PRESIDENT'S MESSAGE

There were many bargains available at the spring meeting in Dayton besides the sales at Downtown Dayton Days! The conference offered a number of interesting tours, an elegant reception at the Dayton Art Institute, and a variety of excellent programs and exhibits. Paul Richert, Vice-President/President-Elect, rates our applause for planning such a fine program. Tom Hanley, Local Arrangements Chairperson, deserves special thanks for his well-executed arrangements and hard work in getting so many exhibitors lined up for our benefit. Through his efforts, the Dayton meeting was especially affordable and enjoyable.

The committee reports at the business meeting show that the work of the association at the committee level is proceeding well. One piece of committee news that wasn’t announced at the meeting is that the Core Legal Collection - State is now in the hands of the Ohio State Bar Association, which publishes it, and should be distributed soon.

Pam Schaffner, chair of the Collection Strengths Survey Project reported at the business meeting on the extremely low level of response to the Survey. Pam is in the process of revising the survey questionnaire to address some of the problems that people had in responding to it. I urge all library directors to take the small amount of time necessary to complete the new questionnaire. This is a worthwhile project that will give the association valuable general information on collection resources in the ORALL region.

As I reported at the business meeting, one item addressed by the Executive Board at its meeting in Dayton was the length of committee appointments. The Board decided to clarify that ORALL committees operate on a calendar year basis. New committee members are usually appointed by late January or early February each year and the committees continue to function until the end of that year. Thus, although ORALL officers may change at the October annual meeting, the committees do not change until the beginning of the year when the new president makes the appointments. This gives the committees from October to the end of the year to complete their projects and get their records ready to pass on to a new committee Chair. This Board decision merely formalizes what has actually been taking place with the committees. (Continued on Page 2)

OFFICERS

President: Carol Allred
Vice President/President Elect: Paul Richert
Secretary: Mary Grace Hune
Treasurer: Brenda Woodruff
Executive Board: Keith Blough
Mary Persyn
Anita K. Shew
(past president)

Newsletter Editor: Theodore A. Potter

CALENDAR

July 5-8: AALL-Chicago
Sept. 7: Newsletter Copy Deadline-3rd Issue
Oct. 8-10: Super-Regional-Albany, N.Y.
Nov. 30: Newsletter Copy deadline-4th Issue
Jan. 1, 1988: Assume New Committee Assignments
Jan. 7-10: AALS-Miami Beach
June 26-29: AALL-Atlanta
President's Message
(Continued from Page 1)

I want to put in a plug once again for the Law Librarians Northeast Regional Conference in Albany, perhaps better known as the super-regional meeting. This six-chapters meeting is October 8-10 and the registration fee is $75.00. ORALL's Vice-President/President-Elect, Paul Richert, has put together ORALL's program contribution which is "Relating to the Legal Profession: Building Legal Research Skills and Serving the Legal Profession from Law School Through Partnership." The program is an updated version of one of the Cincinnati meeting programs. Besides ORALL's offering, there will be a wide variety of concurrent programs to choose from at the super-regional meeting on topics such as acid rain, public services, reference units, and small libraries, and the quality of life of law librarians. The conference will also offer "Law School in a Day" for non-lawyers to increase their knowledge of the law. The programs and the activities promise to be worthwhile and fun. I hope many ORALL people will be able to attend. Registration information will be sent to ORALL members in the next couple of months.

AALL in Chicago is coming up fast. If you're going, please plan to come to the ORALL breakfast on July 6. We'll be breakfasting with MICH/ALL and it should make for a pleasant and relaxed way to start the day and visit with close colleagues during the meeting. I'll look forward to seeing many of you at AALL or in Albany. Have a wonderful summer!

Carol Allred
ORALL President

AN EYEWITNESS ACCOUNT OF THE BATTLE OF THE CODES

Once again the well-known rivalry between the cities of Cleveland and Cincinnati is in the headlines. This time the clash was strategically waged on neutral territory in Dayton on May 14, 1987, at the spring meeting of the Ohio Regional Association of Law Libraries. The encounter was not a sporting event or a political contest but rather a confrontation of codes, an affair of honor, designed to determine the superiority of either Baldwin's Ohio Revised Code published by Banks-Baldwin Law Publishing Company of Cleveland, or Page's Ohio Revised Code published by the Anderson Publishing Company of Cincinnati. The spectators were those most interested, the law librarians of Ohio and contiguous states. Drawn into the fervor of the afternoon event, the lookers-on were anxious for the outcome.

The first contender was the ever charming and winsome P. Jeffrey Lucier, President of Banks-Baldwin. Not about to send the second string to such an important event, the vigilant captain reviewed the prominent advantages of Baldwin's edition of the code. The reliability and integrity of the text, the timeliness of supplementation at a lower cost, and the comprehensive editorial content were aptly highlighted. Of special note was the coverage of unreported appellate cases and the opinions of numerous administrative agencies contained within the extensive annotations.

Mr. Lucier indicated that Banks-Baldwin decided to license the code to Mead Data Central for access through the LEXIS system rather than themselves investing in the capital intensive venture of electronic publishing. This move has afforded Banks-Baldwin the distinction of being the first annotated state code available for online search and retrieval as well as invaluable experience in electronic publishing. He enumerated the existing benefits of online searching as well as future trends. A collective gasp of awe was heard from the crowd as he referred to the imminent possibility of electronic cross-referencing of comparative legislation. Requesting input from users in order to enhance online code searches, Mr. Lucier deftly demonstrated the customer-conscious and quality-oriented focus of his company.

The neutrality of the battleground was violated somewhat with the introduction of Banks-Baldwin's prominent ally. The native son of Dayton, Mead Data Central, was represented by the Director of Product Development for LEXIS, Kathryn M. Downing. Ms. Downing related that the single-most requested database from LEXIS users has been a statute database and that Mead is committed to the "fifty state build." Mead is extremely pleased with how
Baldwin’s code has been embraced by the LEXIS user base. The search features available to the users afford a new level of ease and flexibility in statutory research which eliminates the time intensive element of many tasks. Through the use of segment searches a patron is able to quickly retrieve all code sections affected by a particular bill, or locate all code sections amended during a particular year. The publisher’s updates are regularly integrated and multiple versions of code sections are readily available. Users have benefited from an ease in movement to related information, implementing services such as Auto-Cite or LEXSEE. Mead has successfully shaken hands with the book publishers, offering to Banks-Baldwin increased national exposure and the preeminence of the first annotated state code online.

The opposing camp then dispatched its online adjutant onto the field of battle of electronic access. Mr. William Hoch, the National Field Sales Manager from WESTLAW Services, Inc., addressed the crowd. In an attempt to outflank a potent adversary Mr. Hoch presented a step-by-step approach to satisfying a research request using WESTLAW. The spectators followed this practical application with ease utilizing the well-prepared handout. As WESTLAW has not yet completed the conversion of Page’s Ohio Revised Code for online retrieval, the Illinois statutes were used in the demonstration. The strength of WESTLAW, the key number search, combined with a statutory citation retrieves highly relevant cases without complex search framing and the West headnotes continue to be a weighty benefit. Post-conference remarks from the listeners reaffirmed Mr. Hoch’s comments regarding the high level of accuracy of data online, due for the most part to the efforts of the West Publishing Company Manuscript Department.

The online availability of an annotated Ohio code certainly enhances the automated research capabilities of Ohio lawyers and law students and in this electronic contest Banks-Baldwin has struck the first and quite resounding blow. However old romances die hard, and Ohio law librarians have had a long standing love affair with the familiar red and gold volumes of Page’s Ohio Revised Code. Representing Anderson Publishing Company in the waning moments of the skirmish was Mr. Michael Oechsler, the editor of the Ohio Official Reports and Executive Editor Jean Martin. In a true Cincinnati fashion, Mr. Oechsler spoke of the greater good of online access for all researchers. It is his prediction that the information format online will change and improve both codes and that new standards of legislative publishing will evolve. He anticipates fewer legislative errors and inconsistencies and an overall better code for the state.

With his closing remarks the battle had been waged and I’ll refrain from the declaration of a winner, for that will surely be determined by the users in what I would anticipate to be the not too distant future. My query for both Banks-Baldwin and Anderson is as follows:

“Will the Ohio forms and text materials of each publisher, which are often referenced in their respective codes, be available online, creating a complete case, code, and practice works library?”

Perhaps until each has considered this, the final publishing battle between the two cities has not yet been fought.

Prepared by Joanne Beal
Dayton Law Library Association

The ORALL Newsletter is the official publication of the Ohio Regional Association of Law Libraries (ORALL), a chapter of the American Association of Law Libraries (AALL).

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Dues: $15 per year

For extra copies of the ORALL Newsletter write: Theodore A. Potter, University of Toledo Law Library, 2801 West Bancroft St., Toledo, Ohio 43606.


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CITATION FORM AND ITS IMPACT ON SPACE NEEDS

The Thursday afternoon session of the ORALL spring meeting ended with two presentations on current issues in citation format. Prof. Robert Nissenbaum, of the Cleveland-Marshall College of Law Library, discussed "Citation Form on the Computer - How to Beat the Books." Prof. Nissenbaum is chair of the AALL Committee on citation reform and he spoke enthusiastically and forcefully about the effects of the electronic age on old standards of information format and citation. The new information ethic, he said, is based on getting the most information available for patrons, without duplication of sources in different formats. Accreditation standards are changing to require access to decisions without specifying the physical format. Academic libraries are looking outside their own walls for information, and exploring joint collection development with other schools. Electronic work stations may become the trend in reference. Now we need to cite in new ways the information we find in these new ways.

The blue book's (A Uniform System of Citation) original purpose, Prof. Nissenbaum explained, was to establish the different formats needed by law reviews and to create consistency between abbreviations generally. The blue book has always had problems with both format and organization. Each edition includes citation form and type face changes. Inter-disciplinary research is discouraged by the scanty references to non-legal information. Non-book sources are scarcely mentioned as the blue book has a definite prejudice in favor of print formats.

What kinds of citation form are needed in the electronic library? What should be the role of AALL in reform? Prof. Nissenbaum asked whether AALL should develop its own citation manual, but wondered if the association could be responsive enough and if it could handle disagreements in committee and changes in board membership. Perhaps AALL should augment the new University of Chicago manual - or even the blue book itself - but who would do the actual writing?

Prof. Nissenbaum concluded with a discussion of citation in a truly all-electronic library setting. The controversy between WESTLAW and LEXIS over star pagination is still based on yesterday's thinking. Libraries should concentrate on purchasing only treatises or other specialized materials in paper and provide access to case law online only. Citations should be to screens rather than to pages in books, and should include identification of the database, the document, and the year (as in statutes). Granted, technical improvements in screening are needed and copyright issues with publishers need to be resolved. Nevertheless, Prof. Nissenbaum was obviously excited about the possibilities of library service in the electronic age and urged his audience to free itself from old patterns of thinking so that this new age can be reached.

Mr. Tom Spaith, of the Ohio State University College of Law Library, then spoke on "Simplified Citation Form According to the University of Chicago Law Review." The maroon book, as it has come to be called, has only been released so far as an appendix to an essay by Richard A. Posner in the University of Chicago Law Review. (Goodbye to the Bluebook, 53 University of Chicago Law Review, 1986-1986) Its purpose, Mr. Spaith said, is to set out a clear and understandable guide to citation form, stressing consistency and common sense. The blue book's many problems are rooted in its devotion to excessive uniformity and elaborate hierarchy. The maroon book could be a practical, easy-to-use alternative. Mr. Spaith passed out a handout comparing citation forms in both manuals, a cross reference table showing where various topics are covered in each, and a bibliography. What will happen? Mr. Spaith said, it depends on how much support develops for the maroon book. Access to information especially by computers - could be difficult without uniformity in citation form.

Prepared by Corliss C. Davis
Akron Law Library Association

INTERVIEWING:
SOME TRIED AND TRUE TECHNIQUES FOR THE INTERVIEWER

On May 15, 1987, Michael J. Slinger, Associate Director of Public Services at the University of Notre Dame, addressed spring
meeting attendees on the topic, "Interviewing: Some Tried and True Techniques for the Interviewer."

Mr. Slinger broke down the interviewing process into eight areas:

1. Objectives of the Job Search
2. Steps to Take Before Soliciting Candidates
3. Soliciting Candidates
4. Preparing for the Interview
5. Conducting the Interview
6. Closing the Interview
7. Evaluating the Interview
8. Making the Offer

The speaker emphasized that each of these areas must be carefully planned by the interviewers. It was pointed out that the importance of successful interviewing is crucial to maintaining the delicate working chemistry of a good library staff.

Unsuccessful interviewing was primarily attributable to the interviewing library staffs' failure to determine the type of person for which they were really looking, poor preparation, poor information sharing, and ignorance of basic interviewing techniques.

On the other hand, it was asserted that successful interviewing was a product of careful planning and preparation, information sharing between staff and candidate, honesty and sensitivity, and professional conduct.

Throughout the presentation the speaker detailed specific techniques and attitudes which would aid successful interviewing.

1. Be reasonable when writing the job advertisement. Your ideal may not exist, and it is better to encourage rather than discourage prospective candidates.

2. Recognize that the interview is not a life and death situation. Overcome nervousness by telling yourself you are going to talk to an interesting person about something you both enjoy; and

3. Don't hire an unqualified candidate or one you have reservations about, simply because you have an immediate need. If you make a hiring mistake (which is likely in this situation) you will have to live with the mistake and its attendant problems for a long time. Instead it is better to allow the need to remain unfilled for a while longer.

This summary submitted by the speaker at the request of the Editor.

CAREER DEVELOPMENT AND ENHANCEMENT TECHNIQUES

Law Firm Librarian's Perspective

Mary Grace Hune, Librarian at Schwartz, Kelm, in Columbus spoke about the law firm librarian's perspective on salary enhancement at the Spring meeting of ORALL in Dayton. Hune drew a portion of her talk from Phyllis Martin's book, How To Become The Anointed One In Your Organization, in which the author stressed the fact that one must have lifetime goals in order to become an "anointed one." By having lifetime goals and aspiring to become anointed, one strives for success, not only for oneself, but for the place of employment as well. Hune also stressed that for firm librarians to become successful, they should keep many things in mind about themselves and their places of employment.

Hune discussed a number of factors to keep in mind. Communication with the partners/lawyers/managers in the firm keeps the librarian abreast of the concerns of the firm, which helps keep the collection in step with the needs of the firm. This also helps make the librarian visible to the powers that be, in order to make the job more pleasant and challenging. However, learn to expect rejection as part of the territory and even if it was unfair, use that angry energy positively to cultivate better understanding, rather than simply blaming your troubles on "them."

As to specific suggestions on salary enhancement, Hune focused on a number of things to keep in mind. Know what you want (Continued on Page 6)
before you ask for it and make a case for it. This involves careful planning and prioritizing, but it is usually worth it because a professional presentation always goes over better than whining. Clarify your personal goals in seeking a raise - is money the real issue, or is it something else? Negotiate from a position of strength, i.e. never ask for a raise when you need one, only when you can demonstrate to the firm and to yourself that you are worth it. Make it a win-win situation, in which both you and the firm are happy about the negotiations and the outcome.

Finally, Hune suggested that if the job doesn't allow the kind of growth you need, it may be necessary to look elsewhere. She suggested one set a goal and go after it - take a risk. It is important that librarians demand and seek respect. Decide what you want - become the anointed one in your organization - and be prepared for the best.

Academic Law Library Salaries

Professor P. Michael Whipple began by examining how Maslow’s hierarchy of needs could be applied in the academic law library context. While most work motivationist theorists such as Maslow and Herzberg have found salaries to be a relatively poor work motivator, Whipple stated that the importance of salaries should not be underestimated.

Working from information in the 1987 AALL Law School Library Salary Survey, Whipple reviewed the salary situation in identifiable ORALL law school libraries, both in terms of actual salaries and salary ratios between the head law librarian and other staff members. Head law librarians averaged approximately $56,700 with a range from $39,700 to $88,000. The median base salary of professionals ranged from $18,000 to $29,100 with an average of approximately $23,700. The average support staff salary was $14,600 with a range from $10,800 to $20,300.

In presenting staff member salary ratios, Whipple suggested acceptable ranges. For double-degreed assistant or associate directors with substantial administrative duties, he suggested a ratio of no less than 65% of the director’s salary. For the median salary of professional librarians, he suggested a ratio of no less than 40% of the director’s salary. In comparing the median salary for support staff members to that of professional librarians, he opined that the ratio should be between 55% and 65%.

After examining compensation systems, including the advantages and disadvantages of each, Professor Whipple concluded with four suggestions for enhancing one’s salary. These included: (1) finding a better position in another institution and quitting, (2) candidly discussing salary concerns with law library administrators, (3) developing a higher personal profile within the law library and the law school, and (4) thinking of oneself less as a law librarian and more as a legal educator.

Prepared by Rose Brown and Theodore A. Potter

COUNTY SIG MEETING
DAYTON, OHIO
MAY 13, 1987

The spring business meeting of the ORALL County Law Libraries SIG was called to order by SIG chair Mary Tekanic (Lorain) at 3:00 p.m. on Wednesday, May 13. Subgroups submitted the following reports:

Legislation: Rosemarie Chrisant (Summit) stated that no legislation affecting law libraries was going through the General Assembly other than S133 concerning the confidentiality of library records. A recent Ohio Attorney General’s opinion should be of interest, however. OAG opinion 86-102 (December 10, 1986) states that public funds may not be used for a non-library expense such as remodeling a courtroom. Rosemarie also mentioned the availability of a new keyword legislative history index to Gongwer’s Ohio legislative service. The index to the 116th General Assembly is $150 and a subscription to quarterly, cumulating indexes to the 117th are also $150.
Automation/Computers: Rosemarie Chrisant (Summit) passed out copies of the preliminary results of her survey of SIG members' use of computers for internal library operations. She hopes to get more responses and to present a final survey report in Albany. Rosemarie also mentioned that as of May 1 WESTLAW has begun to charge for all connect time. Members may want to check and see if they are dialing up on West's 800 number because calls on that line cost double ($20 per hour) what calls on Tymnet or Telenet cost. Anyone using a 2400 baud modem will also incur greater costs.

Membership: Sally Davis (Medina) reported that the County Law Libraries SIG has three new members: Linda Robbins (Louisville, Kentucky), Judith Gill (Wood) and Audrey Moseley (Geauga). Judith and Audrey attended the SIG meeting.

Old Business: Chair Mary Tekancic then introduced Gerald Walker, chair of the Law Libraries Committee of the Ohio State Bar Association. Jerry reported that at its January meeting the Committee had decided to take no further action at this time regarding the draft county law library handbook produced for the State Auditor.

New Business: The possibility of creating new subgroups on collection development and personnel issues was discussed. Those in attendance felt that there was not enough interest at this time but that the topics might be addressed by an ad hoc committee or by a program at a future SIG meeting. This concluded the business meeting of the SIG.

Mary Tekancic then introduced the afternoon's speaker, Rich DeBear of Library Design Associates in Columbus. Mr. DeBear's topic was "Library Planning Principles." Library planning, he said, is 80% functional and 20% decorative or aesthetic. Planners should begin by compiling a wish list - without regard to money or space - including volume and seating capacity, technology, collection specialties, traffic flow, nature of service to patrons, and staff. Flexibility is the key, according to Mr. DeBear, and it is almost impossible to anticipate all long-range needs. He then presented a list of planning tips:

-Provide for maximum recommended amount of space between tables to allow for future reductions.
-Use custom furnishings as little as possible.
-Plan for large work spaces for patrons.
-Attorneys like to spread out!
-Pay particular attention to transaction points such as the circulation and reference desks.
-Consider appropriate materials i.e. carpeting, upholstery etc.
-Consider electrical and mechanical systems.
-Provide for the special needs of the electronic library.
-Get involved in planning the library early and make sure the librarian has input from the beginning of the design process.

Prepared by Corliss C. Davis
Akron Law Library Association

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**TREASURER'S REPORT**
**APRIL 30, 1987**

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Respectfully submitted,
Brenda Woodruff
Toledo Law Association
Treasurer
ORALL COLLECTION STRENGTHS
SURVEY RESULTS

The following is a compilation of the responses to a survey sent out by Pamela Schaffner to all ORALL libraries. Pamela will be sending out a second survey, hoping to receive a better response from the membership. Please take a few moments when you receive the survey and return it promptly.

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WELCOME NEW MEMBERS!

Susan Adamczak
Dykema, Gossett Spencer, Goodnow and Trigg
35th Fl., 400 Renaissance Center
Detroit, MI 48243

Barbara B. Avery
Marshall and Melhorn
4 Seagate, 8th Floor
Toledo, OH 43604

Beth A. Blondin
Buckingham, Doolittle and Burroughs
P.O. Box 1500, 50 S. Main St.
Akron, OH 44309

Barbara Bonge
Thomas M. Cooley Law School
P.O. Box 13038
Lansing, MI 48901

William V. Booher
Rose, McKinney and Evans
1100 First Indiana Building
Indianapolis, IN 46203

Jeffrey C. Brennan
Detroit Bar Association
Foundation Library
2380 Penobscot Building
Detroit, MI 48226

John E. Christensen
Washburn University of Topeka Law School
University
1700 College
Topeka, KS 66621

Nancy S. Clark
Knepper, White, Arter and Hadden
180 E. Broad St., 4th Floor
Columbus, OH 43215

Lynn S. Connor
Greenebaum, Doll and McDonald
3300 First National Tower
Louisville, KY 40202

(Continued on Page 10)
(Continued from Page 9)
Lizabeth Deskins
Capital University Law Library
665 South High Street
Columbus, OH 43215

Madge Engle
Locke, Reynolds, Boyd and Weisell
One Indiana Square, Suite 2120
Indianapolis, IN 46204

Judith Gill
Wood County Law Library
Courthouse Square
Bowling Green, OH 43402

Alan Holoch
Ohio State University
Law Library
1659 North High Street, Rm. 220
Columbus, OH 43210

Beverly Lane
Capital University Law Library
665 South High Street
Columbus, OH 43215

Nell Laraway
Murphey, Young and Smith
250 E. Broad Street
Columbus, OH 43230

Clare Smith Long
Mead Data Central
1702 Cincinnati Commerce Center, 1702
600 Vine Street
Cincinnati, OH 45202

Nancy Miller
Capital University Law Library
665 South High Street
Columbus, OH 43215

Audrey Moseley
Geauga County Law Library
Geauga County Courthouse
Chardon, OH 44024

Patricia S. Piasiecki
Federal Courts Library
U.S. Courthouse, 204 S. Main,
Rm. 316
South Bend, IN 46601

Loree E. Potash
Potash and Podor Co. LPA
23811 Chagrin Blvd., Suite 245
Beachwood, OH 44122

Stephen E. Proctor
Hocking County Law Library
1 E. Main Street
Logan, OH 43138

Judith P. Rodgers
Baker and Hostetler
65 E. State Street, Ste. 2200
Columbus, OH 43215

Fern T. Schmitz
Murphey, Young and Smith
250 E. Broad Street
Columbus, OH 43215

Barbara R. Stewart
Reed, Smith, Shaw and McClay
435 Sixth Avenue
Pittsburgh, PA 15219

Azalia C. Taylor
University of Toledo
College of Law Library
2801 W. Bancroft St.
Toledo, OH 43606

ANNOUNCEMENTS

BOOKS FOR SALE
Abbotts New York Digest 2d (complete)
American Bar Association Journal v. 11-86
American Journal of International Law v. 1-64
Bank and Quotation Record 1959-1979
Cornell Law Quarterly v. 1-20
Department of State Bulletin v. 1-70
Federal Maritime Commission Reports v. 1-20
Federal Power Commission Reports v. 1-48
Harvard Law Review v. 1-49
Interstate Commerce Commission Reports v. 1-367
Interstate Commerce Commission Valuation Reports v. 1-57
New York Appellate Division Reports v. 1-111
New York Miscellaneous Reports v. 1-198
New York Reports v. 1-298
U.S. Court of Claims Reports v. 1-230

Please contact Dan Hanson, Reference Services Librarian, for details.

Dan Hanson
Davis, Polk & Wardwell
1 Chase Manhattan Plaza
New York, New York 10005
(212) 530-4267

Theodore A. Potter, University of Toledo College of Law Library, has changed positions as of January, 1987, from Acquisitions Librarian to Public Services Librarian. Mr. Potter also received his J.D. from The University of Toledo in May.

Azalia (Sally) Cuellar Taylor, University of Toledo College of Law Library, has changed positions as of January, 1987, from Weekend Public Services Librarian to Acquisitions Librarian.

AALL ANNUAL MEETING ANNOUNCEMENTS

If you are planning a meeting or activity at the AALL Annual Meeting in Chicago, July 5-8, 1987, please send notice of the activity to Julie Justie, Chair of the Annual Meeting Daily Newspaper. Each day the Daily Constitution will print a calendar of tours, meetings, and special activities, as well as an up-to-date listing of schedule changes, prize winners and other news. Publicize your event or activity by contacting Julie Justie, Librarian, Allstate Insurance Company, Library T1A, 51 W. Higgins Road, South Barrington, IL 60010; (312) 551-2093. To submit items after July 4, contact Julie by leaving a message at the AALL Convention Office at the Chicago Hyatt.

BIOGRAPHIES OF CANDIDATES FOR ORALL OFFICE 1987-88

MICHAEL J. SLINGER Associate Director for Public Services, Notre Dame Law Library, 1987-. Education: B.A. 1978 University of Pittsburgh; M.L.S. 1979 University of South Carolina; J.D. 1984 Duquesne University.

Activities: ORALL: Member 1984-. Newsletter Committee; Education Committee. AALL: Member 1983-; Placement Committee 1985.


Activities: ORALL: 1982-; Membership Committee; Public Services Committee; Libraries Learning For Life-Hancock County, 1986-.

THEODORE A. POTTER Public Services Law Librarian and Head, Circulation Department, University of Toledo College of Law Library, 1987-. Education: B.S. 1979, M.S.L.I.S. 1982 University of Illinois at Urbana-Champaign; J.D. 1987 University of Toledo.


MARY P. HUDSON Acquisitions/Serials Librarian, Indiana University School of Law-Indianapolis, 1984-.