace new ways of thinking about what we do as a profession. incorporating new technology. The salary advances achieved during the late 90s employment boom. Public access databases. Increase in firm librarians. Internet. I think it is more respected for the breadth of knowledge and responsibilities. internet. Technology has improved our ability to meet our patrons' information needs. Technology has improved the tools we use. Better salaries, generally. More diverse. More collaboration between librarians. More diverse people and the variety of jobs. contributions of technology. Communication is faster; information faster, easier to get. Technology. Salary. Better salaries, more visibility, more of a chance to contribute. More government material available electronically. diversity -- more privates. electronic access to resources I would have had to ILL before. Technological Advances. The internet has made a huge difference in information accessibility. More prominence within the firms doing a diversity of tasks. Benefits of electronic research sources. More online research. It seems to have become more in tune with the rest of the library profession, and with general society. closer ties to technology; greater respect. Much easier access to information. online library system improvements. The lobbying office, web-based conferences, increased focus on technology and more pragmatic publications, those meetings where people can effectively meet colleagues to share ideas are
most valuable
254. More variety in the services we provide
255. Development of the Internet
256. yes
257. more information resources, ability to respond to customer requests faster
258. automation of resources
259. technology has enhanced our capabilities
260. we are part of the management team in the private law firm environment
261. It hasn't changed for the better.
262. more computer use
263. better tools, technology
264. Using the technology to its fullest
265. Internet has made work easier and on desktop. Lexis at 300 baud cannot compare to searching a
T-1 line!!!
266. E-mail and On=Line research
267. Advancing technology has helped immensely on so many levels.
268. more inclusive
269. Hasn't
270. Access to information from govt., assns, organizations on web.
271. Much more respected as contributing value to a business
272. yes
273. electronic access to public documents
274. Technology is better
275. Electronic formats make document retrieval quicker
276. LL attempts to keep pace with available technology.
277. Seriously impacted by technology
278. became a part of the current "information age"
279. web access
280. technology has forced the profession to be more creative
281. Things are frequently more easily available
282. technology makes some tasks more efficient and effective
283. The availability of web-based resources (although see #2).
284. From my introduction to the profession in 1985, advances in technology have dramatically
increased the opportunities for information and knowledge management.
285. Better salaries, better professional image, more complex work
286. it's more recognized as a valid profession
287. A better understanding of the challenges facing us as society comes to think it needs us less and
less.
288. Networking, email and computers has changed how we access information and communicate
with patrons and colleagues
289. Technology has made the job easier
290. the public perception of law librarianship is very positive now and when I began, many people
outside of the legal community had rarely heard of the profession
291. The growth in online resources have made my position much more creative.
292. automation
293. Internet & online access to materials
294. More proactive as far as promoting the profession.
295. I think it has changed for the better because of the availability of information on/through the
Internet. It certainly has made it easier to find information.
296. better training, beginning in library school and continuing through prof. development opportunities
297. As a firm librarian, I have seen us become more respected as guides through the world of
information. Also, the web and electronic resources are fabulous.
298. Computers and internet
299. In the last six years, the technology has changed the field drastically, requiring more skills and
hours to keep pace.
Access to info is faster and easier for us. I believe that the professionalism and visibility of law librarianship have increased. We have more and better electronic resources to make our job easier and more effective. More recognition in the academic environment. More opportunities for professional development.

More mobility, better appreciation of what we do

The scope of what we do has broadened.

format/technology
don't know
access to electronic resources
the internet has made all the difference
I don't think it has
electronic resources - provides universality for attorneys, not dependent on location
more visible to stakeholders in many ways, so better support for the profession.
It has required librarians to rethink the use of book and database resources
it hasn't
Computer assisted legal research, the PC, and the internet, have greatly increased the scope and satisfaction of my work.

Internet, more teaching responsibilities,
Increased opportunities for personal growth and creative expression
Access to law materials enhanced vis the web, also access to peripheral materials enhancing your research. Computers making the drudge work easier.

I think there is now more acknowledgment within the law community that we professionals are needed to manage a hugely expanded universe of resources

recognition that electronics, while very useful, doesn't answer every question. Also a more cohesive self-image.

Electronic information access explosion

Some increase in salaries & some better exposure in the legal profession.

computerization
More electronic sources - easier to share/disseminate research work product

The legal profession has recognized and valued the contributions of the professional law librarian.

more interaction between professionals, more sources available easily

Technology developments and what that has enabled law librarians to accomplish -- e.g., expansion of access to resources and ease of accessing; easy communication among professional colleagues, etc.

lots of technological options

computerization has broadened my capabilities

better ways of handling materials
The advances in technology - less time chasing after documents or information

computers, internet
Deepening friendships with folks who stay in the profession.
We get slightly more respect and recognition of our expertise and skills.

More resources readily available; Improvements in services & technology for better value & improved searching of resources

Some things are much easier. Between Lexis, Westlaw and the internet, obtaining materials is faster and easier.

expanded opportunities and horizons

Electronic access to documents

Internet access to documents

On-line services, internet
electronic access

Not better time to be a Librarian than in the new information age in which we live.

Technology improvements constantly make my work easier, yet more challenging, and let me get what my clients need faster and better.

no
status of law librarians has increased
Better tools, more law librarians
Have been one for less than 2 years
In many cases, law librarians are seen as the vital team members they are, rather than "the person who takes care of the books."
Automation making information more available
even more crucial than before
Internet! Helps shorten time and cost of legal research.
view of us as a profession has improved
Shift from books to computer
On-line resources have become more affordable
More respected.
More computerized resources
N/A -- new librarian
Online research, every kind available today, makes the job easier.
I don't think it has.
more accessibility to more information more quickly
Yes. More and better and faster ways to serve our customers than ever before.
more electronic resources
no
More visibility
More diverse librarians - gender/race etc
Internet makes finding some information easier
the explosion of available resources available electronically
It hasn't.
more respect
More integration with technology
Increase awareness of importance, role, & use of technology to serve our patrons
No change
The Internet
Law-Lib
yes
I haven't been in a law library long enough to know (2 1/2 years vs many more in corporate libraries)
friendship, networking easier
automation/technology
Computers/the Internet allow us to work faster/better/smarter.
More responsibility and esteem
Technological accessibility
yes
Much more exciting and meaningful
getting on top of the rapid information explosion
more easy access to info via internet
more appreciated and better pay
More diversity.
better technology = better communication, and so we've all moved forward
increasing use of technology
more electronic resources
online access
more business like, more use of technology, higher profile
Use of computers & the Internet have revolutionized library organization and access to information
You are assuming it has.
tools of the trade
Easy access to information via the computer & internet
More respect
Librarians have more self respect
Availability of more efficient online services
Expanded and diversified
Better access to materials
Faster computers, oclc upgrade
Access to information used to be locational; where you were determined your accessibility to the information (or you had to pay out the waz for it). Now gov & commercial info is more equally accessible
Internet helps with orders, ILL, general research
By becoming more multi-faceted--my office is more of an information center than a library.
I don't know
Electronic information retrieval cuts research and delivery time
Increase in availability of research sources, Internet
It hasn't -- haven't been here that long
More resources available on internet and on fee based services
We have been forced to change and become more flexible, providing more services with less staff and money, and being more responsive to the public.
Law librarians have gotten more sophisticated about the information industry and the work and services they provide as information professionals
Become more technologically savvy.
More electronic resources, allowing expansion of the profession.
Automation
I think that, with computer research coming of age, we are becoming less paranoid and more confident about our skills and what we can contribute to an organization.
Increasing intellectual challenge, ability to obtain very current information
Much easier to form professional networks because of discussion lists
Online databases
Greater attention to how law libraries and their resources fit in with other intellectual resources.
More people in the profession
No
QUESTION 12: During your time in the profession, how has law librarianship changed for the worse?

SILENT GENERATION

1. we still haven't got over the image problem, we still have problems recruiting young bright graduates
2. Decreased staff, increased workload.
3. Consolidation within the industry and large price increases have impacted our collection and the ability to acquire materials. Some aspects of automation have made it more impersonal.
4. downturns in funding
5. marketing demands, timekeeping & billing demands, downsizing
6. no
7. budget cuts
8. Pressure
9. computers
10. non-degreed librarians
11. no
12. more online resources
13. No longer the leader in determining quality information
14. Too much emphasis on computers and the organization has grown too quickly.
15. new technology
16. Tremendous uncertainty in planning with all the electronic advances.
17. I believe it's better on all fronts
18. inflation of prices for materials
19. voluntary
20. Still little recognition of our skills, abilities, contribution
21. library revenues have not kept pace with the true costs of providing service
22. cutting library budget

BABY BOOMERS

1. so much juggling of formats ie cd, online paper
2. We are constantly fighting for space and teaching attorneys that the internet is not “free” and we still books in the library.
3. Because of technology, unrealistic expectations are requested due to the assumption that people think everything is online and is free of charge.
4. Not many programs for new librarians who want to be law librarians
5. not sure
6. has not
7. The profession is not seen as a viable career path by young professionals which I believe puts the entire profession's longevity at risk.
8. fewer opportunities
9. too many opportunities -- too little time and resources
10. Legal publishing inflation and health care costs for staff have devastated law libraries and collections.
11. salaries have dropped or become stagnant (that's the employers/board of director's fault)
12. even though things can be done electronically, the deluge of paperwork doesn't seem to have gone away.
13. Seems to be less personal connection between the members, but maybe that's just me.
14. Lessened favorable image with faculty and students
15. The other side of the coin to question 1; patrons now expect everything they need to be available electronically. They think they don't need a librarian's help and consequently miss out on
The Internet - everyone thinks it has all the answers when it doesn't.

too much emphasis on type of library in AALL

loss of the printed word

less community we are isolated

the sheer increase in numbers within the profession has led to less of a sense of community

perception that librarians are superfluous because of online resources

it is much more elitist. There is an assumption among many that you can never be a professional unless you have a MLS, regardless of work ethic and experience.

As much as technology has brought about wonderful changes, it has also resulted in lack of face time with clients, and a loss of abilities to read body language and voice inflection.

Financial woes plague so many law libs
Too much computer work, less respect, less money
Escalating cost of resources
We are becoming more marginalized by technology.

Librarians as a whole are still not paid enough - law librarians earn more but salaries need to rise

Perception that everything's on my desktop and I don't need law libraries.

not enough new blood
It has become a "bottom line" concern for many in management

Expectations that I can do more with less

more often attacked for being irrelevant; people think they can find everything on the web somewhere

Patrons are more demanding; expect immediate solutions

fewer patrons as the Internet and online services have mushroomed

It is very easy to spend too much time on the computer.

Budget problems - minimal raises, no professional travel money

Budget restraints

Not enough cooperation with other library types -- hanging on to outdated concepts of academic library directors

can't say that it has

Uncertainty where we fit in the organization.

lightened budgets

Expectations for immediate turnaround/results have compromised quality of research service in some instances.

Staffing shortages

"too many choices" with different formats available and shifting publishers make it harder to keep track of information sources

Lack of professionalism

Funding problems - libraries seen as budget black holes

too new to say

less interpersonal contact

The loss of value many law firms have seen in their libraries and librarians.

Information sources have multiplied which is both a blessing and a curse

It's just gotten better and better

Many librarians seem to have forgotten what their profession is in my opinion, and are acting as lawyers more often.

There is a growing elitism based on the law degree

Vendors are getting more aggressive with un-needed information "products"

loss of personal relationships with vendors

See above

Librarians don't have the status and compensation they deserve and earn. Law librarians have unique skills and deserve better!

NA

We are sometimes unable to delivers information as quickly as attorneys think we can because of the internet. I also feel that sometimes the higher powers think we can do more with less books.
There is so much that changes so quickly.

The "we don't need libraries, it's all on the web" mentality; lack of respect for libraries and librarians, and what each does.

Lack of funds available for library

A lot more demanding

Fewer people with foreign language and legal skills; downgrading of status in universities in particular

Prices increasing

I have been in this profession less than one year.

Having patrons realize that not everything is on the internet/westlaw/lexis--books can be valuable.

Consolidation of legal publishers has afforded us with fewer choices and higher prices.

Users settling for less

Online access has made patrons expectations unrealistic!

Publisher changes, variable price fluctuations between print and online sources

Newbies think everything is can be found on the Internet.

Internet

Library constantly shrinking

No

Librarians are looked down on in the legal world

Law firms shutting down libraries

Law publishing consolidation/monopolization

I think library schools are not being selective enough.

To some extent, civility and collegiality have suffered (I think this just mirrors changes in the larger society).

Cost increases and decline in legal research skills among patrons

It has gotten very cliquish.

everyone's a "librarian" - systems dept, legal assistants (paralegals), secretaries, students, etc.

Seems like we are in a continual budget crisis

More emphasis on accounting, less on service

Feeling that all information is available to all. Everything is just a click away.

Less diversity in vendors

Aging without replacing itself

It has not

Dual degree requirement

Law Librarians (Managing), in large, refuse to embrace the inevitable digital migration. As a result, we risk professional disaster -- a complete lack of relevance in our users' future.

I think there is less respect from our users in some cases. because of technology they feel they can eliminate the librarians.

I think we're losing the salary wars.

Funding issues esp. in county and state law libraries. Pressure to reduce size and material cost.

Expectations are that information can be obtained instantly. Also, legal publishing is more complex, cost varies greatly.

See answer to #1.

I'm too new to comment.

The perception that somehow electronic resources are unquestionably superior to print resources seems to be universally accepted by those viewing our profession from the outside.

Profession needs to be more proactive, visible.

Less concern for preservation of the legal information. Very disposable by government agencies.

Print costs are out of sight

Liberal politics and anti-religionists have taken over and alienated the rest of us.

Budget cuts and lack of institutional support

Less monetary compensation

End users bypassing librarians in favor or Lexis/ Westlaw

So much available that it is difficult to prioritize goals and meet them

Pay not good
"everything is on the internet, Lexis or Westlaw and why to we need you?
Due to technology, attorneys expect you to respond to their requests immediately. There is no understanding that you might be working on projects for others.

The flip side of the above response is that with better communication comes a glut of information which is overwhelming and can derail workflow and take time away of what is priority. Hard priority.

Unrealistic expectations by attorneys that because "everything is online" we can retrieve any information they want instantly.
people do not physically use the library as often
less intellectual; more business-based
Difficult to keep up with all the technological changes/challenges; almost too many information sources; many new librarians do not have a basic grounding in "paper" research which can limit understanding

information overload
The extension of work time by long-time unhappy/lazy supervisory staff.
I'm probably not in a position to judge.
Hard to keep up with new developments
Too much technology
Online research has made patrons less apt to use reference services. We are teaching more and need to justify our existence.

Too much value on "change for change's sake" and not enough evaluation on how a change will improve things. This tends to favor new, techie librarians over more experienced ones.
Not kept up with SLA, latest tech
easier for attorneys to do the computer research themselves
Librarians with attitude who do not have a service/work ethic or background in library science

Despite our greater expertise and abilities, the respect for librarians has remained unchanged. We are not valued for what we do as legal professionals.
Fewer specialists, not as much scholarship/research writing; we're not as deeply knowledgeable about print and electronic resources as we used to be.
Less and less competition in legal publishing
Number of firms who replace professional librarians with paraprofessionals and do not value the level of service or experience a good librarian has to offer.

See above
too many jobs, especially entry level ones, require a JD - we're making it too hard to get your foot in the door.

salaries have not risen that much but job qualifications have
More elitist, clique-ish, closed to other viewpoints; more focused on money than people
increased pressures on law firms as businesses that also impact the library
It's being outsourced.
Not in long enough to tell.
The decrease in using books for reference and research and the increase of individuals trying to do their own research only on the Internet.

Lack of ethics.
Law Librarianship has become an "exclusive club," with only room for those who hold an MLS. There are plenty of non-MLS law librarians who are valuable and contributing to the profession.
increased stress
The same way many other jobs have - the push for leaner organizations where service is not a top priority (profits instead) have affected us too.
Fewer law firm librarians in my city
patrons thinking everything they need is on the Internet
Reliance on incorrect technology.

no

we have become marginalized in the information services area

Smaller, more confined, internal libraries.

Too much complaining and not enough let's fix it. Librarians who won't get their hands dirty to get the job done.

Everyone is saying that the profession will be phased out. Too many doomsayers.

Too many members to feel like a community

more work, less time and staff

price increases

more work, less time and staff

salaries have not increased much

too much emphasis on the bottom line

see above

librarians need to adjust better and reinvent themselves

increased expense of subscriptions, books, database

Continued "old boy" network among directors, many of whom are completely out of touch with work realities, covering each others mistakes and shamelessly promoting their chosen boys.

West Publishing sold to Thomson

Increasing costs have made it harder to provide everything our patrons want/need

See previous response. The feeling of never being caught up or even having a hope of being close to that is pushing me toward burnout. I realize that's not only a problem in this field, but of the world

Increasing information overload

No

Decisions are now being driven by economic factors which override all other considerations

Entrenched staff with little motivation to excel.

I think it has gotten better, although salaries still fall far short of where they should be, given our education and experience

Too many lawyer librarians too embarrassed to be librarians--use librarianship as an inroad to faculty rather than as a noble profession in and of itself.

electronic resources mean more to learn and less certainty of using the best source

made me more cynical

The growth has meant there aren't as many neat characters you get to know, less personal, information overload

funding for public law librarianship had fallen

costs for books grow too fast; too much push to be profitable

less prestige, loss of some knowledge functions due to new framework, eg. KM

probably not

We still don't get much respect for what we do.

More mechanized outlook - less "realia"

too much reliance on technology as the only answer by users

Internet end-user assumptions

it's great that people see information affecting most aspects of their work (not associating library with a physical location), but I miss the browsing and conferring and the inspiring space of old!

more competition from other professionals to handle information resources. lack of quality librarians coming into the field

Computers isolate people, not as much camaraderie among my colleagues.

Time constraints multitasking

no one know how to Shepardize w/ the books

Less member involvement in AALL

While change is good and it is one of the reasons I love this job, change has now become unrelenting and it is beginning to wear on me.

no

Lack of interest by lawyers to use and value the library; lawyers do not mentor students or
associates anymore in research skills

194. I don't have an opinion
195. Patron's who think everything is on the internet
196. Unfortunately, some attorneys feel everything is on the internet and for freeeee!
197. chip on the shoulder attitude
198. Respect of our profession from attorneys and administrators is still low.
199. workload
200. Trend to leave libraries out of institutional technology decisions and lower budgets for department
201. consolidation of legal information publishers, subsequent price increases have impacted
   collections, future access to information
202. Too many people feel that the Internet will replace all other forms of legal information
203. Hasn't really
204. downsizing
205. Increased technology limits our contacts with fellow librarians, isolating us from our colleagues.
206. Don't know what is happening next.
207. many people are stuck doing the same thing, the same way
208. less available support staff
209. Cost of materials
210. I don't think it has gotten worse.
211. library funding remains low
212. Continued and ever increasing pressure of outsourcing library services.
213. Budget reductions
214. threat from internet to our expertise
215. Fewer books
216. Budget cutbacks and more administrative work.
217. librarians still are not recognized as professionals
218. It is harder to reach patrons and educate them about how a librarian can help them.
219. Technology has gutted users' research skills.
220. Stagnation in how problems are approached
221. Less automatic credibility; affects of the public perception that everything is on the internet and no
   intermediary is needed to find it
222. Too wedded to technology
223. Too much emphasis in online sources.
224. More disagreement over what constitutes law librarianship, instead of working together as a
   bigger, more diverse team
225. omnipresence of technology
226. loss of intellectual curiosity of attorneys, lack of interest in using broad range of sources
227. Technology
228. salaries are still too low
229. More time is now spent on unraveling billing errors by publishing companies.
230. vendors can be active members -- ignoramuses using listservs because they are too lazy or
   ignorant to learn how to be a librarian
231. general thought that electronic resources eliminates the need for books
232. Reliance on Technology
233. I still get asked if I went into librarianship because I like to read
234. still the stereotype to the outside world
235. The emphasis on law firm as business has made the law firm atmosphere less collegial
236. Cant see any bad changes
237. Higher pressure for change and greater concern for the bottom-line
238. overwhelming demands of the job
239. Easier access to information means librarians are devalued
240. budget cuts; revising workflow to accommodate print to electronic formats
241. business meetings have deteriorated, less of a sense of participation or a sense that one can
   impact the organization; less personal
242. lost some stature and respect

27
Salaries still seem to lag behind other professions with same years of experience and education. No more information resources, greater time crunches, increased competition. Fewer people seem to really care about it. I do not think it has changed for the worse. New librarians don't work as hard as older ones. Everyone is a little too quick to pitch their books. Less student use of library. Fewer dollars for libraries.

Working alone with less staff. Harder to network. Lack of professionalism by some people when they complain, disagree, etc. PCs in lawyers. Publisher greed. More types of resources - vendor prices, As professionals - less respect if you don't have a law degree. Too many people not trained as librarians working in those positions. Everyone thinks they can do it. Pressure to obtain everything immediately is stressful. Lack of funding has closed public law libraries. No public support. Inability to keep up with evolving technologies. Libraries have closed or consolidated. Too much reliance on J.D. Those outside the profession don't understand role librarians play in making online resources accessible to user. Library is not used as much. Too much reliance on technology. The profession is obsessed with "continuing to be relevant" even though there hasn't been much empirical evidence that libraries/librarians are actually under assault from the Internet, etc.

I don't see any negative changes. More competition for same work; more stress. Many people who are librarians shouldn't be. We've still not found a way to deal with the 'why we're relevant' issue that doesn't sound like self-serving defensiveness. There seems to be less of an influx of newer law librarians into the profession. Mergers of law publishers and their unwillingness to adapt to the new technology to help in technical services functions. I think many egos have grown and the focus on oneself in many instances, versus the profession or the organization you work within has become more prevalent. Publisher relations. Salaries are not commensurate with experience. The easy use and availability of online services has cut out the middle man, which just happens to be the law librarian. Become tied to technology, with a tendency to do things because we "can" do them with technology, not necessarily because they meet needs of library users. Fewer of us, as the library migrates from a room with books to the desk top. Salaries somewhat static. Computers and the internet. The respect, recognition and compensation is still woefully lacking behind other professionals. Access to info is faster and easier for our customers, and there is a perception that we have less need/value.

Job security within law firms has been threatened. Too much multitasking, time compression. REQUIRED CREDENTIALS.
Don't think of much, other than the challenge to attract "newbies". Budgets don't know vendor turmoil Emphasis on the bottom line reduction in number of vendors still can't make up its mind to be a real profession, with standards of education and experience. the assumed rise to management of males who are just looking for an easy job niche for life gotten too big, too institutional pricing of materials, vendors Increase in the perception of differences between the work and priorities of academic and firm law librarians. Only having two giant vendors to work with. Prior to West and Lexis gobbling up everything in sight, we a variety of published to choose from, and negotiate with. I don't sure yet. Job positions less stable. In law firms, in particular, the position of librarian has been downgraded to virtually a clerical position. computerization Users less proficient at hard copy research, which, because of the intellectual content inherent in the organization and structure of treatise and reference materials, is often the best place to start. Since the practice of law has dumbed down, the value of the well-researched response to reference requests is seen as overkill. too busy to meet professionally unless there are problems. Consolidation of the legal publishing industry; closing of library schools; budgetary constraints. still a lot of bitter, defensive navel-gazing. lack of space, money, respect for profession. old attorneys not understanding the need for fast upgrades. Cost increases - books, electronic subscriptions - everything is a contract negotiation. computerizing Everything. The explosion in technology and the internet has lead administrators to believe that fewer librarians are needed. Decrease in perceived value of profession & institution; Publisher consolidation resulted in less value, degraded quality control, fewer options. The patrons think that EVERYTHING can be gotten with a few keystrokes, so there are unreasonable expectation about how soon needed material can be gotten. we've become more squeezed and are really expected to do more with less. Fewer Law Librarians and institutions cutting the library. Too few hours too many requests. Less personal interaction with users. Image of librarians hasn't improved. The flip side of the wonderful electronic era is the time spent in front of a PC monitor. less respect. too much information, not enough time to keep up. Less than 2 years in law. With the advent of the Internet, many lawyers are thinking that the need for librarians has diminished. Automation not really giving more time to people or making most activities easier. Too much to do in a reasonable time. Deadlines have shortened - requests have the "fast and free" demand. Cost control becomes the main firm goal instead of excellent research results. Fewer physical contact with other law librarians. More disparity between haves and have nots. Print resources become even more expensive.
More computerized resources - as speed increase arithmetically, people expect the speed of answers to increase geometrically.

Because of the abundance of information available, it's harder to sort through and distinguish between the relevant and the "not so useful."

Law Librarians continue to miss their chance to become leaders in the management of information services. I find many law librarians to be either afraid for their professional futures or resigned to a

unethical behavior by some people in the profession

Consolidation of vendors; less choice in the legal publishing marketplace.

outsourcing

concentration of information providers

Increase in education not keeping pace with salaries

Lack of understanding that everything can be found immediately; reluctance to pay for services such as Lexis even when it can be the most time (and thus cost) effective way of getting needed information

rising costs and shrinking budgets

computers taking over

almost too overwhelming in the information explosion

Too much emphasis on educational credentials

Salary stagnation

No change

consolidation of legal publishing industry

Cost of Materials

salaries, value afforded to the profession

Staying at LEAST 5 years behind the times compared to what corporate libraries are doing. VERY old-fashioned and traditional, which is scary.

We are getting stuck with more admin junk.

do not think that it has...

information overload

lack of new entrants to the profession

too many folks still wanted to live in the past

perhaps too technology obsessed?

we've lost out to IS and marketing as being seen as important members of the private firm team

more expected with less staff to support

Women's salaries are still less than men.

better technology = wholesale change, and that's not always good; we're pressed to move forward, sometimes against our better judgment

increasing use of technology

more clients need tutoring to use resources

become more "separated" because of online capabilities

layoffs, image problems - perceived and real

Cost consciousness reduced the perceived value of law librarianship

Promotes the current clique of library directors.

do not think it has

"Everything is on the Internet"

downsizing the libraries

I don't think I've been in the profession long enough to make a good judgment on this.

yes

dissatisfied lawyers aren't always the best additions to profession.

Too much information to master

Tenure pressure

Less focus on professionalism, maybe that's why there are those that think Google can take out place.

recruitment is hard
Too much reliance on electronic resources
don't know
Jobs and library space disappearing; publishers' consolidation raised costs
less competition between publishers, because fewer publishers
see above -- also, fewer people seeking our help?
The majority of decisions concerning staffing, acquisitions etc. is based only on money and
balancing the budget. We are no longer able to try innovative, experimental ideas--we do not
have the money.
The people we serve have come to expect more for less $
Become more technologically dependent.
More electronic resources, requiring constant vigilance and training.
can't think of anything
Less money, less space.
some administrators appear less competent/comfortable with change than their staff members
law students don't understand what they are reading on their database screens
Too great attention to the latest trends in technology to the exclusion of the human side of our
profession.
has become competitive
slightly
QUESTION 13: How do you see law librarianship changing in the future?

SILENT GENERATION

1. we are at a cross roads, it could become the most exciting profession or we could cease to exist and google will take over -
2. increasing outsourced or contracted projects. Perhaps more work from home, as offsite links become more reliable.
3. More access to online information and less of other sources. Librarians will have to be more sophisticated in helping patrons access and evaluate information and finding new ways to make patrons aware
4. more and more technical expertise needed
5. more computerization
6. more computer
7. additional automation
8. increasing need for computer skills
9. law libraries may be dinosaurs, soon reduced to a few historical repositories.
10. more online resources
11. losing ground to lawyers who are underemployed and think they can do the work
12. Greater and greater emphasis on computer technology
13. Moving to more online & fewer books
15. It will continue to require increased skills to be successful at any level
16. more on-line services
17. Require more online skills
18. I do not know
19. How one organizes knowledge and makes it available to all
20. more specialization and areas of expertise required for upward mobility within the profession
21. not recognizing the value of the librarian

BABY BOOMERS

1. more involvement in KM. more user education
2. Maybe someday we won't need books, or a physical space but will continue to be an integral part of the law firm.
3. The shrinking Library will continue, Librarians will be seen more as trainers in the tools than retrievers of information.
4. More technology skills and vision
5. more internet resources, more electronic formats
6. service, information organization and location, and preservation will be even more important.
7. less books, more online access
8. I think this question is answered differently depending on what type of law library one works in. In the for-profit private world I think the profession will be absorbed into IT departments. In the unknown
9. We need to recruit more persons of a wider range of ethnicities and backgrounds. We will become more information traffic directors and knowledge managers, while still providing personal service.
10. more technical skills will be required as will the ability to adapt to new technologies.
11. not sure
12. More electronic patron interaction; less face-to-face interaction
13. a lot of technology
14. not sure
15. I'm eager to see how it changes but don't have a clear idea of how it will be.
16. even faster access to more materials
17. not much of a future
18. I think our numbers will shrink
19. training others to find things online
20. More fast paced and technology driven
21. There will be a continual reliance on librarians to evaluate, sift and re-package an enormous amount of information
22. More and better technology will improve access. More computer savvy patrons.
23. Depends on the almighty dollar.
24. More and more electronic resources.
25. Providing more value-added services.
26. needing to be more responsive to changes in technology and information
27. More resources online; fewer in print. Need to balance archival, print responsibilities with challenges of the computer age.
28. more technology
29. Becoming more of a "business concern"
30. In order to be considered professional, librarians will also need a law degree.
31. librarians are already fighting to educate perception of our profession; as people get more frustrated with the difficulty of finding the right information, maybe they will turn again to librarians
32. More help form technology
33. hopefully our patrons and potential patrons will realize how valuable we can be to them!
34. Access to information will continue to become more efficient and law librarians will increase their contribution to the legal world.
35. Continued emphasis in electronic/computer - centered environment
36. less print, more electronic
37. The academic side of the profession is going to have to give up requiring the JD for reference librarians & directors. Today's complex libraries need managers & librarians to lead them not scholars.
38. increasingly sophisticated management skills (managing technology and content of library services) critical
39. How to get more and more for less and less.
40. physical library shrinking. Increased teaching and training responsibilities
41. In the private firm setting, more intersection with IT and Marketing (alas)
42. More electronic access
43. becoming ever more complicated -- particular with aggregating print and online resources
44. more technology based
45. We'll either survive or become extinct. More likely we'll survive!
46. more specialized
47. more training focused
48. Moving more towards an electronic resource world and needing to make adjustments and learn new programs and products.
49. Legal research will become more self-directed
50. More academic law librarians will be recognized as faculty
51. More and more electronic resources and fewer print resources - budgeting will be more limited since patrons can get access to much information without using the library
52. I certainly like the energy, spirit and intelligence of the people I see coming into the profession. I suspect that many of the issues that have consumed my generation, will not be important to the n
53. Hope to see more of a communications bridge between primary patrons and librarians
54. less face to face time with patrons
55. More reliance on electronic sources; more emphasis on detailed, analytical projects.
56. As electronic access increases we will see more telecommuting.
57. With the change to electronic pubs etc. we will be doing more negotiating/training and most likely located in the middle of the atty office instead of off by ourselves.
58. Increase of automated tasks.
59. combination IT and librarianship
60. Possibility of working from home at least part-time
61. more sharing of resources
62. Venturing into "knowledge management in addition" to "information management"
63. We have great potential to help others in exciting new ways, but only if we can convince the powers that be of our worth.
64. More electronic resources and the resultant management of such.
65. We'll become more diverse and our numbers will become smaller with many retirements.
66. More management of online resources and less and less management of physical titles
67. more online materials will force us to reorient ourselves as intermediaries in the search for legal information
68. More involvement in the beginning of projects; somewhat of an increase in a "team" mentality with users.
69. more information will be on the internet but the specificity of the search engines will not improve much
70. Mostly electronic research and less books
71. same
72. Less nitpicking inefficiency; more "rounded" socially connected people; more law librarians working from home or by the pool
73. potentially being devalued
74. More electronic, interdisciplinary, global; outsourced
75. More multi-tasking, less hierarchal organizational structures.
76. More competition for top jobs.
77. more virtual libraries and younger librarians who are comfortable with innovation.
78. cataloging and classifying a mixed media collection -- it's not just law
79. More KM
80. no clue
81. more technical skills needed
82. more teaching, less processing materials
83. less demand for profession
84. External pressures will, I hope, drive law librarianship into the 21st Century.
85. I hope there will be another resurgence of librarians taking on new roles and creating new opportunities for themselves
86. More of a training profession.
87. Working in an almost totally "virtual" environment.
88. I'm hoping it will evolve from information management to knowledge management.
89. I see it becoming more of a knowledge management position.
90. More knowledge will be need to be acquired at a faster and faster rate.
91. More concentration of resources to electronic formats
92. Change is constant. Cannot imagine how fast change will evolve.
93. going even more digital at the expense of print format
94. We will struggle to maintain efficiency and prove our worth.
95. Pressure to downsize
96. More online delivery of information
97. More an educational / marketing role.
98. doing more with less; determining the appropriate areas to make cuts and not hurt service or information resources; determining what is important to deliver to your particular set of users
99. automation continuing
100. We have to do better marketing of our expertise so we aren't without a job.
101. increased salaries (I hope!)
102. At the mega firms, librarians will be on call 24/7. Firms will begin to centralize departments in order to lessen costs.
103. more emphasis on electronic information; getting away further from books
104. dwindling
105. Paradigm will continue to shift towards more electronic access. There will be less need for
technical people to do processing and more need for reference people trained in searching for information.

106. virtual
107. less location-based with much flexibility required in all aspects
108. more remote access
109. more in-house consulting and training
110. more people will be doing their own research on-line and may not evaluate sources properly or may be unaware of other valuable sources
111. Toward greater collaboration, especially with historians.
112. I think libraries will have to do with less resources and staff will serve older clients more personally and younger clients in a more facilitative role.
113. Greater reliance on technology
114. less technology more human interaction
115. successful librarian will have to be more of a tekkie
116. I'd like to see a balance of new technology and long held values of librarianship, and a recognition that our long history is still valuable.
117. Must change employers' views
118. Even more computerization of information, only law school libraries will actually have books, library professionals will all be information managers
119. Expanding and being paid less
120. less personal; more tech-driven
121. The technology and information explosion will continue unabated. As a result, law librarianship will continue to evolve and law librarians will continue to play an important role.
122. We'll provide more research in addition to reference services; there will be fewer of us - we will have trouble recruiting new people to the profession; we will rely more and more on electronic tools.
123. fewer books but keep as many as possible with the computer aspect growing
124. Electronic information overload and the ability to filter, find and disseminate information.
125. Fewer books, more technology
126. I guess people without two degrees will have no place
127. Slowly dying a sluggish death
128. Probably more of the same - technology changes, but increased pressure on firms to be profitable, and probably more diverse responsibilities for law librarians.
129. It will become international.
130. Not in the next 5 minutes.
131. I see IT and librarian skills merging as one.
132. I don't, it's getting progressively worse.
133. There will be an increased focus on technology, with law librarians fighting to retain their paper collections. Of course, this has been happening for several years, but will become more pronounced!
134. Increased demand for dual degree holders
135. More consortia, more training/learning, wonderful changes from new law librarians coming in to the profession
136. Don't know
137. Less direct patron contact.
138. becoming more technological
139. fewer libraries and more remote services
140. Librarians will be doing more training in research skills. Anyone who can surf the web thinks they are good researchers, but we need to show them what they are missing.
141. Everyone will need to be cross-trained as more staff will work as a team. Everyone will be online proficient.
142. Either we will all have jobs, or chimps will be doing our jobs, depends on who you talk to.
143. more diverse skills will be needed and a more global view and awareness both in terms of research and collections and in the patrons that we serve
144. more sophisticated electronic tools
move from books to electronic databases
more diverse skills will be needed. More global view will be required both from a research standpoint and from the diversity of our patrons and their very different needs and styles
less people doing more
less books more magic tricks
MORE TECHNOLOGICALLY ADVANCED
More electronic information.
getting closer to the customer
more independence of law librarians - not tied to one institution
Hopefully breaking the "old boy" network, as well as partnering with ABA and AALS.
Less physical contact with patrons
More virtual reference, pushing information to people, less face to face interaction with patrons.
The pace will only get faster I'm afraid. The balance between print and electronic works in the collections will continue to change and move toward more electronic.
Marginalized by technology and big box vendors (Lexis and Westlaw) until made obsolete
Technology and changing attitudes among newer librarians will increase the status of law librarianship, The future will most depend on our ability to recruit new, highly motivated people
Substantially as we see more movement toward electronic resources
I see the human factor becoming marginalized as people think everything can be done electronically. People *still* do not know what we do.
Impact of increasing prices and price models (e.g., pricing for electronic with print as add-on.
Fewer publishers hold increasing market share reducing competition and other market controls.
more technology, more specialization, better salaries
I see law librarianship evolving more into knowledge management--no boundaries as to types of material or where it's stored
retiring librarians & loss of institutional memory
legal info mostly electronic
It will stay great, it attracts caring individuals who want to share and help
continue to balance electronics vs. traditional research
serials will disappear, replaced by computers. librarians will have to train people more in computer searching.
fewer physical libraries with space and books
The setting changes but the problems will remain the same
I see us doing much of the same but maybe be appreciated more after people try to find their own materials and answers.
Less of a physical presence
more hands on, less mediation
Internet becoming like a catalog
more need for disseminating more information
fewer jobs and more specialized
We'll continue to do interesting and critical work
More respect
too long an answer for the space provided
more emphasis on patron services and reliance on the Internet for collection resources
We will be teachers, trainers and facilitators rather than keepers of books
electronic resources
with the retirement of many veteran librarians in the near future, law firms will see an opportunity to get rid of high salaries and replace the retirees with inexperienced new graduates cheaper
Even more involvement with IT
downsizing print collections
More in demand as information sleuths.
Still more computerization, better ways to track what you've done for an attorney on a project, and being able to do more for the attorney with less space involved. Books will still exist.
less hands on materials and more information retrieval
More technology for use in our jobs and having to wear more hats in order to keep our jobs.
More technology, more work
I'm not sure.
More integration of resources, more use of trained information professionals as intermediaries
Librarianship to survive, librarians will have to demonstrate that there is still a need for them to be an interface with information between information providers and end users.
Moving virtual - with emphasis on the management of information and knowledge.
outsourcing
Increased costs will force us to limit owned resources and determine the reliability of freely available resources, which will limit our perceived value to our employers
keeping up with tech and making it better
More responsibility outside the traditional library.
younger people coming with new ideas
more internet based, less print
Less interpersonal contact with users
More integration with IT professions as they learn to trust our knowledge of organization and we transform our thinking about how information should interact - going from linear to global.
more emphasis on service, less on materials
More specialization, fewer generalists vying for fewer job openings.
Delivery and access replacing ownership
increased respect for our skills as managing complex information platforms
more computers, even fewer books
There will be more technical computer knowledge required.
pushed out by google
Technology will continue to improve access to information. Patrons will be even harder to convince that librarians can help them.
I think it will become perceived as more ancillary than it already is, and will be treated to an even greater extent as overhead by the organizations it serves.
Much more 'electronic'
Continued movement towards electronic publishing
More online sources
dumbing down of users, more reliance on electronic, more challenges to find a role
Technology
Much less emphasis on print collections, more emphasis on information delivery
I hope that we can utilize the wonderful tools we have both print and electronic to become ever more valuable and indispensable to the practice of law
dealing more with electronic resources
Increase use and reliance on technology
Information overload and the general public's lack of searching expertise will make us even more valuable as researchers/filters (and as keepers of the pre-internet historical archives).
If we don't have a visible presence and market ourselves or out employers, we will not have jobs.
continued transition to managing electronic instead of print resources
More online ordering and research
More of both of the above
merger of librarianship with information technology as fields of study and work
Librarians need to be trainers and resource persons rather than book custodians
more PR and reference; less Tech Services as print goes away.
increased focus on regional and web-based meetings; business track for managers will continue to grow; open doors to non-profs who need to increase technical training
Virtually all digital
More work, less staff, still low salaries
the use of technology will increase
emphasizing more just in time training, customizing information for specific, niche needs while maintaining connections to give the "AH HA!" for a generalist or out of the box solution.
Information pr
Leaner and meaner
I believe our roles in private firms will continue to morph into knowledge management positions. I see a "virtual" reference desk in Mumbai. I think we need to promote ourselves because if we don't the powers that be may think they could do it themselves & you know they can't do the job that we can! More of same, good & bad. Hard to say. Outsourcing in all professions seems to be a looming problem. more email not a good picture; we need change. more reliance on everything being right now. more emphasis on electronic sources. Librarians as trainers, negotiators with vendors. fewer books to manage but more headaches with online subscriptions. Surpassing IT as the place to be. Information explosion will only be navigable by people with experience. Fewer books in the library and more database subscriptions. Not clear. It depends on the evolution of the legal profession and publishing industry. more change to electronic database services. Demand for high tech librarians. becoming more virtual. constantly improving, especially in dealing with technology. I have no idea and I don't think anyone else really can foresee what changes technology may/may not create. Savvy law librarians will seize the opportunities to demonstrate value to the firms in areas other than traditional library roles (firm-wide KM initiatives, marketing, client development, strategic planning). trends above will accelerate. more outsourcing and work from home. I see more technology and fewer people because that's what non-librarians think they'll need. There will be substantial retirements coming up this will change the make-up of the profession. More technology will impact it. Librarians will become even more specialized which will enrich their lives where they are but make it more difficult to move into other places and areas of the profession without extensive retraining. fewer books, more reference. Due to proliferation of online information, law firms may tend not to think they need to hire a research librarian since "anyone" can search the internet. More proactive in teaching electronic resources vs. print resources. I'm already seeing major changes in the job responsibilities. For instance, I'm a webmaster, trainer, and newsletter editor. greater focus on use of technology-based tools, rather than on substantive information. There will be more virtual reference; delivery of current awareness via RSS and related technologies; 24/7 reference support. Becoming less people to people focused and more librarian to computer focused. More baby boomers are retiring so we will see a shortage. In sharing proprietary info with the public, we will become pirates engaging in illegal activity. The role of technology will continue to grow. An increase in user services and less technical services. More specialization. MORE KM. I wish I could see that; I have no clue. increased demand for upgraded skills. possibly the elimination of librarians and their being replaced by IT professionals. managing all electronic resources in an organization, not just those connected to the library. More emphasis on the bottom line. Continuing to advance in technology. becoming less paper-driven, more computer-driven, which will change the reference dynamic.
considerably. Will also have an effect on provision of technical services.

people with multiple computer skills will continue to dominate the profession

yes more virtual library - more on the users individual workstation

Influx of specialists from non-library oriented disciplines

Trying to maintain a equal balance between electronic and print. How to keep up with the changing scenario.

I hope that it becomes dynamic, ever-involved in the world around it and masters the universe of its domain.

Even more electronic

Far less print materials; a greater reliance on online resources; less perceived need for law librarians.

Knowledge Management

More electronic and networked sources.

I see it moving more toward content management and process management, away from research.

more responsibility for coordination of km and resources

More technology.

Increasing diversification of role specs of librarians

fragmentation to meet targeted needs

more tech

Continue to move away from books and to internet base reference - virtual library and reference becoming broader in responsibilities

It will continue to exist, but more cross disciplinary working in other areas

Outsourcing will become more frequent.

Keeping up to date on new sources on the 'Net; Management of electronic sources; Increase in training responsibilities.

More databases, fewer books

fewer books and more cost constraints

More technology less books

More telecommuting

More computerized, more knowledge mgt.

continues to get more diverse with profession continuing to overlap other professional areas, records management, I.T. CLE.

Computer and programming literacy will be fundamental

competition from non-law librarians

More automation, less skill with traditional paper sources

More electronic usage

We've got to been seen as "guardians of knowledge" rather than "keeper of the books".

A furtherance of the two above comments

more stress because of limited resources

Less print resource management, more training on electronic resources. Less physical contact w/ other librarians in the community.

even more dependent on technology

Shift to virtual librarianship

More movement towards virtual libraries

Having to balance more choices of material format based on access and price.

More reliance on online resources

Continue to automate, even more information tools and sources, even more to review.

Does anyone really know the answer to this question?

There needs to be less emphasis on "law" issues and a greater focus on interdisciplinary research and related issues.

even more technological

More complex, requiring ever more skills and emotional intelligence.

less librarianship more KM or research

Access to information becoming more costly and concentrated
More varied responsibilities not usually associated with librarianship - client relations, training, marketing, etc.

More electronic sources, but a need to still guide researchers to best sources

Continuous adaptation to technical changes

Becoming technicians

Technology degrees needed

Further integration with technology

Hope more recognition of role we can play in legal field

Fewer new librarians

Fewer print resources and a greater expectation to synthesize search results.

More help in finding that elusive material, because, after all, everything is on the web so it has to be there

The profession should be seen more as information managers/experts rather than overly tied to print media

Adopting more electronic resources and ways of doing business, from providing information to relating with clients, etc.

Far more use of technology

Supposed to do more with less.

There will be fewer of us doing more work

More information overload

Lots fewer people in the profession

Creating the proper balance between print and electronic and services to match

We will have to balance the old and the new, master the technology/information revolution rather than being slaves to it

I'm more worried than I used to be. Thought our role would migrate to more teaching but end users don't seem to want/need that either. Seeing us more and more as just gatekeepers. Grrr.

Continue emphasis on resources versus staff

More technology; more change; fewer librarians on the spot to direct the change; remaining librarians located remotely

Name and job descriptions will continue to evolve

Don't know

Much more technical, much more involved in all parts of the firm, not just a keeper of the books

Wireless technology, realistic expectations of patrons/users

I can't predict anything

Who knows?

More and more technology

More reliance on computers and the internet

Information managers rather than pure librarians

Don't know -- it's scary

I don't know whether it will change as such, but would like to see an increased use of the law librarian as part of the legal team.

I hope we will continue to accept more responsibility for technology school/firm/corp wide.

Becoming more and more automated

What?

I think telecommuting has the potential to be more pronounced, and meeting those needs -- actually creating a need by those not down the hall -- is important.

Budget impacts

More computers, fewer books, more training of lawyers rather than doing research

LLs will continue to take on tasks outside the traditional job description

More electronic-only format; books going away; librarians as webmasters and knowledge management leaders

Not sure

Need for greater marketing

There will no longer be duplicate services at law libraries in the same geographic area. Libraries will be combined and services reduced.
Increasing demands for resources and services that will increase in cost as the monetary support for those resources and services remains the same at best. Becoming even more technologically dependent. I believe it will stay the same. 

Electronic vs. print

I hope there will be an increasing awareness of what we can bring to an organization aside from being the keepers of books, that we will become ever more involved in upper management. Increasing complexity, technical expertise required, global focus for the better.

Quite possibly becoming less important.

More technology used.

Becoming less librarian-like
QUESTION 15: What factors will determine when or if you retire?

**SILENT GENERATION**

1. Age and health  
2. As long as I am healthy and am challenged by the work I do not intend to retire  
3. Chiefly personal ones: I'd like more time with grandchildren and to travel, attend the theater, ... .  
4. Work overload and inadequate staffing are very demoralizing.  
5. Eligible age and sufficient economic support.  
6. Finances, opportunity to travel or do more meaningful work, health insurance  
7. Money  
8. Retiring in November with 21 years with the State.  
9. When I feel the time has come, ie Oct 2004!  
10. When I'm old and gray  
11. Health  
12. When wife retires in two years we may travel  
13. When I'm vested in the retirement program  
14. Personal  
15. Financial ability  
16. Money  
17. Most likely age.  
18. Age  
19. My health  
20. Age and health  
21. Love of the work  
22. When it is no longer interesting, rewarding intellectually, and fun  
23. Continued job satisfaction  
24. Health insurance

**BABY BOOMERS**

1. When I want more free time  
2. Savings, lack of interest in the job  
3. Family needs, financial security.  
4. Winning the lottery  
5. Where my Husband and I are financially.  
6. When I have enough retirement money to live on  
7. Financial situation and age  
8. Finances  
9. Money  
10. Everyone should retire at 65 and move on to the next stage in life; I will do so.  
11. Whether or not I still feel useful and enjoy my job  
12. I will retire when I think that I am financially able to retire. I won't lack for things to do with my time. I'd retire early if I could.  
13. Job satisfaction  
14. Financial, job satisfaction, health  
15. The challenges in my career in 2020 after 38 years in this position; before that, serious illness or disability  
17. level of salary
18. money/retirement fund
20. Substantial savings and other funds.
21. money
22. My health and when my husband retires
23. age
24. I probably won't retire unless ill health forces me or I inherit a fortune (unlikely).
25. economy
26. health & wealth
27. Age, salary
28. Whether I can find an alternative that will give me half the satisfaction; when someone I trust says it's time
29. money, health care
30. my health, finances, work environment
31. retirement savings
32. What spouse does
33. When I get medical benefits
34. finances
35. Whether or not I can afford to retire.
37. when college for my kids is paid off and I want to stop working -- can't imagine when that will be
38. After child graduates from college; age; best year based on retirement benefits/system.
39. Job satisfaction + financial security
40. financial factors
41. How I can support myself during retirement
42. my inheritance
43. age
44. Age, financial security
45. when I have reached 35 years of service under our public employees retirement system
46. My savings and my health.
47. Sufficient retirement savings to provide for a long, happy retirement; plus I continue to enjoy my job.
48. when I can afford it
49. My financial circumstances
50. I have retired but have been re-hired part-time
51. Money and my spouse.
52. $$$
53. Personal financial goals will have been met
54. Health, money
55. when work no longer interests me or I no longer have the energy to adapt to change
56. health benefits and income
57. Age or winning the lottery
58. pension assets
59. money
60. Retirement age or physical disability or no longer able to work.
61. Availability of health insurance
62. Continued interest in the profession; retirement money saved; health concerns
63. If I stay challenged and want to work, and if not, can I afford not to
64. I've already lost a lot of my enthusiasm for my job... when the scale tips enough that I don't want to come in to do it.
65. health
66. Retirement service years
67. On going health benefits
68. I'm too young to even think about retiring.
My health, my daughter's plans for college, and how management here treats me.

Money & Health

When my husband and I feel like we are financially secure

years to social security income

If I ever have enough money and too many other things I would rather do with my time

financial stability; family health

my pension and child's college tuition

Job satisfaction and $$$

Cost of living / health care availability

I am a single mom with three children, ages 7, 4 and 4. After putting them through college, I may not be able to retire!

Firm support (fiscal/professional), interest in the future of the profession.

I retire in 2 years when I'll have 30 years in the retirement system.

existing opportunities, financial needs

When I finish law school I'll attempt to get back in the profession - the position I acquire will dictate my retirement.

nest egg I've been able to accumulate

size of my retirement fund

Enough money to live on comfortably and the availability of affordable health insurance.

amount of savings accrued

Age restriction

salary

Health of mind and body

health

health, pension

my health and finances.

Money only! I'd retire today if I won the lottery.

Finances

financial resources, health, desire for change

Money!

age

financial ability to retire, needs of the institution

when I can't do my work; I plan to die in my chair

Retire? With my 401k?

money

health; job satisfaction

health; financial situation; work situation

pension

money

Death and taxes.

family/children

the balance in my investment fund

Monetary issues.

Financially able to do so, health concerns, salary, able to commute

health

I do not plan to retire.

health, finances

Ability to afford it.

Amount of tedium at work

age

Not thinking about this at this time

health insurance

I have come into and out of the profession at various times in my life as my personal needs and
interests dictate and will continue to do so.

122. Finances
123. Income on retirement
124. Retirement plan offered by employers
125. Family considerations, as well as financial ones
126. Money
127. Size of my pension and if I feel "ready"
128. Money
129. When my husband retires
130. How much money I have managed to save.
131. Stress and health
132. Probably age or illness
133. Won't retire - can't afford it
134. Health, financial health, ability to cope with changes occurring at a faster and faster rate.
135. Money.
136. My health and credibility
137. Adequate financial security
138. Retirement savings; interesting job less than fulltime
139. Family, health
140. My age - I plan to go until 65
141. Financial situation and flexible hours
142. When I can no longer do the work at a high quality level.
143. My financial responsibilities to my children.
144. When I feel overwhelmed with all changes
145. How much I have saved
146. The economy
147. Money
148. Financial stability
149. When/If I can afford to.
150. Size of nest egg and my age
151. Health, age
152. Family issues
153. How much I have saved
154. Pension, 401K, healthcare coverage, and desire to work.
155. Becoming a millionaire; health issues; being fired.
156. Work load, health
157. Positive working relationship with employees I supervise
158. 401K & health
159. Financial
160. When it's best for me financially
161. I am interested in the pension
162. I'm taking classes for a career change away from law librarianship now
163. Money, health
164. Personal events, spouse's retirement
165. Too old to walk to work
166. Money available in pension and savings as I believe that social security will either be drastically decreased or not exist when I retire. Available health care is important.
167. Money and family.
168. When I can afford to
169. Money
170. Winning the lottery - if the pot is over $5 mil
171. The amount of money I've saved or have in my retirement plan, health status. (whether my husband wins the lottery!)
172. Money, health, job satisfaction
173. Probably health care costs
Finding part-time work, volunteer projects and completing two final goals in my current position.

finances, life situation

family financial needs

Having the financial means to live a comfortable retirement.

Health care benefits & value of pension will be the primary factors

If I can't work or win a great deal of money (excess of 10 million) I will retire

Age, job satisfaction

financial and family considerations

when my children are grown and we no longer need my company health insurance

pensions

financial considerations and family

My physical and mental health

spouse and financial situation

my family

PENSION/MONEY

The money I have to retire on and the ability to have good medical care.

being tired of it

child's need for support

30 years in retirement requirements.

the stock market

age, financial stability

I will retire when I no longer feel stimulated by my profession/position or when I am physically unable to make it to work every day.

The ability to live comfortably in retirement. If I hit the lottery, then I will retire.

Job satisfaction, personal finances, job availability

Age

When they make me.

Availability of incentive packages allowing early retirement option.

financial ability to do so; spouse's plans

Declining job satisfaction caused by micromanagers too quick to criticize and too slow to praise.

health insurance

when I feel that my contributions don't make that much of a difference, eligibility for state pension and Social Security, family situation, health condition

Health insurance, retirement money available

economic stability; work satisfaction

getting enough so that I can retire comfortably; whether doing it is any more fun. (I am interested in finding time to do some writing.)

I like to work; won't retire.

when my husband retires

My age...but I may not ever fully retire.

Financial status

the money I have to live off of.

wealth vs. quality of life

$$

personal savings, health

Enough to retire on -- that'll be YEARS from now.

Money & Insurance affordability

my health & return on my portfolio

Age and job satisfaction

money, continued job satisfaction

I am retired

an inheritance

If I can afford to leave my job and afford health care

money

Whether I can afford to
Company's retirement package: Pension and retiree benefits.

It's not if or when, My goal has been age 60 regardless. 62 at the very latest. For 40 years, I have said 50 years in librarianship of any kind is long enough!!

When I have enough in my retirement funds to live comfortably and not have financial worries.

Money

I have met all my professional goals; now I need to meet my financial goals. Only then will I be able to retire.

Economics and health

Whether I still like what I do and whether I can afford to retire.

money

When my retirement account(s) contain enough that I can maintain the standard of living I enjoy

Social Security + basic economy issues

Financial

Age

job satisfaction and health

Health

My ability to fund my retirement, personal interests. Hopefully health issues will not be a factor!

financial

Job satisfaction and money saved towards retirement.

Personal situation

money and continuing job satisfaction

They kick me out; physically unable to perform

How well my investments do, how much I continue to enjoy my job, and if I can ease out by working three days per week.

when I manage to pay off my law school loans and set aside a retirement nest egg

job satisfaction, having enough money, forced out by the university

My financial situation

Adequate savings, and a sense of peace with the prospect of being bored

Retirement nest egg

Finances and health

Financially able

health

My health.

health

reach 62; more time with family; too long in present job

financial resources and job satisfaction

Health

when it's no longer fun

Money, Continued job satisfaction, Health

Money

when I can collect 100% social security and the State of my health

when my husband retires

work/life balance

Money

Health, money, pension, SSI

financial ability

My religion

Personal finances

finances

Date of death

How well prepared I am financially at the time.
and my spouse's retirement decision
finances, sense of commitment and whether oldsters continue to be appreciated
No foreseeable retirement
Constant change in the federal government
money
financial
do not enjoy the work
ability to maintain lifestyle
My 401(k) and the November elections.
I'm nearly there. Timing.
When my kids grow up & when my husband retires
won't retire til I can't do job or they don't want me anymore
Age and Health
Cold hard cash-on-hand!
pension availability
Health benefits, money
finances, mental ability to keep up
If my 401(k) has any money in it and if SS is still around
health insurance and some income stream
interest
Money, investments
Age 80 is my goal unless health problems intervene
money
money
Comparable pay with job functions and responsibilities
When the house mortgage is paid off
retirement funding; retirement of spouse; child through college
When I've accumulated sufficient assets.
Financial considerations.
my pension and health
how much money I have, my health, my spouse
The financial ones
age, financial incentives
My personal financial status
age, packages available, and my children and grandchildren
pensions/job security/job satisfaction
available jobs if we move
health and money
Age
My finances.
retirement packages, workload issues
the economy and the state of my 401(k)
need to be 62 to collect social security
Health due to long hours of hectic pace in a firm w/over 500 attorneys.
I think I will always be doing some kind of work. Financial resources are a major factor in deciding how much and how long I work.
Whether others retire soon enough for me to get promotion to earn enough to retire sooner.
economic factors
Health and economic conditions
Salary
AGE
money and health
Death, the lottery, when I can afford to, money! what else? The minute I'm 55, I'm GONE.

Health & financial security in retirement, whether I still love what I am doing, and am still making a contribution, age and infirmity, money, if/when I can afford to, age and health, when the job ceases to be interesting and/or when health problems make it necessary, Age, financial/family.

Is my mortgage paid off? Can I do the job still (physically)? Did I win the lottery? money, When there are no more mountains to conquer or perhaps when the mortgage get paid off, When I have enough money to do so; the sooner the better, Age.

Money and emotional connection to work - If I'm no longer stimulated and can afford to retire, I will My health, primarily, pension and health, Health, family, professional challenge, when it isn't fun anymore, availability of money and another opportunity in a related field, $, retirement funds, Health and enough money saved.

Money, $$$, health insurance, As soon as I am certain I can maintain my lifestyle I'll retire. In other words, maybe never, Health & economic factors, money, when I can afford to retire, sufficient income, health care costs in the future, the academic needs of my children, money, Age, Job satisfaction, health, money, investment success, health care coverage, Pension, health and age, Retiring at 67 period, My wishes, money, retirement savings, can I afford it, When I can no longer do the job, Husband's desires after his retirement, I'm in the academic arena. Retirement comes with time in, etc., so that will determine it, desire to travel, desire for more time v. love of my job, Pension, spouse's situation and financial issues, Finances and health, Given the pyramid scheme that is social security, I do not believe I will have a retirement.
Money
Money, health
Mostly financial factors
When personal budget/debts are in order; age.
the money I have available to continue my current lifestyle and provide for my child and my elderly parent
I will retire when I cannot find a position that interests me
age
money
health, finances
money
savings, health insurance
economics
Age, benefits including healthcare
finances
How much money I have in my retirement funds, may work part-time before actually retiring
I plan to work as long as I can.
If I have the money
economics, family obligations
income
Money - will probably retire when reach Social Security Age, 66
Retirement savings
I'll be working until they pull the computer from my cold, dead hands. I need the money.
Just waiting for SS eligibility
personal finances
Ability to live on what I've saved.
money
When I can no longer work
financial
$$$
money and health
TIAA CREF
age/ financial ability
Jobs available to me when I'm ready for a change
reaching retirement age or winning the lottery
My nest egg will determine when I retire
I'll probably retire when I'm dead, as I won't be able to afford it earlier - so, money
Amount of money in 401K and investments
financial security, but also needing a change
$ available
family issues
Age, I would like to retire at 62
If I can afford to stay home.
When I am tired of working every day
financial stability; boredom at work
Health Insurance
how much I will make during retirement
finances
My level of satisfaction with my job, plus having reached the pre determined eligibility date for retirement.
don't know yet.
health and pension
Age
When or if I die.
Job satisfaction, income, health
Husband's job status, change of personnel in library
Life circumstances—complicated
Financial ability
Health, affordability, if job goes away and I don't find another one
whether I can afford it or not, availability of health insurance
ability to afford to retire, health
Money
If the employer offers an early retirement option, I would leave ASAP.
balance of job stress and satisfaction
Funds.
Age (62) and amount in savings.
financial security
family situation, desire to move on to something new.
health
husband's retirement; health insurance; change of this school's location (how bad will be the new, much longer, commute
Money
workload and demands on my time
When my mortgage is paid off.
Inability to continue doing the work to my own satisfaction.
does my organization want me to stay?
money
QUESTION 16: What made you choose law librarianship as a career?

SILENT GENERATION

1. serendipity
2. I think it chose me - I liked working in a library and working with people and students
3. When I finished library school while functioning as an academic library office manager, it was the job that was available. I enjoy an academic environment.
4. Job offering after library school.
5. I was forced into the position by a former supervisor who expected me to fail and I fooled her!!
6. Did not choose; entered field as a temp after getting laid off from another library position
7. convenient
8. The only job available at the time
9. I didn't - it just happened
10. I lucked into it
11. a combination of my two degrees (MSLS and the JD)
12. didn't, as a career
13. First job I was offered after library school
14. interest in something with immediate feedback and need to be key part of the team
15. Initially working in the law library as law student
16. Serendipity
17. mobility, association with law school education
18. challenge after kind.-4th grade media centers
19. Admiration for another librarian
20. helping others
21. I think libraries are a great place to be and to work
22. the opportunity to combine teaching, research and service
23. type of job available at the time.

BABY BOOMERS

1. I began working in libraries when I was in junior high school as a Girl Scout project. I have been working in libraries since then. My interest in law librarianship came about as I considered attending
2. colleagues
3. I love libraries and always wanted to be a librarian. I fell into law librarianship and found I enjoyed it.
4. fate
5. I fell into it, most of the jobs available after graduation seemed to be in the law firms.
6. bad economic times, no jobs when I graduated from college, head hunter found me my first law firm library assistant job. Wouldn't have considered librarianship as a career unless that had happened.
7. sort of happened
8. I didn't want to get a law degree or be an attorney, but interested in the subject.
9. love of books
10. always loved libraries
11. always loved libraries
12. interest in the law; love of learning
13. It may have chosen me; it was more that I fell into it due to circumstances than I actually chose it.
   One of the venerable old guard law librarians mentored me.
14. convenient
Absolute best alternative career for an individual with a law degree. Great good fortune connecting with a well-run popular institution. Like working with people. My sister is a librarian - she made it look like a fun thing to do. Combined previous library experience with legal education. Flexible schedule allows for other interests in life. I didn't, just fell into it. I don't have a library degree. Challenging duties in interesting areas. In library school I took a course in law librarianship. I found it fascinating and decided that was the area of librarianship for me. Opportunity. The law itself is so interesting, esp. in a civilized society. Plus I actually enjoy working with lawyers most of the time. I didn't, just fell into it. I don't have a library degree. I fell into it unexpectedly and like it. I came into the profession by accident. Ability to work with and assist many people on a wide-ranging scope of topics. Great combination of two loves - librarianship and law. Enjoy the helping profession of librarianship and the specialty of law. Great combination. I love libraries and legal information. Serendipity (job became available), followed by the challenges presented by law librarianship. Clientele is better educated & it. I didn't choose it; I fell into it. Accident. It chose me - I was asked to apply for a position. It is extremely interesting and satisfying. The opportunity arose to work in a law library at the time I needed a new librarian job. Inspired by other law librarians. It was where the cataloging jobs were when I graduated from library school -- stayed in because I like the specialization and the salaries are better. By default - my older sister went to library school and I followed. Always interested in being a librarian and there were law jobs. Its what I do best!! Contact in my "formative" years as a new librarian with some stellar law librarians. Got a job in a law library after I got my MLS and never left. It was a fluke. Looking for a different way to use my law degree and someone suggested librarianship. Best move I ever made. Fell into it. Loved law, didn't want to practice. Got the MLS first, then went back for the JD. Still never wanted to practice. I like the challenges of legal research. I was burnt out as a lawyer. Interesting work. Fate, it was where my path as a librarian led me. I had wanted to stay in academics, but that was not the path that I ended up following. Higher salary than other types of libraries.
Worked as a graduate assistant at an academic law library. Already had library experience in three other types of libraries and wanted to compare. accidental... a job was open here fell into it by chance. Higher salary. interest, fellowship to grad school, opportunities. I had worked in a law firm before and liked the environment and was interested in the content. My college major was Political Science, I like finding information and helping people, and the pay is okay. I was a reference librarian in a public library and I love research and organizing chaos so I went looking for a challenge.

Not sure. The fact that I learn something new everyday. Found a job in a law library as a paraprofessional and loved it, so stayed with it. daughter and wife of attorneys. Challenging and interesting work; good salary. It was just something that I happened into; just fell in love with it. love libraries, like intellectual challenge of law. tired of public library. It chose me, I did not choose it. I have a law degree, but wanted to use it in a different way. JD degree and enjoying helping people. It chose me. I sent out 20+ resumes but heard from only a law library. But I've stayed for 26 years because it's been so rewarding!

service orientation. Purely by accident. A position in a law library was open at a time I was looking for a Public Library reference position. I took the law library position until "something else comes along" and stayed. fell into it. wanted to work in an academic setting and this was the opportunity that presented itself. It was the first full-time job that came along (sorry - I was LUCKY). The variety and intellectual stimulation keeps me in law libraries vs. other specialty libraries. because my husband is an attorney, I thought it would help me understand the legal professions better. came upon it by chance. Easy Field to Enter. love of finding answers. While in library school a friend suggested I try an internship in a law school library. Someone who was a mentor to me. When I started law school, I learned I didn't want to practice law. Happenstance. love of books and research. I fell into it. lawyer who wasn't passionate enough about practicing but was still passionate about the subject enjoyed doing legal research; hated the rest of law practice.

staff position while in library school, best salary offer when I graduated. Seemed to be more challenging than being a public librarian. it was either law or business & I got a job in law. availability of job. intrigued by legal research. interest in research. To escape the geographic tyranny of State Attorney Bar membership in a single state. change, more specialized than public library work. it was a second career. I left teaching public school. I'd been interested in libraries for a long time and saw the MLS as a way to change career paths without losing a lot of time. A fluke....wanted to work in a corporate library but landed the job in a law firm and the rest is
Enjoyed the research part of law but did not want to be a lawyer.

The opportunity to do the things I love and to walk away from the things I did not like about practicing law.

It chose me.

I worked in a law library in a non-professional position while I was studying for my M.L.S. That experience introduced me to the challenges and rewards of law librarianship.

Transition from paralegal (initial career.)

A fluke

Specialized field of knowledge and research skills

no public or academic positions available in the geographic area I'm restricted to and commuting costs were too high to look elsewhere

I loved librarianship and wanted something more challenging than public or school libraries.

Desire to excel in a profession I would enjoy

Love of information

Interest in the law and research

complete accident; I trained as a teacher and began just as the baby boom ended; I've enjoyed librarianship even though it was an accident; I had worked in a library, so I had more job opportunities

I didn't choose it. It's a long story, but I fell into it and since it became my most saleable experience, I stayed with it.

I like to organize information and fell into a law job after an accounting firm job.

A desire to use my law degree and to work in academe. Also, a desire to teach.

I was interested in working in a special library. At the time I joined a law firm, most of the special libraries advertising for positions were law firms.

fell into it not being able to get college teaching job

father is a librarian

Fell into it: I started working in a law library doing clerk level work and evolved through different jobs and earned MLS in 1996.

worked in the LAPublic Library at the beginning of undergraduate school and thought the librarians were brilliant; moved to Washington, DC and worked with lawyers.

intellectual and public service/instructional aspects

portability; intellectual challenges across disciplines

helping others

love to do research, learn new things, find answers

I love doing research

The opportunity to teach.

An interest in libraries and getting a master's in library science. Then, a stint on a Congressional committee got me interested in the law and law school.

Like working with books and information

already in librarianship when I got the JD

I fell into it

backed into it -- Bachelor's degree was a liberal arts useless degree

I love the books and I like organizing the materials so they can be found by the most uses.

exciting, innovative field in '70's

performing research and the professional atmosphere

Public service, research, and interest in solving problems

collegiality; intellectual challenge

I chose librarianship as a career but I was only going to work in law libraries for 2 years. That was 21 years ago.

I've worked in libraries all my life and I worked in a law library as a college student and found out about law librarianship as a career then if you like to help people.
First job applied for
wanted to use J.D. degree but not practice law and knew a librarian couple.
Working with people, books and information resources and a service to the public.
Have both J.D. & M.L.S.
I got a staff job in a law library right out of college and began working on my MLS.
I worked for a lawyer during summers in college and I liked working with the materials.
Lifestyle issues and aptitude
interesting work with decent pay
First job after my M.L.S.
It was a default decision.
Desire to serve in a research capacity in the legal world.
Fell into it, thankfully, I fell out of it.
My love for research and the "thrill of the hunt" for information. Research is like a puzzle, or a mystery to solve. I love putting the pieces together!
fits my interests and personality
serendipity
A latent discovery that it was the place I was happiest.
I was looking for a librarianship position in my home city and a firm position became available
interest in law, intellectual stimulation
luck
mentoring from professional librarians early in my library career.
in the law, hours and lifestyle
liked doing research for a purpose
Chance. I got a job as a library assistant at a law firm while in library school. When I became a librarian, I just fell into a law library position.
I fell into it and liked it, so I stayed.
Too much stress in practice of law.
Interesting
kind of fell into it
I love doing extreme research, working with really intelligent people in a nice environment
interest in information technology
kind of fell into it
Happened into it
enjoy using electronic resources and teaching others
enjoy the law
I DIDN'T - IT REALLY CHOSE ME
I was a lawyer and wanted a job that let me control my time and had reasonable pay. I also wanted something that let me help people - I was a legal services attorney.
chance
positive experience working with law librarians in law school
Initially, needing a job (ie, didn't specialize in law during MLS), but later the opportunity to be involved in the education of attorneys as well as the legal community and legislative process.
interest in helping those with no financial access to attorneys
Desire to be involved in education coupled with interest in law.
I chose librarianship as a career when I was very young, because I loved going to the library and the atmosphere there. My first professional library job just happened to be in a law library and I stayed
I liked the sense of organization in legal research
I worked in a law library while going to library school
Interest in working in a special library (previously worked as an academic librarian in a University library
Pure luck. Got a clerk's job in the law library and moved up.
Position on offer with challenges that were attractive.
way to use my law degree that was interesting, rewarding, helped people, and still gave me time for a personal life
My interest in government, love of libraries, and desire to help people confused and frustrated by the intricacies of legal research

as an attorney, I wasn't a rainmaker but I can say I'm a great law librarian

have always been a librarian and so when I returned to my home state, one of the few openings was at a law library

Worked in the law library as an undergraduate and loved the people

the opportunity to help people; interesting research materials

I was mentored into the profession as a law student. I like the variety of work and the reasonable security.

I like the wide variety of research required.

a course in library administration in library school and a class made up of women who were going to be public librarians whose attitudes on restricting materials almost scared me out of the profession

I love finding answers and helping people.

Happenstance (I looked for library work, and the first opening was in a law library.)

I enjoyed the legal bibliography course I took in Library school

Love of books and knowledge (not the same as information)

a friend who was a librarian

a professor in library school and a good first job

I liked the mental challenge and I liked my fellow law librarian colleagues.

It evolved; love of legal reference

oy! too long a story

Interest in law and technical services

Law librarianship chose me, it was no part of my plan. Once I started, I loved it and stayed.

chance

it was the only job I could get when I graduated with my MLS in 1984

It was serendipity

fascination with the legal system & government

Work-life balance and job satisfaction

Being in the right place at the right time

I fell into it when public libraries were laying off back in 1981. Found the field through networking when that was a "new word" and have stayed in the field for 21 years, with 2.10 months to go.

an opportunity when there was nothing else available

Actually it chose me. I was a new teacher in a city that was in financial troubles that wasn't hiring. I took a job in a law firm in the interim and found my calling.

Was a lawyer, wanted to be a librarian

Interviewing for work post law school graduation was a drag. I realized I was not really interested in what they were talking about. That and my school librarians made the decision.

I fell in love with the interplay between information and people. Also I fell in love with the systems of libraries.

Accident. The job in the law library became available at a time when public libraries were downsizing

Fell into it.

like libraries

practiced as a lawyer and did not have time to live; I needed a change to continue my personal interests

It found me and I stayed

Fell into it.

less stress than practicing law

just happened

My interests and skills matched the skills inventory of a law librarian

I have always wanted to be a librarian, I changed to law for the money - law firms pay better than public libraries for the most part.

a good fit between prior legal training and research interests

Employment in law firms.
Legal research challenges

serendipity—I had a job as a student assistant
I like the law and librarianship
My first job was mentally stimulating and I thought I could make a better salary than in another field of librarianship.

working with great law librarians while in law school
I wanted to be around people who respected books and information
There happened to be a position in a law library open when I was seeking employment.
I was a public librarian who attended law school.
Just "fell into it"
Hated practicing, loved research
Influence of a professor
It combines two of my favorite interests, law and books.
A capable high school guidance counselor helped me
interest in the substance of the work (research)
luck—first job
combination of luck and an interesting first job.
Enjoyed interaction with attorneys
Started work as a student in a law library
I wanted work outside of the public, academic, school, etc. spheres of traditional libraries.
Circumstance - already working in a law firm office after college. I was exposed to some great librarians.
I worked as a library assistant in a law school library and was encouraged to get my MLS AND I found it was a rewarding and challenging profession that never let me get bored
love helping others—especially reference work
I'm a slacker
I found law fascinating and I loved research
combined the things I like - research, managing and change
better salary
The job was available
Academic library background; general interest in the law and legal information; this job opened
scholarly aspects; love of books, reading, writing, and study
Interesting work; making a difference in lawyer's lives
It was a profession where I knew I would be able to apply my skills and talents.
fell into it; I have no background in law, but love serials and acquisitions
serendipity
interest and salary
Couldn't find a job in graphics field
worked in a library in high school and loved it
fell into it. My boss and the librarians at the law school seemed to like their work.
enjoy work and patrons
default - 1st job I got
"fell" into it and it has been rewarding.
I liked libraries, helping people and love law.
interest in research
I was an idealistic child of the 60's and I have loved what I've been able to do as a law librarian.
It was a natural after spending time in various departments in a law firm. I felt like I was helping to make a difference in the world.
fell into it after working in law firm as a paralegal and the librarians mentored me during my work day!!!!

Luck and the Good Lord
A pretty librarian caught my eye 30 years ago and I was hooked.
I worked in a law library and loved it.
Was my first professional position and unable now to find any other type of library position
Was a librarian and job at firm was available when I moved with spouse
I worked at a State Law Library and thought the law librarians the coolest people around, and as having the most interesting jobs, so I followed suit. Stimulating work, with balance of work-life. Intellectual pursuit coupled with autonomy. I actually just sort of fell into it. It was plan B after not getting into a top law school on the first try. Access to books & technology. Interest in subject matter. I've always had a lot of natural curiosity and an interest in knowing about sources of information, as well as an interest in the law. I actually just sort of fell into it. It was plan B after not getting into a top law school on the first try. Access to books & technology. Interest in subject matter. I've always had a lot of natural curiosity and an interest in knowing about sources of information, as well as an interest in the law. I actually just sort of fell into it. It was plan B after not getting into a top law school on the first try. Access to books & technology. Interest in subject matter. I've always had a lot of natural curiosity and an interest in knowing about sources of information, as well as an interest in the law. I actually just sort of fell into it. It was plan B after not getting into a top law school on the first try. Access to books & technology. Interest in subject matter. I've always had a lot of natural curiosity and an interest in knowing about sources of information, as well as an interest in the law. I actually just sort of fell into it. It was plan B after not getting into a top law school on the first try. Access to books & technology. Interest in subject matter. I've always had a lot of natural curiosity and an interest in knowing about sources of information, as well as an interest in the law. I actually just sort of fell into it. It was plan B after not getting into a top law school on the first try. Access to books & technology. Interest in subject matter. I've always had a lot of natural curiosity and an interest in knowing about sources of information, as well as an interest in the law. I actually just sort of fell into it. It was plan B after not getting into a top law school on the first try. Access to books & technology. Interest in subject matter. I've always had a lot of natural curiosity and an interest in knowing about sources of information, as well as an interest in the law. I actually just sort of fell into it. It was plan B after not getting into a top law school on the first try. Access to books & technology. Interest in subject matter. I've always had a lot of natural curiosity and an interest in knowing about sources of information, as well as an interest in the law. I actually just sort of fell into it. It was plan B after not getting into a top law school on the first try. Access to books & technology. Interest in subject matter. I've always had a lot of natural curiosity and an interest in knowing about sources of information, as well as an interest in the law.
First job was in a law firm. Interesting, specialized work in a stimulating environment (law firms). I love telling lawyers where to go! It fit - pursuit of knowledge, organizing knowledge and resources, assisting others, etc. I fell into it by default. The library school I attended had a good law librarianship program, which I found interesting. In those days (when the dinos roamed), there were still "good" law firm jobs. Respect for Librarians

Circumstance and opportunity

My first job after library school was in a firm. I liked the need for knowledge the attorneys manifested. I've worked in libraries since I was 14 years old. It seemed like a natural choice after I finished law school and practiced law for a few years so I went back to school and earned an MLS. It chose me first. I've been interested in librarianship. The first job I had was in a law firm.

I've worked in libraries since I was 14 years old. It seemed like a natural choice after I finished law school and practiced law for a few years so I went back to school and earned an MLS. It chose me first. I've been interested in librarianship. The first job I had was in a law firm.

I've worked in libraries since I was 14 years old. It seemed like a natural choice after I finished law school and practiced law for a few years so I went back to school and earned an MLS. It chose me first. I've been interested in librarianship. The first job I had was in a law firm.
back in 1981, a private law firm job was the first position I applied for directly out of library school; I just stayed with it. It just happened. I did not choose. 

I applied for a salary I couldn't refuse. The importance of the work, the example of others I respect, the life style. 

just fell into it. It was a perfect way to use my legal training and do the other things I enjoy doing, like teaching and providing a public service. Plus it was much easier to manage with a family. I did not choose. 

It was an accident. I was working at a law library in law school and when I graduated was offered a job. The rest is history! 

I had a legislative background and became intrigued with finding information, especially when I started using the Internet; changed careers and I thought law librarianship allowed me to use my exp. 

I fell into it 21 years ago; I was looking for a position and a law library position opened up. I liked doing research. Working with almost exclusively professional people. 

I was offered a job at a law library. Didn't want to go into private practice after working for the government; wanted to help future generation of lawyers. 

I fell into the job, but it's been great. Downsizing of previous firm, and being placed in a position to observe the use of the law lib. and it's need. 

I fell into it. My first boss was great. The ones since then, wackos. I wanted to be in charge. 

to do research. Service and Professional environment. 

I was working as a paraprofessional in a law library and LOVED it. Intellectual challenge of law; working with bright people; private sector pay scale. 

wanted a library career that paid a proper salary. There was a job open and I got it and found I loved it. I love it. 

I chose librarianship as a career and am in a law library because I'd been laid off and there was an opening here. I love it. I like seeking answers and solutions. 

didn't choose it, state agency shifted my responsibilities. it chose me. Higher pay than public, interesting and fast paced. 

I love books, libraries and organization. New challenge. I thought it was a good way to use my JD and have quality of life. Ha! 

Loved and still love libraries. serendipity. I didn't really choose the law but librarianship and I love that everyday is an adventure. 

fell into it while working at a law firm during law school. Love books, like law. 

once took graduate paralegal courses, then later received my MLIS. The two directed me to the
discovered it as an undergrad; all my interests rolled into one. I love finding answers Fate. It's where I started. A guy I dated my sophomore year in college was going to be a lawyer, so I decided instead of storytelling that I'd be a law librarian. Haven't seen the guy since, but it was the best decision I've made.

utilize law in a non practice position At first just fell into it; now enjoy the atmosphere of a law firm and the people (both library and attorneys) with whom I work. I am a redeemed lawyer--looking for an easier way to make a living!

The 09-5, M-F schedule and the intellectual challenges-working with smart people I love legal research!

didn't want to practice law! saw librarians as less stressed than lawyers Always wanted to be a librarian, worked in public libraries, shifted to law library since long term pay is better

Law Librarianship provides an exciting career path which enables me to grow professionally, rather be limited to practicing law or public librarianship.

good balance of job stress and satisfaction Good personal fit.

Good fit for personality.

I got my MSLS while working in a law library I love the hunt!

balance fell into it from other academic positions; then liked the people and the work better than other places (and still do): always something new and interesting

content of work; hours the internet and the rise of electronic databases It chose me.

Interested in legislation and public policymaking. Thought law librarianship made a nice fit with those interests.

there's always something new to learn Interest, salary
## SURVEY PART 2:
### GEN X / GEN Y OPEN-ENDED QUESTIONS

**QUESTION 17: What has surprised you most about the law library profession?**

### GEN X

1. Wide variety of backgrounds
2. Preference to librarians with JDs
3. Retail aspects
4. Collegiality
5. The variety of research I perform and the Partner's support in our law firm.
6. Division between types of libraries
7. The collegial support that I receive when going to conferences. I guess I just didn't realize the similar issues we struggle with on a day to day basis can cement friendships.
8. There are more minorities than I was first led to believe there would be.
9. The variety of positions and duties within the profession
10. The dramatic workplace difference from one library to another.
11. How diverse the profession is
12. How fast it is changing
13. The diversity of job duties involved
14. Variety of work
15. That you don't need a JD
16. How behind the times it is from the academic library profession
17. Strong sense of community
18. How many things (websites/guides/alerts, experts, print resources) that are available to help us do our jobs
19. How easy attorneys are to work with. How difficult pro pers can be to work with.
20. That I've moved up so quickly. If I've ever been bored by a job or institution, it has been easy to move on and find something better. That spontaneity and new ideas are valued.
21. Required minimum billing hours.
22. There has been so much help and encouragement from law librarians along the way. It is such an open and welcoming community.
23. Lack of research knowledge from attorneys
24. Diversity of duties
25. JD snobs
26. The range of types of law librarians
27. Lack of respect
28. Size of attorney egos
29. Don't know yet
30. Non-competitive environment
31. The variety of people involved
32. Friendly, not stuffy
33. Supportiveness and openness of colleagues
34. Fellow librarians
35. Amount of downtime
36. Poor pay
37. As a law library director I get involved in things I never would have imagined while in school
38. Its diversity
39. The lack of professional standards of behavior
40. Librarians are a close knit group
41. Small group of people that rotate through local jobs.
Nature of the work, caliber of people worked for:

friendliness; eagerness of established law librarians to mentor new members of the profession.

The job possibilities without a law degree:

The large number of paranoid, petty tyrants who are hired to run academic law libraries (as directors). Also, lack of management skills displayed by department heads and associate directors.

How much it is respected by lawyers:

that the profession even existed.

how much I love it.

how much non-legal stuff is needed.

The camaraderie and willingness to help out others.

how incredibly smart everyone is.

how nice everyone is.

The great networking among my colleagues - better than most professions.

the congeniality of my colleagues -- so different from much of the legal profession!

When I first started out, I was so pleasantly surprised that law librarians are very active politically.

How different the organizational culture is from one institution to the next.

The degree of collegiality--it's a wonderful surprise.

How incredibly helpful and supportive everyone is.

how little others know about it.

salary.

its high level of involvement in the service provided to clients.

hours required.

How difficult it has been to gain an understanding of exactly what it is lawyers do. The whole process, briefs, motions, not to mention the scope and depth of reference materials.

how helpful everyone is.

how helpful other librarians are.

The collegiality - the way that people really go out of their way to help one another.

I am not really sure. nothing really.

running a library is like running a small business.

Sometimes people are more about money or appearances than one would think they would.

how small it is.

how much non-legal work we usually do.

Willingness of law librarians to mentor newer professionals.

variation in job duties.

nothing in particular.

Enthusiasm.

The "six degrees of separation" factor.

How hard it can be to get in and stay in.

The variety of challenges that arise on a daily basis.

diversity of questions.

The variety of research request.

The fact that there are still practicing librarians who are technology-resistant.

the respect from attorneys.

Diversity in responsibilities.

The amount of work.

How connected the DC library community is.

the accessibility of big name folks.

How much I love it.

attorney incompetence.

the collegiality.

It's interesting!

Not much.

The variety of types of projects I receive.
change phobia

How intense it can be.

How it continues to change.

Sometimes it's like solving a puzzle.

the varying management styles

How much students (in academic law library) break library rules.

how much I enjoy it—this is my second career, I didn't enjoy my first career at all

It is rarely boring. I have come to love the thrill of the search

How much fun my colleagues are.

technology boom

That members are so eager to make new members feel comfortable.

the number of mentally unstable pro se patrons

The degree to which law is a business and information is a commodity

lawyers! - not as different as you would think

How small the world is (very easy to know other law librarians)

The lack of young people in the profession

The pay

The warmth & friendliness of my colleagues

so many stereotype about dowdy dressing & wimpy attitudes ("We can't do [insert something that law profs. do] we're only librarians." So, do you think they pay me $60,000 a year to make copy?!

It's a supportive community.

better business ethics

the wonderful mentoring

the boredom

Community is small and friendly.

How much I enjoy being a part of it! I had always pictured myself in a public library.

the positive and friendly attitude of other librarians - I came from sales - you are all much nicer!

The fact that it involves an entire body of knowledge that I hadn't learned in Library School

the amount of research etc. I do on non legal subjects

stress

How little librarians in general are respected.

The overall collegiality.

Intolerance

collegial nature

Cost of books

I am surprised that attorneys do not use the library as much as they could. I think we are often overlooked.

There are a lot of mentally ill people (patrons) out there.

The creative people I've met

The lack of knowledge about the profession with most people outside the profession.

Boring

variety of work that is not library-related

The sense of teamwork between unassociated law librarians.

The attitude of "we've always done it this way" and the incredible sloooowness of decision making. Not many risk takers.

The politics involved

the stereotypes still exist

how little substantive legal knowledge is required to work in the field

How little respect we receive.

The clique-ishness of academics.

That I have such great colleagues!

how varied and challenging it is

everyone's willingness to share resources and help out others nationwide

Technology

How little people know about law librarians.
the amazing network and the way everyone is so willing to help each other
how many jobs there are in the field
That it's not as bad as everyone says it is!
the level of multi-tasking
elitist attitude practiced by some of the degreed professionals
Some non-librarians actually respect it
How rigid so many people are within it.
broad range of backgrounds before becoming law librarians
inflexibility of too many colleagues
How clicky it is
That most attorney's actually respect librarians.
rapid change in responsibilities
It is so interesting, not boring
How satisfied I am being a librarian.
How much I find myself learning every single day.
Poor pay.
the great sense of community
The closeness among the librarians
not proactive
How poor it is in dealing with the transformation to digital information
How little some new associates know about legal research.
how much our world is run by the vendors
The variety of work
I've been surprised but delighted with the variety of things I can actually find out
That it is nothing like school. School barely prepares you for the real world.
How much I like it
Librarians' knowledge!
way in which law librarians treat themselves as unique, totally divorced from the profession of
librarianship at large
The amount of non-law reference.
How interesting it is
How much fun it is. Although how much some librarians complain about it. I love this profession
Not enough respect
low level of respect (and pay) by law school deans and faculty
the level of professionalism
It is not boring
How much fun and intellectually challenging it is.
The negativity of many of its members.
the breadth of responsibilities
helpfulness of colleagues
How professional it really is.

GEN Y

1. Effect of cost on use of available sources
2. most of my reference work is not legal in nature
3. The wonderful, happy and supportive members of the profession
4. how much fun it is
5. How much I enjoy doing reference work
6. the politics.
7. There are librarians that do not seem service-oriented.
8. How much there is to learn, and also how much there is to do daily
9. How hard it is to get a job
10. How very supportive and friendly everyone else I've met in the profession is.
11. Total lack of any appreciation. I keep being told that librarians are in demand, but employers treat
us as very disposable.
12. the amount of research, which I enjoy
13. How liberal my coworkers are.
14. Great potential
15. what a small, tight knit community it is
QUESTION 18: Are there aspects of the profession that frustrate you? If so, what are they?

GEN X

1. Lack of respect from private legal community
2. Not knowing enough about the law
3. Secondary status of the profession
4. Lack of respect we get/demand
5. People in charge that are not open to changes or new ideas. This could be changes in policies, procedures, or anything else regarding work.
6. Views from those outside profession that we are not "professionals"
7. The low salary. I realize that it is not why we enter the profession, but I am supporting a family of 6.
8. The amount of time it takes to get things done, the committees, and people not understanding what we do.
9. The rate of pay at most organizations.
10. I get frustrated by the "bureaucratic" issues at work (human resource and budgeting) that take away time for service to patrons.
11. Sometimes I feel like we are too PC
12. Trying to be heard within the hierarchy of a law firm
13. Assumption that traditional libraries don't matter "it's all online now"; lack of time to devote to library work due to multiple job functions
14. Salary, respect for position
15. Law Libraries are much different than they were 30 years ago, but I still see the leadership in libraries following the very traditional path of the director being an adjunct Law School Faculty
16. The lack of visibility & respect
17. Wildly unrealistic expectations about what librarians can do.
18. The current directors decided that they failed their Asst. directors & supervisors - then, instead of finding a way to fix it, they decided to focus on those just entering the profession.
19. No.
20. Sometimes the hierarchy of the workplace and the necessary bureaucracies
21. Time constraints (rush research combined with library-type work combined with long-term planning and strategy)
22. Salary vs. degree requirements and the fact that anyone can call himself a librarian regardless of degree.
23. To move ahead, I will need to spend 3 years in law school
24. When we are not appreciated by our clients
25. Lack of respect, cronyism, lack of forward movement, entrenched ideas and attitudes, "inside the box" mindset
26. Isolation - I'm a solo; constantly having to remind people of what I do for the organization
27. There seems to be little turnover in academic jobs
28. Don't know yet
29. Low salaries
30. Stereotypes
31. Publishers
32. Limited opportunity without a J.D.
33. Administration understanding of the library's role in my office
34. False or out of date information
35. Keeping the firm attorneys up to speed on the constant changes to technology and resources
36. Yes - the inability of librarians to get beyond feeling inadequate and at the same time unappreciated.
37. Lack of respect or knowledge of what the librarian does.
38. Unavailability of materials, occasional lack of cooperation from others
I'm just starting to realize that the faculty-librarian relationship can be a tension-filled one.

Resistance to change, low salaries at so many otherwise desirable law school libraries, and the near-universal failure to train new employees in any meaningful way.

Yes - the JD/non-JD conflict
Yes; stereotypes about librarians.
lack of respect, salaries
dealing with people
We don
price of resources
Law Firm Management; prejudice against the stereotypical Librarian
erratic hours
My experiences in an academic law library were frustrating because of a lack of mentoring, ridiculous tenure requirements, and an obvious division between librarians and the paraprofessional staff.

Older members of the profession who are opposed to progress and threatened by those who would take a pro-active approach to patron service.

Yes--some people seem entrenched in the way they approach problems. Others seem overly concerned about how we appear to outsiders (our image).

Sometimes people make huge mountains out of what I consider the smallest of molehills AND they do it publicly on the listserv.

people
very American-centric
Not involved enough in team management, project management, communications and financial issues
hours required - lack of work life balance
Replacing new editions with revised new editions every other month (it seems). The legal publication industry seems to be quite a racket!

pay is too low, especially in jobs where joint degree is required
I think we are undervalued and paid, and the constant increases in the price of materials drives me crazy
Territorialism between departments. Too much bureaucracy in AALL. Way too many overlapping committees.

that unless you work with one, you really don't know we exist.
Occasional lack of respect for each other.
yes- dead wood
no
stereotypes
the low compensation and lack of advancement opportunities
Passivity re: role/pay within organization/institution
Few/no opportunities for continuing education for changing departments (i.e. reference to cataloging); lip service paid to promoting the library to law schools without promoting the librarians' work

The "we've always done it this way" reply when I ask about changing a process or procedure
lack of guidance from supervisor
Lack of mentoring
Yes. It irks me to hear librarians complaining of being treated as second-class citizens in their organizations, while not standing up for themselves and expecting better treatment.

Politics of law firms
Lack of resources: human, $$
The stereotypes and how most of us don't fit those images/
other librarians who don't embrace the challenge
Dealing with difficult patrons, esp. the mentally ill
the salary
Publishers; filing
Split between academics & firms
The hurry up and wait mentality of lawyers,
Lack of respect from some attorneys.
Compensation, respect, understanding of the work involved.
Huge bureaucracy in a large educational institution.
It seems that law librarians always have to prove their value. I don't see HR or IT or records or
general services doing this. Maybe we just have low self esteem as a profession.
Lingering attitudes of subservience to attorneys/faculty
Having to spend so much time enforcing library policies.
Promotions based on time served v. talent; image problems for librarians
everything is a rush and urgent and our services and skills are very undervalued and
underappreciated
Lack of recognition for the importance of our work.
J.D. v. non-J.D. issues
Not yet.
politics / lack of cooperation among county departments
Having to deal with vendors and negotiate and administer online research contracts
not really
Librarians' resistance to change.
lack of respect
Lawyers
Misunderstanding of the profession by others
lack of respect from other law professional (prfos, other lawyers)
It seems that many people in this profession exhibit self-deprecating attitudes.
lack of respect for the profession from outsiders
academic environment
When the lawyers are don't treat you like a person.
sometimes feel isolated, constant budget worries
Sometimes people are slow to adapt to technological changes.
The fact that post graduate education is not acknowledged within the profession.
no respect from attorneys - don't know you have an advance degree
not seen as valuable enough
Lack of respect, lack of compensation.
Divisions between types of librarians (firm v. academic v. SCC)
misunderstandings about library roles and functions from other parts of the law school
lack of respect by non-librarians
Meeting budget
I wish we were better compensated.
Yes--the "librarians get no respect" attitude that some possess.
Law librarians being perceived as custodians and shelf-dusters
I think the profession as a whole expects everyone outside the profession to know what we do.
There has been a great lack of organization in this respect by the profession and our professional
orgs.
Down time/lack of respect
blank stares from friends when I say "I'm a librarian"
My firm not wanting to staff the library with enough people to do the job more effectively.
Yes. Instead of making a decision, people want to form committees and get tons of input.
Sometimes opportunities are lost because of this plodding approach.
Lack of corporate structure or, in other words, lack of willingness to be entrepreneurial.
the stereotypes
I've found that potential employers are not particularly transparent when discussing their hiring
decisions; I thought that this was a field suffering from a dearth of qualified candidates!
The people who are librarians to the core and happened to pick up a JD degree. They're too
passive. I prefer my colleagues who received their JD first and then after other experience got
their MLS .
See previous answer.
People who like books and are against anything online.
perception that we shelve books all day
those that are "stuck in a rut" and avoid change
public speaking and filling roles at Univ no one else will fill
The stodginess of other Law Librarians.
1. people don't understand what I actually do in my job. 2. Dealing with vendors.
Attorneys, sometimes. The law if frustrating even when you're not practicing it!
not a lot of promo ability
The slow rate at which change is accepted by attorneys
working with law professors, inattentive/cheating 1L legal research students, certain public patrons
see above
Salaries are lower than they should be
Attachment to a single definition of service
Yes - resistance to change.
lower salaries
Doing things the way the have always been done
low pay; unwillingness of some to think outside the box (i.e. refusing to hire a court law librarian for an academic law library job)
Things change fast and librarians don't
Differences in knowledge, skills, attitudes toward technology.
Attorneys require instant gratification. Most of the time, it can be accommodated, but it is frustrating when I can't make that happen.
Poor pay. .oh wait, I said that. How about lack of respect (assumption you're not an atty) versus wanting much more legal advice if they know you are?
lack of knowledge about what we do and can do
No.
Frustration abounds. The leadership is stodgy and unimaginative, the publications are useless, and there seems to be no idea that anything is wrong.
When attorneys ask questions but do not realize that I do not have a JD
the fact I was a lawyer for 10 years and the only way to get any respect as a librarian is to mention that fact
Older generation looking down on new technologies.
Everyone thinking their work is most important
Not really
SALARIES, prestige within academy/legal profession
low salaries
The rush deadlines
Other not realizing the level of expertise that I have. Not being appreciated by attorneys. Resistance to change.
High cost of conference
library directors who've been in their position too long and don't care about staff
Management
Lack of funding for libraries.
The personalities of many attorneys, including a lack of appreciation for good work and focus only on shortcomings.
lack of respect from management
none yet
Perception of librarian usually leading to low level of respect for my skills
People do not recognize it as a profession.
GEN Y

1. Monopolization of information by certain vendors
2. Many whiners in this field
3. The lack of respect and low importance of the law library to members of the community
4. Lack of tenure in academia
5. The politics
6. Working at an academic institution, I don’t even have it straight whether I’m staff, professional staff, or faculty status. Plus, librarian status is different at every institution.
7. I feel that a law degree plus my MLS would be really useful, but don’t have the money for another degree
8. Yes, law firm politics.
9. Low pay. No respect from employers, I see it all over town. They prefer to threaten to fire us instead of just paying us what we’re worth.
10. Not being able to find things
11. Poorly defined roles in the firm.
12. Lack of respect in the legal field
13. Generational issues with support staff and lack of funding for new technologies
**QUESTION 21:** If you are employed, what motivated you to take your current position?

**GEN X**

1. Challenging environment
2. I would have been unemployed otherwise
3. Family and location
4. First job in law library
5. I worked in academic law libraries but not the private sector. I wanted to try the private sector.
6. Salary
7. Location and salary
8. It was a promotion to Director of the Library so this is a position which ultimately will help my career.
9. The people in the organization
11. New challenges, more money
12. Academic lifestyle
13. It was the next move up the authority chain
14. My last firm was struggling
15. Desire to leave prior position in academia, salary, chance to try solo librarianship
16. The people and opportunities
17. Needed a job.
18. Location to family
19. Opportunity for more responsibility and autonomy
20. Student loan debt
21. Location and salary
22. To gain experience
23. The place was in disarray and I knew I could make a difference. Plus, location.
25. New challenges and more money
26. Salary
27. Implementing new ILS software and automated circulation system
28. Benefits & staff
29. Environment
30. Salary
31. Salary increase; serving the public good
32. Desperation (but I would have taken the job anyway - good work environment/coworkers)
33. Not employed
34. Learn more
35. I was recruited by the director
36. First law librarian position held
37. Compensation compared to other libraries, friendly and supportive work environment, opportunity to participate in profession
38. Different area of librarianship
39. Money and job opportunity
40. Left the practice of law
41. Internal motivation to learn and grow and make positive changes
42. Opportunity to work in law librarianship
43. It was what I thought I wanted to do - teach and research and make a library more accessible to patrons. My husband moved to this city.
44. Came to this position to be able to do more research.
45. Salary increase
46. Salary
Responsibilities, salary, benefits, location. And the people (now my coworkers) seemed to be sane.

Increased salary and change of environment (from academic to law firm)
salary and opportunities
coworkers
change in company
Better workplace environment, higher salary, more responsibility, reporting directly to another librarian.
promotion
Job description
salary and location at first
Firm had good reputation and good benefits
fellowship opportunity during my MLS degree program
Although the salary is low, I took my current position because I wanted to be a library director in a court library. I had also been unemployed for 14 months previous to accepting this position.
It seemed like a good, first professional position.
lack of other opportunities
good mentor, salary, title, geographic location
Location. Wanted to work in public setting. Well-respected and well-liked Director.
The experience I will gain
The level of training I provide, the salary and the autonomy.
promotion, autonomy
location
chance to make a difference, chance to contribute to the law library profession globally
Higher level of management practices
opportunities
The challenge of moving from a government law library to a private firm
salary, location, nature of the work responsibilities
money, benefits, interesting work, feeling useful
Supervisors
Loved the research work.
higher salary than my last law librarian position.
eating, paying mortgage
unique opportunity; intellectually stimulating
it was open at the right time
need of a job
Mentoring
opportunity to work
it was the only job open in Baltimore
Teaching aspects of position
I had outgrown my previous position.
Geographic location
return to private firm environment
The work itself.
The challenge of setting up the library in a new firm, and the feeling that my position was respected and valued.
location and salary
Availability of job in my geographic location.
Fate
The flexibility of the hours.
amazing opportunity
quality of life
comfort level with colleagues
Friendly people
Larger firm
The job offers more challenges.

Better job than the one I had before

Wanted new challenges.

my boss

Compensation and the desire to work again with my boss.

Affection for my alma mater, great co-workers and proximity to where I live

Increase in responsibility as well as salary.

location and challenge

Location and salary.

transfer of partner

money

Location, salary, collection.

dream job

Better quality of life.

location & familiarity

I wanted out of the job I was in, and this seemed like the best option at the time

more money and better position

Getting the hell out of my previous position.

steady hours, office environment

I needed money

Autonomy

salary, people & geographic location

salary & job change

opportunities to learn and help others

it was there

Doing research

needed a job, this seemed like a good fit

A great work environment and learning opportunity.

I had worked with my colleagues previously.

The firm culture

salary

I needed a job.

Finding a better position than my old job

challenge and all the new projects I'm involved in

was looking for a job - need to make a living!

It was the best offer made to me

Paying student loans. (It was available.)

building a new library in a new law school

change

Enjoyed legal research class in law school.

I enjoy working with my fellow coworkers in my department.

I relocated and needed a job.

I hated my previous job.

The institution and its collection.

Salary/benefits

location, location, location (and good vacation)

The intellectual challenge.

Desire to connect the public with the law

Location

experience and salary

necessity

reputation of the director and the school

Location.

Pay
It fit my interests
the teaching opportunities
More responsibility. autonomy
Great firm.
Better title, bigger challenge, more money.
Location, salary, autonomy
benefits and salary
Salary increase, challenges
fitting in with the other librarians
steady paycheck
Combination of academic and library duties; Heavy emphasis on technology
I need to expand my responsibilities for career development
opportunity for increases salary and title change without geographic move
Salary
intellectual satisfaction and rapidly changing environment
More responsibility
I was unemployed and salary offered
wide range of responsibilities & lots of autonomy
More interesting work, higher salary
Job duties and ability to shape my position.
Supervisor
I took a pay cut for this position, for quality of life reasons.
Location and benefits
That I was unemployed at the time and needed something, anything.
Great place to work with great benefits
Opportunity and prestige
prestigious institution
a job offer
Challenge in taking a new position where I would be able to learn a lot.
I was graduating with my MLIS and the job fell in my lap and I didn't have to go look for one.
Increase in responsibility
money
Needed work and it was the first position offered.
It was a job and the boss was wonderful
The position duties -- reference work!
$$$
great firm, great librarians
the academic setting- it's where I'm most comfortable
Possibility of advancement
Wanted out of academia (too boring and not enough of a challenge). I love the firm atmosphere.
location
Location; autonomy
I thought I would get good training here
job duties/title and location
Location
location
Better pay than my prior position.
family issues
location, job duties, work environment
good company, management
Money
GEN Y

1. Scope of job (100% research)
2. was working on contract, needed benefits
3. Experience
4. personal connections
5. Location, type of job and salary
6. they were the first to offer me a position
7. Weather, potential co-workers, physical work environment, and salary/vacation time.
8. Salary & career path
9. Money
10. It was the first real offer I got.
11. Note to self: stay employed.
12. I want to go to law school eventually and the training will be helpful
13. good salary
14. Stable, gainful employment.
15. great advancement and support
16. Overall benefits, salary, etc.
17. Different than previous position
18. the environment and people I would work with
QUESTION 22: What factors will determine if you stay in law librarianship?

GEN X

1. Employment outlook
2. being able to stay current
3. professional advancement
4. ability to move up in the ranks
5. The ability to balance work with my home life.
6. Job satisfaction
7. job satisfaction, ability to move-up
8. At some point the salary will become an issue as I work in a government entity. Location is also important for me.
9. How my life changes outside of my job and the possibility of doing a variety of things.
10. The quality of the work and the pay.
11. continuing promotion
12. Job Satisfaction
13. Professional challenges
14. The availability of professional development opportunities and a stable career ladder
15. work/family balance, salary, job satisfaction
16. Increase in pay, continued professional and personal development. I plan to leave to raise a family and come back years later, perhaps with a law degree.
17. liking the job, availability of a different position in another library, relocation to another town
18. new challenges
19. continuing fulfillment, competitive salary, support from those above me, ability to express ideas and run with them
20. Availability of other library opportunities.
21. job openings
22. Raises, promotions, and interesting work.
23. Salary and job availability.
24. New challenges and being able to support myself
25. If I stay in California and do not move back to the East Coast
26. Money
27. career / job growth
28. ability to progress
29. salary, other benefits
30. My ability to deal with being a solo; my ability to stay motivated and maintain a positive attitude
31. how well I do in law school (may decide to practice law)
32. job satisfaction, work-to-life balance
33. salary
34. life changes
35. Promotional opportunities in the geographical area
36. opportunities for advancement
37. My level of interest in the field
38. Money
39. if I can make enough money to pay my enormous student loans
40. pay, respect, responsibilities and overall job satisfaction
41. I am leaving law librarianship.
42. Salary and satisfaction with current job.
43. Continuing education, fulfilling working environment
44. life/work balance; intellectual challenges
45. If the right job opportunity presents itself
46. Opportunities for advancement--if they appear, I'll stay.
47. salary; challenging work
48. being happy at work
salary

If I win the lottery or somehow am able to stop working, I would.

Opportunity to grow professionally. I will quit if I feel I am no longer learning anything or if my job isn't intellectually fulfilling.

If I continue to be happy in it

continued support from my library board

If someone somewhere will continue to pay me, I will continue in librarianship

if I can get a job in the field I will stay. Otherwise, obviously, I'll have to find something else.

My only complaint with regard to our profession is salary. I hope that in the future I will be in a position where I can afford to pay my substantial student loan debt and live comfortably.

Salary--I'm still paying off my student loans.

salary, other opportunities not related to law

I plan on staying.

Family. Opportunity for growth. Whether my suggestions are taken seriously or just ignored.

Comfort level

If I keep enjoying it and it keeps paying me well.

autonomy, family needs

salary

I don't really see me leaving it, unless I absolutely can not make a living at it

Degree of involvement in decision making

whether I have children - can't keep working the hours if I do

I need to stay challenged. Right now, I feel that I won't have a comfortable grasp on everything I do for a number of years.

salary, promotional opportunities/intellectual challenges

money, benefits, how much recognition/budget I have, family issues

Enjoyment of day to day work

If I can still feel that I'm doing something useful. Otherwise, I could easily see trying something entirely different.

I don't know.

salary, interest in job, increase in responsibilities

intellectually interest

better positions in the area

salary

Opportunities for increased responsibility

ability to keep learning

whether I live somewhere with law libraries

Salary, institutional respect

People continue to embrace new ideas but keeping those old ones that work well. My work remains challenging and diverse.

Getting and keeping a position; ability to do a variety of tasks

I am committed to the profession, and nothing short of a catastrophe will turn me out of the career.

salary; challenging research questions

Money.

Whether I still find my career interesting, challenging and personally rewarding.

feeling like I'm making a difference

Future family moves to other geographic locations

Family matters

Salary and flexibility.

Interest, career advancement

quality of life

livable salary

Salary; job stability; location

Money

promo ability
salary
If it stays exciting without becoming too aggravating.
Finding a way to move up and get a new challenge without overextending myself.
The above and salary and benefits
If my interests start to wane, then I'm out of here.
job satisfaction
Opportunities for advancement.
if I can get a job in an academic environment
stress levels
Challenge - I would like more intellectual stimulation in my work.
family relocation
If I can afford to do so with my student loan debt.
salary
If I can find a position that provides more meaningful work
salary and benefits
Salary, respect from my attorneys, interesting work.
salary
Whether anything more interesting comes along
Money
My current place of employment allows me to do what I want without too many restrictions, faculty receptive to treating libs as professionals & my $&job provide the lifestyle I want if all stays the same I stay
If it stays interesting and pays well enough, I'll stick with it.
salary & current job duties
If I stay challenged
opportunities to expand knowledge & activities
salary, possibilities for advancement, family concerns
Quality of work and salary
I think that what will determine whether I stay in the profession is whether I am successful in making strong relationships with my law librarian colleagues throughout my metropolitan area.
opportunities
salary, hours, location
How far I am able to progress before I hit a glass ceiling.
availability of positions when we move.
life/work balance
pay and challenge
Salary increase and greater respect for my abilities and accomplishments
Availability of job in the geographic area I want to live in. (i.e. not the one I'm in now - I will leave law- and/or librarianship altogether to move to where I want to live.)
earning JD
will stay
salary, benefits, future of electronic libraries, location,
If I can afford further training I will gladly stay in my position.
If there are still well-paying jobs available in the profession.
Flexibility with work schedules at my current job.
The chance for advancement within the profession.
Nothing
pay, promotions, challenging work, other options
Flexible work environments that fit into my family situation (2 kids).
Salary, recognition of efforts, ability to work with the public
Career progression
salary and leadership
salary, success in the field, finding a satisfactory position
will most likely return the type of position I had before entering LL. How quickly depends on what becomes available.
Salary and opportunities.
Pay, respect at current position
At some point, I see myself burning out on the constant learning/training/having to adapt every day to new demands, challenges. Plus legal environ. it's hard to even leave on time.
upward mobility and promotion within the institution
stays challenging
Continued learning experiences.
Life circumstances, mainly.
Whether or not I continue feeling fulfilled by it. I would take a pay cut if I wasn't fulfilled here.
if I can make enough to retire on
Whether or not I can find something I would really enjoy that I can do based on my past library experience.
my future ability to pay off my student loan debt while still managing to live decently
working for an entity that is not part of the problem (talking big picture here)
Opportunities to teach
Expanded responsibilities and salary increases
job satisfaction
continues to be challenging
salary and advancement
work-life balance and advancement opportunity.
good job opportunities, decent pay, continued respect of corporate management
Available jobs that interest me & pay
I will stay as long as my employer wants me.
Work/family balance, commute, salary, job opportunities
I will stay in this profession until my kids are grown. It offers me stability. But when I have fewer personal responsibilities, I might try something new professionally.
Opportunity for advancement, both responsibility & pay.
can't see myself leaving
Quality of Life
job availability
I have decided not to stay in law librarianship -- too much stodginess to battle
My firm's commitment to a well staffed library.
salary
Work/family balance
money
If I don't get burned out by politics within the firm.
My happiness
Job availability as I move around with my family
advancement, money, continuing challenges and satisfaction with day-to-day work
salary, personal factors
Pay and benefits, being able to pay my student loans on my salary is difficult. If it doesn't improve, I'll have to search elsewhere.
If I continue to enjoy my job
My ability to continuing learning and moving up to administrative ranks.
Salary; location of jobs
promotion and salary possibilities
my satisfaction in what I am doing
Educational opportunities, ability to maintain work-life balance
I can't imagine not staying
Whether I will be able to pay off my student loans and live in a home I own.
management
If it continues to challenge me so I can grow and develop professionally
salary
Money
1. Sufficient salary (I have to be able to afford to live in San Diego)
2. If I move to a city with better public libraries, I may go back to that. Otherwise I'll probably stick where I am.
3. The ability to pay off my school loans
4. Vacation time and having a life outside of work
5. Job opportunities, salary levels
6. Marriage and family
7. Opportunities to continue learning.
8. Salary
9. My love of the job and work
10. As long as it stays interesting, I'll stay.
11. Salary & work / life balance. You guys have got to read this article:
   http://www.libraryjournal.com/article/CA443916 It's in Library Journal Fixing the First Job By Ria Newhouse & April Spisak
12. None
13. Opportunities for advancement
14. Level of interest in my work.
15. Finishing grad school / job opportunities, possible move
16. Increase in salary, job responsibility, children
17. Progression of technology and support from administration
QUESTION 23: What made you choose law librarianship as a career?

**GEN X**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Good blend of disciplines</td>
</tr>
<tr>
<td>2</td>
<td>already had previous (non-professional librarian) work experience</td>
</tr>
<tr>
<td>3</td>
<td>mentor</td>
</tr>
<tr>
<td>4</td>
<td>academic setting and not as demanding as law professorship</td>
</tr>
<tr>
<td>5</td>
<td>I worked in a law library as an undergraduate in college. The experience was so positive I decided to pursue law librarianship.</td>
</tr>
<tr>
<td>6</td>
<td>I love it</td>
</tr>
<tr>
<td>7</td>
<td>fell into it after I left the practice of law, seemed a nice blending of skills I had and those that appealed to me</td>
</tr>
<tr>
<td>8</td>
<td>felt right after working at a Law firm while attending Library school, I decided I liked the clientele and challenges.</td>
</tr>
<tr>
<td>9</td>
<td>I heard a lot about it from people in library school and when I was practicing law.</td>
</tr>
<tr>
<td>10</td>
<td>Opportunity</td>
</tr>
<tr>
<td>11</td>
<td>good job for those with incurable curiosity</td>
</tr>
<tr>
<td>12</td>
<td>I enjoy helping people</td>
</tr>
<tr>
<td>13</td>
<td>I feel into it during library school</td>
</tr>
<tr>
<td>14</td>
<td>General interest in law as a field of study and practice</td>
</tr>
<tr>
<td>15</td>
<td>love doing research</td>
</tr>
<tr>
<td>16</td>
<td>No medical library positions open when I was looking for work. Also, I stayed because I like my supervisor, co-workers and the firm culture.</td>
</tr>
<tr>
<td>17</td>
<td>best available library job in location I wanted to live</td>
</tr>
<tr>
<td>18</td>
<td>accident of circumstance</td>
</tr>
<tr>
<td>19</td>
<td>circumstances initially, but now the choice is based on quality of life, interaction with intelligent and motivated people, excellent work environment</td>
</tr>
<tr>
<td>20</td>
<td>Serendipity. I wanted to work in a public library. I lucked into a position at the county public law library.</td>
</tr>
<tr>
<td>21</td>
<td>second career -already had law degree</td>
</tr>
<tr>
<td>22</td>
<td>I like order, helping people, and having a life.</td>
</tr>
<tr>
<td>23</td>
<td>Love researching the law.</td>
</tr>
<tr>
<td>24</td>
<td>When I eventually researched what I wanted to do with my life I found that I liked research and was interested in law.</td>
</tr>
<tr>
<td>25</td>
<td>Interesting work, great responsibility, great salary</td>
</tr>
<tr>
<td>26</td>
<td>Fell into it; stayed because it paid the most of any other library positions.</td>
</tr>
<tr>
<td>27</td>
<td>working in a law library</td>
</tr>
<tr>
<td>28</td>
<td>did an informational interview with 3 types of librarians and I found myself most aligned with and interested with the law librarian (after deciding that librarianship was my next career)</td>
</tr>
<tr>
<td>29</td>
<td>always worked in libraries, so that was what my experience was in, so that's the path my career has taken - just followed the money within the profession</td>
</tr>
<tr>
<td>30</td>
<td>Encouragement of friends and colleagues in the field - I went to school to be an academic librarian!</td>
</tr>
<tr>
<td>31</td>
<td>worked in a few law libraries in library school; like the specialization/intellectual interest in law</td>
</tr>
<tr>
<td>32</td>
<td>combines my law and library interests/talents</td>
</tr>
<tr>
<td>33</td>
<td>to continue in the legal field without the stress of being an attorney</td>
</tr>
<tr>
<td>34</td>
<td>working in a county law library</td>
</tr>
<tr>
<td>35</td>
<td>Interesting and challenging field</td>
</tr>
<tr>
<td>36</td>
<td>chance</td>
</tr>
<tr>
<td>37</td>
<td>It was a change--something new and exciting</td>
</tr>
<tr>
<td>38</td>
<td>Lifestyle choices</td>
</tr>
<tr>
<td>39</td>
<td>I am a research geek!</td>
</tr>
<tr>
<td>40</td>
<td>it just kind of happened after grad school</td>
</tr>
<tr>
<td>41</td>
<td>had worked in legal environment after graduate school</td>
</tr>
</tbody>
</table>
see above
Variety of work.
Opportunity was presented at a good time
after practicing law for several years, I realized that I loved research and information organization more than any other aspect of legal practice
I didn't. I chose to be a librarian and just happened to get a job in a library
I wanted to teach, I wanted to work with intelligent people and with a subject matter I really care about.
I had already been interested in librarianship, and got a job in a law library and enjoyed it and found it interesting
didn't want to practice law after law school.
I love it
fell into it
The challenge/hunt/thrill of legal research.
genuinely liked most of the law librarians I knew. Couldn't say that about many professions.
job opening came up
just kind of happened.
Fell into it by accident and loved it!
A love of the law and of legal research, but temperamental unsuitability for firm life.
While in law school, I developed a mentor/mentee relationship with a librarian who suggested I consider librarianship as a career.
Law librarianship seemed like a good match with both my legal background and love of libraries.
was interested in it at the time
enjoyed working in the law library as a law student, and was encouraged by my director to go to library school.
was frustrated with the negativity and stress associated with litigation, but I loved the intellectual aspects of the law. I wanted to help people who have limited access to the law.
Advanced technology and resources; salary
It was a perfect way to stay in the legal profession (I'm a former lawyer) but improve my job satisfaction and work-life balance and salary too.
just fell into it
fell into it
love the law, love research, love having access to information and showing people how to use it
information and document management
fell into it
I love research. I love US history and the law.
worked with law libs when I was a lawyer, and became interested
Kind of fell into it - practiced law for 6 years and hated it. Like libraries and books and this was a good use of my JD
The hope that I would love what I do
It's something new everyday. Plus, no long hours like lawyers - felt like I could have a life.
It chose me. I worked as a library student worker in college and after I graduated, I got a job at a law firm library filing. I like the atmosphere, and my boss so I decided to go to library school.
I enjoy research
equal interest law and libraries; suited for my interests, skills and personality
fell into it
experience had as a clerk and seeing research librarians in action and wanting to be like them
Happpenstance
circumstance
I like research and the hours aren't too crazy
Leveraging law degree & teaching/research skills
Perfect fit for my skills, interests, and experience.
I enjoy legal research and helping people -- this was a logical choice
My experience working in libraries while in college and an Interest in the law
education and experience
I like to research.

Interest in the law + no desire to practice + interest in librarianship

Location and salary

Opportunity for job led to a satisfactory career.

Fate

I just happened in to it.

being a lawyer suck, but the law is interesting

a girl in high school who's father taught law librarianship

Fate

Liked the helpful, cooperative nature of the work

Quality of life

A friend's sister worked in a law firm library and needed a library assistant.

Interest in problem solving

Enjoy legal research.

Did not like the paralegal profession but enjoyed the research aspect of it.

Love libraries and like to pay bills

Didn't. Chose librarianship - fell into law librarianship when an exciting sounding position was offered,

I fell into it and managed to make a career out of something I enjoyed.

Maintaining the law firm library was the most enjoyable part of my paralegal job.

Nothing specific, consider me the accidental law librarian.

Aptitude and interest in research and helping others

I had a career that was not a good fit for me, when choosing law librarianship I tried to balance my strengths and weaknesses and what I liked/didn't like about my previous career.

Just happened into it. Was places in a law library as a library assistant by a staffing agency and decided to go on for my masters

 Didn't want to work the 80+ hour weeks of an attorney; love computers.

Librarianship first; then discovered law

I already had a law degree and no longer wanted to practice, so I wanted a complimentary career.

Love books, love to assist, love the law

I chose librarianship, and fell into law librarianship

I am really a school librarian but could not find a job... so I got my MLIS and took a new direction

I didn't. The job just came up.

After practicing, I realized that the things I enjoy (research and information) were perfectly suited for a career in law librarianship

It was the first job offered to me

It was the only job offered to me upon graduation from undergrad and I decided I liked it and got my masters degree.

Balance between work and leisure time, opportunity to teach and research

I stumbled into it.

Friends

My interest in legal research

Availability of library positions

Not sure

Both intellectual and service-oriented, reasonable hours

Got a job in the field

I knew I wanted to be a librarian, and a law library is where I found my first library position.

I fell into it

When I had my first child I wanted a 9-5, no weekends so I since I love to read, why not work in a library

It choose me as a career.

Fell into it

Sounded interesting

I enjoy doing research and helping people with their information needs.

Interest in "books" and work-life balance and opportunity to teach (informally or formally).
Interest in librarianship, experience in law
working in a law library as a law student
Encouragement by other librarians
Fell into it--worked in law library during library school.
It chose me - it's a long story but I never planned to work in this area.
I worked in a law library as an undergraduate and quickly realized that I wanted to focus on law
librarianship as a career.

Stability
happy circumstances & sheer luck
My experience with members of NOCALL, my local AALL Chapter, working as a team & the
specialty of the subject of law.

I love research and enjoy helping "regular" people find out about the laws that govern them.
Alternative to practice of law
fell into it
positive experiences with law librarians as a law student
Interest in research.

Intellectual stimulation, better hours than law practice
interesting, challenging, I like helping people
the balance of work/home & rewards of helping others with their research
desire to help people, interest in the law
The variety of day to day work.

Worked in a law library while in library school, so it was the path with which I had the most
experience and knowledge.
just fell into it
halfway thru law school I realized I didn't want to practice--law librarianship was the alternative
legal career that best fit my interests and abilities
it more or less chose me at the time
Study of law combined with public interaction and social activism
Did not demand as many hours as being a lawyer
enjoy teaching so law librarianship provided an opportunity to combine law and teaching
It is intellectually stimulating and allows you to help people and make a difference.
challenge
Necessity, I was unemployed. I thought I would hate law librarianship, but I actually like it.
looking for unique way to use law degree; background in library work
Fell into it
Life to work balance
Skills
It chose me, I didn't choose it! I thought I would be a public librarian. But a job opened up in a firm
that I couldn't refuse!
It is interesting work.
It chose me.
Law degree and love of research
Love to do research & the law
work/life balance better than practicing
My mentor is one of the few law librarians that is truly innovative. I thought she was the model;
instead she is the exception
a job offer
Wanted to enter field of librarianship. At the time, there were more options in law librarianship.
I was a burnt out lawyer
Fell into it; liked the work
love of libraries
It's more interesting than any of the other Library School areas.
Seemed interesting and challenging
I love the research and helping people. Found after school that I’d never be happy as a lawyer due to hours, workload, stress. Law librarianship was the 2ndary option that best utilized my strengths (research, academic analysis, technology).

Position looked interesting. Possibility to earn a good salary. Thought it would be a fun, interesting career and it is. Loved libraries and helping people. Seemed like a good alternative to practicing law. Worked in a library part-time during law school and when I left practice I thought to combine those two interests. I wanted to return to academia. I enjoy research and learning. I love books and love to teach. I fell into it and discovered I am quite good at it.

Loved libraries and helping people seemed like a good alternative to practicing law. Worked in a library part-time during law school and when I left practice I thought to combine those two interests. I wanted to return to academia. I enjoy research and learning. I love books and love to teach. I fell into it and discovered I am quite good at it.

Loved libraries and helping people seemed like a good alternative to practicing law. Worked in a library part-time during law school and when I left practice I thought to combine those two interests. I wanted to return to academia. I enjoy research and learning. I love books and love to teach. I fell into it and discovered I am quite good at it.

Position opened up and sounded interesting. Seemed like a nice career choice for a technical services librarian.

GEN Y

1. Good work-life balance coupled with intellectual challenges
2. Plenty of work here in DC
3. Encouragement and support from members of the profession and the ability to help people on a daily basis
4. The hours
5. An interest in legal research
6. Part time job in law school working in the library
7. I enjoy research and helping people.
8. I fell into it, but enjoy it more than any other type of library I've worked in.
9. I love law
10. It's so very interesting and lets me be the kind of librarian I want to be.
11. I think I fell into it. Worked in public libraries in high school & in college. Someone offered a job in a law library and I applied.
12. It isn't a career for me, but a starting off point
13. Politics.
14. Love of libraries
15. Past work in libraries
16. Position opened up and sounded interesting
17. Seemed like a nice career choice for a technical services librarian
SURVEY PART 2:
ADDITIONAL COMMENTS (ALL GENERATIONS)

QUESTION 24: Do you have any additional comments that you would like to share with us?

SILENT GENERATION

1. Age and generation--x,y, or any other--have much less to do with whom I'd prefer to work than work ethic. The colleagues I enjoy most are those who are ready to roll up their sleeves for anyone or any activity, those who are cooperative and supportive, those who are ready to help one better understand software/hardware and content-based questions. They are invaluable.

2. Please fix question 4 to read "retiring soon."

3. I am about to retire. I have only been a member of AALL for a couple of years but wish it had been longer. I am an overseas member (Australia)

4. I really don't like surveys because one cannot make comments. On some questions I would have checked multiple answers but could not. I'm not sure where the results of this survey will lead us, but I feel the questions often were too simplistic to elicit precise answers.

5. The work is pleasant, engaging. A few cranks now and then but on the whole low-stress and slow paced.

6. No

7. Perhaps the most important and rewarding aspect of my career in law library and law book field has been the cross generational friendships I have made. Our colleagues often become our "extended" family and this is a very good thing.

8. No

9. Librarianship still requires folks with management as well as technology skills.

10. Didn't answer #4 because I'm comfortable managing and supervising all ages.

11. On the salary ranking, it was confusing as to what you were looking for: is it that salary is not an issue where I work, or is it that the salary is inadequate for the tasks performed. I put a "7" because my salary does not represent the value I provide to my attorneys. It is a very big issue for many of us. Paying a professional librarian an excellent, competitive salary has a direct impact on one's status within an organization.

12. No

13. I have worked as a law librarian for 20 years and I have enjoyed every moment of it. I particularly have enjoyed the quality of people I have met.

BABY BOOMERS

1. Wish there was an email newsletter from AALL highlighting new things on the Website, reminding us of old things on the site we might be interested in. One thing that recently I needed to "re-find" was the "Core Legal Research Competencies" document. It took me a while to find it on the Website. Harder than it should have been. Things are very hard to find on the Website, because of the special interest sessions. So great content is buried deep or not obviously available. But then, I know I don't utilize the site the way (or as often) as I should. I just don't have time. By the way, I'm a borderline Baby boomer, November, 1964. I don't really fit in with the baby boomer type and feel more like a boom-Xer. I'm more of a risk-taker and tech-ier than some in the boomer generation.

2. I'm a solo and don't manage anyone, so your previous question was irrelevant to me.

3. In your question about the job satisfaction you list options that are not particularly important to me and did not include the excitement and challenge of the work. The issues you include are not as important as the work we do, which is never boring and always changing.
4. Re previous question 4, I'm comfortable supervising any generation. I have dealt with them all and don't think you can generalize.
5. Not at this time.
6. Law librarianship suffers from a top-heavy hierarchical structure that doesn't fit it. Librarians who want to advance in responsibility and salary and prestige (?) in their institutions have to become managers whether they have any predilection for management or not. Librarians who choose to remain in the trenches actually doing the work of the library should advance in all those ways, too. With experience, they should have a voice and influence in making decisions. I know more excellent reference librarians and catalogers than good managers at any level.
7. I hope we can bring more young people into the profession.
8. nope
9. no thanks
10. I believe that as long as supervising librarians use their most valuable management tools, their ears and a wicked sense of humor, staffs made up of all the different generations can work together joyously.
11. Salaries are still a problem in academic law libraries. There is a huge gap between what directors make and what the librarians make which leads to resentment. At many schools there is this same huge gap between faculty and librarians and even between senior administrators with fewer degrees and the librarians. There is also still too much ABA focus on the physical nature of the collection ie: volume counts and not enough on the quality of the collection -- its breadth and access -- including reference and catalog access -- to information in any form.
12. What a good idea this survey is. Look forward to the results. As a seasoned manager, I like working with a variety of generations - keeps me on my toes!
13. I did not enter the profession until my mid 40s. If I had been younger, I might have had more energy to adapt to all the technology, but I think I do fine and I love the profession. Librarianship is a noble profession.
14. We've just struggled with a decision to hire a young person for a relatively high level professional job because some of his qualities were somewhat unacceptable to us... outspoken, brash, perhaps acts too quickly etc. I think people in my generation must look past this (we did, by the way)so that we can begin to benefit from the very valuable qualities these people can bring into the profession.
15. No
16. I enjoy being a Librarian very much and I feel bad for those who are unhappy. I have always been in the position where I was able to make the job my own and have the support of those around me. Not everyday is wonderful sometimes I do get frustrated with the slowness of change in law firm when it comes to the library.
17. Yes; you should warn survey takers that the comment boxes have a limited amount of space.
18. I've been a law librarian for 15 years and already feel like I'm turning into a dinosaur. Being a solo manager, I really don't have much time for additional training. I'd like to see AALL offer more practical courses (like html for dinosaurs!) if only to be able to update the library intranet page (which I haven't created yet.) I feel like I'm entrusting these practical skills to the Gen-X & Yers when I should be learning them myself to keep up to date with my profession.
19. The question on which generation I feel most comfortable managing- there should have been an "all of the above" for those of us to whom it makes no difference.
20. One of our major challenges will be to recruit new members. We will all need to be more efficient and willing to cross-train for several library departments because of the effects of budget cuts.
21. Re Q 44. Which generation do you feel most comfortable managing? - Really anyone close to my age or younger.
22. Rather than making a JD a requirement for most public service academic jobs, as well as many others, I would like to see a more realistic approach in the library schools, a la the U. of Washington, where MLS degree is combined with 1st law school courses. I'd like to see more people in law librarianship who want to be librarians, as opposed to failed lawyers or those who have decided law practice is too much work.
23. No.
24. No. Good survey though. I wish I had more experience, so I could give better answers.
I'm doing this at work & my brain is fried - if I had any additional comments they have long since fled my brain.

Have no issues of supervising or working with any generation as long as individuals are open to change, flexible, and have respect for colleagues.

Not really.

Yes. I don't think I really have any serious generational issues as a baby boomer over 50. I think that being aware that people in different age groups gravitate toward different methods to write, think and communicate is important, but I don't think the generational differences create insuperable barriers.

I love teaching, and thus love working in an academic environment. I would like to see salaries increase though. I would also like to see more middle management opportunities surface. Specifically, positions like department heads and assistant directorships.

My experience over the last couple of years is that the associates are not receiving the training and mentoring required to be a good attorney. They have a sense of entitlement and as a result the library staff is being asked to handle projects that in the past would have been assigned to first year associates.

Being a law librarian is a wonderful job--helping people solve their problems, assisting students learning how to do legal research, assisting practitioners in finding answers to their problems.

Can AALL do more training certificate programs, like Westlaw, Lexis, and other database skills courses?

Managing a law library budget is becoming more and more difficult with the changes in publishers and the rising cost of supplementation and so forth plus the fact that the same information comes in numerous formats (paper, electronic) but budgets have not grown to make room for the cost of this change.

I don't really feel a part of the "Baby Boomer" generation, because I was born at the tail end of it. My age-mates watched our older sisters and brothers get all the jobs and hold them until late retirement. We never felt we had a future in our chosen careers because there were so many people on the ladder ahead of us. I also don't agree with the workaholic attitude of the older baby boomers--like the generation behind me, I think life needs to be full of productive work and productive leisure.

I'm now working in an entry level reference librarian job at a 2nd rate university library because I was unable to find a law librarian job in the Houston area after 14 months of being unemployed after being terminated by a major law firm based mostly on firm cost cutting. The firm did not think my law degree and experience were "worth it" & hired a less qualified person

I object having to choose "Baby Boomer (born between 1943-1964)" for 1964. I don't want to be part of that rowdy group!

As healthcare benefits continue to deteriorate in our places of employment, has AALL considered offering healthcare coverage to its membership? Has AALL ever considered having a joint meeting or summit with the ABA?

The survey really DIDN'T take long. Thanks!

I would like more very basic information, not a book to read, about how the different generations like to be managed. Do and Don'ts. Very basic guidance in this area.

So far I have greatly enjoyed my 3 months of full-time (and 7 months of part-time) work as a law librarian, and am very impressed with the AALL. I attended a beginner's reference librarian workshop given at BC Law School and the Conell conference at this year's AALL meeting in Boston.

The Nominations Committee should announce the slate of officers at the annual meeting. They need to make the candidates for VP/Pres. Elect more evenly matched than the recent slate.

I've done a little generational studying in the past, and believe the Baby Boomer type-of-personality switch is closer to 1958/1960 than the demographic drop in births at 1964. My experience has been that "Baby Boomers" born in 1960-1964 act more like Gen Xers than the classic Baby Boomers.

Law library directors need to upgrade their ethics and quit having employees contribute to/work on their books and not pay them for it.

Perhaps it's just a mid-life crisis, but after 20+ years in law librarianship, I don't feel that law
librarians are as appreciated by their organizations as they were in the 1980's. Perhaps it was the economic downturns of the 1990's, but I don't see employers in general valuing their employees any longer. I miss working as part of a team effort - everyone seems to be their own "army of one." I used to feel I was a valued employee - now I feel that I just work here and go home. There is no camaraderie within the workplace any longer. It's "the worker bees" vs. "the employers," not just in law libraries, but in the workplace in general.

45. I love seeing all my friends at AALL and I continue to support AALL, even though I think SLA programming is stronger. But our younger firm/corporate librarians do not have the same attachment to AALL.

46. Hurrah for young librarians coming into the profession! I love their energy and ideas. But don't forget that learning basics is important too. Take that gov doc course - please! And indexing and cataloging. And hang out in the book stacks reading the histories of law and libraries.

47. No.

48. I think you need to split up the baby boomers into early (1945-55) and late (1956-1964) boomers. I was born in 1964 and don't identify at all with the early boomers. I actually find that I identify more with Gen Xers. (For some reason the generation with the smallest date range.)

49. I still love learning something new every day. I am the director of a large library, and have been here for 22 years. The job is still challenging and my staff are great. I really do enjoy supervising all generations as each has something to contribute to our organization. Our library has changed tremendously in the past 22 years and continues to improve with age. My mentors have all retired, but I occasionally do call them when I need a few "pearls of wisdom"

50. I enjoy the profession and the librarians I have met have all been better people and more supportive than anyone I met as a practicing attorney. I think we need to do our best to shed our stodgy image. I would also like to see the convention go to Vegas or Reno, even Laughlin (but that would only enhance the stodgy image). Librarians are smart vibrant people, we need to let everyone else know this.

51. I work in a public law library. All of these libraries are being squeezed by costs and the demands of providing information to the public in an accessible form. Our patrons need print. Something will have to give in our purchasing soon. Most of the surrounding county libraries have cancelled all but a couple of reporter sets.

52. No, I probably vented enough.

53. AALL seems to be of most service to academic law librarians. I find my state chapter to be of more service to me, as a public law librarian

54. This is an interesting survey. I look forward to reading your resulting publication. Good luck!

55. I feel comfortable managing any age. I do not fear hearing any of the statements in the choice provided. I've been here more than 25 years, the latest in a line of law librarians going back more than a century. I can't envision my successor. Attendance has dropped since our main constituency has access to Westlaw. We have dropped all the reporters, all the law reviews, and 60% of the treatises. The old-timers recognize and use my expertise, but the younger lawyers don't seem to understand what I can offer. I think that they think that law librarians helped people find cases, and now electronic searching can do that as well or better. The situation is aggravated by law school librarians who, in the name of "not practicing law", won't touch a reference question with a ten-foot pole. Law students leave law school with the impression that law librarians aren't supposed to help that much. And I love and respect law school librarians; I just think they're hobbled by too-strict policies. For instance, in one law library I know, the librarians are allowed to direct a student to a digest or index, but "prohibited" from suggesting search terms. It's no wonder they leave law school with an impression of law librarians as pleasant and not much help.

56. Question #4 needed another option -- I feel comfortable managing and working with all generation of library employees, even though there really is a difference regarding how you have to interact with them, including the types of instruction they prefer, the feedback they want, etc.

57. AALL is great; definitely a motivating force when I am feeling burned out.!

58. Thanks for asking!

59. Thanks for taking the time to ask!

60. There was an AALL program several years ago about the four stages of a professional, at about the time I found myself entering the "Sage" or last stage. You ought to bring that program speaker
back again to see what she says now. Wish I could remember the other three stages.

61. I’m working part time which isn’t what I thought I would be doing at this stage in my career. Fortunately family financial circumstances permit me to do it and I’m beginning to enjoy semi-retirement. Over the years I have come to realize that there is almost no job security for law librarians, particularly in the academic setting. As a result the profession has lost some very talented law librarians.

62. More than five minutes taken up by survey already

63. oy! a great profession, but I have the usual gripes - more recognition and $$ would leave me more satisfied.

64. I really don’t mind supervising anyone from any generation. I like people of various ages and believe that the generations give each other a vitality.

65. Not really. Keep on keeping in touch w. members.

66. There are fewer librarians entering the ranks of technical services and fewer courses being taught in library/information science that would attract librarians to this area of the profession. It is imperative that we provide educational opportunities that are focused on management of both human and electronic resources, as well as traditional print and microform resources. Another essential factor is the preservation of legal materials as more libraries turn to access to electronic resources rather than ownership of all formats.

67. Law Librarianship is a very demanding field. The attorney’s constant need for everything yesterday is helped greatly by computerization. Miracles do happen with computerization. A librarian is being more respected by all staff and attorney alike. Attorneys no longer think of you as the mail opener and book shelver.

68. no

69. No. Thanks.

70. No

71. In my current job I supervise people of all generations, and I like all of them. They each have their strengths and weaknesses both individually and as members of a generation. Younger people are often more open to change and less cynical, which is nice, but I think that has been a trait of each of our generations as we move through those early work years.

72. Gee, what a wonderful profession. I have the best colleagues and co-workers! I enjoy helping all our users, too, even if it is remotely, via e-mail.

73. nope

74. no

75. I enjoy the teleconferences, continued sponsorship helps me with Continuing Education.

76. Couldn't answer the managing question--don't have any trouble managing any age. Fellow law librarians have been a lifesaver for me. And participation in AALL and chapter has given me the only real recognition I have ever received. I can't imagine how any law librarian functions without being a member of AALL.

77. The profession is graying - look at an AALL function, for example. Will there be enough new members to follow in our footsteps?

78. This is an important aspect of our profession to research; I appreciate your undertaking it! I tend not to try to look through the generational eyes of the other librarian when I see someone approaching law librarianship in a way different than my way. . . .

79. These are interesting times; where will loose-leaf services, reporters, pocket parts, supplements, newsletters, directories, etc., etc. be in 5 to 10 years?

80. The willingness to converse and share experience lowers many barriers. All age groups might consider and benefit from that premise. Good luck!

81. I really enjoy the AALL Annual conferences, and have attended every year since 1997. I'm one of the very few people who's favorite conferences were Anaheim (1998) and Orlando (2002). I hope you will consider these locations for the future despite the drop in attendance, etc. The AALL annual conference motivates me every year to continue in this profession (law librarian).

82. I love being a law librarian. It is the only profession for me. The firm I work for has made my experience as a law librarian professionally rewarding and personally fulfilling.

83. a couple of questions were left blank because the options don't even rank with me

84. not at this time
The association has been a great mentoring place. I have learned what I do best from AALL contacts and peer groups by type of library. We just got too big for our britches and the program Nazis too rigid. Regionalize, and liberalize the programming aspects. Keep the costs down, as many people pay their own way.

No.

Thanks! I think AALL is doing a fine job. I would like to go to more annual mtgs. but cost is a huge factor.

I love my career and am proud to be a law librarian.

Thanks.

I personally don't have problems with any age group, but do expect commitment to a position. I love my job but would retire tomorrow if I could. Law firms are very stressful places to work and out of the norm from the rest of the business world, when it really shouldn't be that way. Working in a professional environment makes all the difference in job satisfaction.

Technology is becoming an integral part of legal practice and IT is slow catching up to that. I think the success of lawyers and their ability to succeed in the future are going to be dependent on librarians who understands what it takes to educate, and provide necessary support and training to aspirant lawyers in the use of technology and how to adapt to changing technologies in their practice. Therefore, technology will become an integral part of professional librarianship training. The next generations of librarians will be expected to take more active roles in the implementation and application of evolving legal technologies. We need to start preparing our minds for this right now. Just look back ten years, and then look at today's Court systems and process. It is happening already.

not at this time.

I'm very interested in the results of your survey.

no thanks

Thank you for sending the survey. Please continue your efforts, as an association, to lobby government, academia, and administrators that our skills are worthy of higher compensation, respect, and recognition. And I would like to see more conduct that deals with professionals trained in the library sciences and engaged in library services instead of focusing on political/personal agendas.

Although I am in the Baby Boom Generation, I am at the end of that generation, and feel much more connected with younger boomers and Gen X/Gen Y. I do not feel as connected with older boomers who sometimes seem to be obstacles or offer obstacles.

This is a great survey and I can't wait to see the results. Although I am planning on retiring in the next few years from my current job I hope never to leave the profession which teaches me something new everyday of my life. I have had several stints outside the profession and I have always come back! I wish AALL wasn't so bound to the annual meeting in the summer. I would like to avail myself of some of the training and classes at other times of the year.

AALL does a great job in professional education. I have always find help when needed.

Thanks for asking

I am concerned about the increasing cost of participation in AALL, especially membership fees and the annual meeting. My firm is very generous in supporting my staff -- 6 librarians besides myself -- in their participation in AALL activities but the increasing cost has caused us to look elsewhere for professional programs and training opportunities. I try to place the current costs against the backdrop of my 20 years of membership and all I've gained from it which is considerable. Nevertheless, I am concerned about the ever-increasing costs of membership and attendance at the annual meetings. I am pleased by the efforts of the organization and the membership to recruit new members, and the efforts regarding diversity.

I think that our profession is really changing, and changing much more quickly than most of us have anticipated. I think that the age-old law school library model, which still dominates AALL thinking, has got to go, but I hold out little hope of seeing that happen. From my perspective, I am just plain bored with the field of law librarianship. Too much hot air; too many librarians out there aggrandizing themselves. For me, it's time for a change, and I am in the process of (hopefully) moving on. I certainly wish the law library profession well, as it has been a good career for me, but I think folks need to move on; wake themselves up a bit; get out of the rut of thinking that
having a dual degree (which I do) makes you “better than” everyone else. I think it is truly stunting growth & innovation in this profession.

102. My answer to question #4 on the previous page regarding which generation I am most comfortable managing is “ANY & ALL” -- I tried to pick more than one, but could not. So you might want to invalidate my answer to that.

103. Law librarians are among the smartest, most collegial people I know. I tire of the uphill battle to get recognition and praise for my exceptional staff from the attorneys at our firm. This is true even though I stated that we have come to be respected as a profession. The day to day is a different story.

104. I find that many of the younger law librarians are strictly 40 hrs. a week. They do not treat the job as a profession.

105. No.

106. I'm really fairly satisfied with my position as the director of library services at a large multi office law firm, but I grow increasingly weary of fighting the same battles for recognition of and remuneration for my staff and myself year after year. So, I now look forward to retirement and doing something totally different for the simple joy of it.

107. I enjoy coming to work each day, feel like I make a major contribution to my firm.

108. AALL needs to have conferences in Vegas and on a cruise ship too.. That would be cool

109. Where will the dedicated next generation come from Xers are not team players and Yers think the Internet is all

110. I'm comfortable managing any age level. It would be nice to be more involved in AALL or the regional chapter but I don't have the time. Boomers are also part of the sandwich generation,
caring for elders and youngsters, which leaves little time for activities outside of work.

125. John Kerry for President!!
126. Why bother?
127. Some of these questions need multiple choices, not just one, e.g., generation supervised, job benefits.
128. The LOW salaries offered to new librarians in academic libraries has to go up. It is patently unfair to pay so low for individuals holding both a Masters and J.D.
129. Next time you do a survey, allow bigger space for the ad lib answers.
130. I found this career at mid-life, and very glad that I did not at this time.
131. This is an interesting topic. I hope it results in a program. The LLOPS chapter is considering a program on the topic.
132. Just that I wonder about the validity of a 5 minute survey like this and about how the results will be used.
133. I miss the people that came before me in my organization and I hope it does something that tries to keep those of us with experience and institutional memory happy and here.

GEN X

1. Gen X rocks.
2. I am 33 years old and all of my staff are older than I am. They are in their 40s and one worker is in his 70s. The transition to supervising these employees at first was difficult, but with the support of colleagues within AALL and ORALL in particular, I was able to feel more confident in my abilities to manage the law library. I would say that respect seemed to be the key for me in dealing with employees no matter what their age might be. Overall, I foresee my job security as strong given the aging population of our profession.
3. The only "intergenerational" issue that really concerns me at work is the aging of the profession. I'm concerned about the coming retirement wave and whether law libraries will replace the sheer number of people who will be retiring or, instead, will just expect the rest of us to work harder.
4. The challenge of being a law firm branch librarian is the isolation. It is hard to participate in library development projects when the rest of the team is on the other side of the country and attorneys don't really think of you as a person.
5. I'm a Gen Xer and titles don't have the same importance to me as they seem to have for some of my elders. I want respect and recognition of the quality of my work backed up by a salary increase or other tangible benefit, not a new title. Similarly, I don't automatically respect a person because of their title or position. As an individual, they have to demonstrate to me that they deserve my respect.
6. My parents had me later in life, so I grew up around people 2 generations older than me. Perhaps that's why I feel most comfortable taking direction from people belonging to that generation, and would feel least comfortable working under someone my age or younger (in the case of the latter, I could see myself possibly feeling threatened).
7. Mostly, this is a great career for me. I work with people but also get time to work alone. I can't believe how lucky I am to have escaped libraries where energy and ideas were stifled and to find one that appreciates me.
8. No.

10. AALL Annual meeting is always an experience, but not necessarily a worthwhile one. Less socializing, more learning opportunities would be a good start. I often walk away from sessions feeling like "OK, I've already tried that, it didn't work for whatever reason, so now what?" I realize that the program speakers can only share their experience, but it would be nice to feel I've actually come away with something I can use to justify my attendance at the conference to my employer.
11. Every seminar at AALL should be like the seminar on "Stories from the Research Desk". It was funny, informative, interesting and applicable to every area of law librarianship.
I'm interested in the results of this survey and the findings of the task force! I think Librarians are among the luckiest people in the world - we generally choose our profession because we enjoy it, not because it's a huge money-maker or we were forced into it, and I think that makes for people who are more engaged in their jobs and less-stressed than, say, attorneys who, for the most part, seem to be miserable. As a state court librarian, I am often frustrated with regard to salary. In an interesting way, this issue is related to generations in law librarianship. The title of "librarian" in the N.J. court system does not require either a J.D. or M.L.S. Many of the older librarians who have been in their positions for years do not possess either. In addition, they have no reason to lobby for change with regard to the "librarian" job title. As one of the newer librarians, I don't feel that I am being justly compensated for my level of education. I also feel like I would have very little support from some of the older librarians if I wanted to seek a reclassification of the job title. I enjoy my work tremendously, however, my salary is extremely low considering my amount of student loan debt. (I have both an MLS and a JD).

You did not ask about student loan debt, which I believe is a negative determining factor for most recent law school graduates considering a career in (academic) law librarianship. A couple of years out of law school and library school, my salary is comparatively high; yet, it is still a struggle to make the payments on my six-figure student loan debt. I believe salaries will have to rise dramatically over the next decade in order for law librarianship to remain a viable career option for dual-degree professionals.

I feel like the differences pointed out in the ALA study of generational issues don't apply as much in the law library. I think differences in education (dual degreed librarians working under librarians with one or no degrees) and the issues surrounding those differences are much more pronounced in our profession than age differences.

I wish I were respected on the level that the lawyers are.

It's difficult to generalize about working with different generations. Contrary to the previous question, I don't prefer working with any particular generation, although that was not one of the possible answers. In my opinion, it depends completely on the personality type of the individual and their interests/experiences, and that cannot be generalized by generation.

I think this is a great project. I will be interested in learning the results.

Thank god it's football season!

Again, I would like to see AALL do more to help individuals, particularly those of us out of work. See SLA's website to see what I mean about the career services. AALL is so tied to institutions that when I change my address or when renewal time comes up, the membership person asks me what institution I work at. Has it occurred to anyone that I'm out of work? I am also tired of hearing about the so-called "shortage" (current or upcoming) of librarians when the only ads I see these days require more experience than an entry-level or relatively new librarian has. I'm sorry if that sounds like ranting, but I am frustrated.

None of the responses in question #6 were motivating. What motivates me the most, is accomplishing the work at hand.

Good idea, but this survey assumes I know something about the generational definitions and what each generations characteristics are, instead of using phrases like "older than you", "younger than you", etc.; not sure if your results will be valid.

not at this time

These kinds of generational categories make me slightly queasy. Maybe it's because I was born in 1965 so I'm not quite old enough to be a boomer but I'm not quite hip or young enough to hang with the GenXers. Also, I always feel a bit rebellious about being put into a box.

I do think there is a generational gap--positions of power both with AALL and in the profession sometimes focus on length of service or who you know. Unfortunately, the profession is graying and will experience a huge reduction over a short period of time when a large group of the profession begins retiring. We should be bridging the generational gap now to build a future for the profession.

As a county law librarian, I find SCCLL SIS to be the most valuable resource for me.
30. no.
31. N/A
32. Cool.
33. Many of the answers I gave are based on my behavior style, not upon what generation I'm in.
34. I'm "most comfortable" working with different generations for different work relationships -- I like someone older than I am to tell me what to do and I like someone closer to my age with whom I can discuss how to do it.
35. No overall, I enjoy the work, it is well suited to someone with a laid back personality and a healthy dose of tenacity, but I have always labored under the feeling that my work contributes little or no benefit to the improvement of the human condition, i.e., if I quit tomorrow, the world would be no better or worse for my 15 years in this field. I realize that this feeling may have more to do with me than the profession, but it is there just the same (and it is my own fault for sticking with it for so long!) overall, the colleagues I have met have been wonderful individuals, friendly and very giving of their knowledge and experience, but it is very disheartening when I encounter the peculiar brand of professional snobbery that sometimes seems intrinsic to this field. I understand that those who went to school must certainly feel a need to protect their investment, but for those of us who learned on the job and worked our way up the ladder, there is a sense of second class citizenship and exclusion.
36. I enjoy working with the older generations because they don't want to get into my personal business or form some kind of relationship. They appreciate hard work and professionalism and as long as the job gets done, they don't really care about anything else. Boomers tend to want to touch and talk about how everyone "feels" which is OK some of the time but it can interfere with a workplace when done all the time. Also, Boomers don't seem to be able to make command decisions and stick to them as they are afraid of what others will think. I enjoy a work environment where I can give and receive respect for work that is well-done and I find older workers share these values.
37. I have nothing else to share. Keep up the good work, and try to keep the profession promoted and portrayed as leading-edge and on top of today's social information issues. We do more than just catalog books and chat about OPACs (but you know that already).
38. As a Gen "xer" I do have to constantly battle the "kids today" comments from fellow staff members (even though the incoming law students they are talking about are Gen "yers") I feel that I work well with many generations - but it is only acceptable to bash the young- similar comments from me regarding tech limitations of older colleagues would not be tolerated.
39. As law librarians we should embrace change and be at the head of the curve. So our association should reflect that.
40. Discuss how the industry is changing. Provide more opportunity to lead change and give ideas about change.
41. I think we have a great profession, but we need to market ourselves more!
42. You need to shake up AALL or the association won't be worth a damn to any librarian under 35 within five years.
43. We need more gen Xers in the profession. And we need to be looking for ways to attract gen Yers. Our profession has too much of an "older" person stereotype. Not sure how to attract younger people but we (as an association) should be looking into it.
44. I hate meetings and committees. Most committees consist of one person trying to do something while several other people make it more complex than it needs to be.
45. Not at this time.

GEN Y

1. No.
2. I was a little uncertain about the question of how Generation Yers are viewed at work. I THINK that this youngest generation is now viewed as skilled in technology, and hopefully hardworking,
so that's exciting to the information services field. I'm sure, however, that the next (unnamed) generation is going to blow me away with their skills and speed at mastering technology.

3. It would be nice if some "Gen Y" things could be a little more acceptable at work- a piercing is not a mark of whether I can do my job or not.

4. I think perhaps AALL could be more effective as a union. Then we could go on strike for better pay. Also, I think it should be called the American Association of Law LIBRARIANS. My library is an inanimate object and therefore can't really associate with anything. Besides the lawyers who own this place could care less if I'm a member of AALL or not. Oh, and another thing, the membership should be for the person, not the institution. Like SLA. Why do I lose my membership if I change jobs? That's when I would need AALL most. And while I'm at it... there is a big difference between the academic law libraries and the firm libraries. I'm sure you guys have been discussing this for 50 yrs, but I just don't have time to be on the executive board or anything. Who's going to check in the mail if I go to the conference for a week? So I think it can be frustrating for the firm librarians sometimes because the nat'l assn. seems to be able to be enjoyed more by the people who have more time or environments that are supportive of professional development. My employer considers the annual conference to be a "junket".