

## Profiling Minority Law Librarians: An Update\*

Rhea Ballard-Thrower,\*\* Dwight King\*\*\*, and Grace M. Mills†

*This is a 2007 update of a survey of minority law librarians first conducted in 1992. It offers a recent profile of our minority colleagues, enabling one to see how things have changed—or remained the same—over the course of fifteen years.*

### Introduction

¶1 In 1995, we published *Profiling Minority Law Librarians: A Report on the 1992–93 Survey*.<sup>1</sup> It was the first attempt since 1977 to comprehensively survey minority law librarians and the first survey ever to ask questions about salaries, job functions, professional experience, and aspirations to “obtain a more definitive composite of minority law librarians . . . .”<sup>2</sup> We developed “a survey that would provide current professional information about AALL minority group members and that could be periodically updated for comparison purposes.”<sup>3</sup> Fifteen years later, we thought that it was time to take another look at “who we are demographically and how we are developing professionally.”<sup>4</sup>

¶2 In this report we compare our 1992 and 2007 survey results. To put the information on minority librarians into even greater perspective, however, comparisons have also been drawn throughout the report to information on the entire law librarian profession published in the AALL 2005 and 2007 Salary Surveys.<sup>5</sup> Although the 2007 Salary Survey provides the most recent salary information, the

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\*\* Director, Howard University Law Library, Washington, D.C.

\*\*\* Head of Research Services, University of Notre Dame, Kresge Law Library, Notre Dame, Indiana.

† Director, Hamline University Law Library, St. Paul, Minnesota.

1. Dwight King, Rhea A-L Ballard, Helena Lai, & Grace M. Mills, *Profiling Minority Law Librarians: A Report on the 1992–93 Survey*, 87 LAW LIBR. J. 247 (1995) [hereinafter 1992–93 MINORITY LAW LIBRARIANS SURVEY].

2. *Id.* at 250.

3. *Id.* at 248.

4. *Id.*

5. AM. ASS’N OF LAW LIBRARIES, THE AALL BIENNIAL SALARY SURVEY AND ORGANIZATIONAL CHARACTERISTICS 2007 (8th ed. 2007), available at [http://www.aallnet.org/members/pub\\_salary07.asp](http://www.aallnet.org/members/pub_salary07.asp) (online version available to AALL members only) [hereinafter 2007 SALARY SURVEY]; AM. ASS’N OF LAW LIBRARIES, THE AALL BIENNIAL SALARY SURVEY AND ORGANIZATIONAL CHARACTERISTICS (7th ed. 2005), available at [http://www.aallnet.org/members/pub\\_salary05.asp](http://www.aallnet.org/members/pub_salary05.asp) (online version available to AALL members only) [hereinafter 2005 SALARY SURVEY].

2005 survey was the last one to include gender, age, and racial/ethnic information.<sup>6</sup> AALL explains that these surveys are “superior to other surveys as a source of information regarding the labor market for persons employed in law libraries.”<sup>7</sup> In our earlier study, we used the 1993 Salary Survey for comparison.<sup>8</sup> Where relevant, we also have compared information on minority law librarians to information on minorities in the general library profession.<sup>9</sup>

### Methodology

¶3 In 1992, we mailed our survey to those listed in the “Minority Law Librarians” section of the *AALL Directory and Handbook 1991–92*.<sup>10</sup> In 2007, however, technological advances allowed us to design a web survey with SurveyMonkey.<sup>11</sup> We then e-mailed the survey link to 224 minority law librarians listed in the 2006–2007 *Directory*.<sup>12</sup> In addition, we contacted the chairs/presidents of the Asian American, Black, Latino, and Native Peoples caucuses of AALL and asked them to announce the survey to their memberships. We received replies from 161 of our colleagues for a terrific response rate of 72%.

¶4 The 2007 survey instrument was shorter than its predecessor.<sup>13</sup> The earlier survey’s forty-eight questions were reduced to thirty-nine largely by eliminating queries about computer use in the workplace—something taken for granted now. As in 1992–93, we requested detailed information regarding racial/ethnic origin, academic degrees, salary and status, length and type of professional experience, professional publications, organizational activities, and career aspirations.

¶5 SurveyMonkey software then allowed us to cross-tabulate specific variables. For example, we could look at gender (question 1) and ethnicity (question 3) to determine how many of our respondents were African American females or Asian males. Using cross tabulation for question 32 (Are you willing to relocate to take a different job in law librarianship?) and question 2 (age), we could examine whether younger respondents were more willing to relocate than older ones.

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6. 2007 SALARY SURVEY, *supra* note 5, at 3 (“Another significant change in the 2007 survey was the elimination of gender, race, and age for each librarian in the salary section.”).

7. *Id.* at 2.

8. See, e.g., 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 253 (citing AM. ASS’N OF LAW LIBRARIES, 1993 SALARY SURVEY (1993)).

9. For these comparisons we used information from DENISE M. DAVIS & TRACIE D. HALL, AM. LIBRARY ASS’N, DIVERSITY COUNTS (rev. 2007), available at [http://www.ala.org/ala/aboutala/offices/diversity/diversitycounts/diversitycounts\\_rev0.pdf](http://www.ala.org/ala/aboutala/offices/diversity/diversitycounts/diversitycounts_rev0.pdf).

10. *Minority Law Librarians*, AALL DIRECTORY AND HANDBOOK 1991–92, at 585 (31st ed. 1991).

11. SurveyMonkey.com, <http://www.surveymonkey.com> (last visited Apr. 6, 2009).

12. *Minority Law Librarians*, in AALL DIRECTORY AND HANDBOOK 2006–2007, at 365 (46th ed. 2006).

13. A copy of the 1992–93 survey instrument can be found in 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 275 app.A. The 2007 survey instrument is attached as an appendix, *infra*.

### Survey Highlights<sup>14</sup>

¶6 As in 1992, most minority law librarians were female (76%), and African American (46%). Asian Americans remained the second largest minority group, followed by Hispanics.<sup>15</sup>

¶7 The vast majority of minority law librarians (90%) are older than thirty-five. On the other hand, a slightly higher percentage of minority law librarians were forty and below (29%) compared to the number of law librarians in that age group for the entire profession (22%).<sup>16</sup>

¶8 The percentage of minority law librarians possessing an M.L.S. remained roughly the same—86% in 1992<sup>17</sup> and 85% percent in 2007. The number of minority law librarians with a J.D. increased from 27% to 35%.

¶9 As in 1992, the majority (58%) of our respondents work in academic law libraries,<sup>18</sup> where the number of directors increased from four in 1992<sup>19</sup> to nine in 2007. Only about one-quarter of minority law librarians are employed in the private sector and about 13% work in government libraries.

¶10 Years of service figures for minority law librarians closely track those for the entire profession. The median “years of service” range for our respondents was eleven to fourteen years.

¶11 The average salary for our respondents was \$60,000 to \$70,000. The salary ranges for minorities in academic libraries matched up well with the average salaries of the profession generally. Salary ranges for respondents in private sector libraries, and government libraries were often below the range for law librarians generally.

¶12 As in 1992, nearly half of our respondents worked in a library during college,<sup>20</sup> and about half of the respondents with a J.D. worked in a library during law school. Significantly more librarians worked in a library while pursuing an M.L.S.—43% in 1992,<sup>21</sup> but 60% in 2007.

¶13 Both locally and nationally, minority law librarians remain active in professional organizations. As in 1992, about 14% have served as chapter officers and about one-third have been members of AALL committees.<sup>22</sup> It is encouraging that eight minority librarians have served on the AALL Executive Board since 1992,<sup>23</sup> and one African American woman has served as the association’s president.<sup>24</sup>

14. Complete survey results are on file with the authors.

15. See 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 253 tbl.1.

16. 2005 SALARY SURVEY, *supra* note 5, at S-6.

17. 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 257.

18. *Id.* at 257.

19. *Id.* at 252.

20. See *id.* at 262.

21. *Id.* at 263.

22. *Id.* at 268.

23. AALL Executive Board members: Carol Avery Nicholson, 1995–98 (Vice President 2001–02, President 2002–03, Past President 2003–04); Frank Liu, 1998–2001; Cosette Sun, 1999–2002; Lyonette Louis-Jacques, 2005–08; Janis E. Henderson, 2006–09; Cornell H. Winston, 2006–09; David S. Mao, 2007–10; Ruth Hill, 2008–11.

24. Carol Avery Nicholson served as President in 2002–03. FRANK G. HOUDEK, *THE FIRST CENTURY: ONE HUNDRED YEARS OF AALL HISTORY, 1906–2005*, at 150 (AALL Publ’ns Series no. 75, 2008).

## Survey Findings: How Have Things Changed in Fifteen Years?

### Racial Distribution

¶14 As in 1992, we asked minority law librarians to classify themselves under the broad categories commonly used for affirmative action purposes: African American/Black, American Indian or Native Alaskan, Asian, Hispanic or Latino, Native Hawaiian or other Pacific Islander, and Other. And, as was true fifteen years ago, most of our respondents were African Americans (46%). Asian Americans (28%) and Hispanics (21%) followed in that order. Together, American Indians and Others made up 9% of our total, the same percentage as in the earlier survey.<sup>25</sup>

¶15 How do our results compare with other AALL diversity statistics? The 2005 Salary Survey confirms that Black/African American is the largest group of minority law librarians at approximately 41%, followed by Asian/Pacific Islander (33%) and then Hispanics (21%).<sup>26</sup>

¶16 In our 1992 study, we cited sources showing that the percentage of minorities in law libraries (8.9%) was lower than the percentage of minorities in libraries in general (12.3%).<sup>27</sup> The situation has changed, however, and now the percentage of minorities in both populations is approximately 12%.<sup>28</sup>

¶17 A comparison of the presence of specific minority groups in law librarianship and in the general library profession reveals that each group is slightly better represented in law librarianship. Four percent of professional law librarians are Asian Americans, but less than 3% of credentialed librarians in the general library profession are Asian Americans. Blacks comprise roughly 5% of law librarians and 4.5% of credentialed librarians. Three percent of law librarians are Hispanic, as are 3% of credentialed librarians.<sup>29</sup> Back in 1992, the percentages of Blacks and Hispanics in law librarianship were lower than their percentages in libraries generally. The percentage of Asian Americans in law librarianship, however, has continued to be greater than their percentage in libraries generally.<sup>30</sup>

### Gender

¶18 In our earlier survey, minority women “comprised an overwhelming majority (78%)”<sup>31</sup> of our respondents. Little has changed in fifteen years, as 77% of our 2007 respondents were women (see table 1).

25. *Id.* at 253 tbl.1.

26. See 2005 SALARY SURVEY, *supra* note 5, at S-6 (information derived from “Characteristics of Individuals—All Libraries”).

27. 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 253 (citing AM. LIBRARY ASS’N, ACADEMIC AND PUBLIC LIBRARIANS: DATA BY RACE, ETHNICITY AND SEX 3 tbl.1 (1991); BUREAU OF THE CENSUS, U.S. DEP’T OF COMMERCE, 1990 CENSUS OF POPULATION AND HOUSING: EQUAL EMPLOYMENT OPPORTUNITY, File CD90-EE0-1 (1993)).

28. See 2005 SALARY SURVEY, *supra* note 5, at 10; DAVIS & HALL, *supra* note 9, at 10 tbl.4.

29. 2005 SALARY SURVEY, *supra* note 5, at 10; DAVIS & HALL, *supra* note 9, at 10 tbl.4.

30. 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 253–54.

31. *Id.* at 255.

**Table 1**

## Number of Respondents in Each Racial Group by Gender

Race	No. of Respondents (%)	Gender	
		Male	Female
African American or Black	73 (46)	11	62
American Indian or Native Alaskan	4 (3)	0	4
Asian	44 (28) <sup>†</sup>	13	29
Hispanic or Latino	33 (21)	12	21
Native Hawaiian or other Pacific Islander	3 (2)	1	2
Other	10 (6)	3	7
<b>Total Respondents</b>	167	40	125
<b>Adjustments</b>	- 7 <sup>**</sup>	-3	-4
			+1 <sup>***</sup>
<b>Adjusted Race Total</b>	160	37 (23%)	122 (77%)
		Adjusted Male & Female Total = 159	

<sup>†</sup> Two Asian librarians did not specify gender.

<sup>\*\*</sup> Minus seven biracial librarian(s) whose presence has already been counted in the gender categories.

<sup>\*\*\*</sup> Add to the gender count one female librarian who did not specify race.

¶19 The 2005 Salary Survey confirms the prevalence of women in law librarianship (71%),<sup>32</sup> but it is silent about the number of *minority* women in law librarianship. As in 1992, law library statistics parallel census data indicating that 82% of the library profession is female.<sup>33</sup>

### Age

¶20 Five different age ranges were used in the current survey, and this time we specifically chose a new 31–35 age group (see table 2). The 1988 Slinger study of the career paths of academic law library directors found that the average age for attaining a first library directorship was thirty-three.<sup>34</sup> In our previous study, we regretted not having determined how many minority librarians might be included in this seemingly important age range. However, the vast majority of our 2007 respondents (89%) were older than thirty-five. Only ten minority librarians working in

32. 2005 SALARY SURVEY, *supra* note 5, at 9.

33. 1992 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 255, n.31. See DAVIS & HALL, *supra* note 9, at 9 (information derived from table 1).

34. Michael J. Slinger, *The Career Paths and Education of Current Academic Law Library Directors*, 80 LAW LIBR. J. 217, 225 (1988).

academic libraries were thirty-five and younger, and potentially eligible for a directorship by their mid-thirties.<sup>35</sup>

¶21 Approximately 30% of our respondents were age forty or younger—a somewhat higher percentage than that for law librarians generally (22%).<sup>36</sup> In comparison, 30% of credentialed librarians in general libraries are forty-four or younger.<sup>37</sup> Approximately 40% of our respondents were fifty and older; 32% of the law librarian population are fifty-one or older.<sup>38</sup> In 1992, nearly two-thirds (64%) of the survey respondents fell into the forty-and-over category.<sup>39</sup> With 70% of our respondents in the forty-one-and-over category, it now appears that minority law librarians are a slightly more mature group than the general law librarian population.

**Table 2**

Number of Respondents in Each Racial Group by Age

Race	No. of Respondents	Age				
		23–30	31–35	36–40	41–49	50 & over
African American or Black	73	5	3	11	26	28
American Indian or Native Alaskan	4	0	1	0	1	2
Asian	44‡	2	3	10	11	17
Hispanic or Latino	33	2	1	10	9	11
Native Hawaiian or other Pacific Islander	3	1	0	0	0	2
Other	10	1	0	3	2	4
<b>Total Respondents</b>	167 †	11	8	34	49	64
<b>Adjustments</b>	-7 **	-1	-1	-3		-2
						+1 ***
<b>Adjusted Totals</b>	160	10 (6%)	7 (4%)	31 (19%)	49 (31%)	63 (39%)

† One Asian librarian did not specify age.

\*\* Minus seven biracial librarian(s) whose presence has already been counted in the age categories.

\*\*\* Add to the age count one librarian aged 50+ who did not specify race.

35. In a separate informal poll, we asked the thirteen minority law librarians who are listed as directors of academic law libraries in the *AALL Directory and Handbook 2006–2007* how old they were when they became directors. Ten people responded, and the average age upon becoming a director was forty-three.

36. 2005 SALARY SURVEY, *supra* note 5, at 11.

37. DAVIS & HALL, *supra* note 9, at 20 (information derived from appendix A, table A-1).

38. 2005 SALARY SURVEY, *supra* note 5, at 11.

39. 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 255.

### Geographic Distribution

¶22 In 1992, we reported that minority law librarians “were spread across twenty-nine states and Puerto Rico.”<sup>40</sup> Similarly, our 2007 participants represented twenty-eight states, Guam, Puerto Rico, and the Virgin Islands.

¶23 Minority law librarians work primarily in the southern region of the United States. Thirty-one percent indicated as such, while 30% of respondents stated they work in the northeastern region. According to the 2007 Salary Survey, most law librarians were located in the Mid-Atlantic/NY, D.C. region (28%).<sup>41</sup> In 1992, the highest concentrations of minority librarians were in California (14%) and New York (13%).<sup>42</sup> Those states were among the top four in 2007, but Texas (14%) was first with the District of Columbia, California, and New York all tied for second place (12%). For the 1992 Survey, most of the African Americans worked in New York (9). As was true in 1992, for Asian American respondents, California still reigned as the top place of employment with eight. Asian Americans also indicated they were employed in New York (5) and the District of Columbia and Illinois tied with four each. Puerto Rico remained the primary location for Hispanic respondents. Six were employed there, while Texas (5), California (4), and New York (4) followed. In 1992, those in the Other category worked in California and New York.<sup>43</sup> By 2007, the geographic distribution changed to Illinois (3), the District of Columbia (3), and New York and California tied at one each.

¶24 Although respondents indicated that they were employed in somewhat different states than the previous survey, the percentage of respondents willing to relocate for another law library position slightly decreased. Previously, 52% of minority law librarians stated they would be willing to relocate to fulfill their career objectives.<sup>44</sup> For the 2007 Survey, the number had decreased by three percentage points to 49%.

### Educational Degrees

¶25 Minority law librarians continue to have impressive educational credentials. How do the educational degrees earned by the 2007 respondents compare to those of the 1992 respondents? In 1992, 86% had an M.L.S. or equivalent graduate library degree and one-quarter held both an M.L.S. and J.D.<sup>45</sup> The percentage of our 2007 respondents with an M.L.S. (85%) closely matched the 1992 number, but a much larger percentage (35%) possessed a J.D. or LL.B. Two minority law librarians held Ph.D.s in 1992, and 20% of respondents had earned a second master's.<sup>46</sup> Four respondents held a Ph.D. and 14% had a second master's degree in 2007.

¶26 How do the educational credentials of our 2007 respondents compare to those of the 2007 Salary Survey respondents? The 2007 Salary Survey reported that

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40. *Id.* at 256.

41. 2007 SALARY SURVEY, *supra* note 5, at 10.

42. 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 256.

43. *Id.*

44. *Id.*

45. *Id.* at 257.

46. *Id.*

a smaller percentage (76%) of law librarians possessed an M.L.S. and a smaller percentage (27%) had both an M.L.S. and J.D.<sup>47</sup>

### Employment by Library Type

¶27 Again in 2007, a majority of the respondents worked in academic law libraries (58%) (see table 3) and “only about a quarter were employed in the private law library sector (law firm and corporate libraries).”<sup>48</sup> In 1992 our figures contrasted “sharply with the distribution of AALL membership generally”<sup>49</sup> in which private firm/corporate librarians were dominant, but in 2007, academic librarians comprised the majority of respondents in our survey and were also the largest group in the 2007 Salary Survey (46%). About 13% of the respondents were employed in government (federal, state, court, and county) libraries. This closely matches the general law librarian figure (14%).<sup>50</sup>

**Table 3**

Library Type by Race and Gender

Library Type	No. of Respondents (%)	Race <sup>†</sup>						Gender <sup>**</sup>	
		African American/Black (%)	American Indian/Native Alaskan (%)	Asian (%)	Hispanic/Latino (%)	Native Hawaiian/Pacific Islander (%)	Other (%)	M (%)	F (%)
Private Law Firm	44 † (28)	19 (44)	0 (0)	10 (23)	13 (30)	0 (0)	3 (7)	6 (14)	38 (86)
Corporate	3 (29)	1 (33)	1 (33)	1 (33)	0 (0)	0 (0)	0 (0)	0 (0)	2 (100)
State, Court, or County	11 (7)	3 (27)	1 (9)	5 (46)	1 (9)	1 (9)	0 (0)	1 (9)	10 (91)
Academic	92 (58)	43 (47)	2 (2)	26 (28)	17 (19)	2 (2)	7 (8)	27 (29)	65 (71)
Other	9 (6)	5 (56)	0 (0)	2 (22)	2 (22)	0 (0)	0 (0)	3 (38)	5 (63)
<b>Total Respondents</b>	<b>159 <sup>***</sup></b>								

<sup>†</sup> Respondents were able to select all that applied.

<sup>\*\*</sup> Two respondents did not specify gender.

<sup>\*\*\*</sup> Two respondents did not specify library type.

¶28 The numbers of non-professionals employed in law libraries where our 2007 respondents worked were similar to those found in our first survey. In this survey, we learned that two-thirds of the respondents stated that their libraries

47. 2007 SALARY SURVEY, *supra* note 5, at 10.

48. 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 257.

49. *Id.*

50. 2007 SALARY SURVEY, *supra* note 5, at 9.

employed ten or fewer non-professionals. Over forty percent of librarians stated that six or more non-professionals worked in their libraries.

### Years of Law Library Employment

¶29 “Years of service” figures for minority law librarians closely track those for the entire profession. While 47% of law librarians have sixteen or more years of professional experience,<sup>51</sup> 42% of minority law librarians have fifteen or more years. The same percentage have six to ten years (16% generally, 16% minorities). The percentage of new librarians with fewer than six years of service is nearly the same for both sets of law librarians at 19% generally and 20% for minority law librarians. The largest difference between the groups was in the eleven to fourteen or fifteen-year range. Twenty-one percent of minority librarians fell into this category, but only 15% of the entire profession were in this group.<sup>52</sup> The median “years of service” range for our respondents was six to ten years fifteen years ago,<sup>53</sup> but it is now eleven to fourteen years.

### Salary

¶30 The AALL salary surveys provide the most sophisticated examination of compensation in the profession. (The 2005 Salary Survey even included cross-tabulations for ethnicity.<sup>54</sup>) Anyone seriously interested in law librarian salaries should consult the surveys. Our modest goal was simply to obtain some basic salary information on minority law librarians and to determine how our salary statistics compared to figures from the salary surveys.

¶31 When we sampled salaries for those with similar job responsibilities, we found that the salary ranges of our academic respondents matched up well with the average salaries reported in the 2007 Salary Survey. For example, our academic reference librarians and catalogers had salaries in the \$50,000 to \$59,999 range. This closely corresponded to the 2007 Salary Survey’s averages for reference librarians (\$56,426) and catalogers (\$54,044). Middle managers in academic libraries from both surveys had similar numbers, too, with a \$60,000 to \$69,999 range for our respondents and a \$68,076 Salary Survey average.<sup>55</sup>

¶32 In the private sector, minority catalogers, reference librarians, and middle managers earned salaries in the \$50,000 to \$59,999 range. Although the Salary Survey average for a private sector cataloger (\$51,629) was comparable, the Salary Survey private sector reference librarians (\$63,816) and middle managers (\$77,938) earned far more.<sup>56</sup>

¶33 Minority state, court, and county middle managers, whose average salary fell in the \$60,000 to \$69,999 range, matched the Salary Survey average of \$67,614.

51. 2007 SALARY SURVEY, *supra* note 5, at 11.

52. *Id.*

53. 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 262.

54. *See, e.g.*, 2005 SALARY SURVEY, *supra* note 5, at S-10. Unfortunately for future empirical research, this information is no longer being collected as part of the salary survey. *See* 2007 SALARY SURVEY, *supra* note 5, at 3.

55. 2007 SALARY SURVEY, *supra* note 5, at S-3.

56. *Id.* at S-31.

Table 4

## Salary Range by Years in Law Librarianship

Salary Range	No. of Respondents (%)	Less than 2 years (%)	2-5 years (%)	6-10 years (%)	11-14 years (%)	15-20 years (%)	More than 20 years (%)
Less than \$20,000	2 (1)	2 (100)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
\$20,000-\$29,999	1 (1)	0 (0)	0 (0)	0 (0)	1 (100)	0 (0)	0 (0)
\$30,000-\$39,999	5 (3)	2 (40)	1 (20)	0 (0)	1 (20)	0 (0)	1 (20)
\$40,000-\$49,999	19 (12)	1 (5)	6 (32)	3 (16)	4 (21)	2 (11)	3 (16)
\$50,000-\$59,999	36 (23)	9 (25)	8 (22)	6 (17)	4 (11)	4 (11)	6 (14)
\$60,000-\$69,999	24 (15)	1 (4)	3 (13)	8 (33)	3 (13)	4 (17)	5 (21)
over \$70,000	71 (45)	0 (0)	0 (0)	9 (13)	21 (30)	16 (23)	25 (35)
<b>Total Respondents</b>	<b>158 ‡</b>						

‡ Three respondents did not specify salary range.

The average for minority catalogers and reference librarians in this sector, however, was much less. While our respondents earned \$40,000 to \$49,999, the Salary Survey reference librarians averaged \$52,102 and catalogers made \$52,216.<sup>57</sup>

¶34 Unfortunately, we could not make meaningful comparison on director/chief librarian compensation because our top range was simply “over \$70,000.” Although our director/chief respondents met the “over \$70,000” threshold, we could not tell how close they actually came to the Salary Survey averages.

¶35 Forty-five percent of our respondents earned over \$70,000. Of those earning \$70,000 or more, 35% had more than twenty years of experience, but 13% of those earning this figure had just six to ten years of service (see table 4). The average salary range for all respondents was \$60,000 to \$69,999.

¶36 Even though the salaries for our respondents proved comparable to those for the general profession, it is very noticeable in the 2005 Salary Survey, in which racial comparisons could be made, that the averages for Black law librarians were consistently below those of Whites, but that in several instances the average for Asian/Pacific Islander law librarians was higher than the mean for Whites.<sup>58</sup> Salary ranges are broken down by race and gender in table 5.

57. *Id.* at S-59.

58. *See, e.g.*, 2005 SALARY SURVEY, *supra* note 5, at S-10 (Director/Chief Librarian salary mean: Black/African Americans—\$94,108, Whites—\$96,452, Asian/Pacific Islanders—\$107,253); S-12 (Associate, Deputy, Assistant Director salary mean: Black/African Americans—\$57,510, Whites—\$72,983, Asian/Pacific Islanders—\$84,369); S-21 (Technical Services Librarian salary

**Table 5**  
Salary Range by Race and Gender

Salary Range	No. of Respondents (%)	Race <sup>†</sup>						Gender <sup>**</sup>	
		African American/Black (%)	American Indian/Native Alaskan (%)	Asian (%)	Hispanic/Latino (%)	Native Hawaiian/Pacific Islander (%)	Other (%)	M (%)	F (%)
Less than \$20,000	2 (1)	2 (100)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	2 (100)
\$20,000–\$29,999	1 (1)	0 (0)	0 (0)	1 (100)	0 (0)	0 (0)	0 (0)	1 (100)	0 (0)
\$30,000–\$39,999	5 (3)	1 (20)	0 (0)	2 (40)	2 (40)	0 (0)	0 (0)	1 (20)	4 (80)
\$40,000–\$49,999	19 (12)	10 (53)	1 (5)	3 (16)	3 (16)	2 (11)	2 (11)	2 (11)	17 (89)
\$50,000–\$59,999	36 (23)	15 (42)	1 (3)	10 (28)	11 (31)	0 (0)	1 (3)	14 (39)	22 (61)
\$60,000–\$69,999	24 (15)	9 (38)	1 (4)	8 (33)	5 (21)	0 (0)	1 (4)	5 (22)	18 (78)
over \$70,000	71 (45)	34 (49)	1 (1)	19 (27)	12 (17)	1 (1)	6 (9)	13 (19)	57 (81)
<b>Total Respondents</b>	158 <sup>***</sup>								

<sup>†</sup> Respondents were able to select all that applied.

<sup>\*\*</sup> Two respondents did not specify gender.

<sup>\*\*\*</sup> Three respondents did not specify salary range.

### Supervisory Experience

¶<sup>37</sup> In 2007, 38% of our respondents stated that they supervised other professional librarians. This was a much greater percentage than the 29% of respondents who identified themselves as supervisors in 1992.<sup>59</sup> Over 20% supervised one to three other librarians. Only 10% responded that they supervised four to six librarians. Nearly two-thirds of our respondents (62%) stated that they did not supervise other librarians. We found little difference in the percentage of male librarians who supervise other librarians (39%) compared to the percentage of female supervisors (38%). A significantly greater percentage of the female respondents were supervisors in 2007 compared to 1992 (26%).<sup>60</sup>

mean: Black/African Americans–N/A, Whites–\$52,827, Asian/Pacific Islanders–\$84,369); and S-23 (Reference/Research Librarian salary mean: Black/African Americans–\$52,353, Whites–\$56,907, Asian/Pacific Islanders–\$57,517).

59. 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 263.

60. *Id.*

## Employment by Function/Position

¶38 As in our 1992 Survey, we divided library employment functions into three broad categories: (1) public services, (2) technical services, and (3) administration, and then listed specific duties within each category.

### *Public Services*

¶39 Public Services duties were indicated by 102 librarians—twenty-five (25%) males and seventy-seven (75%) females. Sixty-three percent of the 2007 respondents claimed such duties, while 70% did so in 1992.<sup>61</sup> The various responsibilities are further broken down by race in table 6. Ninety percent of the librarians stated that their public services duties included reference in 2007, compared with 60% in 1992.<sup>62</sup> This was followed by duties involving circulation (41%), interlibrary loan (34%), information technology (33%), and government documents (24%). Twenty-six percent of the librarians noted that they are middle managers, as did 25% percent in 1992.<sup>63</sup> Seventy-four percent of those in public services had multiple duties.

### *Technical Services*

¶40 Technical services duties were indicated by sixty-nine librarians—eleven (16%) males and fifty-eight (84%) females. This was a 19% decrease from 1992, when 62% of respondents worked in technical services.<sup>64</sup> Nearly three-quarters (72%) indicated that they had acquisitions duties. (Only 37% made this claim in 1992.<sup>65</sup>) This was followed by cataloging (54%) and serials (54%) duties. There was a slight increase in the percentage of middle managers—38% in 2007 and 31% in 1992.<sup>66</sup> Technical services duties are further broken down by race in table 7.

### *Administration*

¶41 It was difficult to draw comparisons between the number of respondents who claimed a particular administrative job title in 1992 and those who did so in 2007, because we changed some of the job title options (e.g., “middle manager” in 1992 versus “department head” or “associate or deputy director” in 2007) in our 2007 survey. However, approximately thirty-five people identified themselves as a head/director in both surveys.

¶42 Almost one-fifth (19%) of our 2007 respondents identified themselves as “associate or deputy directors”—a category new to our 2007 survey. Twenty-eight individuals described themselves as department heads and one respondent was a dean of information technology—another category new to the 2007 survey (see table 8). Once again, we asked how many working in public services or technical

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61. *Id.* at 260.

62. *Id.*

63. *Id.* tbl.7.

64. *Id.*

65. *Id.*

66. *Id.* at 261 tbl.8.

**Table 6**

Number of Respondents with Public Services Duties by Race and Gender

Duties †	Gender				Race									
	No. of Respondents (%)		African American/ Black		American Indian/ Native Alaskan		Asian		Hispanic/ Latino		Native Hawaiian/ Pacific Islander		Other	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Circulation	20 (12)	30 (29)	3	21	-	-	5	6	4	3	-	-	-	-
Government Documents	8 (8)	16 (16)	3	10	-	-	3	4	2	1	-	1	-	-
Information Technology	8 (8)	26 (25)	1	14	-	1	4	6	2	4	1	1	-	-
Interlibrary Loan	7 (7)	28 (27)	4	16	-	-	1	4	2	8	-	-	-	-
Middle Manager	6 (6)	21 (20)	2	12	-	-	3	3	1	6	-	-	-	-
Reference	23 (22)	69 (68)	6	35	-	2	7	12	9	16	1	2	-	3

Total respondents: 25 males + 77 females = 102

† Respondents were able to select all that applied.

**Table 7**

Number of Respondents with Technical Services Duties by Race and Gender

Duties †	Gender				Race									
	No. of Respondents (%)		African American/ Black		American Indian/ Native Alaskan		Asian		Hispanic/ Latino		Native Hawaiian/ Pacific Islander		Other	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Acquisitions	7 (10)	43 (62)	2	21	-	1	4	11	-	7	1	1	-	2
Cataloging	5 (8)	32 (46)	2	11	-	-	3	11	-	8	-	-	-	1
Middle Manager	3 (5)	23 (33)	2	10	-	-	1	7	-	5	-	-	-	1
Serials	3 (5)	34 (49)	3	17	-	-	-	7	-	7	-	-	-	2
Other	1 (1)	12 (17)	-	4	-	-	1	2	-	2	-	-	-	4

Total respondents: 11 males + 58 females = 69

† Respondents were able to select all that applied.

Table 8

## Number of Respondents with Administrative Services Duties by Race and Gender

Duties <sup>†</sup>	Gender				Race									
	No. of Respondents (%)		African American/ Black		American Indian/ Native Alaskan		Asian		Hispanic/ Latino		Native Hawaiian/ Pacific Islander		Other	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Library Head/ Director	9 (12)	25 (34)	3	12	-	1	3	4	3	6	-	1	-	1
Associate or Deputy Director	2 (3)	12 (16)	1	3	-	-	1	4	-	4	-	-	-	1
Department Head	7 (10)	21 (28)	3	10	-	-	2	5	2	3	-	1	-	2
Dean of Information Technology	1 (1)	0	1	-	-	-	-	-	-	-	-	-	-	-
Other	1 (1)	5 (7)	-	2	-	-	-	1	1	1	-	-	-	1

Total respondents: 18 males + 56 females = 74

<sup>†</sup> Respondents were able to select all that applied.

services had “middle manager” duties. This number decreased from seventy-one respondents in 1992<sup>67</sup> to fifty-three in 2007.

### Prior Library Work Experience

¶43 We asked minority law librarians if they had worked in other types of libraries prior to working in a law library. Forty-three percent stated that they had worked in college or university libraries. Fourteen percent had been employed in public libraries, and five percent had worked in a primary or secondary school library. Approximately two-thirds of those who had worked in other types of libraries held public services/reference positions and one-quarter were catalogers. One-fifth were solo librarians. Nearly half (46%) were previously employed as library assistants or paraprofessionals.

¶44 Many minority law librarians had worked in libraries while they were students. Nearly half (46%) worked in a library during college. This percentage was similar to that in our 1992 survey (42%). Over half (53%) of respondents with either a J.D. or LL.B. worked in a library while they were law students. Similarly, that percentage was 50% in 1992.<sup>68</sup> Sixty percent of our 2007 minority law librarians worked during their time in library school. This was a significant increase over

67. See *id.* at 260–61 tbls.7 & 8.

68. *Id.* at 262–63.

the 43% who did so in 1992.<sup>69</sup> A further breakdown of those who worked in libraries during library school shows that 38% were African Americans, 33% were Asian Americans, and 16% were Hispanics or Latinos.

### Teaching

¶45 Any law librarian will attest that teaching is an important component of what we do. Whether it is a brief reference interview at a law firm or the more formal classroom environment in law school, law librarians understand that teaching has many forms. Thus, we were particularly interested in knowing which librarians have more formal teaching responsibilities. Since the last survey, respondents have indicated a substantial increase in their level of teaching. In the 1992 survey, only 20% of all respondents indicated that they had formal teaching responsibilities.<sup>70</sup> However, by 2007, 38% of the respondents answered in the affirmative.

¶46 In 1992, academic librarians comprised 62% of the teachers,<sup>71</sup> but that percentage rose to 82% in 2007, despite the fact that the percentage of academic library respondents was about the same in both surveys (56% v. 57%).<sup>72</sup> A complete breakdown of teachers by library type can be found in table 9. This increase may be explained in large part by the rise in respondents with faculty status. Because formal teaching responsibilities are often a component of faculty status, the two should increase in tandem. The survey bears this out. In 1992, 34% of the minority academic law librarians indicated they had faculty status;<sup>73</sup> 53% did so in 2007.

**Table 9**

Teachers by Library Type

Library Type	No. of Respondents	No. of Teachers
Academic	92	50
Corporate	3	0
Private Firm	44	6
State, Court, or County	11	1
Other	9	4
<b>Total Teachers</b>	159 <sup>†</sup>	61

<sup>†</sup> Two respondents did not specify library type.

¶47 As table 10 shows, the majority of those who teach were academic librarians, and the majority of those individuals taught were law students (74%). Basic legal research and advanced legal research courses accounted for 66% of all courses

69. *Id.* at 263.

70. *Id.* at 265.

71. *Id.*

72. *Id.* at 257.

73. *Id.* at 266.

taught. Five of the six private law firm teachers taught basic legal research to summer associates, attorneys, or paralegals.

**Table 10**

Courses Taught by Library Type and Course

Library Type	Basic Legal Research	Advanced Legal Research	Legal Research Component	Other
Academic	24	25	12	15
Corporate	–	–	–	–
Private Firm	5	1	–	1
State, Court, or County	–	1	–	1
Other	3	2	–	2
<b>Total Courses Taught</b>	32	29	12	19

Publications

¶48 Many more respondents were authors in 2007—eighty-eight compared to twenty-five in 1992.<sup>74</sup> As would be expected, respondents were most prolific in writing articles. Eighty-one had written articles, twenty-three had written book chapters, and twenty-two had written books. Eighty-six percent of the authors have published one to two books, book chapters, or articles.

¶49 Because publication is usually a component of faculty status, we were particularly interested in the level of publication by academic law librarians (see table 11). Sixty-five of the ninety-two academic law librarians (71%) had been published. Ninety-one percent of those who wrote books were academic law librarians, 87% of those who wrote book chapters were academics, as were 74% of those who had authored articles.

¶50 As with the last survey, respondents were asked if publishing was a requirement for advancement.<sup>75</sup> For the 2007 survey, thirty-two respondents (22%) indicated that it was. This number was a slight increase from 1992, when 20% said publishing was a requirement. As would be expected, only academic respondents were required to publish. In the 1992 survey, 23% of the academics stated they needed to publish for advancement,<sup>76</sup> but by 2007, that number had increased to 37%.

¶51 Although none of the private law librarians indicated that they were required to publish, fourteen of them had done so. One had published one or two books, and three had published five or more articles. Of the state, court, and county law librarians, one had published three or four book chapters and five had published articles. Three of the “other” librarians had published: one had authored at least one book, two had penned book chapters, and two had produced articles.

74. *Id.*

75. *Id.*

76. *Id.*

**Table 11****Eighty-eight Authors by Library Type and Publication Type**

Library Type	No. of Books			No. of Book Chapters			No. of Articles		
	1-2	3-4	5 or more	1-2	3-4	5 or more	1-2	3-4	5 or more
Academic (65)	15	5	—	18	1	1	30	10	20
Corporate (0)	—	—	—	—	—	—	—	—	—
Private Firm (14)	1	—	—	—	—	—	7	4	3
State, court, or county (6)	—	—	—	—	1	—	2	2	1
Other (3)	1	—	—	2	—	—	—	1	1
<b>Total authors, 1-2 publications</b>	17	—	—	20	—	—	39	—	—
<b>Total authors, 3-4 publications</b>	—	5	—	—	2	—	—	17	—
<b>Total authors, 5 or more publications</b>	—	—	0	—	—	1	—	—	25
<b>Total authors by publication type</b>		22			23			81	

**Presentations**

¶52 In addition to writing books, book chapters, and articles, law librarians are often called upon to make presentations on law librarianship. Unlike the 1992 survey, the updated survey asked the respondents if they had given presentations to community organizations, primary or secondary schools, colleges or universities (not law), or professional organizations. Sixty-two percent of the respondents delivered presentations. Most librarians (77%) made their presentations to professional organizations. Many also spoke before non-law college and university students (46%). As the library profession looks toward preparing the next generation of librarians, it is important to note that 17% of those giving presentations delivered them to primary or secondary school students.

¶53 Many of the academic law librarians (52%) made their presentations to non-law college students—perhaps those on campus or in close proximity to the law school. Most presentations by these librarians, however, were made to professional organizations (76%). Likewise, state, court, and county law librarians (86%), as well as private law firm librarians (76%), made most of their presentations at professional organization meetings (see table 12).

**Professional Memberships***Local AALL Chapters*

¶54 When asked whether they were past or present members of local AALL chapters, 77% of our respondents answered affirmatively—62% claiming present membership and 15% describing themselves as past members.<sup>77</sup> This was a slight

77. Minority librarians belonged to chapters in many locations, including New York, the District of Columbia, Chicago, Ohio, North Carolina, Florida, Oklahoma, Texas, and California.

**Table 12**

## One Hundred Presenters by Library Type and Audience

Library Type	Audience Type	Number of Presentations				Total No. of Presenters
		1-2	3-5	6-8	9 or more	
Academic (71)	Community organization	14	2	1	3	20
	Primary & secondary schools	5	4	2	1	12
	Colleges & universities	20	6	7	4	37
	Professional organizations	19	15	10	10	54
Private Firm (17)	Community organization	3	1	1	—	5
	Primary & secondary schools	2	—	—	1	3
	Colleges & universities	4	—	—	—	4
	Professional organizations	9	3	—	1	13
State, Court, or County (7)	Community organization	2	2	—	—	4
	Primary & secondary schools	1	—	1	—	2
	Colleges & universities	2	—	—	—	2
	Professional organizations	3	2	1	—	6
Other (5)	Community organization	—	1	1	—	2
	Primary & secondary schools	—	—	—	—	0
	Colleges & universities	1	2	—	—	3
	Professional organizations	1	1	—	2	4
Total for All library types	Community organization	19	6	3	3	31
	Primary & secondary schools	8	4	3	2	17
	Colleges & universities	27	8	7	4	46
	Professional organizations	32	21	11	13	77

decrease from 1992, when 80% of our respondents indicated they were or had been AALL chapter members.<sup>78</sup> The minority law librarians are active participants in their local chapters. Twenty-four of our respondents (14%) have served, or are currently serving, as chapter officers. This percentage matches that from 1992.<sup>79</sup>

### *AALL National*

¶55 Minority law librarians are active participants in their national law library association. Ninety-three respondents (62%) are active in an AALL special interest section (SIS). Over thirty percent (forty-six respondents) were present members of AALL committees. This finding is similar to our previous finding.<sup>80</sup>

78. 1992-93 MINORITY LAW LIBRARIANS SURVEY *supra* note 1, at 268.

79. *Id.*

80. *Id.* (close to one-third were active on AALL committees).

**Table 13****AALL Membership**

	<b>N/A</b>	<b>Past Member</b>	<b>Past Officer</b>	<b>Present Member</b>	<b>Present Officer</b>	<b>No. of Respondents</b>
AALL chapter(s)	9% (16)	15% (25)	9% (15)	62% (107)	5 % (9)	172
AALL committee	29% (42)	25% (36)	14% (21)	31% (46)	1% (2)	147
AALL special interest section	16% (24)	12% (18)	7% (11)	62% (93)	3% (4)	150
<b>Total Responses</b>	<b>82</b>	<b>79</b>	<b>47</b>	<b>246</b>	<b>15</b>	

**Table 14****Other Association Membership**

	<b>Percentage Response</b>	<b>No. of Respondents</b>
None	33%	49
Other Organizations	67%	98
SLA	22%	22
ALA	16%	16
AALL Regional / Local Chapters	58%	57
IALL	2%	2

¶156 Since the 1992 Survey, eight minority librarians have served on the AALL Executive Board as AALL has actively sought to increase minority participation at the national level.<sup>81</sup>

**Other Associations**

¶157 The 2007 Survey respondents are also active in library organizations other than AALL. Ninety-eight respondents (67%) are members of other organizations—compared with 52% in 1992.<sup>82</sup> Twenty-two respondents are Special Libraries Association members, sixteen are American Library Association members, fifty-seven are members of various regional library organizations, and two respondents are members of the International Association of Law Libraries.

81. A profession's continued relevance to its population is demonstrated when citizens see diversity of age, race, and other characteristics within the profession. The trend of greater diversity shown in the AALL Executive Board is heartening. As Isabel Espinal and Denice Adkins observed in their article, with a lack of diversity, "[o]ur profession loses relevance for many citizens." Denice Adkins & Isabel Espinal, *The Diversity Mandate*, LIB. J., Apr. 15, 2004, at 52, 54. Despite these gains, we really should take a hard and long look at diversity within the Association. But that is another article entirely.

82. 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 269.

¶58 Our 2007 Survey found that thirty-two respondents (22%) are state bar members.<sup>83</sup> Fifty respondents (31%) have leadership roles in national and state bar associations, paralegal associations, and the American Association of Law Schools.

### Professional Goals

¶59 As in the 1992 Survey, we asked several questions about our participants' professional goals. In asking minority law librarians what was the highest library position that they hoped to achieve, we presented them with the options of becoming a director, associate director, middle manager, or department head. Of the 146 people who responded, 42% said that they had already achieved the highest position desired.

¶60 How did the aspirations of those in the 2007 survey compare with those in the 1992 Survey? As in 1992, 7% were interested in becoming middle managers.<sup>84</sup> In 2007, 7% fewer desired to become department heads than the 13% with this goal in 1992. Those hoping for associate director titles rose by two percentage points to 8%. But the numbers of those in 2007 wanting to become directors dropped from 33% to 28%.<sup>85</sup> We would point out, however, that nine more minorities held directorships in 2007 (including two of our authors) than the four who did so in 1992. Five librarians (3%) aspired to a law or library school deanship.

¶61 The 2007 law librarians overwhelmingly believed their goals were obtainable within the next decade. Forty percent—including the majority of those desiring to be associate directors or department heads—believed their desired position was obtainable in less than five years. But most respondents (45%)—including the aspiring directors—thought it would take six to ten years to accomplish their goal.

¶62 When queried what circumstances one had to consider in the quest for the desired position, most cited family responsibilities (67%), then finances (60%), education (34%), and publishing requirements. Perhaps it is noteworthy that only one minority librarian specifically cited “biases” as a consideration. In 1992, seven respondents thought that “racial discrimination” stood in their way.<sup>86</sup>

### Relocation

¶63 When asked whether one would relocate for another position, there was a nearly even split in the responses. Fifty-one percent stated that they *were not* willing to relocate, while 49% *were* willing to do so.<sup>87</sup>

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83. Minority librarians are admitted to the bar in states that include: New Jersey (9%), North Carolina, Ohio, Texas (9%), Michigan, Montana, Missouri, Oregon, and California (19%).

84. *Id.* at 269.

85. *Id.*

86. *Id.* at 270.

87. In comparison, three-quarters of the authors of either the 1992 or 2007 Minority Law Librarians Surveys have relocated to enhance their careers. In 1992, King worked in the Midwest and Ballard-Thrower in the South, while Lai and Mills were employed in the Northeast. By 2007, Lai had left academia to become head of a private law firm library. Mills and Ballard-Thrower have moved six times between the two of them. Both entered the profession as public services librarians but are now academic library directors. Only King has remained in the same position in the same location.

¶64 Seventy percent of our respondents were age forty or older—a much greater percentage than those over forty in the 2005 Salary Survey (57%).<sup>88</sup> Many factors can influence a willingness to relocate—including children, elderly parents, a spouse’s career, or community ties. With age, these considerations can become more important. Were our younger respondents more willing to relocate? Yes, 70% of those forty and under would move for another position, but only 40% of those over forty were willing to relocate. Still, almost half of those who would move (49%) were over forty.

¶65 One-quarter of our respondents have had law librarian careers of twenty years or more. Were these librarians less willing to relocate? Yes, only 28% would move. On the other hand, 59% of those who have been in the profession less than fifteen years would do so.

### Mentorship

¶66 As in 1992, we questioned whether respondents had mentors to help them with their career advancement. Forty-three minority law librarians (29%) reported that they had mentors. This percentage was very similar to the thirty percent of respondents with mentors in 1992. Of the one hundred respondents who did not have mentors, forty-two did not think it would be advantageous to have one. Most of those who did not see an advantage in having a mentor were over age forty (77%) or had eleven or more years of law librarian experience (67%). Fortunately, most of those who do not think they need a mentor (93%) now are at least aware that AALL sponsors a mentorship program should they decide they would like a mentor sometime in the future.

### Conclusion

¶67 As we concluded in 1992, this descriptive profile offers “a myriad of detail”<sup>89</sup> about minority law librarians. The information presented should be useful to any person of color contemplating joining our profession. For present-day minority law librarians, it offers a recent profile of our colleagues and enables us to see how things have changed—or remained the same—over the course of fifteen years.

¶68 What are some of the things that have stayed the same? African Americans remain the largest group of minority law librarians, followed by Asian Americans and then Hispanics. The male/female ratio has remained constant. Roughly the same percentage of minority librarians have an M.L.S., although a greater percentage have a J.D. The same number of minorities identify themselves as library heads, but the number of academic directors has doubled. The percentages of minority librarians who have been chapter officers or AALL committee members are similar to the 1992 figures.

¶69 On the other hand, what are some of the things that have changed in fifteen years? Minority law librarians have gotten older: many more of us are age forty and older. In addition to an increase in academic law library directors, there are signifi-

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88. 2005 SALARY SURVEY, *supra* note 5, at 11.

89. 1992–93 MINORITY LAW LIBRARIANS SURVEY, *supra* note 1, at 270.

cantly more minorities—especially women—in supervisory positions. Texas is now the state with the highest concentration of minority law librarians, replacing New York and California. California continues, however, to be home to the greatest number of Asian American law librarians, and most Hispanics continue to live and work in Puerto Rico. Many more minority law librarians are teachers and authors, publishing articles, chapters, and books. Although the percentage of minority law librarians who have served as AALL chapter officers and AALL committee members has remained constant, the number of minorities on the AALL Executive Board has increased significantly, and minority law librarians, in particular, were elated when Carol Avery Nicholson became the first African American president of AALL in 2002.

¶70 Our 2007 recent survey results, like those in 1992, may also guide AALL in recruiting efforts. The fact that so many current respondents worked in libraries when they were in high school or college suggests that AALL should continue recruiting efforts aimed at young people. And because many law librarians reported that they worked in other library settings before joining law librarianship, we must continue to spread the word about law librarianship to the wider library profession. It is encouraging that since 1992 the percentage of minorities in law librarianship has grown to match the percentage of minorities in the general library profession.

¶71 We would like to thank the 161 respondents to our 2007 survey. We heard from ninety-five minority librarians in 2007 who had not completed the survey in 1992. We applaud everyone's willingness to share information about themselves, and encourage minority law librarians to participate in any future studies to increase awareness of the growing numbers of minority law librarians and the increasingly active role that we play in our profession.

## Appendix

### Survey of Minority Law Librarians

#### *Demographics*

1. Gender
  - Male
  - Female
  
2. Age
  - 23–30
  - 31–35
  - 36–40
  - 41–49
  - 50 and over
  
3. Race and Ethnicity (Check all that apply.)
  - African American or Black
  - American Indian or Native Alaskan
  - Asian
  - Hispanic or Latino
  - Native Hawaiian or Pacific Islander
  - Other (Please specify.)
  
4. Level of education attained (Check all that apply.)
  - Bachelors
  - Master of Library Science
  - Other Master's Degree
  - Juris Doctor
  - LL.B.
  - Ph.D.
  - Other (Please specify.)

#### *Employment*

5. Where do you work?
 

<input type="checkbox"/> Alabama	<input type="checkbox"/> Florida	<input type="checkbox"/> Maryland
<input type="checkbox"/> Alaska	<input type="checkbox"/> Georgia	<input type="checkbox"/> Massachusetts
<input type="checkbox"/> American Samoa	<input type="checkbox"/> Guam	<input type="checkbox"/> Michigan
<input type="checkbox"/> Arizona	<input type="checkbox"/> Hawaii	<input type="checkbox"/> Minnesota
<input type="checkbox"/> Arkansas	<input type="checkbox"/> Idaho	<input type="checkbox"/> Mississippi
<input type="checkbox"/> California	<input type="checkbox"/> Illinois	<input type="checkbox"/> Missouri
<input type="checkbox"/> Colorado	<input type="checkbox"/> Indiana	<input type="checkbox"/> Montana
<input type="checkbox"/> Connecticut	<input type="checkbox"/> Iowa	<input type="checkbox"/> Nebraska
<input type="checkbox"/> Delaware	<input type="checkbox"/> Kansas	<input type="checkbox"/> Nevada
<input type="checkbox"/> District of Columbia	<input type="checkbox"/> Kentucky	<input type="checkbox"/> New Hampshire
<input type="checkbox"/> Federated States of Micronesia	<input type="checkbox"/> Louisiana	<input type="checkbox"/> New Jersey
	<input type="checkbox"/> Maine	<input type="checkbox"/> New Mexico
	<input type="checkbox"/> Marshall Islands	<input type="checkbox"/> New York

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> North Carolina              | <input type="checkbox"/> Pennsylvania   | <input type="checkbox"/> Vermont        |
| <input type="checkbox"/> North Dakota                | <input type="checkbox"/> Puerto Rico    | <input type="checkbox"/> Virgin Islands |
| <input type="checkbox"/> Northern<br>Mariana Islands | <input type="checkbox"/> Rhode Island   | <input type="checkbox"/> Virginia       |
| <input type="checkbox"/> Ohio                        | <input type="checkbox"/> South Carolina | <input type="checkbox"/> Washington     |
| <input type="checkbox"/> Oklahoma                    | <input type="checkbox"/> South Dakota   | <input type="checkbox"/> West Virginia  |
| <input type="checkbox"/> Oregon                      | <input type="checkbox"/> Tennessee      | <input type="checkbox"/> Wisconsin      |
| <input type="checkbox"/> Palau                       | <input type="checkbox"/> Texas          | <input type="checkbox"/> Wyoming        |
|  | <input type="checkbox"/> Utah           |   |
6. Salary Range
- Less than \$20,000
  - \$20,000–\$29,999
  - \$30,000–\$39,999
  - \$40,000–\$49,999
  - \$50,000–\$59,999
  - \$60,000–\$69,999
  - over \$70,000
7. Are you full-time or part-time?
- |                                    |                                    |                                    |
|------------------------------------|------------------------------------|------------------------------------|
| <input type="checkbox"/> Full-time | <input type="checkbox"/> permanent | <input type="checkbox"/> temporary |
| <input type="checkbox"/> Part-time | <input type="checkbox"/> permanent | <input type="checkbox"/> temporary |
8. Years of service as a law librarian
- Less than 2 years
  - 2–5 years
  - 6–10 years
  - 11–14 years
  - 15–20 years
  - More than 20 years
9. Identify the type of law library where you are presently employed
- Private firm (Skip to question 12.)
  - Corporate (Skip to question 12.)
  - State, court, or county (Skip to question 12.)
  - Academic (Proceed to question 10.)
  - Other (Please specify.) (Skip to question 12.)
- Academic Librarians**
10. Do you have faculty status?
- Yes
  - No
11. Under which of these faculty types are you classified? (Check all that apply.)
- Not applicable
  - Law faculty (tenure track)

- Law faculty (non-tenure track)
- Library faculty (tenure track)
- Library faculty (non-tenure track)
- Other (Please specify.)

*Employment continued*

12. How many law librarians are employed in your library?
- 1–5
  - 6–10
  - 10–15
  - more than 15
13. How many non-professionals are employed on your library staff? (Do not include student employees.)
- 1–5
  - 6–10
  - 11–15
  - more than 15
14. How many law librarians do you supervise?
- 0
  - 1–3
  - 4–6
  - 7–9
  - more than 9
15. How many non-professionals do you supervise? (Do not include student employees.)
- 0
  - 1–3
  - 4–6
  - 7–9
  - more than 9
16. In TECHNICAL SERVICES, please check all categories that describe the type of work you perform.
- Not applicable
  - Acquisitions
  - Cataloging
  - Middle Manager
  - Serials
  - Other (Please specify.)

17. In PUBLIC SERVICES, please check all categories that describe the type of work you perform.
- Not applicable
  - Circulation
  - Government Documents
  - Information Technology
  - Interlibrary Loan
  - Middle Manager
  - Reference
  - Other (Please specify.)
18. In ADMINISTRATIVE SERVICES, please check all categories that describe the type of work you perform.
- Not applicable
  - Dean of Information Technology
  - Library Head or Director
  - Associate or Deputy Director
  - Department Head
  - Other (Please specify.)
19. In which other types of libraries were you employed before working in a law library? (Check all that apply. Do not include student employment.)
- Not applicable
  - College or university library
  - Primary or secondary school library
  - Public school
  - Other (Please specify.)
20. While working in a library (not a law library), which position(s) did you have? (Check all that apply. Do not include student employment.)
- Acquisitions librarian
  - Cataloging librarian
  - Public services librarian
  - Research librarian
  - Solo librarian
  - Library assistant/paraprofessional
  - Other (Please specify.)
21. What type of law library work have you performed in the past? (Check all that apply.)
- Acquisitions
- |                                     |   |  |                                    |
|-------------------------------------|---|--|------------------------------------|
| <input type="checkbox"/> Never      | <input type="checkbox"/> less than 2 yrs. | <input type="checkbox"/> 2–5 yrs.          | <input type="checkbox"/> 6–10 yrs. |
| <input type="checkbox"/> 11–15 yrs. | <input type="checkbox"/> 16–20 yrs.       | <input type="checkbox"/> more than 20 yrs. |                                    |
- Cataloging
- |                                     |   |  |                                    |
|-------------------------------------|---|--|------------------------------------|
| <input type="checkbox"/> Never      | <input type="checkbox"/> less than 2 yrs. | <input type="checkbox"/> 2–5 yrs.          | <input type="checkbox"/> 6–10 yrs. |
| <input type="checkbox"/> 11–15 yrs. | <input type="checkbox"/> 16–20 yrs.       | <input type="checkbox"/> more than 20 yrs. |                                    |

## Circulation

- Never       less than 2 yrs.       2–5 yrs.       6–10 yrs.  
 11–15 yrs.       16–20 yrs.       more than 20 yrs.

## Government Documents

- Never       less than 2 yrs.       2–5 yrs.       6–10 yrs.  
 11–15 yrs.       16–20 yrs.       more than 20 yrs.

## Information Technology

- Never       less than 2 yrs.       2–5 yrs.       6–10 yrs.  
 11–15 yrs.       16–20 yrs.       more than 20 yrs.

## Interlibrary Loan

- Never       less than 2 yrs.       2–5 yrs.       6–10 yrs.  
 11–15 yrs.       16–20 yrs.       more than 20 yrs.

## Reference

- Never       less than 2 yrs.       2–5 yrs.       6–10 yrs.  
 11–15 yrs.       16–20 yrs.       more than 20 yrs.

22. Did you work in a library while a student in . . . (Check all that apply.)

- Not applicable  
 High school  
 College  
 Library school  
 Law school  
 Other (Please specify.)

*Teaching*

23. Which courses do you teach? (Check all that apply.)

- Not applicable (Skip to question 25.)  
 Basic legal research  
 Advanced legal research  
 A legal research component of another law school course  
 Other (Please specify.)

24. If you teach, are your students primarily . . .

- Law students  
 Library school students  
 Paralegals  
 Attorneys  
 Summer associates  
 Other (Please specify.)

*Publications & Presentations*

25. How many published books, book chapters, and articles have you authored?

- Books       N/A       1–2       3–4       5 or more  
 Book chapters       N/A       1–2       3–4       5 or more  
 Articles       N/A       1–2       3–4       5 or more

26. Is publication a requirement for advancement with your present employer?

Yes

No

27. How many presentations relating to law librarianship have you made outside of your workplace?

Community organizations

N/A     1-2     3-5     6-8     9 or more

Primary or secondary schools (K-12)

N/A     1-2     3-5     6-8     9 or more

Colleges or universities

N/A     1-2     3-5     6-8     9 or more

Professional organizations

N/A     1-2     3-5     6-8     9 or more

### *Professional Memberships*

28. Are you a past or present member/officer of. . . (Check all that apply.)

AALL

N/A     Past member     Past officer     Present member

Present officer

AALL committee

N/A     Past member     Past officer     Present member

Present officer

AALL special interest section

N/A     Past member     Past officer     Present member

Present officer

29. Are you presently a member of any professional library organizations other than AALL?

No

Yes (Please specify.)

30. Are you admitted to a bar?

No

Yes (Please specify.)

31. Please specify relevant professional memberships and offices held within other associations, past and present (e.g., American Association of Law Schools, National Paralegal Association, etc.)

### *Goals*

32. Are you willing to relocate to take a different job in law librarianship?

Yes

No

33. Do you have a mentor to help you advance your career in law librarianship?
- No
  - Yes (Skip to question 35.)
34. If no, do you think it would be advantageous to have one?
- Yes
  - No
35. Are you aware that AALL sponsors a mentorship program?
- Yes
  - No
36. What is the highest library position that you hope to achieve during your career?
- Department Head
  - Middle Manager
  - Associate Director
  - Library Director
  - I have achieved it
  - Other (Please specify.)
37. If you have not achieved your highest desired position, how long do you think it will take?
- Less than 5 years
  - 6–10 years
  - 11–15 years
  - More than 15 years
38. What circumstances must you consider in your quest to achieve your desired highest position? (Check all that apply.)
- Family responsibilities
  - Finances
  - Education
  - Publishing requirements
  - Other (Please specify.)
39. Did you complete the Survey of Minority Librarians in 1992?\*
- Yes
  - No

*Thank you for completing this survey!*

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\* We mistakenly put 1998.