A History of Struggle: NCCU School of Law Library

Deborah Mayo Jefferies

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A HISTORY OF STRUGGLE: NCCU SCHOOL OF LAW LIBRARY

DEBORAH MAYO JEFFERIES*

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* Deborah Mayo Jefferies retired from NCCU School of Law in 2012, where she served as law library director for 23 years. She received her B.A. and M.S.LS from the University of North Carolina at Chapel Hill and her J.D. Degree from North Carolina Central University.
INTRODUCTION

“A group of people without a written history is doomed to repeat it, both the successes and failures.”


future generations. It is the intent of this article to preserve the history of a law library that was born in segregation, raised in discrimination, and refused to die in the wake of integration and affirmative action. I will describe how judicial decisions and legislation as well as societal attitudes toward African Americans impacted the history of the law library. I will further discuss the professional standards for law libraries which mandated how the law librarians that preceded me managed the law library at NCCU School of Law.

My story begins with the premise that law library directors at NCCU School of Law faced many challenges, mainly due to racism. This article chronicles the history of the law library by dividing the past into ten-year periods, each decennial representing a distinct era in its history. Within each era, I discuss how societal attitudes about African Americans made it difficult for the NCCU School of Law, and ultimately the law library, to exist. Focusing specifically on the law library's directors, collections, facilities, and services, I will describe how the NCCU School of Law provided a library that was at least "adequate" for training law students. I will also explore the ways NCCU School of Law was able to provide a librarian, "qualified," to develop and maintain "effective library service," despite the fact that academia largely believed anyone could do the job. Finally I explain how the law library struggled to overcome insufficient funding for collection building, insufficient space to house the minimal books collected, and still managed to survive, despite insufficient staff to process and maintain the collection.

THE BEGINNING: 1619 – 1929

Societal Attitudes and Legislation

"It's always best to start at the beginning," so that is where I will begin in order to forge an understanding and appreciation of the obstacles that NCCU School of Law and its law library have overcome. This story begins with a society that embraced institutionalized racism and the concept "that the white race is superior to and should have supremacy over all others." Institutionalized racism for African

4. AHLERS, supra note 2, at 48.
5. AHLERS, supra note 2, at 52.
6. This is the advice Glenda, the "good witch" in the 1939 movie classic, THE WIZARD OF OZ, gave to Dorothy when she asked how to begin her journey to the Emerald City. THE WIZARD OF OZ (Metro-Goldwyn-Mayer 1939). I am beginning this journey with the slave trade because of the impact the vestiges of this era have had on every aspect of African American life, including the development of the law library at NCCU School of Law.
7. See THE WORLD BOOK DICTIONARY 2387 (Clarence L. Barnhart & Robert K. Barnhart, eds., 1986) (definition of "white supremacy").
Americans began in 1641 with the enactment of slave codes.\(^8\) Slave codes\(^9\) reduced the status of persons of African descent to chattel,\(^10\) and branded them with what became a stamp of inferiority. After the Revolutionary War, some northern states abolished slavery but enacted Black codes\(^11\) which were similar to slave codes,\(^12\) continuing the attitude Black inferiority in the hearts and minds of, not only white racists, but liberal-minded whites\(^13\) and even people of African ancestry.\(^14\) The shackles of racial inferiority promoted by the slave codes and Black codes were later replaced by post-reconstruction “Jim Crow Laws.”\(^15\) These laws created a racial caste system that characterized African Americans as innately inferior to whites.\(^16\) This legally supported sentiment was used to justify the enforcement of segregation, discrimination and disenfranchisement.\(^17\) Segregation became a firmly established and generally accepted way of life in America.\(^18\)

De jure segregation required African Americans to avoid mainstream political and social equality and to create their own educational opportunities.\(^19\) In 1909, Dr. James E. Shepard chartered the National Religious Training School and Chautauqua for the higher ed-

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\(^8\) WALTER J. LEONARD, BLACK LAWYERS: TRAINING AND RESULTS, THEN AND NOW 7 (1977).


\(^10\) Id.

\(^11\) LEONARD, supra note 8, at 7.

\(^12\) HORNSBY, supra note 9 at xxiii.


\(^15\) See David Pilgrim, WHAT WAS JIM CROW? http://www.ferris.edu/jimcrow/what.htm (last visited Dec. 4, 2012) (describing “Jim Crow” as the name given to a system of racial discrimination, intimidation, and demoralization that was supported by legislation and required the separation of the races based on a belief that Blacks were inferior to whites).

\(^16\) See HORNSBY, supra note 9, at 458-59 (discussing how the term “Jim Crow,” was created by Thomas “Daddy” Rice, a white minstrel, who characterized African Americans as inarticulate, spastic and deformed, and came to mean separation of the races. Rice dressed in blackface and danced and sang to the melody of a song entitled “Jump, Jim Crow,” imitating the “stereotypical Negro figure.”); See also THE WORLD BOOK DICTIONARY supra note 7, at 1132 (defined “Jim Crowism” as “discrimination against Negroes”).

\(^17\) Nittle, supra note 11.

\(^18\) See Gershenhorn, supra note 13, at 289-90 (discussing how liberal minded whites like UNC President, Frank Porter Graham, supported segregation because it was the law).

\(^19\) HORNSBY, supra note 9, at xxix. See also Augustus M. Burns, III, Graduate Education for Blacks in North Carolina, 1930-1951, 46 J. OF S. HISTORY 195, 196, 197 (1980) (discussing Dr. James E. Shepard’s advocacy of the “dual school system.”); Du Bois, supra note 18, at 328, 329, 330 (discussing the inability of African American students to get a “proper” education in a “mixed” school regardless of their abilities because of racism).
ucation of African Americans.\textsuperscript{20} It became the first state supported liberal arts college for African Americans in North Carolina in 1923.\textsuperscript{21} Two years later, in 1925, the legislature changed the name to North Carolina College for Negroes (NCCN).\textsuperscript{22} This name change clearly distinguished North Carolina College as a separate school for African Americans in accordance with the “Jim Crow” philosophy of separation of the races. In 1929, the legislature tried to close the school.\textsuperscript{23}

\textit{Professional Standards for Law Libraries}

Before the American Revolution, there were no formal law schools and thus no law school libraries.\textsuperscript{24} After the Civil War, formal legal education grew so rapidly, such that there was a perception that law students were poorly prepared.\textsuperscript{25} To protect people from incompetent attorneys, the American Bar Association (ABA), organized in 1878, formed a Committee on Legal Education and Admissions to the Bar to improve the standard of legal education.\textsuperscript{26} In 1900, the ABA Section of Legal Education invited representatives from law schools to meet.\textsuperscript{27} It was at this meeting that the American Association of Law Schools (AALS) was created and the first AALS law school library standard was adopted.\textsuperscript{28} That standard required member schools to provide “the reports of the highest court of the state in which the law school was located and the reports of the United States Supreme Court.”\textsuperscript{29} To better serve each librarian’s respective institution, the American Association of Law Libraries (AALL) was formed in 1906.\textsuperscript{30} The ABA adopted its first standards for law school libraries in 1921.\textsuperscript{31} The early ABA Law School Standards (1921-1928) only re-

\begin{itemize}
\item \textsuperscript{21} Id.
\item \textsuperscript{23} See id., (discussing the legislature’s plan to sell NCCN and give the proceeds to the Agricultural and Technical College in Greensboro, N.C., another African American public institution).
\item \textsuperscript{25} Ahlers, supra note 2, at 87.
\item \textsuperscript{26} Russell N. Sullivan, \textit{The Professional Associations and Legal Education, 4 J. Legal Educ.} 401, 402, 414 (1951-1952).
\item \textsuperscript{27} Id. at 409.
\item \textsuperscript{28} Id.
\item \textsuperscript{29} Id.
\item \textsuperscript{30} Frank G. Houdek, \textit{AALL History through the Eyes of its Presidents, 98 Law Libr. J.} 299, 300 (2006).
\item \textsuperscript{31} Ahlers, supra note 2, at 87.
\end{itemize}
required that a law school "supply an adequate library for the use of the students." 32 "Adequate" was not defined. 33

The "Jim Crow" or Segregation Era: 1930–1939

Societal Attitudes and Legislation

Although some anthropologists and social scientists in the 1930s believed that African Americans were not innately inferior to whites, 34 the stigma of inferiority continued to loom in the hearts and minds of American society. "Prejudices against classical and higher education as compared with vocational education" 35 for African Americans persisted. The closing of Shaw University's Law School in 1914, 36 left African Americans in the state of North Carolina with no place to engage in the study of law. 37 Some African Americans applied for admission to the University of North Carolina (UNC) for graduate study 38 and others requested scholarships to pursue studies in desegregated institutions in other states, however these requests were summarily denied. 39

Instead of trying to force admittance to UNC, Dr. Shepard petitioned the North Carolina General Assembly to fund graduate programs in law, pharmacy, and medicine at NCCN. 40 His petitions were adamantly opposed 41 until courts in other states struck down segregation at the graduate school level. 42 Dr. Shepard brought this news to

32. Id. at 88.
33. Id. (same cite as previous).
34. Gershenhorn, supra note 13, at 275.
35. Burns, supra note 19, at 207.
37. Burns, supra note 21, at 200.
38. See Hocutt Loses Opening Round in Legal Fight to Enter the University, DURHAM MORNING HERALD, Mar. 29, 1933, at 1 (discussing Judge M.V. Barnhill's refusal to sign a pre-emptory writ of mandamus that would require UNC to admit Thomas Raymond Hocutt, an African American graduate of NCCN to the School of Pharmacy at UNC).
39. Fred McCuistion, Graduate Instruction for Negroes in the United States 66 (1939). See also Burns, supra note 19, at 197 (discussing Dr. Shepard's proposal for tuition grants for African Americans to attend graduate school outside state in 1933); Jerry Gershenhorn, Stalling Integration: The Ruse, Rise and Demise of North Carolina College's Doctoral Program in Education, 1951-1962, 82 N.C. HISTORICAL REV. 156, 158, 160 (2005) (discussing the state of North Carolina's passage of legislation to provide out-of-state tuition scholarships for African American students pursuing graduate programs simultaneously with the authorization of graduate courses in law, pharmacy and library science at NCCN in 1939); New Law School Accepts Seven, NEWS AND OBSERVER, Aug. 20, 1940, at 14 (stating that the State pays tuition differentials for Negro students who are required to attend schools in the North to study in areas not provided at in-State Negro institutions).
40. Gershenhorn, Stalling Integration, supra note 39, at 158.
41. Burns, supra note 219, at 19, 198, 203.
42. Univ. of Md. v. Donald G. Murray, 169 Md. 478 (1936); Mo. ex rel. Gaines v. Canada, 305 U.S. 337 (1938). See Burns, supra note 23, at 196, 200, 203 (discussing the defeat of "sepa-
the attention of Governor Clyde Roark Hoey. After assuring the legislature that "North Carolina does not believe in social equality between the races," Governor Hoey urged them to provide funding for graduate programs at NCCN.

Concluding that the establishment of graduate programs at NCCN was "the only way we can prevent Negroes from entering our white institutions," Representative Murphy of Rowan County introduced House Bill 18, authorizing the establishment of departments of law, pharmacy, and library science at North Carolina College for Negroes. The law passed on March 1, 1939, but without appropriations to fund the programs. On March 20, 1939, Representative Murphy introduced another bill calling for appropriations to finance graduate and professional programs in law and pharmacy in the amount of $98,500 over a two year period.

NCCN received only $6,285.37 of the $98,500 appropriation to establish a law department for the 1939-40 academic term. This meager appropriation was the beginning of a history of inadequate funding at NCCU School of Law. On September 25, 1939, after one month of public notice, the NCCN department of law was scheduled to open. Because of such short notice, only one student enrolled. The school was therefore forced to postpone opening until September 1940.

Professional Standards for Law Libraries

The proliferation of legal materials in the 1930s expanded and changed law school library collections. ABA member schools were rate-but-equal" in the 1936 Maryland Court of Appeals case which held that equal treatment in education compelled Murray's admission to the only state supported law school in Maryland; and the 1938 Missouri Supreme Court case requiring Gaines' admittance to the University of Missouri, there being no other opportunity for him to obtain a legal education in Missouri).

43. See id.
44. Burns, supra note 19, at 204.
45. Id.
46. William A. Tuck, Bill Providing Graduate Courses at NCC Passed, CAROLINA TIMES, Feb. 18, 1939, at 1.
48. Tuck, supra note 46, at 1.
49. Courses Added at Two Schools, CAROLINA TIMES, Mar. 25, 1939, at 1.
51. Law School for Negroes Will Re-Open This Fall, NEWS AND OBSERVER, Mar. 11, 1940, at 3.
52. Id.
53. Id.
54. AHlers, supra note 2, at 17.
required to own a minimum of 7,500 volumes and the AALS required its member schools to retain a minimum of 10,000 volumes. In 1937, the AALS amended its Articles of Incorporation to require member schools to hire a “qualified librarian,” but did not define the required educational background and experience to be considered “qualified.” Formal courses in law librarianship began at New York State Library School in 1910 but were discontinued in 1926, and Columbia University reinstated the courses in 1937. Over 50% of those hired as law librarians did not have college degrees and many had neither formal training nor law library experience. The work of the law librarian was perceived as clerical, routine and requiring no particular skills or talents. Essentially, anyone capable of being a custodian or caretaker could get a position as a law librarian in the 1930s.

THE “SEPARATE BUT NOT EQUAL” ERA: 1940-1949

Societal Attitudes and Legislation

Set on building a class of African American law students for the 1940 academic year at NCCN, the dean of the law school at UNC, Maurice T. Van Hecke, distributed announcements and bulletins hailing the opening of NCCN School of Law throughout North Carolina and other southern states. His efforts yielded an applicant pool of
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15; seven of the 15 were admitted, and six enrolled. With a budget of $12,385.44 and a visiting administrative and instructional staff from UNC School of Law, Dean Van Hecke, began the 1940–41 academic term promising “members of the Negro race the same opportunities for a legal education as are afforded . . . at the University of North Carolina.”

The NCCN School of Law began its 1941–42 academic year with an all “Negro” staff of three full time professors and a law librarian. A state appropriation of $14,401.55 was expected to cover “salaries, wages, wages for student help, supplies, materials, postage, telephone, telegrams, travel expenses, books, printing, binding and equipment” for the six students. However, after Japan bombed Pearl Harbor in December 1941, the armed forces drafted two of the students, reducing enrollment to four. Dean Van Hecke appealed for deferment on behalf of these two students but the draft board denied his request.

Following World War II, there was an increase in enrollment in law schools throughout the nation due to the financial assistance available through the GI Bill. But rather than admit African Americans to existing state law schools, separate law schools for African Americans were opened:

Elizabeth City State Teachers College (Apr. 4, 1940), Fisk University (Apr. 5, 1940), Bluefield State Teachers College (Apr. 15, 1940), Morgan College (Apr. 15, 1940), Virginia State College for Negroes (Apr. 15, 1940), Hampton Institute (Apr. 16, 1940), Gammon Theological Seminary (Apr. 19, 1940), and Fort Valley State College (Apr. 27, 1940) to M. T. Van Hecke, Dean, UNC School of Law (on file with the NCCU Shepard Library Archives) (acknowledging receipt of a bulletin or announcement of the NCCN Law School).

66. Negro Law School will Open Tuesday, N.Y. TIMES, September 15, 1940, at 59.


69. N.C.C.N. to Offer Law Instruction, NEWS AND OBSERVER (Raleigh), Aug. 19, 1940, at 5. See also The School of Law, North Carolina College for Negroes Announcements for 1940-1941 (on file with the NCCU James E. Shepard Memorial Library Archives) (listing the following UNC School of Law faculty teaching at NCCN School of Law: Millard Sheridan Breckenridge, Ph.B., LL.B.; John Percy Dalzell, A.B., LL.B.; Frederick Bays McCall, A.B., LL.B.; Maurice T. Van Hecke, Ph.B., J.D.; and Robert Hasley Wettach, MA., LL.B., S.J.D. Lucile Marshall Elliott, A.B. was recorded as Librarian).

70. Law School for Negroes Will Re-Open This Fall, supra note 56, at 3.

71. Law Department At Durham Col. Augmented By Negro Professors, CAROLINA TIMES (Durham), June 28, 1941, at 1. See also The School of Law, The North Carolina College for Negroes: Announcements for 1942-1943 (on file with the NCCU James E. Shepard Memorial Library Archives) (listing NCCN School of Law faculty members as Albert L. Turner, A.B., A.M., LL.B; Associate Professor of Law; Charles W. Quick, A.B., LL.B., Assistant Professor of Law; and James Young Carter, A.B., A.M. LL.B, Instructor in Law).

72. Enrollment and Direct Appropriation 1939-1974, supra note 55.


75. ROBERT STEVENS, Law School Legal Education in America from the 1850's to the 1980's (1983).
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began to spring up throughout the south.\textsuperscript{76} The facilities at white institutions were superior to the facilities at African American institutions due to the reduced funding at the African American institutions.\textsuperscript{77} The North Carolina General Assembly proposed funding rates of "more than twice the per capita student funding level" for the UNC campus than for the African American colleges.\textsuperscript{78} For example, in 1945, the law library at UNC had a new reading room and new shelving for its 52,000 volume collection.\textsuperscript{79} While at NCCN law library, the law students shared a reading room and stack space with the undergraduate library, which was approximately one hundred and fifty feet away.\textsuperscript{80} The law collection of 12,597 useable volumes\textsuperscript{81} had to be split between the College Library Building,\textsuperscript{82} and the college's administration building.\textsuperscript{83} The collection housed in the administration building was shelved in the law school's one and only classroom with the overflow in a storage room.\textsuperscript{84} The ABA cited the library's facilities as the "only" reason the law school was unaccredited.\textsuperscript{85}

Discontent with the facilities at North Carolina College (NCC)\textsuperscript{86} School of Law being unequal to the facilities at the UNC School of Law, four students submitted applications to transfer to UNC in April 1948.\textsuperscript{87} Their applications were denied because of their race.\textsuperscript{88} Those students filed a lawsuit against UNC for violation of the Equal Protection Clause of the 14th Amendment.\textsuperscript{89} Their action was described as a "tragic interruption . . . in race relations."\textsuperscript{90}

In March 1949, fifteen NCC law students picketed at the State Capitol demanding that legislators appropriate sufficient funding to pro-

\textsuperscript{76} Id. at 217.
\textsuperscript{77} See Du Bois, supra note 14, at 328, 332 (discussing African Americans' discontentment with their own schools).
\textsuperscript{78} Gershenhorn, Stalling Integration, supra note 13, at 157.
\textsuperscript{80} Id.
\textsuperscript{81} The North Carolina College for Negroes Report of the Librarian (1944-1945) 16 (on file with the NCCU James E. Shepard Memorial Library Librarian's Office). See also Burns, supra note 21, at 209 (regarding the law library's inability to make 30,000 volumes Dr. Shepard purchased from New York Law School in 1944, available for student use due to inadequate space to shelve them).
\textsuperscript{82} Letter from Wilson Gray, Law Librarian, to A.L. Turner, Dean (Sept. 24, 1948) (on file with the NCCU James E. Shepard Memorial Library Archives).
\textsuperscript{83} Burns, supra note 23, at 209.
\textsuperscript{84} Id.
\textsuperscript{85} Frank Brower, Ready for Inspection, Durham Morning Herald, Nov. 6, 1948, §4, at 4.
\textsuperscript{86} See N.C. Central has long, winding history, Herald-Sun, June 7, 2009, at A2 (citing the legislature's change of the name of NCCN to North Carolina College in 1947).
\textsuperscript{87} McKissick v. Carmichael, 187 F.2d 949, 950 (4th Cir. Mar. 27, 1951).
\textsuperscript{88} Id.
\textsuperscript{89} Id.
\textsuperscript{90} Burns, supra note 19, at 214 (citing News and Observer, Sept. 3, 1950, §4, at 9).
vide "a separate law building and law library at North Carolina College." Their requests for facilities adequate to meet ABA standards were met with name calling, insults, and racial slurs. They were called "ingrates." However, after passing legislation to provide $638,000 for a law school addition at UNC, the legislators decided to appropriate a mere $20,000 dollars in emergency funding for a temporary facility at NCC for the law school and law library.

Professional Standards for Law Libraries

A "Qualified" Librarian

To the casual observer, it appeared that the librarian's work required routine clerical functions like charging out books and shelving. The law librarian of the 1940s was still considered to be no more than a custodian of books, requiring no particular talent. The "attitude of law school faculty toward librarians was frequently condescending." Additionally, women "were regarded less favorably than men." "Law school administrators frequently found struggling lawyers or the widows of professors satisfactory" to manage a law library. The law librarian was also likely to be a student assistant, faculty member, or a member of the secretarial staff.

During the 1940s, the plethora of new legal materials increased the complexity of legal collections heightening the need for an experienced librarian. The expansion of administrative law, upsurge in litigation, and advent of topical "looseleaf" law reporters made

91. Burns, supra note 19, at 211. See also Du Bois, supra note 18, at 331-32 (urging African Americans to fight for their fair share of the public funds instead of belittling their own institutions because of inadequacies).
92. Burns, supra note 19, at 214.
93. Id.
95. NCC Law School gets Nearer Accreditation, CAROLINA TIMES, Aug. 27, 1949, at 1.
98. Brock, supra note 96, at 347.
100. Id.
101. Brock, supra note 96, at 347.
103. AHILERS, supra note 2, at 20.
104. Matthew A. McKavitt & Helen Boyd, We Look at the Law Library, 33 LAW LBR. J. 81, 90 (1940).
the organization of legal materials more intricate and involved. Recognizing the need for the law librarian to have technical and professional training and/or experience to understand and navigate these materials, the ABA amended the "Factors Bearing on the Approval of Law Schools" to include the "training, experience and effectiveness of the librarian." However, the ABA did not specify the amount of training and kind of experience preferred, nor was there a stated criteria to measure a librarian's effectiveness.

The first law library director at NCCN was white. Her name was Lucile Marshall Elliott. She held a Bachelor of Pedagogy from the Women's College of the University of North Carolina at Greensboro and had taken courses in law and library science at UNC while employed as a secretary and librarian there. Ms. Elliott worked part-time at NCCN while employed as the law librarian at UNC until 1941 when Daniel E. Moore became the first African American law library director at NCCN.

A graduate of Johnson C. Smith University, Mr. Moore held a B.S. in Library Science. He also held a graduate degree from the School of Library Science at Columbia University and credits toward a doctorate in library science at the University of Chicago's Graduate School of Library Science, but he had no experience in law librarianship. Thus, after his appointment, Ms. Elliott continued as a consulting librarian.

106. Id.
107. AHLERS, supra note 2, at 91, 93.
108. Id.
110. Id.
111. Id.
112. Id. Image of Lucille Elliott seated at a desk, in the Univ. of N.C. at Chapel Hill Photographic Laboratory Collection #P0031, 11307, The Wilson Library, Univ. of N.C. at Chapel Hill.
114. Law Department at Durham Col. Augmented by Negro Professors, supra note 122, at 2.
118. Id.
Mr. Moore joined AALL in 1941.120 The AALL offered training opportunities in law librarianship at its annual meeting institutes.121 Membership in AALL may have afforded Mr. Moore the opportunity to further his professional education in law librarianship, however, during that time the hotels and restaurants where the AALL held its annual meetings were usually segregated.122 Even travel to and from the annual meeting could be dangerous for African Americans during the “Jim Crow” era as there were only a few places that they could safely stop to eat or rest.123 There is no record of Mr. Moore’s attendance at the 37th Annual AALL meeting in Milwaukee, Wisconsin124 and the 1943 and 1944 annual meetings were cancelled due to World War II.125 When the annual meetings resumed in 1945,126 Mr. Moore had resigned from his position as law librarian at NCCN to take a position as head librarian at Lincoln University.127

121. See Morse, supra note 60, at 331 (dating training in law librarianship at AALL Annual Meetings dates back to 1937).
122. See Marian Gallagher et al., I Remember Them Well, 75 LAW LIBR. J. 270, 272 (1982) (recalling that a Miami hotel agreed to house A. Mercer Daniel, director of the law library at Howard University, a historically African American University, at an AALL Annual Meeting in 1954, but required that he be accompanied to the dining room by at least two white AALL members).
123. See Celia McGee, The Open Road Wasn’t Quite Open to All, N.Y. TIMES (Aug. 22, 2010), http://www.nytimes.com/2010/08/23/books/23/green.html?_r=0&page wanted=print (describing travel for African Americans during the “Jim Crow” era. African American travelers could only sleep and eat in certain hotels and restaurants without fear of “humiliation or violence.” To assist them in finding safe places to stop while traveling, Victor H. Green published a booklet called “The Negro Motorist Green Book: An International Travel Guide.” This booklet was first published in 1936. The last publication was in 1964).
125. Id. at 42.
126. Id.
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Benner C. Turner, A.B., LL.B., an NCCN faculty member,128 was asked to assume the role of the law library’s third director.129 Professor Turner was a Harvard Law School graduate, who had practiced law in Philadelphia before coming to NCCN in 1943 to teach business law, equity and real property.130 Professor Turner left the law school in August 1947, to establish a law school at South Carolina State A&M College where he would serve as dean.131 Three years later, he became President of the College.132

Aurelia Franklin, wife of historian, John Hope Franklin,133 replaced Mr. Turner in 1947.134 She became the fourth law library director at NCCN School of Law.135 Ms. Franklin held a Bachelor of Science degree in Library Science from Hampton University and a Master of Science in Library Science from the Catholic University of America.136


131. Id.

132. Id.


When Mrs. Franklin left the law library in 1948, another NCC faculty member, H. Wilson Gray, A.B., LL.B., was asked to serve as the law librarian. Professor Gray was a graduate of the University of Wisconsin Law School. He came to NCC School of Law in the fall of 1947 to teach Pleadings, Evidence and Administration of Justice. In the spring semester, he taught Domestic Relations, Corporations and Trial & Appellate Practice. Having no experience in law librarianship, and realizing the educational opportunities available at the AALL Annual Meeting, Professor Gray registered for the annual meeting at his own expense.

When Professor Gray took on the “multifarious administrative duties” of the law librarian, his term of employment increased. Instead of the nine-month period of work typically afforded to


138. Brower, supra note 85, at 5.


143. Letter from Albert L. Turner (June 22, 1948), supra note 137.
faculty,\textsuperscript{144} he was required to work twelve months with one month for vacation.\textsuperscript{145} In addition to teaching one law school course,\textsuperscript{146} his duties as librarian included selecting,\textsuperscript{147} ordering,\textsuperscript{148} circulating,\textsuperscript{149} shelving, shifting,\textsuperscript{150} and dusting books.\textsuperscript{151} He was also responsible for ordering library supplies;\textsuperscript{152} cleaning the library;\textsuperscript{153} managing the library’s accounts;\textsuperscript{154} preparing financial statements;\textsuperscript{155} and staffing the circulation desk.\textsuperscript{156} With only the assistance of an occasional stu-
dent, much of Professor Gray's time was consumed with clerical tasks. The shortage of shelf space in the library necessitated the constant shifting of volumes in order to make current materials accessible. Professor Gray staffed the library desk from 8:30 a.m. to 4:30 p.m. Monday through Friday with one hour for lunch and 9:30 a.m. to 12:30 p.m. on Saturday. He also supervised the student assistants on duty during evening hours.

Professor Gray received no additional compensation for the increase in hours and responsibilities when he accepted the position of law librarian. It was not unusual for law librarians with faculty status to make $1,100 less than law faculty. Professor Gray earned between $600 and $1,000 less than other faculty at NCC even though he was the only faculty member, other than Dean Turner, to have two publications "under preparation." None of the other professors had published or had publications in progress. When Professor Gray expressed his concerns about the inequities, Dean Turner responded, "as long as a man who is also a lawyer serves as librarian, I believe that the contrasts and comparisons with the teaching members of the faculty will always be invidious to him."

157. See Letter from Wilson Gray to A.L. Turner (Sept. 24, 1948)(on file with the N.C. Cent. Univ. James E. Shepard Memorial Archives)(requesting at least one student assistant who could work a couple of hours each day).
158. See supra notes 156-161.
161. Id.
164. See Outline of Proposed Comparative study of the Law Schools at the University of North Carolina and the North Carolina College at Durham 2, 5 (undated report) (on file with the NCCU James E. Shepard Memorial Library Archives) (outlining the salaries, educational background, teaching experience and publications of the faculty at NCC School of Law).
165. Id.
An "Adequate" Library

A "Well Selected" Collection

One of the most important duties of the law librarian is the selection of legal and law related materials. The selection of a law collection requires knowledge of the library's budget and holdings, as well as, its current and future needs. The librarian must peruse journal articles, reviews, legal catalogs, advertisements, and bibliographies to select the books that meet the demands of the law school curriculum.168 The 1940 ABA Standards required member schools to maintain a collection of 7,500 "well selected, useable volumes," and to expend $1,500 per year on library additions.169 The ABA did not define "well selected" but recommended two articles to guide small law libraries in the selection of their collections.170

Dean Van Hecke assured the Board of Law Examiners that "a good working library" had been established at NCCN.171 Ms. Elliott spent $6,000172 on NCCN's initial law collection of state and federal statutes and court reports, digests, periodicals, treatises, annotations, dictionaries and legal encyclopedias.173 She borrowed 800 volumes of the British Law Reports from the UNC School of Law to help NCCN meet ABA accreditation standards.174 The school was also expecting an additional $5,000 appropriation to expand the collection the following year.175 In his 1941-42 Annual Report, Dr. Shepard stated that the law library had received nearly $10,000 for book purchases but was still "far from being standard."176 He felt that the library needed at least $2000 more in book purchases to meet the minimum ABA requirements.177

George Gordon Battle, a North Carolina na-

169. Ahlers, supra note 2, at 90.
170. See Ahlers, supra note 2, at 93 (citing the two articles recommended by the ABA to help small libraries with collection development as Selected List of Books for the Small Law School Library, 32 LAW LIBR. J. 399 (1939) and A Selected List of Treatises for the Small Law School Library, 35 LAW LIBR. J. 233 (1942).
173. Law School for Negroes will Re-Open this Fall, The News and Observer, Mar. 11, 1940, at 3.
175. Letter from M.T. Van Hecke to Hon. H.G. Hedrick, supra note 182.
177. Id. at 2.
tive practicing law in New York, solicited donations from friends and sent Dr. Shepard a check for $2000. Dr. Shepard added $7,000 to the $2,000 donation to purchase a 30,000 volume library from New York School of Law.

Dr. Shepard, however, purchased the 30,000 volume collection from the New York Law School without consultation with the NCCN law faculty, and was not aware of what books comprised the current collection or its needs. Mr. Moore had resigned, so there was no law librarian on duty to assist with the evaluation and purchase of the collection. As a result, the law library found itself with a collection of duplicate or irrelevant titles. More than half of the new collection had to be put in storage.

From 1947 through 1968, the law school’s bulletins reported a volume count of over 30,000. The following chart reflects the available data of the actual number of volumes accessible to law students at NCCN from 1940 to 1949 and the monies expended for those books.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Useable Volumes</th>
<th>Total Expenditures</th>
</tr>
</thead>
<tbody>
<tr>
<td>1940</td>
<td>***</td>
<td>$6,000186</td>
</tr>
<tr>
<td>1941</td>
<td>10,000187</td>
<td>$5,000188</td>
</tr>
<tr>
<td>1942</td>
<td>10,000189</td>
<td>***</td>
</tr>
<tr>
<td>1943</td>
<td>10,918190</td>
<td>***</td>
</tr>
<tr>
<td>1944</td>
<td>12,430191</td>
<td>$9,000192</td>
</tr>
</tbody>
</table>

178. See Mayo, supra note 129, at 8 (describing George Gordon Battle as a graduate of UNC and a native of Edgecombe County).

179. Id.


181. See Mayo, supra note 129, at 8.

182. Id.

183. Id.

184. Burns, supra note 19, at 195, 209.


186. New Law School Accepts Seven, supra note 39, at 14.


188. Letter from M.T. Van Hecke to Hon. H.G. Hedrick, supra note 177 (indicating that $5,000 would be appropriated the following year to expand the library).


190. Id.

191. Id.

192. See Law Library Bought for Negro College, supra note 180, at 3.
An "Adequate" Physical Space

The aisles of the second floor stack area of the College Library Building provided the law library with study, reading room and stack space in the 1940s. As the law school's enrollment grew, law students spilled over into the College Library's reading room to study. The inclusion of the law collection in the College Library left little space for the College Library's materials. The College Librarian, Louis R. Wilson, understandably saw this as an intrusion on the College Library's space. He felt that the use of the College Library's space for a relatively few law students came "at the expense of the student body as a whole." After the dean purchased the New York Law School collection, the lack of shelving space seemed even more "acute." Some law books had to be moved out of the College Library and stacked in a storage room in the Chitley Building. Others were stored in a classroom in the College Administration Building. Because of the shelf space limitations, law students could only access 12,000 volumes of the law library's collection.

195. Enrollment and Direct Appropriation, supra note 50.
198. Mayo, supra note 129, at 5.
200. Id.
201. Id.
204. Id.
205. Id.
NCCU School of Law was temporarily located in Avery Auditorium in 1949.

The legislature appropriated $20,000 in emergency funding after the student protests and the school used this money to renovate Avery Auditorium. Avery Auditorium was an abandoned building on campus that previously served as a chapel. It was renovated to provide a temporary separate facility for the law school and law library. The renovation provided the law school with four classrooms, library and study space, faculty offices and an office for the dean. Acknowledging that "inadequate housing for the law library" was the reason the law school at NCCN had not been accredited, the North Carolina Attorney General, stated that with the renovation of Avery Auditorium, the deficiencies in the library had been eliminated. But the library and study space provided was still inadequate: the renovated space was poorly ventilated and the uncovered floors squeaked when walked upon. The 17 stacks of shelving installed did not accommodate the entire collection. The library needed 15

206. Id.
207. Id.
208. NCC Law School gets Nearer Accreditation, supra note 95, at 1.
211. Brower, supra note 85, at § 4, 4.
THE HISTORY OF NCCU’S LAW LIBRARY

additional eight foot long shelves\(^{212}\) to arrange the collection in a manner that would reveal the library’s resources.\(^{213}\) Nearly 10,000 volumes remained either stacked on the floor of the library or in storage at the Chitley Building.\(^{214}\) The school needed some of those volumes, particularly the state reports, on the shelves to put the library in line for accreditation.\(^{215}\)

The president of NCCN, Alphonso Elder, assured the public that the inadequate physical space in the law library was only temporary.\(^{216}\) The law school was slated to move into the College Library Building upon completion of the James E. Shepard Memorial Library in 1950.\(^{217}\) The law school was given $15,000 for the renovations needed to convert the College Library Building into a law school.\(^{218}\) NCCN allowed the law library to keep all of the College Library’s old furnishings and equipment.\(^{219}\)

“Effective” Library Service

In order to be effective, law libraries require a “competent staff, adequate to maintain library services.”\(^{220}\) ABA accreditation standards require the same number of law books regardless of whether a law school has four faculty members and twenty-six students\(^{221}\) or eight faculty members\(^{222}\) and forty-two students.\(^{223}\) Additionally, the library must be open and sufficiently staffed in both the day and evening hours in order for students and faculty to have access to the facilities. Except for the occasional student assistant, the law library directors at NCCN performed all of the professional and clerical, bibliographic, processing, and service operations from 1940 to 1970.\(^{224}\)

\(^{212}\) Letter from H. Wilson Gray, Law Librarian, to Mr. Robert G. Duncan, College Engineer (Dec. 6, 1949) (on file with the NCCU James E. Shepard Memorial Library Archives).

\(^{213}\) See AHLERS, supra note 2, at 54 (interpreting Article 6 § 6 of the 1943 AALS Handbook under 2(f).


\(^{215}\) Id.

\(^{216}\) Brower, supra note 85, at § 4, 4.

\(^{217}\) Id.

\(^{218}\) Id.

\(^{219}\) Id.

\(^{220}\) See AHLERS, supra note 2, at 107 (citing 1977-1985 A.B.A. LIBR. STANDARDS § 605(b)).

\(^{221}\) See Brower, supra note 92, at 5 (citing the number of students and listing the faculty at NCC School of Law in 1949).


\(^{223}\) See Barefoot, supra note 94, at 758 (stating that forty-two students were enrolled at U.N.C. School of Law in 1944).

\(^{224}\) See Letter from Anne Duncan, Law Librarian, N.C. Cent. Univ. Sch. of Law, to Dr. Leonard Robinson, Dean of Faculties, N.C. Cent. Univ. (Feb. 19, 1970) (on file with the N.C.

https://archives.law.nccu.edu/ncclr/vol36/iss2/3
In the fall of 1949, with only the assistance of the law school janitor and 134 hours of help from five other men, Professor Gray moved as much of the law library's collection as the shelving in the Avery Auditorium, the temporary location of the law school, would accommodate. This relocation of the collection was no small task. The library directors had to take inventory of the volumes to be moved; organize a floor plan where each volume would be shelved in the new location; box each volume in the order in which it would be reshelved; label each box to identify its contents; and finally, stack each box in the order in which it is to be unpacked for the shelves. Professor Gray had to move law books into Avery Auditorium from three different locations: the College Library, a storage room in the Chitley Building, and a classroom in the Administration Building. Professor Gray estimated that it would take him six months to inventory, pack, move, unpack, organize, and shelve the collection with the resources he had at his disposal.

The Desegregation Era: 1950 – 1959

Societal Attitudes and Legislation

The law school at NCCN entered the 1950s with a lawsuit brought by several of its students to gain entrance into the law school at UNC. In February 1950, the ABA gave the law school provisional ABA approval, contingent on it moving from the temporary location in Avery Auditorium to the College Library building. Plans were being made to convert the College Library building into the law school building upon completion of the James E. Shepard Memorial Library, which was under construction. By September 8, 1950, Dean Turner had applied for admission to the Association of Amer-
can Law Schools.234 The AALS Executive Committee generally recommended admission based on provisional approval of the ABA.235 That same month, however, the AALS Executive Committee decided to return to their former policy of requiring full approval by the ABA before considering membership applications.236 Citing the fact that NCC Law School had been in operation since 1940 and had a good bar passage rate, Dean Turner asked the AALS Executive Committee to consider accepting NCC Law School's application for membership despite the new policies.237 He noted that inadequate physical facilities was the main reason the law school had not applied for full ABA approval and promised that the Law School would be moving into a better building before the end of the academic year.238 The Executive Committee refused to make an exception to their newly adopted rule for NCC School of Law.239 Advised by UNC Law School Dean Henry Brandis, Jr., “not to press the matter and to accept postponement of consideration of his application,”240 Dean Turner discontinued his pursuit of AALS membership until the law school received full accreditation from the ABA in August 1954.241 AALS also denied his subsequent request for membership.242 This time the AALS reasoned that “to grant accreditation would condone segregation.”243

On October 9, 1950, United States District Court Judge Johnson James Hayes, ruled against the NCC law students seeking admission to UNC.244 Citing equal facilities, library collection and faculty, he found that the law school at NCC provided substantially the same ed-
ucational opportunity as the law school at UNC. The United States Court of Appeals overruled Judge Hayes's decision. The Court of Appeals based its opinion on the United States Supreme Court’s ruling that separate law schools must be equal in regard to faculty reputation, administration experience, alumni influence, community standing, and prestige. It found NCC School of Law inferior to the School of Law at UNC. The law school at NCC did not have a law journal, none of the faculty had ever published, and the NCC law library was receiving 26–28 law review and periodical subscriptions compared to the 300 received by the library at UNC.

Professional Standards for Law Libraries

A “Qualified” Librarian

By the 1950s, law Deans had begun to recognize the need to hire law librarians with either law degrees, professional librarian experience, or both. A 1955 survey showed that 65% of law librarians had law degrees, 49% had library degrees, and 25% had dual degrees. When the law library could not get a dual degreed librarian, the preference was for a lawyer. Some legal academics believed that a background in law was necessary to fully assist faculty and students and that any “reasonably bright person,” and certainly a person trained in law could pick up the “mechanics and techniques of operating a library.” Three of the six persons serving in the capacity of law librarian at NCC between 1940 and 1952, were initially hired as law professors. They had no training, no work experience and likely no interest in the field of law librarianship until asked to serve in that capacity.

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245. Burns, supra note 19, at 215; see also Epps, 93 F.Supp. at 329.
248. McKissick, 187 F.2d 949.
249. Id. at 951, 953.
250. Massey, supra note 142, at 217.
252. Massey, supra note 142, at 217.
Professor Gray left NCC law library and joined the faculty at the Florida Agricultural and Mechanical Colleges for Negros, Division of Law in 1951.254 Another professor, Sybil Marie Jones,255 served as Acting Law Librarian.256 A 1950 graduate of the University of Chicago Law School, Professor Jones became the sixth law library director.257 She practiced law in Chicago before coming to NCC to teach criminal law, real estate property, conveyances, and future interests.258 A search of the Law School, University and AALL archives, and the law library literature failed to uncover evidence that Professor Jones joined AALL or attended an annual meeting during her tenure as law librarian.

On September 1, 1952, Mrs. Anne McKay Duncan was named NCC's seventh law librarian.259 Ms. Duncan held a Bachelor of Science degree in Library Science from Atlanta University.260 She also had a Bachelor of Science degree from the Hampton Institute.261 Her Master of Science in Library Science was obtained from Catholic University of America.262 Since Ms. Duncan did not have training in law, one of the stipulations of her employment was enrollment in law courses so that she could assume teaching


257. Announcements, supra note 269, at 3.


260. Announcements, supra note 222, at 3.

261. Id.

262. Id.
responsibilities. By the fall of 1954, Ms. Duncan had earned 22 semester hours of law school credit in Legal Methods, Legal Bibliography, Contracts, Criminal Law, Titles, and Torts, and had audited Constitutional Law and Real Property. On January 11, 1954, she was given her first teaching assignment at the law school: Legal Bibliography. A few years later, she took on another course: Legal Writing. In July 1959, Ms. Duncan was given the rank of Instructor. While I could find no documentation in the Law School, University, or AALL archives of her actual attendance at an AALL annual meeting, there is a letter of recommendation to support her application to receive a scholarship to attend the AALL annual meeting in 1959, and documented receipt of one of four AALL Matthew Bender Scholarships in the amount of $125 to attend the AALL annual meeting that year.

An “Adequate” Library
A “Well Selected” Collection

In preparation for the defense against the lawsuit brought by NCC law students, the North Carolina Attorney General, Harry McMullan, asked Ms. Elliott, NCC’s volunteer librarian, to evaluate the collection for adequacy. After a six-hour review, Ms. Elliott concluded “the Law Book Collection is adequate at the present time for their work as a group.” Professor Gray, who was in the process of preparing and organizing the library collection for ABA accreditation

264. Letter from Anne M. Duncan, Law Librarian, to Dr. Albert L. Turner, Dean, N.C. Coll. Sch. of Law (May 26, 1958) (on file with the N.C. Cent. Univ. James E. Shepard Memorial Library Archives); see also id. (noting number of credit hours Ms. Duncan eventually earned was 24).
266. Letter from Anne M. Duncan (Jan. 17, 1974), supra note 263.
271. Id.
and AALS membership at the time,272 disagreed.273 He called Ms. Elliott’s attention to the fact that several sets of books needed to be purchased in order to adequately support the law school’s curriculum and meet AALS membership requirements.274 Those sets included:

- The U.S. Statutes at Large, complete to date;
- One complete set of the Official U.S. Supreme Court Reports;
- The United States Supreme Court Reporter, Key-Number System . . .

  a. The Official State Reports of all of the Southern States;
  b. The Annotated and latest statutes of all above mentioned states;
  c. All legal periodicals published in the above mentioned states;
  d. . . . The Law Quarterly Review and the Law Times.275

The NCC law faculty agreed the library was adequate for teaching assignments, that it supported the curriculum, but questioned its adequacy for research.276 One faculty member, Frank Caldwell, LL.B., thought that the library might be more useful with the parts of the collection that were in storage.277 The 30,000 volume New York Law School collection Dr. Shepard purchased in 1944 was still in boxes.278 When subpoenaed to testify in the case of the NCC law students against UNC, Professor Gray responded that the law library collection consisted of a few hundred more than 30,000, but that only about 22,000 were in the main reading room due to a lack of shelf space.279

It was not until the 1956–57 academic term that the New York Law School collection was finally removed from boxes, organized, and shelved.280 At that time, many of the volumes were discarded because the volumes were either outdated or showed signs of abuse or water

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272. See Letter from Albert L. Turner, Dean, N.C. Coll. Sch. of Law, to H. Wilson Gray, N.C. Coll. Sch. of Law (Jan. 12, 1950) (on file with the N.C. Cent. Univ. James E. Shepard Memorial Library Archives) (asking Professor Gray to compile a list of books required by the AALS and recommended by law library journal that are currently unavailable in the law library; devise a plan for procuring the early state reports and statutes; make an accession list and bring the card catalog up to date).


274. Id.

275. Id.

276. Letter from Frank Caldwell, Professor, NCC School of Law to Miss Lucille Elliott, Law Librarian, University of North Carolina (March 14, 1950) (on file with the NCCU James E. Shepard Memorial Library Archives).

277. Id.

278. Id.


280. Id.
damage. The New York Session Laws, the New York Reports, the American Digest System, the Annotated Reports Series, American Jurisprudence, and a few court reports from other jurisdictions were the only salvageable resources.

A $1,000 decrease in the 1956 book budget necessitated the discontinuation of important looseleaf services like The Labor Law Reporter and Wills, Estates, and Trusts. The law library was only in receipt of three looseleaf services: Legal Periodical Digest, Prentice-Hall Federal Tax Service and U.S. Law Week. The ABA required an average $1,500 per year book expenditure with a minimum expenditure of $1,000 in any one year. At the beginning of the 1950s, Mrs. Duncan found it difficult to purchase new materials and collateral resources, and keep pace with the rising costs of continuations with a budget of $3,500. The ABA raised the minimum expenditure for law library books to $4,000 for the 1958–59 academic year.

The following table reflects the available data on NCC law library's volume count and expenditures from 1950–1959.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Useable Volumes</th>
<th>Total Expenditures</th>
<th>New Title Expenditures</th>
</tr>
</thead>
<tbody>
<tr>
<td>1950</td>
<td>22,000</td>
<td>***</td>
<td>***</td>
</tr>
<tr>
<td>1951</td>
<td>***</td>
<td>$3,500</td>
<td>***</td>
</tr>
<tr>
<td>1952</td>
<td>26,022</td>
<td>$3,000</td>
<td>***</td>
</tr>
</tbody>
</table>

282. Id. at 3.
283. Id. at 7.
284. Id.
289. Telegram from H. Wilson Gray, supra note 279.
290. American Bar Association, Section of Legal Education and Admissions to the Bar: Fall of 1950 Law School Information (on file with the NCCU James E. Shepard Memorial Library Archives) (showing amount budgeted for new books and continuations in 1950-51 on NCC law school annual questionnaire submitted to the ABA).
292. American Bar Association, Section of Legal Education and Admissions to the Bar: Fall of 1951 Law School Information (on file with the NCCU James E. Shepard Memorial Library Archives) (showing the amount budgeted for new books and continuations for the 1951-1952 academic year on the NCC law school annual questionnaire submitted to the ABA).
## THE HISTORY OF NCCU'S LAW LIBRARY

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Volumes</th>
<th>Budget for New Books and Periodicals</th>
<th>Total Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1953</td>
<td>27,003²⁹³</td>
<td>$3,500²⁹⁴</td>
<td>***</td>
</tr>
<tr>
<td>1954</td>
<td>***</td>
<td>$4,500²⁹⁵</td>
<td>$1,300²⁹⁶</td>
</tr>
<tr>
<td>1955</td>
<td>25,300²⁹⁷</td>
<td>$4,500²⁹⁸</td>
<td>$700²⁹⁹</td>
</tr>
<tr>
<td>1956</td>
<td>28,098³⁰⁰</td>
<td>$3,500³⁰¹</td>
<td>$500³⁰²</td>
</tr>
<tr>
<td>1957</td>
<td>***</td>
<td>$3,500³⁰³</td>
<td>***</td>
</tr>
<tr>
<td>1958</td>
<td>28,772³⁰⁴</td>
<td>$3,500³⁰⁵</td>
<td>$207.84³⁰⁶</td>
</tr>
<tr>
<td>1959</td>
<td>29,046³⁰⁷</td>
<td>$4,000³⁰⁸</td>
<td>***</td>
</tr>
</tbody>
</table>

*** No Data Available


²⁹⁴. American Bar Association, *Section of Legal Education and Admissions to the Bar: Fall of 1952 Law School Information* (on file with the NCCU James E. Shepard Memorial Library Archives) (showing the amount budgeted for new books and continuations for the 1952-53 academic year on the NCC law school annual questionnaire submitted to the ABA).

²⁹⁵. American Bar Association, *Section of Legal Education and Admissions to the Bar: Fall of 1953 Law School Information* (on file with the NCCU James E. Shepard Memorial Library Archives) (showing the amount budgeted for new books and continuations for 1953-54 academic year on the NCC law school annual questionnaire submitted to the ABA).

²⁹⁶. *Report to Council: Section of Legal Education and Admissions to the Bar*, (June 9, 1954) supra note, 293 (citing the total expenditure for new books and periodicals for the 1953-54 academic year).


²⁹⁸. See id. (citing NCC Law School's expenditures for library materials during the 1954-55 academic year).

²⁹⁹. See id. (citing NCC Law School's expenditures for new books and periodicals).

³⁰⁰. American Bar Association, *Report to Council, Section of Legal Education and Admissions to the Bar, covering Academic Year 1955-56 of North Carolina College Law School*, 3 (July 1956) (on file with the NCCU James E. Shepard Memorial Library Archives) (citing the number of law books in the library at NCC as of July 1, 1956).

³⁰¹. See id., (citing the total expenditures for library materials).

³⁰². See id., (citing the expenditures for new books).

³⁰³. LAW LIBRARY ANNUAL REPORT (1957), supra note 287, at 8.


³⁰⁵. See id. (citing expenditures for all library materials during the 1957-58 academic year).

³⁰⁶. See id. (citing expenditures for new books during the 1957-58 academic year).


³⁰⁸. See id. (citing the amount spent on all library materials during the 1958-59 academic year).
An "Adequate" Physical Space

The law school began the 1950s in the recently renovated College Library Building. This new law school facility provided the library with an adequately lit, heated and ventilated reading room.

NCCU School of Law moved into the College Library Building in 1950.

The eight tables and fifty-eight chairs in the library reading room provided work space and 100% seating capacity for all of the students enrolled between 1952 and 1959. The chart below reflects the number of students enrolled in the law school from 1952 to 1959.

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309. Id.
310. Id.
311. Id.
When the law school moved into the old College Library Building, it had sufficient space in the library to shelve the library’s current collection, but no room for growth and expansion.³²⁰

“Effective” Library Service

Law libraries became recognized as an “integral and essential part of the educational process of the law school”³²¹ in the 1950s. The specialized nature and complicated character of law library materials and the knowledge needed to effectively utilize these materials, led the ABA to change its characterization of the law library from the “heart of the law school”³²² to the “laboratory of the law school.”³²³ The students’ use of their “laboratory” or library was one of the factors the ABA considered when evaluating a law library for accreditation.³²⁴

Essential to effective student use of the law library’s resources is “[t]he quick and easy location of library materials.”³²⁵ “[T]he quick and easy location of library materials” is most adequately accomplished with an efficient “cataloging system.”³²⁶ “[C]ataloging is a highly complicated art,”³²⁷ requiring a “keen, conscientious and able cataloger” who can perform “accurate, tedious, patient and thoughtful

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312. See Report to Council, Section of Legal Education and Admission to the Bar, (1952-53), supra note 300, at 1.
313. See Section of Legal Education and Admissions to the Bar: Fall of 1953 Law School Information, supra note 293.
314. See Report to Council, Section of Legal Education and Admissions to the Bar covering Academic Year 1954-55, supra note 297, at 1.
316. See Report to Council: Section of Legal Education and Admissions to the Bar covering Academic Year 1955-56, supra note, 266, at 1.
318. See Report to Council: Section of Legal Education and Admissions to the Bar covering Academic Year 1957-58, supra note 304, at 1.
320. See McKissick v. Carmichael, 187 F. 2d 949, 950-51 (4th Cir. 1951).
321. Aihlers, supra note 2, at 62.
322. Aihlers, supra note 2, at 92.
324. Aihlers, supra note 2, at 92.
325. Miles O. Price, A Catalog for the Small Law Library, 34 LAW LBR. J. 1, 2 (1941).
326. See generally id.
327. See id.
work.”328 It is “an intellectually demanding process in which the content of a publication is described through subject headings and a classification number.”329 This information is typed on multiple cards which initially, have to be proofread and cross checked for errors330 and then filed in alphabetical order. The cataloging process requires a significant amount of clerical work,331 as well as professional and or technical knowledge. It is difficult, if not impossible, for one person to perform the task of cataloging the collection and the multiple professional and clerical functions required to administer a law library.332 Therefore, NCC law library, like other smaller law libraries in the 1940s and 1950s, grouped its books by type (statutes, court reports, digests, citators, encyclopedias and law reviews), rather than cataloging or classifying them.333

When Ms. Elliott evaluated the collection in March 1950, she found the organization of the books at NCC law library “50% inadequate.”334 The law faculty agreed that the organization of the law collection and the cataloging of the books were improper.335 Several factors contributed to the organization of the law collection in Avery Auditorium. First, Professor Gray had just completed the transfer of law books from the College Library and classroom in the Administration Building to Avery Auditorium in November 1949.336 Second, the 17 stacks of shelving provided in Avery Auditorium did not accommodate the entire collection.337 Third, Professor Gray had no professional or clerical assistance other than a few hours of help from

330. See id.
335. Letter from Frank Caldwell, Professor, NCC, to Miss Lucile Elliott, Law Librarian, UNC (March 14, 1950); Letter from J. J. Sansom, Jr., Professor, NCC, to Miss Lucile Elliott, Law Librarian, UNC (March 14, 1950); and Letter from Harvey L. McCormick, Professor, NCC, to Miss Lucile Elliott, Law Librarian, UNC (March 14, 1950)(on file with the NCCU James E. Shepard Memorial Library Archives).
337. Bower, Ready for Inspection, supra note 85, at § 4, 4. See also Letter from H. Wilson Gray, (Dec. 6, 1949) supra note 191 (requesting 15 additional eight foot shelves).
students and the law school janitor\(^{338}\) to assist with the moving, organizing and cataloging of the collection. And fourth, Professor Gray was trained as a lawyer, not a librarian. He did not have specialized training and experience in organizing, classifying and cataloging a law collection. He did not have the assistance of a professional librarian or clerical support to perform those functions. Noting the magnitude of the tasks of the librarian, particularly in light of preparation for ABA inspection, and the time required to prepare for legal bibliography class, Dean Turner offered to relieve Professor Gray of his teaching responsibilities in January 1950.\(^{339}\) Teaching can interfere with other phases of library administration unless the librarian has adequate and competent staff.\(^{340}\) Other than two part-time students, working a total of fourteen hours per week, Professor Gray did not have any staff.\(^{341}\) Acknowledging the lack of support staff in the library, Dean Turner still reprimanded Professor Gray for the lack of progress made in cataloging and accessioning the collection.\(^{342}\) He even suggested that Professor Gray was not working to his "maximum capacity."\(^{343}\)

The ABA looked at the "size and training of the library staff" when evaluating the service functions of a law library.\(^{344}\) Although the Southern Association of Colleges and Schools (SACS) recommended that the law school hire an assistant librarian to help with the bibliographic, processing, cataloging and service operations of the law library;\(^{345}\) Dean Turner made several pleas for additional financial aid for student assistants for the library,\(^{346}\) but as of September 1958, no additional monies had been allocated to employ library assistants, including student workers.\(^{347}\) Therefore, all of the NCC law librarians worked longer hours than should reasonably have been expected to maintain library operations.\(^{348}\) Professor Duncan, who was trained as

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343. Id.
344. The Section of Legal Education and Admissions to the Bar of the American Bar Association, *Standards of the American Bar Association for Legal Education: Factors Bearing on the Approval of Law Schools by the American Bar Association*, 7 (April, 1952).
346. Id.
347. Id.
348. Id.
a librarian also took law courses, and corresponded with vendors and publishers. She ordered and processed library materials, answered reference questions, and assembled periodicals for the bindery. Further, she was expected to keep faculty and students informed of new acquisitions and assist students and faculty in locating information. She also taught legal bibliography and kept the library open 62 hours per week while managing to catalog the entire law collection and prepare a shelf list by the end of 1959.

Professor Duncan continued to stress the need for additional professional, as well as, student assistance to cover the hours the library was open. She worked every Saturday and checked on the library during the evening hours as well as Sundays to provide effective library service. The students, still, needed more hours.

**The Integration Era: 1960 – 1969**

**Societal Attitudes and Legislation**

At the dawn of the 1960s, the civil rights movement and non-violent protests to force integration were growing nationwide. Violent and economic protests against integration were also mounting. The Honorable Judge Ernest Fullwood, a law student at NCC in the 1960s, reflected that it was a time of upheaval at the law school. There were no resources and the school was fighting for its existence. Stu-

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349. Letter from Mrs. Anne M. Duncan, (May 26, 1958), supra note 286.
351. LAW LIBRARY ANNUAL REPORT (1957) (On file with the James E Shepard Memorial Library Archives).
356. See supra note 156.
357. See supra note 156.
360. Id.
dents were frustrated and there was a sense of unrest within the law school. Receiving only “status quo maintenance support, but no financial aid for growth and development,” the continued operation of the law school at NCC became questionable. The budget for NCC School of Law had been “frozen” since 1951. Dean Turner did not request additional funding for the law school for fear of bringing more negative attention regarding the cost of operation to the law school. UNC Law Library’s 1966–67 operational budget exceeded the operational budget of the entire law school at NCC in 1965–66 by more than $5,000. Limited resources meant the limited ability to provide the same resources and facilities that were available at the historically white law schools.

A study completed by the AALS Project Advisory Committee in 1964–65 concluded that, except for Howard University, “all of the state-supported predominately Negro law schools are clearly out of the main stream of American legal education; and . . . none appears, on the basis of presently ascertainable factors, to have any future . . . It seems . . . they should be assisted to do the best teaching job possible for their existing lives and should be further assisted either to phase themselves out or to be genuinely incorporated into an unsegregated education program in their states.”

If NCC School of Law was going to meet ABA Standards, the UNC system had to put more dollars into it. Would the North Carolina legislature continue to spend the money required to maintain what had been dubbed as “makeshift graduate courses for Negroes at Negro Colleges?” Due to the small number of students enrolled at NCC School of Law, legislators found it to be a financial drain on the State. They felt it did not make economic sense for the State to operate two law schools when “any qualified student, regardless of race, can now enroll in what were once predominantly white law

361. Id.
365. Turner, Statement from the Law School, supra note 178, at 3.
However, none considered that African Americans were still systematically excluded from white law schools. African Americans made up only 2% of the population at North Carolina’s historically white institutions in 1968. The political climate in the state made continued operation of the law school questionable. Governor Dan K. Moore asked the Advisory Budget Commission not to recommend funding for NCC School of Law in its 1967-69 budget recommendations to the General Assembly. The law school’s end was predicted.

In 1968, the Board of Higher Education recommended closing NCC’s law school. The African American community strongly opposed this option. Over 50% of the African-American lawyers in the state of North Carolina received their training at NCC School of Law. It was the only publicly funded law library in the city for African Americans. It not only served the law school, but also provided access to legal resources for African American law firms, civil rights organizations, and members of the African American community. When prominent African American attorneys came to Durham to work on civil rights cases, they used the law library at NCC to research. Faculty and students at NCC School of Law “participated in every civil rights case that came up in the state.” The law school at NCC was a place people came when they needed help. The law school at NCC continued to make significant contributions to the African American community. Therefore, the black community believed that the closing of the Law School was “grounded in racial

370. Id.
372. Jerry Gershenhorn, Stalling Integration, supra note 37, at 156, 191.
373. Meador, supra note 314.
377. Jordan, North Carolina Central University School of Law has Escaped Numerous Attacks, supra note 331.
379. Id.
380. Id.
384. Id.
discrimination” and would limit the opportunities for African Americans to enter the legal profession.

Near the end of the 1960s, the students’ dissatisfaction heightened. This sense of frustration finally culminated on the eve of September 19, 1969. An early morning fire gutted the library and destroyed an estimated $500,000 in books. A reportedly disgruntled former law student, Egbert Lincoln Addison, was charged with setting the blaze.

That same year, NCC at Durham became a part of the state-wide system of sixteen constituent institutions and the name was changed to North Carolina Central University. The Board of Governors at the University of North Carolina took over the college’s governing.

**Professional Standards for Law Libraries**

A “Qualified” Librarian

The 1960s saw more law librarians taking on the role of educator. By 1960, Professor Duncan had taught legal bibliography for six years and had begun to teach legal writing. Law School Deans wanted to hire librarians with multiple degrees, but there was a shortage of law librarians with those credentials. The lack of status of the law librarian in academia made it difficult to recruit capable individuals into the profession. The AALL created a Committee on Recruitment in 1961 to address the shortage. In 1962, only 29% of law school librarians held an undergraduate, law, and library science degree. Forty-two percent (42%) of the librarians without law de-

385. *Closing the NCC Law School*, supra note 333.
387. Interview with the Honorable Ernest Fullwood, *supra* note 319.
391. *Id.*
395. *Id.*
398. Bolden, *supra* note 348, at 58, 62
degrees were taking courses towards obtaining one. At NCC, Professor Duncan had twenty-four semester hours of law school credit.

In 1677, AALS approved a permanent committee on Libraries, made up of law librarians and law instructors. In 1968, the AALS required law schools to designate the law library director as faculty. This change was necessary for faculty meetings, participation in discussions of educational policy, and the right to vote on matters concerning the law library collection, services, and administration. Professor Duncan achieved the rank of Assistant Professor in July 1960. She worked on the scholarship and admissions committees and also served as an advisor to the law journal and legal newspaper.

An “Adequate” Library
A “Well Selected” Collection

In 1961, the ABA Council of the Section of Legal Education and Admissions to the Bar expressed concern about the adequacy of NCC School of Law library’s book budget. The council found the library’s expenditures on new materials inadequate, and recommended an increase in the acquisitions budget to no less than $5,500 annually.

NCC launched its first law review in October 1965. This meant that the library was going to need a strong collection with current and retrospective resources. The library only subscribed to 52 legal periodical subscriptions, most of which were incomplete.

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399. Id.
400. Letter from Mrs. Anne M. Duncan, (May 26, 1958), supra note 234.
401. Association of American Law Schools 1962 Proceedings With the Articles of Association as Amended, 157, 158.
402. Id.
403. Association of American Law Schools 1962 Proceedings With the Articles of Association as Amended, 157, 158.
404. Letter from Ms. Frances M. Eagleson, Secretary, to Mrs. Anne M. Duncan, Librarian, (July 20, 1960) (on file with the NCCU James E. Shepard Memorial Library Archives).
407. Letter from Peter H. Holmes, Jr., Chairman, American Bar Association Section of Legal Education and Admissions to the Bar to Dean Albert Turner, Dean (March 7, 1961) (on file with the NCCU James E. Shepard Memorial Library Archives).
410. Meador, supra note 314, at 7.
duction of the Xerox 914 copier may have allowed libraries to buy fewer titles in the 1960s but neither of the libraries on NCCU’s campus had access to a photocopier. The first North Carolina College Law Journal was finally published in May 1969.

After visiting the law school in April 1969, the evaluation committee of the Southern Association of Colleges and Schools (SACS) recommended doubling the book budget and substantially increasing the collection. However, less than six months after the SACS visit, the 1969 fire destroyed more than 21,000 volumes. The library lost an estimated books $500,000 worth of books. After the fire, local attorneys offered to donate law books and law students at UNC collected text books to give to NCC. The Law School received $1,200 in donations and nearly $1,000 in pledges. NCC School of Law Dean, LeMarquis DeJarmon hoped that the quantity and quality of the law library collection would be enhanced by the donations and insurance proceeds following the fire; he also anticipated receiving state funds to rebuild the collection.

The NCC Law School Bulletins continued to report a law library collection of more than 30,000 volumes “of Anglo-American and North Carolina legal materials,” through 1968. Someone deleted the volume from the 1968-69 School of Law Bulletin. The available data on the actual number of collected volumes and amounts spent for books from 1960 to 1969 are as follows:

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412. Law Publication in N.C. College is Now National, DURHAM MORNING HERALD, May 11, 1969, at 4A.
413. Southern Association of Colleges and Schools, Recommendations of the Evaluation Committee, 9 (Based on visit made April 13-16, 1969) (on file with the NCCU James E. Shepard Memorial Library Archives).
416. Dean and Students Perform Miracle, supra note 363.
417. Id.
418. Memorandum from LeMarquis DeJarmon, Dean of the Law School, to Dr. Albert L. Whiting, President (Nov. 6, 1969) (on file with the NCCU James E. Shepard Memorial Library Archives).
420. See Id.
Year | Total Useable Volumes | Total Expenditures for Books | New Title Expenditures
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1960 | 29,392 | $4,000 | $234,421
1961 | 29,767 | $4,500 | $325,422
1962 | 28,080 | $5,500 | $239.95423
1963 | 28,495 | $5,500 | $595.10424
1964 | 28,113 | $6,000 | $809.15425
1965 | 28,614 | *** | ***
1966 | 29,036 | *** | ***
1967 | 29,406 | *** | ***
1968 | 29,812 | *** | ***
1969 | 32,413 | $6,700 | ***

*** No data available.

An "Adequate" Physical Plant

"Inadequate library facilities" was one of the primary complaints of African American students attending "Jim Crow" law schools in the 1960s. When ABA site evaluators inspected NCC School of Law in


1960 they found the law library “in good condition, architecturally attractive, and adequate for the law school’s present and future needs,” although it did need more shelving.432 The circulation desk and the librarians work area were located on the main floor of the law building, at the rear of the lobby, facing the entrance.433 To the left of the law school lobby was a large reading room with tables and chairs to accommodate approximately 50 students.434 The collection was shelved on three floors of stacks: behind the circulation desk; in the rear portion of the ground floor; and on a third level of the rear wing of the law school building.435 The library shelved the books that were in constant demand in the librarian’s office,436 making accessibility inconvenient. When the SACS inspectors evaluated the law school in April 1969, they recommended improving the library’s physical facilities so students could use the resources properly.437 After the fire that gutted the law library in September 1969, Dean DeJarmon promised to store more books in the open upon once the law building was restored.438 He also planned to ask the legislature to expand the law building to allow for more room for the use of library resources.439

432. DANIEL J. MEADOR & F. D. G. RIBBLE, Evaluation Report, North Carolina College School of Law 1, 2 (Feb. 11-12, 1960) (on file with the NCCU James E. Shepard Memorial Library Archives).
433. Id. at 3.
434. Id.
436. Id.
439. Id.
"Effective" Library Service

The ABA evaluators described Professor Duncan as competent, efficient, and "extremely interested in her work," but "a law school cannot function effectively if its library is inadequately staffed." With a budget of only $1,320.75 for student assistance and no professional or clerical assistance, Professor Duncan kept the library open thirteen hours and forty-five minutes each day, Monday through Friday, nine hours on Saturday and four hours on Sunday. She made resources available to students and faculty by maintaining a card catalog and shelf list. Her repeated requests for professional and/or clerical assistance yielded only the assistance of a few work-study

440. MEADOR & RIBBLE, supra note 437, at 7.
441. AHLERS, supra note 2, at 68.
443. MEADOR & RIBBLE, supra note 437, at 7.
THE HISTORY OF NCCU'S LAW LIBRARY

students. The supervision of work-study students added another dimension to Professor Duncan's already "multifarious" job responsibilities. In 1967, the Library of Congress began issuing K schedules, making it necessary for her to reclassify and re-catalog the entire law collection. And in 1969, access to the law collections diminished greatly as the fire destroyed a substantial portion of the collection.

THE ERA OF UNCERTAINTY: 1970 - 1979

Societal Attitudes and Legislation

The 80 students enrolled in the law school at NCCU in 1970 were uncertain about their future. The law school faced losing ABA accreditation as the state continued to refuse to provide the financial support needed for a new building. Dean DeJarmon's request for the addition of a three story wing to the library was approved by the Board of Trustees, but Democratic Governor Robert Scott did not include expenditures for expanding the law school's physical facility in the budget. He recommended discontinuing the law school. When Republican Governor James Holshouser took office in 1973, he vowed to keep the law school at NCCU open. By this time, the law school had doubled the size of its student population. The addition to the law library was approved in 1973, but without appropria-

446. See Letter from Mrs. Anne M. Duncan (March 30, 1961), (noting the added responsibility of keeping a record of student hours and providing monthly reports of such to the bursar's office). Letter from Mrs. Anne M. Duncan (May 16, 1967) (both on file with the NCCU James E. Shepard Memorial Library Archives).
448. See id.
449. See Memorandum from LeMarquis DeJarmon (Nov. 6, 1969), supra note 423.
450. Kathy McPherson, NCCU Law School Budget Bids Entered, Chancellor Declares, DURHAM MORNING HERALD, Mar. 6, 1975, at 1A.
455. See id.
457. Kathy McPherson, NCCU Law School Budget Bids Entered, Chancellor Declares, DURHAM MORNING HERALD, Mar. 6, 1975, at 1A.
Proposals for law schools at three other constituent institutions of the University of North Carolina were also on the table. In addition, instead of submitting the Board of Governors’ two million dollar request for a new law building at NCCU, the Advisory Budget Commission requested $55 million for a medical school at East Carolina University.

John Sanders, Vice President for Planning at UNC, believed that civil rights legislation “would make it difficult to explain the discontinuation of a long-standing program at a predominately black school.” The General Assembly did not recommend closing the law school, but made it difficult for it “to get any budget except enough budget to exist.” An insufficient budget made the recruitment and retention of faculty challenging, and it adversely affected the instruction and administration of the law school. By 1974, the law student population had grown to 301. The students and faculty at NCCU School of Law were left with an attitude of “wait-and-see.” Would the law school be closed?

In March 1974, acknowledging the special mission of the law school, the ABA Section of Legal Education and Admissions to the Bar renewed the law school’s accreditation. Less than a year later, the ABA found the law school “totally inadequate.” The ABA notified the school that a hearing on the its accreditation would be held on July 1, 1975, if it did not provide a comprehensive plan to “expand its physical facilities, improve its library, establish better admission goals and policies, increase the number of faculty and other staff members, upgrade the quality of instruction and improve its management techniques.” To help bring the law library within ABA Standards, Representative H.M. “Mickey” Michaux, Jr. lobbied for a bill to increase

460. See Expansion of Law Schools Not Needed, Study Shows, HENDERSON DISPATCH, Oct. 15, 1974, at 2 (on file with the NCCU James E. Shepard Memorial Library) (listing East Carolina University, UNC-Charlotte, and Appalachian State University as constituents of the UNC system requesting law schools).
462. Steve Adams, supra note 456, at 4-I.
463. McPherson, supra note 462, at 1A, 6A.
464. Id.
466. McPherson, supra note 462, at 1A, 6A.
469. Steve Adams, supra note 456, at 4-I.
the book budget by $300,000. Through a special appropriations bill, he requested that the library receive $150,000 for the 1977–78 fiscal year, and the other $150,000 in the 1978–79 fiscal year. UNC Central Administration adamantly opposed the bill. The administration called it “an extravagance considering the needs of other institutions in the UNC system,” and also possibly illegal.

When the ABA Accreditation Committee met in July 1978, it concluded that the library’s collection did not meet ABA Standards due to the lack of professional and clerical staff in the law library. The law school submitted reports in October 1978 and October 1979 documenting improvements including “expansion of the library collection to an adequacy level.” After several inspections of the law school the ABA commenced a Rule IV “show cause” proceeding. As student enrollment at NCCU School of Law increased, bar passage rates for African American students decreased. White students graduating from NCCU in the 1970s typically passed the North Carolina bar, while African American students often failed. Were the African American students who matriculated through NCCU School of Law simply inferior to the white students in the requisite communication skills, abilities, and training needed to pass the bar examination? The National Bar Association, an organization of predominately African American attorneys, challenged the notion that the disproportionate number of African American graduates from NCCU Law School failing the bar was the result of their own inferiority.

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473. Id.
474. See id.
475. Id.
476. See Bill Gilkeson, Bill for North Carolina Central University Law Books Gets Slight Victory, Durham Morning Herald, June 21, 1977, p. 14B (stating that the chairman of the Senate Ways and Means Committee, Senator Kenneth C. Royall Jr., believed that the bill was illegal, but felt that there should be some way to help the law school buy the books it needed.).
478. Id.
479. Id.
481. Id.
482. Hornsby, supra note 9, at 162.
483. Id.
Professional Standards for Law Libraries

A "Qualified" Librarian

In the 1970s the ABA inspectors looked at the "training, experience and effectiveness of the librarian" when approving a law school.\(^{484}\) The 1977 ABA required the law librarian "have a degree in law or library science" in addition to "a sound knowledge of library administration and of the particular problems of a law library."\(^{485}\)

When Professor Duncan retired on December 31, 1975,\(^{486}\) John Wilson Cutliff, who was hired as an associate professor and librarian in July 1973,\(^{487}\) was appointed Acting Head Law Librarian for the 1976 spring semester.\(^{488}\) He became the eighth person to serve as law library director at NCCU.\(^{489}\) Mr. Cutliff's credentials included an LL.B. from Lincoln University, an LL.M. from New York University, and an M.S.L.S. from Atlanta University.\(^{490}\) Mr. Cutliff had also taken a non-degree course in Law Librarianship at Columbia University.\(^{491}\) Prior to his tenure at NCCU, Mr. Cutliff had twenty-five years of experience as a law librarian and professor.\(^{492}\) He had worked at South Carolina State College, Howard University, and Washington's Federal City College.\(^{493}\) Mr. Cutliff's teaching assignments at NCCU School of Law for the 1974–75 school year were a one-hour course in Legal Research and a one-hour course

\(^{484}\) Ahlers, supra note 2, at 199.


\(^{486}\) Letter from Mrs. Anne M. Duncan, Law Librarian, to Mr. LeMarquis DeJarmon, Dean of the Law School (Oct. 29, 1975) (on file with the NCCU James E. Shepard Memorial Library Archives).


\(^{488}\) Letter from Mr. Albert N. Whiting, Chancellor, to Mr. John Wilson Cutliff, Law Librarian (Jan. 15, 1976) (on file with the NCCU James E. Shepard Memorial Library Archives).

\(^{489}\) Id.

\(^{490}\) North Carolina Central University Application For Teaching Position for Mr. John Wilson Cutliff, June 26, 1973 (on file with the NCCU James E. Shepard Memorial Library Archives).

\(^{491}\) Id.

\(^{492}\) Id.

\(^{493}\) Id. See also NCCU Law School Gets 4 New Professors, Durham Sun, Aug. 22, 1973, at C-16.
in Legal Bibliography for the first semester, and a two-hour Legal Research course in the second semester. 494

Professor Cutliff worked as interim law librarian until July 1, 1976, when Judy Barbara Dimes became the ninth law library director. 495 Professor Dimes was a Howard University Law School graduate. 496 After briefly practicing law in New York, she attended St. John’s University Library School. 497 She worked as a reference librarian at Howard University School of Law prior to her employment at NCCU. 498 During her tenure at NCCU, Professor Dimes was an active member of AALL, serving on the Education Committee from 1976–1977. 499 Professor Dimes left North Carolina Central University School of Law Library at the end of August 1977, 500 to become law librarian and associate professor at Potomac School of Law in Washington, D.C. 501 She was replaced by Yvonne Fonvielle, 502 who was hired as the law school’s tenth law librarian and associate professor. 503 Professor Fonvielle held an AB., M.A., M.L.S., and J.D. 504 She resigned her position as law librarian at NCCU effective August 1, 1978. 505
J. Douglas Martin, a Harvard Law School graduate, became the 11th law library director. Professor Martin received his M.S. from Columbia University and was employed as a reference librarian at Benjamin Cardoza Law School of Yeshiva University prior to joining the library staff and faculty at NCCU School of Law. In addition to providing the professional services required to maintain library functions, Mr. Martin taught first year research and writing classes and served on the Law School Administrative Advisory Council, the Library Committee, the Student Discipline Committee, and the Curriculum Committee. He also served as a faculty advisor.

An “Adequate” Library
A “Well Selected” Collection

Dean DeJarmon was confident that with the monies budgeted to rebuild the law library after the 1969 fire, the law library collection would be improved. Professor Duncan worked the first seven months of 1970, including her two months vacation, rebuilding the law collection; two-thirds of which was destroyed in the fire. Building any law library collection is a challenge, but rebuilding a


508. Id.


511. Administrative Memorandum (8-83) - No. 8, from Charles Daye, Dean of the NCCU School of Law, to First Year Students and Faculty Members, NCCU School of Law (Aug. 31, 1982) (on file with the NCCU James E. Shepard Memorial Library Archives).


513. Letter from Mrs. Anne M. Duncan, Law Librarian, NCCU School of Law Library, to Dr. Albert N. Whiting, Vice Chancellor, NCCU (Nov. 18, 1975) (on file with the NCCU James E. Shepard Memorial Library Archives).

514. Letter from Anne M. Duncan, Law Librarian, NCCU School of Law Library, to Dr. A. N. Whiting, Vice Chancellor of Student Affairs, NCCU (Jan. 17, 1974) (on file with the NCCU James E. Shepard Memorial Library Archives).

collection that has been partially destroyed by fire, while maintaining normal library services, presents even greater challenges. With little time to plan, Professor Duncan had to assess which books could be salvaged from the fire and which books should be replaced. She also had to determine whether or not the donations offered after the fire, were acceptable. In a letter dated February 24, 1970, she informed Dean DeJarmon that she was expecting a donation of 2,000 books from a Mr. Chadwick in St. Petersburg, Florida.\textsuperscript{516} The letter did not indicate what titles were included in the donation.

As of December 21, 1971, there was $60,000 left in the law library’s fire fund.\textsuperscript{517} Determined to make the best use of the remaining monies, Professor Duncan searched for used sets of the \textit{North Carolina Reports}, \textit{Colonial Records of North Carolina}, \textit{State Records of North Carolina}, \textit{New York Reports} and other legal materials from local attorneys.\textsuperscript{518} She purchased a large array of reporters and digests from William Winders, a Durham attorney.\textsuperscript{519} As of July 1974, the law library also had the “statutes of all fifty states, 165 legal journals, numerous treatises and loose-leaf services.”\textsuperscript{520} By April 1, 1975, the journal count had reached 218; there were 37 looseleaf services, and the library held all of the \textit{American Law Institute's Restatements}, six regional digests, and several other practical publications.\textsuperscript{521}

The emergence of technology made certain resources available in microform, video, slides, and digital format.\textsuperscript{522} The AALS allowed microtext to satisfy a portion of their minimum volume count requirement for publications as long as the equipment needed to read the microtext materials was available for student and faculty use.\textsuperscript{523} Professor Duncan purchased the law library’s first microfilm reader-printer in 1974.\textsuperscript{524} Although the ABA questionnaire did not formally

\textsuperscript{516.} Letter from Anne M. Duncan, Law Librarian, NCCU School of Law Library, to LeMarrquis DeJarmon, Dean, NCCU School of Law (Feb. 24, 1970) (on file with the NCCU James E. Shepard Memorial Library Archives).

\textsuperscript{517.} Letter from Anne M. Duncan, Law Librarian, NCCU School of Law Library, to LeMarrquis DeJarmon, Dean, NCCU School of Law (Jan. 14, 1972) (on file with the NCCU James E. Shepard Memorial Library Archives).

\textsuperscript{518.} \textit{Id.}

\textsuperscript{519.} Letter from Anne M. Duncan, Law Librarian, NCCU School of Law Library, to William Winders, Attorney at law (July 23, 1974)(on file with the NCCU James E. Shepard Memorial Library Archives).

\textsuperscript{520.} Letter from Anne M. Duncan, Law Librarian, NCCU School of Law Library, to LeMarrquis DeJarmon, Dean, NCCU School of Law (July 11, 1974)(on file with the NCCU James E. Shepard Memorial Library Archives).

\textsuperscript{521.} Faculty of the School of Law of North Carolina Central University, \textit{Report to the American Bar Association} (Draft), 37, 38 (May 1, 1975)(on file with the NCCU James E. Shepard Memorial Library Archives).


\textsuperscript{523.} \textit{Ashlers, supra} note 2, at 72, 74.

\textsuperscript{524.} \textit{Report to the American Bar Association, supra} note 526, at 37, 38.
provide for microforms to be counted until the 1974-75 academic year, NCCU law library had already begun to include them.525 Professor Duncan added 104 microform titles in 1974-75.526 By the end of the 1975-76 academic term the law school library held 306 microform volume equivalents and 66 audio titles.527

The selection of law books and new media require more than casual advice on book selection.528 To determine which sources best meet the law school's collection and budgetary needs, and are relevant to the education program at the law school, a review of publications that provide a listing of new as well as retrospective titles in multiple formats is required.529 Allowing busy faculty, who are unfamiliar with current collection to predict the future needs of that collection, can result in uneven book selection and gaps in some areas of the collection.530 In 1977, Professor Fonvielle included faculty members in the collection development process. She circulated Rothman "Green Slips"531 to faculty to solicit their input in the selection of book titles for the library.532 Individual faculty members are more likely to select books that are "crucial to their work."533 Dean Groves, for example, who had 18 books in the area of international and United Nations law on reserve,534 ordered eight more books in that area.535 The faculty Library Committee536 also took an active role in book selection and even the prioritization of purchases.537

525. Id.
527. Id.
528. Gallagher, supra note 538, at 14, 15.
529. Willis, supra note 520, at 32, 34-35.
531. Memorandum from Anne M. Duncan, Law Librarian, NCCU School of Law Library, to Faculty, NCCU School of Law Library (Oct. 24, 1977)(on file with the NCCU James E. Shepard Memorial Library Archives); See also, Sandy Sadow, Selection Bookshelf: Real and Virtual, Technical Services Law Librarian, 7 (December, 1999) (describing Rothman "green slips"); Shepard Memorial Library Archives);
532. Id.
534. Memorandum from Harry E. Groves, Dean, NCCU School of Law Library, to Yvonne Fonvielle, Law Librarian, NCCU School of Law Library (Dec. 8, 1977)(on file with the NCCU James E. Shepard Memorial Library Archives).
535. Memorandum from Harry E. Groves, Dean, NCCU School of Law Library, to Yvonne Fonvielle, Law Librarian, NCCU School of Law Library (Nov. 11, 1977)(on file with the NCCU James E. Shepard Memorial Library Archives).
536. NCCU School of Law, Minutes from library committee meeting (Feb. 7, 1978)(on file with the NCCU James E. Shepard Memorial Library Archives)(listing the members of the Library Committee as Professors Carey, Beckwith, Braswell and Fonvielle).
The following table reflects the law library's volume count and expenditures from 1971 - 1979.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Useable Volumes</th>
<th>Total Expenditures</th>
<th>New Title Expenditures</th>
</tr>
</thead>
<tbody>
<tr>
<td>1971</td>
<td>29,349</td>
<td>$50,000&lt;sup&gt;538&lt;/sup&gt;</td>
<td>***</td>
</tr>
<tr>
<td>1972</td>
<td>35,482</td>
<td>$18,000&lt;sup&gt;539&lt;/sup&gt;</td>
<td>***</td>
</tr>
<tr>
<td>1973</td>
<td>39,779</td>
<td>$63,550&lt;sup&gt;540&lt;/sup&gt;</td>
<td>***</td>
</tr>
<tr>
<td>1974</td>
<td>42,388</td>
<td>$50,000&lt;sup&gt;541&lt;/sup&gt;</td>
<td>***</td>
</tr>
<tr>
<td>1975</td>
<td>49,652</td>
<td>***</td>
<td>$60,000&lt;sup&gt;542&lt;/sup&gt;</td>
</tr>
<tr>
<td>1976</td>
<td>25,333</td>
<td>$93,000</td>
<td>$48,000&lt;sup&gt;543&lt;/sup&gt;</td>
</tr>
<tr>
<td>1977</td>
<td>43,158</td>
<td>$200,446</td>
<td>$38,352&lt;sup&gt;544&lt;/sup&gt;</td>
</tr>
<tr>
<td>1978</td>
<td>54,506</td>
<td>$310,588</td>
<td>$136,836&lt;sup&gt;545&lt;/sup&gt;</td>
</tr>
<tr>
<td>1979</td>
<td>67,521</td>
<td>$197,452</td>
<td>$101,373&lt;sup&gt;546&lt;/sup&gt;</td>
</tr>
</tbody>
</table>

*** Data Unavailable

The law library's insufficient book budgets did not allow the library to add new titles and keep the continuations updated regularly.<sup>547</sup> Only one set of the *North Carolina General Statutes* was up to date and neither the *North Carolina* nor the *South Eastern Digest* was cur-

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Pennsylvania 1, South Carolina 2, Tennessee n, Texas o, Virginia p, West Virginia q, Maryland r, West Virginia s, Wake Forest. Obtain subscriptions and back volumes of all periodicals listed in the Index to Periodicals that are not presently held by the library... NLRB materials... Federal Trade Commission materials (Decisions and Statutes and Court Decisions) ... all IRS and Tax Court materials as well as the New York University symposia and the University of Miami estate planning seminars. ... Microform for lesser-used materials such as the Code of Federal Regulations (1970-76) and selected North Carolina references, Congressional Research Service and Legislative Research Service Reports, PAIS Bulletin ... duplicate set of the U.S. Code Annotated if funds are available.”.


<sup>544</sup> Lewis, 1977 Statistical Survey, supra note 504, at 318, 342.


<sup>547</sup> Id.
rent in 1977. To save money on books, Dean Groves implored Ms. Fonvielle to purchase State Reporters from used book dealers, lawyers, and executors of deceased lawyers, or the AALL Section on Duplicates rather than West Publishing Company. He also suggested that she take advantage of free material available from Lawyer's Coop.

An "Adequate" Physical Space

Remodeling a law library is difficult. It took eight long months after the fire to reconstruct the library. When the rebuilding was completed, the only noted improvement in the law library was increased lighting.

The new annex to the law school was suppose to provide three additional classrooms, a moot courtroom, four faculty offices, and additional library space. But when the plans for the new wing to the law school were unveiled, it made little mention of law library space. The library was only allotted one shelf in a classroom on the lower level of the law building. This shelf space was inadequate and not the best functional arrangement for the utilization of the library collection. The law school had not considered collection growth or a systematic arrangement of the books. Professor Duncan recommended reducing the space between the stacks to make room for two

548. Memorandum from Harry E. Groves, Dean, NCCU School of Law Library, to Yvonne Fonvielle, Law Librarian, NCCU School of Law Library (Sept. 13, 1977) (on file with the NCCU James E. Shepard Memorial Library Archives).


553. Memorandum from LeMarquis DeJarmon to Albert N. Whiting, supra note 548, at 2.

554. Steve Adams, supra note 456, at 4-1.


556. Id.

557. Id.

or more stack sections.\textsuperscript{559} That stack space was consumed within a year.\textsuperscript{560} Without sufficient shelf space, the library staff housed books on carts in the aisles,\textsuperscript{561} shelved in classrooms, and stored in boxes.\textsuperscript{562} This situation put the law school in jeopardy of losing its accreditation.\textsuperscript{563} In 1978, Professor Duncan told me that she had not been included in the planning of the annex and had no input on the part of the design that impacted the law library. She said that she was not privy to a copy of the renovation plans until she specifically requested to look at them. The law school had outgrown its new annex before it could even take residence there.\textsuperscript{564} By 1974, the student body had grown over 1000\%, from 30 students in the 1960s to over 300.\textsuperscript{565} The library reading room was small, providing the same eight study tables that had been available in the 1950s.\textsuperscript{566}
The library increased study space for the students by converting a large room which was previously a classroom/moot court room into a study room. The librarians also had offices but space for “accessions, cataloging, rebinding, reference, and other library service functions areas were deficient.

When the University purchased the land across from the football field in 1971, Dean DeJarmon asked that the property be used to build a new law school. Threatened with the loss of ABA accreditation due to inadequate student facilities, the 1975 legislature appropriated funding for a new law building at NCCU. Ground breaking for the new law building was held on January 16, 1978. The new law building promised to provide a library that would accommodate 50% of the day school enrollment and provide adequate work space for library personnel. The plans provided for the library to be located on the second and third floors of the law building. Additional library stack space, student carrels, a student lounge, and a smoking room were to be located on the third floor. The plans also called for library storage and an area for receiving library shipments on ground floor of the law building.

“Effective” Library Service

The residuum 1969 fire adversely impacted Professor Duncan’s ability to provide “effective” library service in 1970. Eight months after the fire, students did not have access to a basic law collection or adequate study space because the law library had not been rebuilt. Although the library was open 82 hours per week, there was a whole room of books across campus in the James E. Shepard Library and 122 boxes of books in storage. All needed to be processed and cataloged. The nearly three thousand (3000) books on order also had...
to be unloaded, moved, processed, cataloged and shelved. Moreover, the librarians still had several thousand books that needed to be ordered.

The assistance of professional librarians and additional para-professional personnel was needed to process the large shipments of books ordered to replace those destroyed. These staff members also filed in loose-leaf services, staffed the circulation desk, and controlled the circulation of materials.

In February, 1970, Professor Duncan was permitted to hire a typist to help her reestablish the law collection. This position was temporary, lasting a total of six months. By the end of the 1973–74 academic year, Professor Duncan had increased the law library staff by six. She hired an associate librarian, acquisitions librarian, administrative secretary/library clerk, library assistant, and a (serials) library clerk. A third library clerk position was filled prior to the 1976–77 academic year. In April, 1978, the catalogue librarian, administrative secretary to the law librarian and the law librarian at that time, Professor Fonvielle, submitted letters of resignation. When Professor Martin took on the role of law library director in August, 1978, there were two full time professional librarians and two paraprofessionals on the library staff.

The A.B.A. Accreditation Committee questioned NCCU School of Law’s compliance with standards when they met in July 1978, because

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582. Id.
583. Memorandum from LeMarquis DeJarmon to Albert N. Whiting, supra note 458, at 2.
584. Letter from Anne M. Duncan to Albert N. Whiting, supra note 233, at 1–2.
585. Letter from Anne M. Duncan to LeMarquis DeJarmon, supra note 563.
586. Id.
587. Letter from Anne M. Duncan to LeMarquis DeJarmon, supra note 563.
588. Letter from Anne Duncan to Dr. Leonard Robinson, supra note 202.
589. Letter from Anne M. Duncan to LeMarquis DeJarmon, supra note 563, at 1.
590. See Lewis, supra note 545 at 293, see also Lewis supra note 546, at 166 (showing a difference in six people on the library staff between the years 1973 and 1974.)
591. Id.
592. Report to the American Bar Association, supra note 526, at 36.
594. See Thomas, supra note 551, at 482–83.
the professional and clerical staff was so small. The table below reflects library staff growth and fluctuation from 1971 to 1979.

<table>
<thead>
<tr>
<th>Year</th>
<th>Full-time Professional Staff</th>
<th>Full-time Non-Professional Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>1971</td>
<td>1.0</td>
<td>1.0596</td>
</tr>
<tr>
<td>1972</td>
<td>1.0</td>
<td>1.0597</td>
</tr>
<tr>
<td>1973</td>
<td>3.0</td>
<td>1.0598</td>
</tr>
<tr>
<td>1974</td>
<td>3.0</td>
<td>1.0599</td>
</tr>
<tr>
<td>1975</td>
<td>3.0</td>
<td>2.0600</td>
</tr>
<tr>
<td>1976</td>
<td>3.0</td>
<td>2.0601</td>
</tr>
<tr>
<td>1977</td>
<td>4.0</td>
<td>4.0602</td>
</tr>
<tr>
<td>1978</td>
<td>4.0</td>
<td>4.0603</td>
</tr>
<tr>
<td>1979</td>
<td>2.0</td>
<td>4.0604</td>
</tr>
</tbody>
</table>

**THE DIVERSITY ERA: 1980 – 1989**

**Societal Attitudes and Legislation**

In 1980, white students made up about 36% of the NCCU School of Law student enrollment. The special mission of the NCCU School of Law to provide access to a legal education in the state of North Carolina to capable African Americans, who would likely be excluded from majority institutions, had changed.

Recognizing that the desegregation of NCCU School of Law was gradually eroding its reason to exist, Dean Groves proposed the establishment of an evening school with the expectation that it would be 70–80% white. Dean Groves realized that while this changed the

595. Letter from James P. White to William C. Friday, Albert N. Whiting, and Harry E. Groves, supra note 420 at 3.
596. Lewis, supra note 543, at 237.
597. Lewis, supra note 544, at 205.
598. Lewis, supra note 545, at 293.
599. Lewis, supra note 546, at 166.
600. Lewis, supra note 547, at 150-51.
601. Lewis, supra note 531, at 206-07.
602. Lewis, supra note 504, at 340-41.
603. Lewis, supra note 548, at 328-29.
604. Thomas, supra note 541, at 482-83.
606. N. C. CENT. UNIV. SCH. OF LAW, ANNUAL REPORT 1987-88, 2, 10 (1988) (stating that one of the goals set out in the mission statement was to “recruit and admit students from underrepresented, Black and other minority communities”) (on file with the N.C. Cent. Univ. James E. Shepard Memorial Library Archives).
law school’s mission from a school of opportunity primarily for African Americans, NCCU School of Law would still be the primary producer of African American lawyers in North Carolina. The evening program began in January 1981 with an enrollment of 27, approximately 80% of whom were white. The law school’s racial composition was changing rapidly. By the fall of 1985, 50.65% of the entire student body was white and 48.70% was African American. NCCU School of Law touted itself for being the most diverse law school in the country, not only by race, but also by age, experience, and gender.

Although the law school entered the 1980s with a diverse student population, a new 75,000 square foot building, and the ABA’s Rule IV proceeding (show cause order) discharged, its problems had not been solved. The ABA Accreditation Committee had turned its concerns from adequate physical space to the law school’s low bar passage rate, and continued inadequacies in the law library. The Accreditation Committee was concerned that the library did not have a permanent law library director, sufficient budget, a collection development plan, or adequate shelving.

609. Id.
610. Id.
613. Id.
615. See Letter from James P. White, supra note 420, at 6 (removing the ABA “show cause” order at its January 17-20, 1980, annual meeting).
618. Letter from James P. White, Consultant on Legal Education to the American Bar Association, to Dean Louis Westerfield (June 29, 1987) (on file with the NCCU James E. Shepard Memorial Library Archives).
Despite these issues, when Louis Westerfield was appointed Dean in 1986, he continued the law school’s quest for AALS membership. Dean Westerfield hired Professor Diana Vincent-Daviss, the Director of the Law Library at New York University School of Law, to evaluate the law library at North Carolina Central University School of Law and advise the librarian how to comply with standards. Professor Vincent-Daviss visited the library on March 25, 1988 and reported back to the Dean in July.

620. Id.  
621. DIANNA VINCENT-DAVISS, REPORT ON NORTH CAROLINA CENTRAL UNIVERSITY LAW LIBRARY 1 (July, 1988) (on file with the NCCU. James E. Shepard Memorial Library Archives).
Professional Standards for Law Libraries

A "Qualified" Librarian

Professor Martin left the law library in May 1985, to pursue private interests in Texas.\footnote{NCCU OF LAW, ANNUAL REPORT SCHOOL OF LAW 1984–85, at 3 (on file with the NCCU James E. Shepard Memorial Library Archives); See also Ernie Suggs,, Ex-North Carolina Central University Librarian died in cult blaze, DURHAM HERALD-SUN, Aug. 13, 1993, at A1 (reporting that Professor Martin joined a religious organization called the Branch Davidians in Waco, Texas where he was killed in a raid on the Davidian compound by the Bureau of Alcohol, Tobacco and Firearms after a standoff with the federal agents on April 19, 1993).} Delores BoMarc, whom he had just hired as his associate law librarian, was asked to take on the "role and responsibility" of acting law library director until a nationwide search could be conducted to fill the position.\footnote{Id.} Professor BoMarc received her M.L.S. from George Peabody College of Vanderbilt University and her J.D. from State University of New York (SUNY) at Buffalo.\footnote{Id.} After that, she was the assistant law librarian at the University of Louisville Law School\footnote{Id.} where her time was split between teaching, cataloging, and public service.\footnote{Id.} On July 1, 1985, Ms. BoMarc became the 12th law library director at NCCU School of Law.\footnote{Id.} Her title was assistant professor/acting law librarian.\footnote{Id.}

My tenure at NCCU School of Law began on July 1, 1986. Irving Joyner, a tenured professor at the law school, approached me at a North Carolina Association of Black Lawyers meeting and asked if I would be interested in a position as acting associate law librarian at NCCU School of Law. I had a J.D. Degree from NCCU, and I earned my B.A. in English and Masters of Science Degree in Library Science at the University of North Carolina at Chapel Hill. I had worked as a reference librarian at Elizabeth City State University and had been working as an attorney/advisor at the Office of Hearings and Appeals, Social Security Administration for six years.
I came to the law library at NCCU as an alum, with energy and enthusiasm. This energy and enthusiasm was met with negativity, complacency, indifference, and resignation. The faculty and students had little confidence in the collection, believing it to be inferior to Duke and UNC. Their service expectations were either low or nonexistent. The law library facility was not aesthetically pleasing and the environment in the library was either too hot or too cold. The library staff felt unappreciated for their education and skills, disrespected, and isolated from the law school community. Resources were scarce. There was not enough money in the materials budget for adequate supplies and not enough money in the book budget for new books. In fact, the book budget rarely covered the continuation expenditures. Budget for professional development was essentially nonexistent and salaries were substantially less than the salaries of our counterparts at other law libraries nationwide with the same educational background, work experience and job responsibilities. The salary of the law library director was cited by the AALS visitation team as of particular concern. At the time it was over $20,000 beneath the median salary of other law library directors and lagging even more significantly behind the salaries paid to law library directors at the other North Carolina law schools. There was no opportunity for merit salary increases or advancement.

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629. See Vincent-Davis, supra note 626, at 24.
632. Id.
When Professor BoMarc resigned in September 1986, Dean Westerfield offered me the role of acting law librarian until the law school could fill the position with a permanent law library director. I was reluctant. Typically law librarians have an average of five years of professional law library experience prior to taking on their first directorship positions. However, after the Dean assured me of his support and confidence in me, I accepted the challenge. I began my tenure as the 13th law library director on October 1, 1986. I joined AALL and the South Eastern Association of Law Libraries (SEAALL) and attended my first AALL Annual Meeting in July 1987. I had to use my own personal finances as there was no budget for travel. With the help of a $250 scholarship from SEAALL, I was able to attend two days of the annual meeting in Chicago. Seeing the benefits of the educational programs offered at that meeting, I attended the AALL annual meetings every year throughout my tenure as law librarian, except 1996, the year my last child was born. I volunteered at the annual meetings and worked on a number of committees. More importantly, it became my quest to see that every librarian on my staff had the opportunity to benefit from the educational programs offered at the AALL annual meetings. Although Law School administration did not initially see the value of librarians, other than the director, attending AALL and SEAALL annual meetings, after a number of oral and written requests, other librarians on staff were afforded the benefit of professional development opportunities. However, I had to lobby endlessly through formal and informal meetings. The inclusion of professional development for law librarians in the Title III Grant proposal of the 1990s also helped persuade the administration to allow the other staff members to attend.

After a nationwide search, the administration finally offered me permanent position of Law Librarian/Assistant Professor at NCCU School of Law. I accepted and thus began my tenure as the law librarian at NCCU School of Law on July 1, 1987, with a 12 month con-


634. See Memorandum No. 10 from Louis Westerfield, Dean, NCCU School of Law, to Faculty and Staff Members (Sept. 17, 1986) (on file with the NCCU James E. Shepard Memorial Library Archives). Image of Deborah M. Jefferies obtained from the NCCU School of Law Development Office.

tract and only 12 days of vacation. In addition to managing and administering law library operations, I had the same scholarship, teaching and service expectations of a tenure track faculty member. This meant that I was required to serve as a faculty advisor,\textsuperscript{636} serve on faculty committees, attend faculty meetings, and engage in public service activities.\textsuperscript{637}

An “Adequate” Library

A “Well Selected” Collection

The first thing that I observed about the collection when I came to the law library in 1986 was the unusual number of duplicate titles for some sources. I recall finding that the library owned more than 20 copies of \textit{Prosser on Torts, 2d}. When I inquired as to why the library had so many copies of one title, I was told that the library tried to provide access to hornbooks for students unable to afford to purchase personal copies. When this practice began, faculty did not have access to the online computer assisted research tools, Westlaw and Lexis, and the faculty was relatively small. As the 1980s progressed, the number of faculty and duplicate titles grew substantially. After the library subscribed to Westlaw and Lexis, the need to provide mini libraries for every faculty office ceased and multiple copies of duplicate statutes and reporters were returned to the library or stacked in the law school’s basement storage area.

Another reason the law library had an extraordinary number of duplicate titles was because, like most small libraries, it had been the trend to accept all offered gifts, even if they were worthless\textsuperscript{638} in an effort to build volume count and donor relations. I discontinued the practice of accepting any and every donation of books offered from corporations, alumni, professors, former judges and deans, students and friends.\textsuperscript{639} Duplicate titles not only adversely affected the depth and breadth of the collection,\textsuperscript{640} but required additional budget to keep current and provide adequate shelving space. More than 700 books were donated to the library between 1986 and 1988.\textsuperscript{641}

\textsuperscript{636} See Memorandum from Deborah Mayo-Jefferies, Law Librarian, to Dr. Mickey Burnim, Vice Chancellor for Academic Affairs and Louis Westerfield, Dean, (Aug. 12, 1987) (on file with the NCCU James E. Shepard Memorial Library Archives).

\textsuperscript{637} See FACULTY MEMORANDUM, No. 2 (1986–87) from Louis Westerfield, Dean, NCCU School of Law (July 25, 1986) (on file with the NCCU James E. Shepard Memorial Library Archives) (listing faculty committee appointments).

\textsuperscript{638} Newman, \textit{supra} note 64, at 78, 86.

\textsuperscript{639} Author’s recollection.

\textsuperscript{640} VINCENT-DAVIES, \textit{supra} note 626, at 29.

Additionally, the law library did not have a written collection development plan to guide collection intensity and goals as required by the ABA until 1987. The following table reflects the number of books and other reference material the law library held from 1980 to 1989.

<table>
<thead>
<tr>
<th>Year</th>
<th>Book Volumes Held</th>
<th>Book Titles Held</th>
<th>Serial Titles Held</th>
<th>Total Book Volumes and Microform Volume Equivalents Held</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>67,117</td>
<td>15,872</td>
<td>***</td>
<td>78,925</td>
</tr>
<tr>
<td>1981</td>
<td>78,925</td>
<td>***</td>
<td>969</td>
<td>97,346</td>
</tr>
<tr>
<td>1982</td>
<td>85,373</td>
<td>***</td>
<td>1,066</td>
<td>107,690</td>
</tr>
<tr>
<td>1983</td>
<td>90,351</td>
<td>***</td>
<td>990</td>
<td>113,960</td>
</tr>
<tr>
<td>1984</td>
<td>94,536</td>
<td>16,426</td>
<td>846</td>
<td>102,891</td>
</tr>
<tr>
<td>1985</td>
<td>99,968</td>
<td>18,770</td>
<td>981</td>
<td>139,725</td>
</tr>
<tr>
<td>1986</td>
<td>102,010</td>
<td>20,206</td>
<td>1,520</td>
<td>153,825</td>
</tr>
<tr>
<td>1987</td>
<td>103,773</td>
<td>20,978</td>
<td>1,524</td>
<td>159,222</td>
</tr>
<tr>
<td>1988</td>
<td>106,279</td>
<td>21,486</td>
<td>1,527</td>
<td>164,861</td>
</tr>
<tr>
<td>1989</td>
<td>107,187</td>
<td>22,197</td>
<td>1,643</td>
<td>169,179</td>
</tr>
</tbody>
</table>

*** Data unavailable.

In 1986, the consultant for the ABA Section of Legal Education found that the NCCU law library collection was insufficient to meet

647. Id., at 652, 665.
ABA standards again. The library possessed very few recorded number of volumes and titles. It consistently ranked in the bottom quarter of all law school libraries reporting to the ABA for number of volumes and titles. The library had the basic legal sources required by ABA standards but because of its low volume count, was perceived as weak and inadequate. Professor Vincent-Daviss, believed that the law library collection “probably” met the needs of the current curriculum but was “inadequate” to support faculty research, the work of the law review students, or any expansion of the curriculum and increase in faculty publications.

Like most small law libraries, NCCU School of Law Library, was considered to be one of the “have-nots of legal information.” Some faculty had such low expectations of the NCCU law library that they would send students to Duke and UNC before even checking to see if the law library at NCCU had the resources needed to meet their research needs. The close proximity of Duke Law and UNC School of Law made it convenient for students and faculty at NCCU School of Law to simply drive to those libraries. Some faculty and students relied on the libraries at UNC and Duke Law to satisfy all of their curricular, research and study needs. However, access to other collections did not satisfy the ABA.

Professor Vincent-Daviss concluded that the inadequacies in the collection were the result of “years of gross underfunding and neglect.” Funding for library materials at NCCU law library was insufficient to improve the collection and facilitate the collection development plan. Seventy-five percent of the budget had to be

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654. Letter from the Section of Legal Education and Admissions to the Bar, Office of the Consultant on Legal Education to the American Bar Association, 6, 8 (Nov. 24, 1986) (on file with the James E. Shepard Memorial Library Archives).

655. See BERNSTINE ET AL., SITE VISITATION REPORT, (1991), supra note 636, at 90 (reporting NCCU Law Library’s ranking as 142 out of the 175 law libraries reporting total number of titles to the ABA).


658. VINCENT-DAVISS, supra note 626, at 21, 22.


660. VINCENT-DAVISS, supra note 626, at 27.

661. Id. at 26.


663. VINCENT-DAVISS, supra note 626, at 22.

664. Id. at 24.
allocated to blanket and standing orders for continuations, leaving only 25% for new titles.\(^{665}\)

Law school libraries across the nation began using online resources to facilitate legal research in the early 1980s.\(^{666}\) NCCU School of Law had initially purchased research-dedicated computers using Title III Grant funding.\(^{667}\) But, there was no permanent source of funding to cover the cost of subscriptions\(^{668}\) to the Westlaw Computerized Legal Research System, the Lexis computerized legal research system purchased in the 1986–87 academic year,\(^{669}\) and Legaltrac, purchased in the 1988–89 academic year.\(^{670}\) The library was barely able to maintain the status quo on its meager increases in the book budget.\(^{671}\)

The following table reflects the dollars spent for books, serials, and the online databases, Westlaw and Lexis from 1980 to 1989.

<table>
<thead>
<tr>
<th>Year</th>
<th>Dollars Spent for New Books</th>
<th>Dollars Spent for Serials and Binding</th>
<th>Dollars Spent for Microform</th>
<th>Dollars Spent for Westlaw and/or Lexis</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>$69,568.00</td>
<td>$111,755.00</td>
<td>$5,827.00(^{672})</td>
<td>***</td>
</tr>
<tr>
<td>1981</td>
<td>$59,150.00</td>
<td>$115,000.00</td>
<td>$11,000.00(^{673})</td>
<td>***</td>
</tr>
<tr>
<td>1982</td>
<td>$54,314.00</td>
<td>$173,000.00(^{674})</td>
<td>***</td>
<td>***</td>
</tr>
<tr>
<td>1983</td>
<td>$54,100.00</td>
<td>$130,000.00(^{675})</td>
<td>***</td>
<td>***</td>
</tr>
<tr>
<td>1984</td>
<td>$46,032.00</td>
<td>$165,000.00</td>
<td>$15,968.00</td>
<td>$11,900.00(^{676})</td>
</tr>
<tr>
<td>1985</td>
<td>$12,617.00</td>
<td>$179,000.00</td>
<td>$49,257.00</td>
<td>$12,000.00(^{677})</td>
</tr>
<tr>
<td>1986</td>
<td>$14,000.00</td>
<td>$168,540.00</td>
<td>$14,438.60(^{678})</td>
<td>***</td>
</tr>
<tr>
<td>1987</td>
<td>$25,000.00</td>
<td>$206,050.00</td>
<td>$18,300.00</td>
<td>$11,940.00(^{679})</td>
</tr>
</tbody>
</table>


\(^{666}\) See AHNERS, supra note 2, at 26.

\(^{667}\) BERNSTINE ET AL., SITE VISITATION REPORT, (1991), supra note 636, at 93.


\(^{671}\) VINCENT-DAVISS, supra note 626, at 24.

\(^{672}\) Thomas, 1980 Statistical Survey, supra note 649 at 359, 413.

\(^{673}\) Id.


\(^{675}\) Id. at 669.

\(^{676}\) Thomas, 1983–84 Statistical Survey, supra note 653, at 592, 596.

\(^{677}\) Thomas, 1984–85 Statistical Survey, supra note 654, at 553, 558, 563.

\(^{678}\) Thomas, 1985–86 Statistical Survey, supra note 655, at 565, 570.

Professor Vincent-Daviss believed that money was "holding the library back in all respects." Adequate funding was needed to grow the collection and satisfy the requirements of the ABA. The consultant on legal education to the ABA agreed that adequate financial resources impacted the library's ability to meet ABA standards. Professor Vincent-Daviss recommended a one-time infusion of funds to increase the number of titles, complete incomplete sets of books, and increase microform holdings.

An "Adequate" Physical Space

The AALS requires law schools to provide library space "located and arranged to permit convenient supervision by the staff and effective use of the materials by the students and faculty." The configuration of the 28,474 square feet of space assigned to the law library on the second and third floors of the new Albert L. Turner Law Building did not support the library's daily operations efficiently. The circulation desk, located outside the library, had "a long counter facing and open to the main traffic corridor," on the second floor of the law building. This design prohibited site-lines to other parts of the library and created issues with security, staffing, and service. Since the reserve collection was located on a brick wall of

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682. VINCENT-DAVISS, supra note 626, at 45.
685. Letter from the Section of Legal Education and Admissions to the Bar, Office of the Consultant on Legal Education to the American Bar Association, to Dr. William C. Friday, President, UNC, Dr. Leroy Walker, Chancellor, NCCU, and Acting Dean Thomas Ringer, NCCU, 8 (Nov. 26, 1985) (on file with the N.C. Cent. Univ. James E. Shepard Memorial Library Archives).
686. VINCENT-DAVISS, supra note 626, at 24.
687. AHLERS, supra note 2, at 74.
689. N.C. CENT. UNIV. SCH. OF LAW, ANNUAL REPORT 1983-84, supra note 6621, at 3.
690. VINCENT-DAVISS, supra note 626, at 13.
691. VINCENT-DAVISS, supra note 626, at 13.
shelving behind the counter located outside the library proper, students had to come out of the library reading room to access the circulation desk, reserve books, or ask for staff assistance. \textsuperscript{692} The AALS Site Visitation Team called the library’s circulation desk area a “serious design flaw.” \textsuperscript{693}

As I recall, there was very little natural lighting on the first floor of the library and no natural lighting on the second floor. Electrical lighting was inadequate everywhere. Some stack areas on the second floor of the library, where there was no natural lighting, were very dark. Additional lighting installed in some of the most poorly lit areas in 1987–88 improved — but did not remedy the situation. Much of the steel shelving on the second floor came from the old law school building and varied in height (60” to 90”) and color (grey, green and various shades of beige). There were no end panels and no signage on any of the shelving. By 1986, 90% of the library stacks, was full. New shelving installed in the 1988–89 only decreased the amount of occupied shelving space to 86%.

The law library was not designed to accommodate technology. Therefore, when the library purchased photocopiers and subscribed to Westlaw and Lexis, two of the four rooms designed to be study, smoking, or conference rooms had to be rewired and redesigned for a com-

\textsuperscript{692} Bernstine et al., Site Visitation Report, (1991), supra note 636, at 93.
\textsuperscript{693} Id.
puter lab and photocopier room. In spite of these changes, there was still an appropriate mix of carrel and table seating scattered throughout the library\textsuperscript{694} sufficient to meet the ABA seating requirement for students.\textsuperscript{695}

The "size, location and design" of the library was insufficient to accommodate the library staff.\textsuperscript{696} The catalog librarian shared a small cramped room with the catalog clerk.\textsuperscript{697} The acquisitions librarian and circulation/serials librarian worked in a large open technical services space with three clerks and one telephone.\textsuperscript{698} "Productivity suffers when workers are left out in the open, subject to constant interruption."\textsuperscript{699} The law librarian and associate law librarian had private offices with telephones but no long distance capability.\textsuperscript{700} All long distance calls were made through the law school receptionist.\textsuperscript{701}

In addition to cramped quarters, the law library was uncomfortably hot. The air conditioners had not been functional since the law building opened in 1980.\textsuperscript{702} When temperatures reached 80 plus degrees in the summer of 1984, classes were held in other buildings on campus,\textsuperscript{703} but no provisions were made for the law library staff and the library collections.\textsuperscript{704} Some of the windows needing repair on the first floor were bolted shut. When Professor Vincent-Daviss visited the library in 1988, she found the air circulation inadequate, the working conditions uncomfortable, and the environment undesirable for the collection.\textsuperscript{705}

"Effective" Library Service

"The central role of the law school library is service."\textsuperscript{706} However, it is "impossible to provide good library service on a continuing basis without adequate staffing."\textsuperscript{707} In 1980, the library staff at NCCU School of Law consisted of seven: the library director, two profes-
sional librarians and four library clerks. The typical academic law library staff at that time consisted of more than 13 people.708

The opening of an evening program at the law school in January 1981 only intensified the staffing shortage. Professor Martin had requested funding for an associate law librarian and a library clerk III, dedicated to evening library operations in 1980.709 The inability to recruit for this position was partly due to hiring freezes but mostly due to the incredibly low annual salary of $27,000710 attached to the position.

By July 1986, the school hired an acting associate law librarian and the staff increased by three.711 The now ten staff positions included an acting law librarian, acting associate law librarian, catalog librarian, acquisitions/documents librarian, circulation/serials librarian, cataloging clerk, acquisitions assistant, serials clerk, circulation/documents clerk and part-time circulation clerk/part-time secretary to the librarian.712 Even with the staff increase, everyone had to take on multiple responsibilities in order to perform all of the functions required to provide effective library services in the 1980s.

The law library director managed all of the library’s administrative and service functions, including reference and collection development. As a full participatory member of the tenure track faculty, the director also had teaching, publication, and advising, responsibilities.713 Additionally, the law librarian was responsible for building security.714 Since the library staff was the first to enter the law building and the last to leave, it was responsible for opening and locking the law building seven days a week.715 The associate law librarian was responsible for managing library operations, providing reference, and teaching legal bibliography during the evening hours.716 The acquisitions librarian handled government documents, as well as acquisitions, and the circulation librarian doubled as the serials librarian.

The circulation staff, usually the first and sometimes the only library service department patrons experience when they come to the library,
is usually the largest. Someone has to be present at the circulation desk all hours the library is open. In 1984, the circulation staff at NCCU School of Law consisted of a circulation/serials librarian, a part-time circulation clerk/secretary and a part-time evening circulation/documents clerk. The circulation/serials librarian and part-time circulation clerk/secretary staffed the circulation desk during the day. The associate law librarian and part-time circulation/documents clerk staffed the circulation desk during evening hours, and the entire staff, professional as well as clerical, rotated weekends to keep the library open 105 hours each week. In addition to rotating weekends, the professional and clerical staff was required to rotate from other areas of the library to cover the circulation desk, sometimes at "a moment's notice," during the day. This meant that the circulation staff generally consisted of "whoever is available." The library also used student workers to supplement circulation desk coverage when budget permitted. Faculty members would volunteer to staff the circulation desk from 12 midnight until 2 a.m. during the exam period.

Providing "effective" and "efficient" circulation desk service is difficult with "a constantly rotating staff." The library staff member working at the circulation desk typically had little, if any, opportunity to stay abreast of circulation policies, procedural changes, and the arrangement of the collection. This made supervision of the circulation department challenging. The person staffing the circulation desk had to address everything from giving directions, to complicated reference questions and questions. The library did not have a reference librarian position on staff or a reference desk. Neither did it have any computing support personnel. And, the configuration of the library, with its circulation desk located outside the library, made it difficult to service patrons and gave the appearance that there was no one available to assist with reference or anything else. Students and

718. Memorandum from Deborah Mayo-Jefferies, supra note 693.
719. Id.
720. Id.
721. LAW LIBRARIANSHIP: A HANDBOOK, supra note722, at 209.
722. Memorandum from Deborah Mayo-Jefferies, supra note 693.
725. Memorandum from Deborah Mayo-Jefferies, supra note 693.
726. Id.
727. Id.
728. DIANA VINCENT-DAVISS, supra note 626, at 36; Memorandum from Deborah Mayo-Jefferies to Dr. Mickey Burnim, supra note 693.
facult y members had little, if any, reference service expectations of
the library. The only people with reference service expectations were
the pro se patrons, who frequently utilized and oftentimes monopo-
lized staff time. In fact, pro se patron usage became so demanding
that guidelines had to be established to ensure that staff members did
not cross the thin line of practicing law.

The cataloging of the library’s collection is vital to the functioning
of an academic law library. AALS standard 8.2(c) requires a law
library to maintain “an up-to-date catalog of library resources . . . in
an accessible location in the library.” Books that are not cataloged
are inaccessible and unavailable.

Although a permanent catalog librarian position was created for the
law library in 1976, it was vacant more often than not. In July 1986,
the University began the process of transitioning from a manual to an
online public access catalog. Closing the manual card catalog and
going to an online cataloging system promised to provide the faculty
and students at the law school with easier and more efficient access to
the law library collection, however preparation for online access fur-
ther impeded getting the books cataloged.

Online cataloging systems require additional financial support and
new cataloging practices. The law library’s ability to implement an
automated cataloging system was stymied by the cost and the Univer-
sity’s failure to include the law library in the planning of its automated
acquisitions and cataloging systems. The University Library began
ordering and cataloging books using the UTS-400 Univac terminal
and the Online Computer Library Center (OCLC) in January 1980.
As of July, 1989, the cables needed to implement the automated sys-
tem were in place, but the equipment and requisite phone line, had
not been installed. The law library catalog librarian’s only access to

730. DIANA VINCENZI-DAVIS, supra note 626, at 7.
731. Memorandum from Deborah Mayo-Jefferies, supra note 693.
734. Id.
737. Id.
the OCLC was at the main University Library.739 We had to physically carry books from the law library to the University Library to catalog them on their OCLC terminal. As of 1988, only 50% of the law library collection at NCCU School of Law had been cataloged740 and there were no records in the catalog of the materials stored in the basement.741 Since most of the law library's resources were not in the card catalog, faculty and students assumed that the law library did not have the resources they needed. Professor Vincent-Davis concluded that there was "much work to be done on OCLC cataloging before the Library can meet AALS standard 8.2(c)."742

In addition to a cataloging backlog, the approximately 300 looseleaf services were rendered virtually useless due to a substantial backlog in filing them.743 With only one serials clerk who also staffed the circulation desk four hours a day, and limited budget to hire student assistants, it was impossible to keep the library's entire serial and looseleaf titles current. To help eliminate the looseleaf filing backlog, I assigned all library staff members, including myself, three to 14 loose-leaf services each to keep up to date. This clerical assignment was not well received by the professional staff. The professional librarians found looseleaf filing demeaning and believed such assignments took them away from their primary job responsibilities.744 Professor Vincent-Davis told me that she agreed our lack of clerical support limited the professional staff's ability to concentrate on their professional work. While she did not find any of the basic library services neglected, she felt that clerical tasks kept the professional staff from keeping pace with the collection development, reference, and specialized services of other law libraries.745 The AALS Site Visitation Team, found the full time staff "consumed by clerical and circulation desk duties."746 In October 1991, the library used Title III Grant to outsource looseleaf

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741. VINCENT-DAVISS, supra note 626, at 54.

742. Id. at 8.

743. Memorandum from Deborah Mayo-Jefferies, supra note 563.

744. Id. .

745. VINCENT-DAVISS, supra note 626, at 33.

746. N.C. CENT. UNIV. SCH. OF LAW, SITE VISITATION REPORT, supra note 558, at 89.
filing in order to relieve the professional staff of this mundane task and bring the loose-leaf and serial collections up to date.747

The ABA Consultant on Legal Education to the ABA concluded that the law library did not have enough people on staff to maintain library services and was therefore in violation of ABA Standard 605(b).748 Professor Vincent-Daviss agreed that the staff size was "totally inadequate."749 She recommended immediately increasing the library's full-time clerical staff from five to nine and increasing the professional staff from five to at least six.750

The small size of the library staff did not hinder its effort to provide effective service. The law library sought and obtained membership in the United States government depository system in 1980.751 This membership allowed the library to select Government Printing Office (GPO) publications relevant to the programs of the law school free of charge,752 and substantially increase the microform collection.753

In 1981, the law library purchased its first photocopier. It was for faculty use only.754 The school did not purchase a photocopier for students until 1984.755 By the end of the 1980s, the library had three coin operated copiers available for student use.756

In 1987, I published a monthly newsletter entitled Notes from the Librarian's Desk.757 Since the library did not have a reference librarian, this newsletter was my effort to make the faculty and students aware of the resources the library did have and to explain when and how to use them.

During the 1987-88 academic year, the law library set up and began to maintain a faculty library on the first floor of the law building. This library, located in the faculty lounge and in close proximity to faculty offices, consisted of the North Carolina General Statutes, The North

749. Vincent-Daviss, supra note 626, at 32-33.
751. To Sustain Quality and Advance a Special Mission, supra note 345, at 32.
753. To Sustain Quality and Advance a Special Mission, supra note 345, at 32.
755. To Sustain Quality and Advance a Special Mission, supra note 345, at 32.
Carolina Supreme Court Reports, the North Carolina Court of Appeals Reports, U. S. Law Week, NCCU Law Review, and the law journals from Duke, Columbia, Yale, and Harvard. Maintaining another library on a separate floor outside the library put an additional strain on the small circulation staff.

The Technology Era: 1990 – 1999

Societal Attitudes and Legislation

The availability of technology in the 1990s, increased everyone’s expectations of the library. Faculty and students expected instantaneous access to information, law school administrators expected an increase in productivity and decrease in expenses, and library staff expected relief from mundane and manual clerical tasks. But the installation and maintenance of technology in the law library was a complex, time consuming and expensive process.

The law library began the process of automating information retrieval and the management of its circulation and technical service functions in 1984. However, insufficient funding and staff, slowed and sometimes halted the process. In January 1990, students had access to major automated information retrieval services like Westlaw and Lexis, but the library’s circulation and technical service functions were still not automated. I recall, that it took months to get a simple telephone hookup. Equipment was obsolete before it could be installed, requiring hardware adjustments and new software.

The integration of technology in the classrooms created even greater demands on the ten-person library staff. This staff was already responsible for the maintenance, security and staffing of the computer labs. Further, the school had to create new positions and rewrite current job to accommodate the school’s changing needs as technology increased.

758. Id.
760. N.C. CENT. UNIV. SCH. OF LAW, ANNUAL REPORT 1997–98 (1998) (on file with the N.C. Cent. Univ. Sch. of Law Libr. Archives) (describing how a budget freeze prohibited the ability to pay for the expertise of a consultant from OCLC to solve problems with a communications link between OCLC and LS2000. This prohibited the library’s ability to begin the process of bar coding the collection and loading the bibliographic records in the online catalog.).
761. Id.
762. Author’s recollection.
764. Author’s recollection.
766. See Id. at 5, 6-7.
2014] THE HISTORY OF NCCU'S LAW LIBRARY

Professional Standards for Law Libraries

A “Qualified” Librarian

A “qualified” law librarian in the 1990s had to be technologically literate to select and maintain automated library management and information retrieval tools. We had to stay abreast of the changes in library technologies and become familiar with the new jargon in order to navigate new and complex digital environments. Technology made all aspects of library management more challenging. I could not perform all aspects of the law library director’s position (scholarship, teaching, performing my service expectations, and

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A staff of nine individuals, already working full time on other library tasks, took responsibility for developing, managing and maintaining the law library's automation and online information retrieval systems in 1990. When the AALS on-site evaluation team visited the law school on March 24–28, 1990, it again found the smallness of the library staff to be one of the law school's weaknesses.

Kelly Peterson, the Associate Law Librarian, stepped up and took primary responsibility for managing the computers in the two computer labs and throughout the law school. As the law school and law library's technology needs continued to grow and change, so did the need to grow the staff and change current staff functions. Title III Grant funding from the U.S. Department of Education not only made it possible for the law library to employ additional staff during the 1990s, but also provided, for the first time, opportunities for all librarians to attend AALL and/or SEAALL.

Mr. Peterson's title was changed to Assistant Law Librarian for Technical and Computing Services. He was assisted by two law students until a Computing Support Administrator II position was created. That position was filled by Pernevlyn Coggins on July 1,
When Mrs. Coggins left the law school in 1998, she was replaced by Gregory Clinton.

An "Adequate" Library

A "Well Selected" Collection

In March 1990, the AALS site evaluation team visited the school again and found the law library's book budget weak in "nearly all categories" and insufficient to support the programs of the law school. The ABA on sight inspection team concurred in 1991. It "found the Law School's Library budget inadequate and that the number of serial and book titles held by the library was substantially below that of peer institutions." The $40,275.00 in Title III Grant funding allocated to the law library in 1989–90 to purchase new titles was not enough to correct a history of insufficient funding. The 1990–91 state budget allocation of $264,984 for library books and journals barely covered maintenance of the serials collection. A budget freeze in December 1990 left the library with many unpaid encumbrances at the end of that fiscal year. This indebtedness was carried over to the 1991–92 fiscal year, and had to be paid from that book budget allocation of $280,984. After paying for new serials maintenance, there was no money in the state allocated book budget to purchase new titles.

In November 1992, the law library became a depository for state publications. But the addition of free state was not enough to enhance the depth and breadth of the collection. The library received...
$158,500 in Title III Grant funding in 1992–93,\textsuperscript{791} and an unprecedented state allocated library book and journal budget of $882,312 in 1993–94.\textsuperscript{792} With these additional funds, the library increased the title count in print and microform,\textsuperscript{793} completed incomplete serial sets,\textsuperscript{794} replaced missing journal title volumes,\textsuperscript{795} started a video library,\textsuperscript{796} and ordered the catalog tapes for its major microform collections.\textsuperscript{797} With an annual book budget of more than $800,000 from 1993 through 1999, the library was also able to enhance its special collection in civil rights law by purchasing NAACP papers, Southern Christian Leadership Conference papers, more than 1300 civil rights dissertations, and nearly 1400 civil rights monographs in the areas of civil liberties, affirmative action, desegregation, “red-lining” and discrimination.\textsuperscript{798}

While a 300% increase in book budget was much needed and appreciated, the sudden escalation was overwhelming for a staff of nine. Three additional support staff positions were created to process the increased workload.\textsuperscript{799}

During the early 1990s the law school faculty and administration had begun a dialog about the possibility of the law school offering an L.L.M. in Civil Rights Law.\textsuperscript{800} In anticipation of and preparation for this course offering, the library began to build a special collection in civil rights called the “Floyd B. McKissick Civil Rights Collection.” Floyd B. McKissick was “a courageous and untiring civil rights advo-

\begin{itemize}
  \item \textsuperscript{791} Id. at 4.
  \item \textsuperscript{794} See ABA, STANDARDS FOR APPROVAL OF LAW SCHOOLS AND INTERPRETATIONS, S603(a) (Oct. 1990) (requiring “all sets of materials necessary to the programs of the law school to be complete and current except when volumes of a set are either unavailable or are available only at an excessive price”).
  \item \textsuperscript{796} Id.
  \item \textsuperscript{797} Id.
  \item \textsuperscript{798} Id.
  \item \textsuperscript{799} Id. at 6–7.
  \item \textsuperscript{800} N.C. CENT. UNIV. SCH. OF LAW, ANNUAL REPORT SCHOOL OF LAW 1993–94, supra note 799, at 15.
\end{itemize}
cate from Oxford, North Carolina, whose charismatic leadership and ability to translate vision into reality . . . earned him national recognition as a constitutional lawyer and as a spokesman for the cause of the rights of Black citizens and human dignity. 801 It was the intent of this collection to provide a resource center for law faculty, students, and attorneys interested in civil rights law. 802

In 1996, the ABA expanded the definition of “collection” to include access to electronic formats. 803 There was a plethora of information available electronically via the internet, legal databases, and CD-ROM. CD-ROM jukebox systems and towers purchased and installed between 1994 and 1998 to access the library’s CD Rom collection 804 were obsolete by 1999. 805 CD-ROM access to the Commerce Clearing House Tax Library, InfoTrac, LOISLAW and Congressional Universe was converted to Internet access in 1998-99. 806

The chart that follows represents the print and non print titles added to the library’s resources and Westlaw and Lexis usage from 1990 to 1999.

<table>
<thead>
<tr>
<th>Year</th>
<th>Print Titles Added</th>
<th>Microform Titles Added</th>
<th>Non-Book Titles Added</th>
<th>Serial Titles Held</th>
<th>CD-ROM Titles Held</th>
<th>Hours of Online Computer Use*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>714</td>
<td>0</td>
<td>3</td>
<td>936</td>
<td>0</td>
<td>1,205807</td>
</tr>
</tbody>
</table>


803. See ABA, STANDARDS FOR APPROVAL OF LAW SCHOOLS AND INTERPRETATIONS, at 54 (Aug. 1996) (defining a collection as “printed sources, microforms, audio-visual works, and access to electronic formats under Interpretation 606-1 of ABA Standard 606).


The next chart shows the dollar amount spent on new book titles, serials, and Westlaw and Lexis usage during the 1990s.

<table>
<thead>
<tr>
<th>Year</th>
<th>Dollars Spent for Books</th>
<th>Dollars Spent for Serials</th>
<th>Dollars Spent for Online Legal Databases</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>$28,856</td>
<td>$233,578</td>
<td>$33,472</td>
</tr>
</tbody>
</table>

*(Lexis/Nexis, Westlaw and Dialog)*


817. Law School Annual Questionnaire (pt. 3), A.B.A. SEC. LEGAL EDUC. & ADMISSION TO BAR (Fall 1990), supra note 813, at 5-6.
ABA Standard 602 allowed a law school library to provide access to additional publications and information services through resource sharing.827 "Consortia are one of the more promising approaches to the sharing of resources and expertise that have been developed in the library community."828 The NCCU Law Library gained access to over 2000 libraries nationwide when it joined the Southeastern Library Network (SOLINET),829 an online shared cataloging and reference database during the 1993–94 academic year. When NCCU became a member of Triangle Research Library Network (TRLN), NCCU joined a consortium of libraries at Duke University, the University of North Carolina at Chapel Hill, and North Carolina State University on February 1, 1994.830 NCCU School of Law gained access to the

818. Law School Annual Questionnaire (pt. 3), A.B.A. SEC. LEGAL EDUC. & ADMISSION To BAR (Fall 1991), supra note 814, at 5-6.
819. Law School Annual Questionnaire (pt. 3), A.B.A. SEC. LEGAL EDUC. & ADMISSION To BAR (Fall 1992), supra note 815, at 5-6.
820. Law School Annual Questionnaire (pt. 3), A.B.A. SEC. LEGAL EDUC. & ADMISSION To BAR (Fall 1993), supra note 816, at 5-6.
821. Law School Annual Questionnaire (pt. 4), A.B.A. SEC. LEGAL EDUC. & ADMISSION To BAR (Fall 1994) (on file with the NCCU James E. Shepard Memorial Library Archives).
822. Law School Annual Questionnaire (pt. 6), A.B.A. SEC. LEGAL EDUC. & ADMISSION To BAR (Fall 1995) (on file with the NCCU James E. Shepard Memorial Library Archives).
824. Id.
825. Law School Annual Questionnaire (pt. 6), A.B.A. SEC. LEGAL EDUC. & ADMISSION To BAR, 5 (Fall 1998) (on file with the NCCU James E. Shepard Memorial Library Archives).
826. Law School Annual Questionnaire (pt. 6), A.B.A. SEC. LEGAL EDUC. & ADMISSION To BAR, 5 (Fall 1999) (on file with the NCCU James E. Shepard Memorial Library Archives).
830. Standards for Approval of Law Schools and Interpretations, A.B.A., supra note 833, at S602.
collections at those Universities. The law school's membership in the University of North Carolina's Cooperative Library Lending Program (UNC CO-OP) allowed law students and faculty to borrow materials from all academic libraries in the 16 campus UNC system.  

An "Adequate" Physical Space

The space in the law building allocated for the law library was not designed to accommodate or support technology and had no additional space to expand. We had to redesign the existing space to accommodate the new equipment, multiple material formats, and the additional staff needed to support and maintain an electronic environment.

A Title III Grant from the U.S. Department of Education provided the initial funding to redesign the law library to accommodate technology. The computer lab set up at the entrance of the library was renovated to provide individual computer workstation carrels. The photocopier room located next to it was renovated to make a permanent training space for Westlaw and Lexis.

Computer Lab
1991

833. Id.
The library had to set up temporary learning centers for 1L Westlaw and Lexis training twice a year before the Westlaw and Lexis terminals were given permanent residence in what came to be known as the "permanent learning center." Setting up terminals on a temporary basis involved finding a space within the library for the training, pulling cable wires to the designated space, and providing data ports, telephone lines, and electricity to that space. Then, Westlaw and Lexis sent NCCU boxes of hardware (terminals and printers) which had to be unpacked and set up for student use. We had to repack and return the terminals to the vendors after the training was complete. The wiring, cables, and telephone lines dangled from the walls and were quite unsightly. The completion of the "permanent learning center" allowed the library to offer Westlaw or Lexis training anytime throughout the year, without the inconvenience of having to set the stage every time.

In 1992, the law school used Title III Grant funding to correct some of the inadequacies of the library's original design. The circulation/reserve area was renovated to face inside the library rather than into

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the law school hallway. The old circulation desk space, facing the hall-
way, was renovated to make two group study rooms and a student
lounge area. The architectural design of that area, which provided
a skylight, prohibited the extension of the walls of the group study
rooms to the ceiling. As a result, noise and voices were audible be-
tween the study rooms and the student lounge areas. This prohibited
the use of the rooms for actual group study and discussion as required
by ABA Standard 704. The only other conference/study room
available for students to gather in small groups for discussion was lo-
cated on the second floor of the library. This room, was the Floyd
McKissick Civil Rights Reading Room. It was carpeted and equipped
with a table, chairs, two file cabinets and a document scanner and
computer printer setup to store and retrieve the law school’s comput-
erized repository for pleadings and other documents pertaining to va-
rious civil rights cases. One hundred and five (105) linear feet of
shelving was mounted around the walls to house the law school’s civil
rights collection. By 1996, there was no “suitable group study
space.”

We constantly rearranged existing library space in order to accom-
mmodate staff growth. Prior to the renovation of the circulation desk
area, only the law librarian and associate law librarian had private of-
fices. With the renovation of the circulation desk area, private office
space was created for the circulation/serials librarian. In 1992–93, a
Title III Grant funded the renovation of the technical services area to
provide individual cubicles, using partitions, for clerical staff, and the
acquisitions librarian. The demand for additional private office
space became more acute with the hiring of a reference librarian and a
Computer Support Technician II in 1994–95. The microform collec-
tion was removed from the microform room and lined along the walls
outside the faculty offices located in the library to create office space
for the reference librarian. In 1996, carrel seating located on the

835. Id.
The west wall of the library was removed to make space to build private offices for the Computer Support Technician II and the Acquisitions Librarian. In 1997–98, a conference room was renovated to make office space to accommodate three new paraprofessional staff positions.

To accommodate collection growth, additional shelving was installed in the library in 1990, 1991, 1993, and 1995. Still, by the end of 1998, 89% of the shelving was occupied. Since there was no visible floor space to place additional shelving, the library installed further shelving around the walls to avoid the further removal of carrel seating to make space to for personnel and microform growth.

Space for viewing video tapes was also limited. The audio visual equipment (TV/VCR, interactive video, overhead projector, screen and tripod, video camera and cassette tape recorder) was housed in a small room about the size of a closet beside the reserve area.

Inadequate space was a major concern cited by Jay Lucker, the Principal Consultant, in a Library Study commissioned by the General Administration of the University of North Carolina in 1996. Unfortunately, adequate space was not the library's only concern. Conditions in the library were neither environmentally adequate nor aesthetically conducive for study and research.

The heating and air conditioning in the library never functioned properly. Temperatures were uncontrollable, fluctuating from severely

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852. *See Law School Annual Questionnaire* (pt. 3), A.B.A. Sec. Legal Educ. & Admission To Bar (Fall 1990), *supra* note 718, at 7 (listing the number of carrel seats at 223); *Law School Annual Questionnaire* (pt. 3), A.B.A. Sec. Legal Educ. & Admission To Bar (Fall 1999), *supra* note 727, at 7 (listing the number of carrel seats at 188).


hot to severely cold. In the summer of 1995, temperatures in the library were in excess of 89 degrees for several weeks. The temperature was often in excess of 100 degrees in 1996 and 95 degrees in 1998. There was no air conditioning. Huge fans did not remedy the situation. Neither did the installation of a new air conditioning chiller in 1998. In the winter of 1999, the heating system malfunctioned. Temperatures ranged from 50.1 to 56 F. Library staff and students who dared to brave the severe temperatures, worked in coats, hats, and gloves. When library staff complained to the physical plant, the plant turned on the heat, resulting in temperatures reaching in excess of 105 degrees on the second floor of the library. This environment was damaging to the library’s collections, computers, copiers, and personnel. It affected staff productivity and student usage. Library staff complained of headaches, fatigue, light headedness, elevated blood pressure and general malaise. Some staff refused to come to work, some came in late, and some left early because of the extreme temperatures.

In addition to the severe fluctuations in temperature in the law library, lighting continued to be a problem. Although additional lighting was installed on the first floor of the library in 1993, nothing was done to improve the lighting on the second floor.

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857. Memorandum from Deborah Jefferies, Law Librarian, to Percy Luney, Dean (June 8, 1995) (on file with the NCCU James E. Shepard Memorial Library Archives).
858. Letter from Grace M. Mills, Assistant Law Librarian for Public Services, to Mr. Kerry O. Randal, Director, Physical Plant (Oct. 16, 1997) (on file with the NCCU James E. Shepard Memorial Library Archives).
863. Memorandum from Deborah Jefferies, Law Librarian, to Percy Luney, Dean (June 8, 1995) (on file with the NCCU James E. Shepard Memorial Library Archives).
866. Memorandum from Percy Luney (Nov. 8, 1996), supra note 867.
869. Memorandum from Deborah Jefferies (Feb. 26, 1996), supra note 862.
flickered throughout the library and usage of some student study areas was essentially precluded due to light outages. Unsightly hanging light fixtures plagued the library's ambiance and presented a potentially dangerous situation over some study tables and bookshelves.

There were long term light outages. The lights in the group study room/student lounge area at the entrance of the library were out for over a year and the lights in the main stairwell/atrium had not been replaced in five years. Both areas were illuminated by skylight during the day, but nearly completely dark when the sun went down. The University's physical plant was unable to replace the lights in the group study room area because there was no money to purchase the replacement bulbs. It could not replace the lights in the atrium because there was no ladder on campus tall enough to access the light fixtures. In order to provide some lighting in the stairwell at night, the physical plant installed florescent lights on the side walls of the main stairwell/atrium. A crane was finally rented to replace the lights in the group study rooms and the main stairwell/atrium before the ABA site evaluation visit in the 1998. Lighting was also added on both floors of the library at that time.

Plastic sheeting protects the collection from leaks in the roof

More physical plant problems surfaced in the mid-1990s when unsightly water damage was observed around the atrium skylight and on


871. Memorandum from Percy Luney, Dean, to Kerry O. Randel, Director of Physical Facilities, (Sept. 6, 1995) (On file with the NCCU James E. Shepard Memorial Library Archives).


the walls below the skylight. 874 We initially reported this to University physical plant in January 1996. 875 Attempts by physical plant personnel to patch the 16 year old roof were unsuccessful. A new leak would always appear. By January 1998, some of the ceiling tiles on the second floor of the library were bulging with water and some had steady leaks. The library staff used trash containers, buckets, and anything else they could find to catch the water in multiple locations. When the staff was unable to find enough suitable containers, they would line paper boxes with trash bags to catch the water. Grace Mills, Assistant Law Librarian for Public Library Services, and Walter High, Associate Law Librarian for Technical Services, used their own personal funds to purchase plastic sheeting to protect the books in the areas of the leaks. 876 The water damage from the leaks in the roof caused some of the ceiling panels/tiles to fall, some to hang precariously, and some to sport brown water damage circles. But for the plastic sheeting, the leaks and crumbling ceiling tiles would have damaged a substantial portion of the collection. 877

In addition to saturating the carpet in some spots, the constant sound of the dripping from the leaks in the roof annoyed students who tried to study on the second floor of the library. By September 1999, the water had seeped through to the first floor of the library and wet spots could be seen along the walls. 878 After Hurricane Floyd in October 1999, the water standing in containers was too heavy for the library staff to lift, carry, and empty. It was odorous and laced with trash. 879 The water saturated carpet had mildewed and the smell was nauseating. 880 It was not a healthy learning or working environment for the students and staff. Not only was the appearance of the library unsightly, but there was an underlying fear that the roof might col-

878. Memorandum from Walter High, Associate Law Librarian for Technical Services, to Deborah Jeffries, Law Librarian (Sept. 16, 1999) (on file with the NCCU James E. Shepard Memorial Library Archives).
880. Memorandum from Walter High, Associate Librarian for Technical Services, to Deborah Jefferies, Law Librarian (Sept. 8, 1999) (on file with the NCCU James E. Shepard Memorial Library Archives).
lapse under the weight of heavy rains and possibly snow as the winter months approached.\textsuperscript{881}

In addition to the light outages and water damage making the physical appearance of the library unattractive, the entire carpet needed to be replaced. Three different carpet coverings lined the 15 yards from the entrance of the law library. The carpet had been patched at various times due to brick acid stains, mold, mildew, and spills.\textsuperscript{882} Furthermore, windows that had not been bolted shut hung precariously by their hinges.\textsuperscript{883}

General housekeeping was virtually nonexistent in the 1990s.\textsuperscript{884} The library was not cleaned daily. The carpeting throughout the library was not vacuumed.\textsuperscript{885} Library offices with tile floors were neither swept nor mopped. Windows were not washed and the bathrooms were not cleaned.\textsuperscript{886} The four housekeepers assigned to the law school in the 1980s had decreased to two. The evening janitor blamed the sad state of housekeeping affairs on the lack of cleaning equipment, supplies and staff.\textsuperscript{887} Some library staff members donated cleaning supplies and some brought in their personal vacuum cleaners to clean their personal space.\textsuperscript{888}

"Effective" Library Service

"Effective" library service, as interpreted under 1995 ABA Standard 605, is "having adequate reference services, providing intellectual access (such as . . . cataloging, . . . ) to the library’s collection and other information resources . . ."\textsuperscript{889} At the beginning of the 1990s, the law library did not have a reference librarian or a reference desk. Reference questions that could not be answered by the circulation desk staff (usually students or clerical workers) were referred to either the law library director or the associate law librarian. The 1991–92

\textsuperscript{881} Memorandum from Deborah Jeffries, Law Librarian, to Edward Eng, Physical Plant (Sept. 28, 1999) (on file with the NCCU James E. Shepard Memorial Library Archives).

\textsuperscript{882} Memorandum from Deborah Jeffries, Law Librarian (Mar. 30, 1999) (On file with the NCCU James E. Shepard Memorial Library Archives).

\textsuperscript{883} Memorandum from Deborah Jeffries, Law Librarian (Jan. 22, 1996) supra note 879.

\textsuperscript{884} Memorandum from Deborah Jeffries, Law Librarian, to Percy Luney, Dean (Feb. 26, 1996) (on file with the NCCU James E. Shepard Memorial Library Archives)(although, the trash was emptied regularly).

\textsuperscript{885} Memorandum from Deborah Jeffries, Law Librarian (Jan. 22, 1996), supra note 879.

\textsuperscript{886} Memorandum from Deborah Jeffries, Law Librarian, (Mar. 30, 1999), supra note 861.

\textsuperscript{887} Memorandum from Deborah Jeffries, Law Librarian (Feb. 20, 1995) supra note 875.


ABA Site Evaluation Team questioned the adequacy of reference services, particularly on weekends. To address the ABA's concerns, the library's four professional librarians took turns manning the reference desk between 5 p.m. and 7 p.m. daily and eight hours on the weekends. Additionally, each librarian and two of the more skilled support personnel were assigned to faculty members as their "personal librarian." These additional assignments took the professional librarians away from their acquisitions, documents, serial and cataloging duties but were necessary to satisfy the ABA until a reference librarian could be hired. By 1993–94, the law library had a help desk staffed by a reference librarian. However, additional professional reference assistance was needed to help teach legal research, prepare instructional materials, and enhance electronic media training.

The law library's print collection was accessible to faculty and students via online catalog and open stacks. It was either shelved in accordance with the Library of Congress classification system, or grouped by type (i.e. North Carolina Collection, reporters, journals, state and federal depository materials, CD-ROM and audio visual collections) and arranged alphabetically or by SuDoc Number on the first and second third floors of the law library, the basement storage area, the clinic library and the faculty library. Collection growth and limited shelving made it necessary for the small circulation desk staff to constantly shift the collection. A part-time circulation clerk position was added to the staff in 1992 and two circulation/serials clerk positions were added in 1998.

In 1983, the law library began the process of automating its cataloging and circulation functions to provide automated access to the law

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892. Memorandum from Deborah Jeffries, Law Librarian to Library Staff (June 17, 1992) (on file with the NCCU James E. Shepard Memorial Library Archives).
896. Id.
THE HISTORY OF NCCU'S LAW LIBRARY

library's collection. However, personnel changes, communication with the University library, and funding limited any substantial progress towards automation of these law school library management functions until 1990. Before the law library's collection could be automated and students could use the campus-wide automated public catalog and circulation system, LS2000, it had to be cataloged and converted from the print to machine readable format. This meant that all library materials, including those that had been historically identified by accession numbers, had to be cataloged or recataloged online, bar coded, and then downloaded into the LS2000 system. This process is called retrospective conversion. By 1991, all of the hardware and software required for automation had been acquired. But problems with purchase orders, budget freezes, hardware adjustments and upgrades, new software, and malfunctioning equipment hindered the implementation of the automated system. Rapid changes in technology made some of the hardware and software purchased for LS2000 obsolete before it could be installed.

By the time LS2000 was functioning properly, the University had joined TRLN. To access the library collections at the other TRLN member schools, the law library had to replace the LS2000 integrated library system with DRA (Data Research Associates). Insufficient budget, network-related problems, unstable technical support, and system changes stymied the law library's efforts to get DRA installed in a timely manner. Before the law library could


902. See Pamela Bluh, Barcoding a Library Collection, 82 LAw Lmat. J. 727 (1990) (defining barcoding as "the process of identifying items in a library's collection by assigning to each a unique machine readable code").

903. Memorandum from Deborah Jefferies, Law Librarian, to Mary Wright, Dean, and Monica Kalo, Assistant, Dean (Jan. 8, 1992) (on file with the NCCU James E. Shepard Memorial Library Archives).


906. Memorandum from David Carlson, Exec. Dir., TLRN, to Dr. Floyd Hardy, Dir. of Library Serv., NCCU (Feb. 21, 1994) (on file with NCCU James E. Shepard Library Archives).


get DRA hardware, software and passwords\textsuperscript{911} installed and functioning properly, the university ceased all LS/2000 operations.\textsuperscript{912} Failure to get DRA installed halted all cataloging activity. New titles could not be added to the online catalog\textsuperscript{913} and law students and faculty were unable to use the online public access terminals.\textsuperscript{914} Instead of the reduced processing time, improved quality, and increased resource sharing the law library expected to get with automation, it got a backlog of bar coding and cataloging. Even after DRA was installed, the deficiencies found in the database required that it be rebuilt and reloaded.\textsuperscript{915}

Due to the large number of backlogged titles that had to be cataloged and barcoded\textsuperscript{916} and the small size of the cataloging staff, the library's retrospective conversion project and cataloging had to be outsourced to private cataloging services.\textsuperscript{917} In 1994, a catalog/acquisitions technical services clerk position\textsuperscript{918} and a catalog technical assistant position opened up to assist with the automation of law school's cataloging.\textsuperscript{919} By the end of 1998, nearly all of the library's collection was in machine readable format.\textsuperscript{920} Online Public Access Catalog terminals were installed on the first and second floors of the library. These terminals provided access to the library holdings at NCCU, UNC, Chapel Hill, N.C. State, and Duke University.

Despite limited funding, staffing and space, the law library served as the hub of library and law school technology in the 1990s. The law school computing and law library information systems provided technology support and direction for the entire Law School community. The law library was responsible for maintaining and inventorying all of the law school's computers and integrating technology into the law school, the classrooms, and offices.

\textsuperscript{911} Memorandum from Deborah Jefferies, Law Librarian, to Percy Luney, Dean (Feb. 13, 1995) (on file with the NCCU James E. Shepard Memorial Library Archives).


\textsuperscript{913} Memorandum from Floyd Hardy, Dir. of Library Serv., to the University Planning Council (Mar. 9, 1995) (on file with the NCCU James E. Shepard Memorial Library Archives).

\textsuperscript{914} Id.

\textsuperscript{915} Id.


\textsuperscript{917} See Memorandum from Deborah Jefferies, Law Librarian, to Mary Wright, Dean (May 20, 1994) (on file with the NCCU James E. Shepard Memorial Library Archives) (reporting that the law library's retrospective conversion project was outsourced to Cassidy Cataloging Company).


\textsuperscript{919} ANNUAL REPORT NCCU SCHOOL OF LAW, (1997-1998), supra note 765, at 33.

\textsuperscript{920} NCCU School of Law 1998 Self-Study Report, (Oct. 18, 1998), supra note 865, at 32.
The library entered the 1990s providing and maintaining a Permanent Learning Center, consisting of six Westlaw and six Lexis terminals for database training; and a computer lab with twelve terminals for word processing and computer assisted legal instruction and twelve printers for student use. Six new computers were added to the computer lab and the first IBM Computer was purchased for staff use during the 1992–93 academic term. In 1993–94, those computers were replaced with 14 computers equipped with 8 MB of RAM, 130 to 170 MB of hard drive storage, dual floppy disks, and SVGA color monitors. Two of the computers were equipped with CD-ROM drives and all computers had HP deskjet 500 printers attached. Ethernet cards, Computer Assisted Legal Instruction (CALI), and Norton Antivirus software were installed on all of the computers in the computer lab and the faculty computers. All of the computers in the computer lab had either Wordperfect 5.1, WordPerfect 5.2 for Windows, or WordPerfect 6.0a for Windows. A Bar Review Program was installed on one of the computers in the computer lab for law school graduates preparing for the bar exam.

In 1994–95, Mr. Peterson began working with University Academic Accounting to establish email accounts for students and staff. By 1995, email accounts were available for law school students and staff and all of the law library’s information retrieval systems and CD-ROM were available through its internet web pages.

The library used the law school’s 1989 Title III Grant funding to join the Center for Computer Assisted Legal Instruction (CALI) and lease Veralex Interactive video laser-disc lessons. However, finding a space to set up the interactive video proved problematic. The system was be in a closet until earphones were purchased to avoid disturbing other library patrons. In 1998, the library subscribed to The West Education Network (TWEN), an online classroom management system.
that allows students to access syllabi, lesson plans, and communicates with the professor.\footnote{\textit{NCCU School of Law 2006 ABA Self-Study Report}, 98 (Feb. 8, 2006) (on file with the NCCU James E. Shepard Memorial Library Archives).}

The law library’s audio visual equipment included an overhead projector, cassette players, televisions, VCRs, video cameras, video cassette recorders, camera stands, and a laser disc player. The Consortium of South Eastern Law Libraries (COSELL) purchased the law library’s first fax machine to promote free resource sharing among South Eastern Association Law Libraries. This Cannon L770 fax machine with 56 pages of memory\footnote{Memorandum from Deborah Jefferies, Law Librarian, to Janice Mills, Dean, (June 12, 2000) (on file with the NCCU James E. Shepard Memorial Library Archives).} allowed the library to offer faxing services in 1992. The library received its second fax machine in 1997, via membership in the Document Delivery System which “offered services to patrons beyond what is traditionally thought of as ‘interlibrary loan.’”\footnote{Memorandum from Julie Blume Nye, Title II-D Project Manager, to Rebecca Gomez, Perkins Library, (Nov. 18, 1994) (on file with the James E. Shepard Memorial Library Archives).}

Prior to 1996, the law library either purchased or leased its photocopiers. Both methods of photocopying services were an administrative nightmare.\footnote{Memorandum from Deborah Jefferies, \textit{supra}, note 938, at 1.} The copiers were frequently out of order and there was never enough funding to cover paper, toner, and the maintenance agreements.\footnote{BERNSTINE ET AL., \textit{SITE VISITATION REPORT}, (1991), supra note 636, at 92.} Repairing and ordering parts had to be approved through several layers of University bureaucracy. In January 1996, after negotiating with several vendors, Image Office Systems agreed to install and maintain two coin copiers for the library. Image agreed to provide paper, toner, and service at no charge to the University. Image collected revenues from use of the copiers. Now students were always able to make copies. The library staff just had to report any problems.\footnote{Memorandum from Deborah Jefferies, \textit{supra}, note 938.} In 1998, a heavy duty networked laser printer was installed in each student lab. Another network laser printer was set up at the Law School receptionist desk for faculty use.\footnote{ANNUAL REPORT NCCU SCHOOL OF LAW, 1998–1999, supra note 938, at 33.}

\section*{The Competitive Era: 2000 – 2009}

\subsection*{Societal Attitudes and Legislation}

When NCCU School of Law was established in 1939, there were only three other law schools in North Carolina; the University of North Carolina School of Law,\footnote{See About, UNC SCHOOL OF LAW \url{http://www.law.unc.edu/about/default.aspx} (last visited May 31, 2013) (establishing UNC School of Law in 1845).} Duke University School of Law,\footnote{ANNUAL REPORT NCCU SCHOOL OF LAW, 1998–1999, supra note 812, at 33.} and Wake Forest University School of Law.\footnote{\textit{See About, UNC SCHOOL OF LAW \url{http://www.law.unc.edu/about/default.aspx} (last visited May 31, 2013) (establishing UNC School of Law in 1845).}
and Wake Forest University School of Law. Each provided legal education for whites only. Post segregation, NCCU School of Law had to compete with those law schools for students. It could no longer rest on its legacy as a law school founded to educate African American students. Although NCCU School of Law had been distinguished “for its role in gender-diversification in the legal profession,” women and African American students interested in the study of law now had choices. Many chose historically white institutions because of the stigma of inferiority and low bar passage rates attached to historically African American law schools. The establishment of the Norman A. Wiggins School of Law at Campbell University in 1976, and Elon University in 2006, increased the competition, not only for African American students but for all students. The “for profit” law school, Charlotte School of Law, founded in 2006, gave NCCU School of Law yet another contender.

Inadequate state funding, minimal corporate and philanthropic support, and meager alumni giving over the past six decades made it difficult for NCCU School of Law Library to compete with the other law schools in North Carolina. The law school continued to experience “anxiety and frustration associated with the ‘fluid’ budgetary crisis” in the new millennium. The school was financially unable to provide physical facilities that bestowed the collegiate atmosphere, comfortable environment, librarian assistance, and technology students found at majority law school libraries.

Law schools’ focus on technology in the new millennium only further threatened NCCU School of Law’s ability to compete. Technology at NCCU School of Law was initially poorly supported. However, Title III Grant funding made it possible for the law library to provide the network, computing, and website management needed to achieve the law schools programmatic technology objectives, and

941. See About Wake Forest, Wake Forest University School of Law http://about.law.wfu.edu/ (last visited May 31, 2013) (establishing Wake Forest University School of Law in 1894).
earn the law school a national ranking of #18 on National Juris magazine's technology honor roll.948 Title III Grant funds increased the library's computing support and reference staff, purchase smart technology for the law school's classrooms, seminar rooms, conference rooms and offices, and provide distant learning and videoconferencing support for the law school.

In its efforts to stay competitive, the law school at NCCU entered the new millennium exploring the possibility of extending its evening program to the Charlotte area through distance learning technology.949 Upon receipt of permission from the ABA to proceed, the library staff began researching, studying, and working out the details necessary to remotely maintain and administer a law library in Charlotte. However, when the State of North Carolina approved the University Bond Referendum authorizing the expenditure of $7,028,800 for the renovation of the Albert L. Turner Law School Building in 2001,950 "The Charlotte Project" was halted and the attention of the law school's administration turned to planning for the law school and law library renovation and addition.951 Charlotte School of Law's receipt of licensure from the UNC Board of Governors in 2005952 voided any possibility of NCCU School of Law extending its evening program to Charlotte via technology.

A new dean, Raymond Pierce, was appointed in July, 2005. After the ABA expressed concerns about the law school's dependence on Title III Grant funds for "critical, recurring needs,"953 Dean Pierce sought and obtained a significant increase in funding for the law school from the North Carolina General Assembly.954 With increased funding promised for the law school, Dean Pierce seized the opportunity to submit the law school's fourth application for AALS membership in 2008. AALS membership had been a "long cherished goal" of the law school. Previous applications for AALS membership were submitted in 1950, 1989 and 2006. One of the reasons for denial in 1989 and 2006 was insufficient funding.

Professional Standards for Law Libraries

A Qualified Librarian

In addition to handling traditional library functions, the law librarian of the new millennium monitored new trends and developments in technology. But the development of "micro-techniques, electronic computers, teaching machines and other scientific marvels,"955 caused the library literature and some Deans and faculty to question the need for more librarians and library space in the new millennium. Why did the law school need libraries and librarians when the internet and electronic databases could provide the answer to every research problem instantaneously without leaving the comfort of one's own home or favorite coffee shop?956 Would the law library and law librarian become obsolete in the new millennium?957 Was technology about to put the law librarian out of a job?958 Dean Pierce reorganized law school administration, to move supervision of technology from the law library to the Office of the Dean, creating a new department he called Facility Management and Information Technology Services.959

The law library of the new millennium had become an "invisible portal for research rather than the space where most research activity occurs."960 As technology and electronic based information retrieval systems developed, the librarian's responsibilities did not decrease. We had the added tasks of deciding which online retrieval systems and databases to purchase, installing and managing those systems, negotiating contracts, and discussing maintenance issues with service representatives. Although electronic based library management and information retrieval tools changed the way the law librarians handled traditional library functions961 it did not eliminate shelving, circulation, and retrieval tasks. Information retrieval in the 21st century, whether in print or electronic format, still required the management skills of a dual degree director with "knowledge of and experience in

959. NCCU School of Law 2006 Self-Study Report (Feb. 8, 2006), supra note 939, at 88, 93.
library management. Additionally, the law librarians were expected to engage in even more service and teaching activities.

An "Adequate" Library

A "Well Selected" Collection

Selection of resources in the new millennium, in print or electronic format, required knowledge of the present collection, the availability of new materials, and significant budget increase. Between 2000 and 2003, the law library completed its major microform collections, increased its electronic resource offerings to include HeinOnline, made a number of legal resources available to faculty and students on the Law Library's webpage and loaded several bibliographic records.

963. See North Carolina Central University School of Law Library Annual Report 2, 3 (2003–2004) (on file with the NCCU James E. Shepard Memorial Library Archives); North Carolina Central University School of Law Library Annual Report 3 (2005–2006) (on file with the NCCU James E. Shepard Memorial Library Archives); North Carolina Central University School of Law Library Annual Report, 12 (2007–2008) (on file with the NCCU James E. Shepard Memorial Library Archives North Carolina Central University School of Law Library Annual Report, 12 (2008–2009) (on file with the NCCU James E. Shepard Memorial Library Archives) (depicting the writer's service on the following law school, University and professional committees: (Law School committees) Law Library; Long Range Planning; ad hoc Distance Learning/Charlotte Project; Web Team; Building Addition Planning; Anne McKay Duncan Endowed Chair; Budget and Finance; Curriculum; Faculty Development; Evaluation and Assessment; Facilities and Technology; (University Committees)TRLN Council of Directors; JD/MLS Joint Degree Brochure; and School of Library and Information Sciences and the University Library search committees; (Professional committees) COSELL nominating committee, chair; AALL recruitment; membership; and collection development). The writer was a junior faculty mentor and student advisor; and represented the law library on a local and national level, by presenting at the UNC Board of Governors Committee meeting on “Using Technology to Teach”; the AALL Director's Breakfast on tenure requirements for law librarians; and the Computer Assisted Legal Instruction (CALI) conference at Duke University on "End User's Use of Technology;" serving as treasurer of SEAALL for two years; and as an ABA site team evaluator in 2008.
964. See North Carolina Central University School of Law Library Annual Report, 6 (Apr. 1, 2006-Apr. 30, 2007) (on file with the NCCU James E. Shepard Memorial Library Archives); Annual Report NCCU School of Law Library 2004–2005, supra note 968, at 5 (describing the writer's teaching responsibilities in the law school as legal bibliography, Legal Research and Persuasion, and advanced legal research. The writer taught Information Technology and Intellectual Property for the School of Library and Information Sciences and developed and monitored several 120 hour law library practicum experiences for Library Science students.)
965. See Annual Report NCCU School of Law Library 2002–2003, supra note 956, at 2 (noting completion of the following microform collections: the U.S. Supreme Court Records & Briefs, Oral Arguments of the U.S. Supreme Court, Landmark Briefs and Arguments of the Supreme Court of the United States and Papers of the NAACP).
967. Id. at 2.
In December 2003, the entire library collection of more than 340,000 volumes and volume equivalents had to be moved out of the law school for a year and a half while the law school and law library were renovated. Relocating the library collection took much planning and preparation. I recall that we inventoried and decided which books would be moved to the temporary location and which would be put into storage. During this process, we discovered some of the books on the first floor of the library and in the basement storage area were mold impacted. Materials containing mold spores had to be cleaned before they could be sent to a storage facility.

We moved some frequently used titles to the temporary quarters at North Carolina Mutual Life Building (Mutual Building). In order to ensure ABA compliance, the library purchased the following: *U. S. Law Week*, *Family Law Reporter*, *Criminal Law Reporter*, *Chronicle of Higher Education* and *U.S. Patents Quarterly,* the BNA Core Plus package of 15 electronic products; and the *U.S. Serial Set.*

Collection development during the time the law library was housed in the Mutual building (between January 2004 and July 2005) was meager. We had used money from the book budget to pay to move the books from the law school and to store the remainder of the collection in the Duke Storage Facility. Monies from the law library's book budget were also used to pay for the Westlaw Attorney Jobs Online database and the Law School's AALS Service fees. After the ABA site evaluation team visited the law school in 2006, and found the library to be a good "practitioner's collection" but weak in the area of recent scholarly treatises, the ABA Accreditation Committee concluded that the library did not have adequate financial resources to support the law school's scholarship.

In keeping with the School of Law's historic mission of producing lawyers committed to public service, the library collection supported the law school's five legal clinics and two pro bono programs. The site evaluation team, and consequently the Accreditation Committee, felt...

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970. Id.
971. Id.
975. Id.
that the library should instead focus on creating a scholarly collection.976

The law library subsequently received additional funding to strengthen its scholarly collection. Those new resources allowed the library’s collection development team to increase the selection of in-depth research and international resources and add the following databases to the collection: The Social Science Research Network,977 the Wall Street Journal and the HeinOnline Foreign and International Law Resources Database,978 and Making of Modern Law.979

The following graph shows the dollar amount spent on print and electronic resources added to the library collection between 2000 and 2009.

<table>
<thead>
<tr>
<th>Year</th>
<th>Dollars Spent for Books</th>
<th>Dollars Spent for Serials</th>
<th>Dollars Spent for Online Legal Databases</th>
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<td>$446,941</td>
<td>$34,582980</td>
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<td>$50,104</td>
<td>$558,881</td>
<td>$67,323981</td>
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</tr>
</tbody>
</table>

976. Author’s recollection.
2006 | $212,693 | $623,816 | $198,543
2007 | $294,998 | $662,409 | $81,860
2008 | $215,491 | $635,226 | $218,234
2009 | $117,724 | $813,338 | $290,927

The graph below shows the number of print and non-print titles added to the collection between 2000 and 2009.

<table>
<thead>
<tr>
<th>Year</th>
<th>Print Titles Added</th>
<th>Microform Titles Added</th>
<th>Non-Book Titles Added*</th>
<th>Serial Titles Held</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>1,705</td>
<td>1,188</td>
<td>66</td>
<td>3,836</td>
</tr>
<tr>
<td>2001</td>
<td>3,832</td>
<td>364</td>
<td>84</td>
<td>3,969</td>
</tr>
<tr>
<td>2002</td>
<td>1,001</td>
<td>2,435</td>
<td>19</td>
<td>3,969</td>
</tr>
<tr>
<td>2003</td>
<td>808</td>
<td>341</td>
<td>13</td>
<td>3,989</td>
</tr>
<tr>
<td>2004</td>
<td>676</td>
<td>139</td>
<td>10</td>
<td>4,000</td>
</tr>
<tr>
<td>2005</td>
<td>533</td>
<td>176</td>
<td>10</td>
<td>4,000</td>
</tr>
</tbody>
</table>


In January 2007, Maynard Jackson gave the law library his Maynard Jackson papers. Mr. Jackson was a 1964 graduate of the law school and former mayor of Atlanta, Georgia.999

An “Adequate” Physical Space

The law library entered the new millennium in an uncomfortable and uninviting environment for research and study. There continued to be a lack of general housekeeping. The build-up of dust and dirt in the Library prompted the Associate Law Librarian for Technical Services to bring his own personal vacuum cleaner to work to clean the administrative, the public and technical service areas, the stairwell, and the customer service areas in front of the circulation desk.1000

The make shift basins set up to catch leaks from the roof that had threatened our valuable collection for the past several years, as well as the plastic sheeting over several sections of the book stacks1001 were unsightly. The brick walls on the second floor of the library showed water stains and some of the microform cabinets showed signs of rust from the dampness of the leaky roof.1002 Some of the books on the second floor of the library had mildew stains.1003 The ABA Accreditation Committee concluded that the “leaking roof and erratic HVAC

996. Law School Annual Questionnaire, 2006 A.B.A. Sec. on Legal Educ. and Admissions to the B. Part III (on file with the NCCU James E. Shepard Memorial Library Archives).


998. Law School Annual Questionnaire, 2008 A.B.A. Sec. on Legal Educ. and Admissions to the B. Part III (on file with the NCCU James E. Shepard Memorial Library Archives).


system had a negative and material effect on the education that students received." The university finally installed a new roof and HVAC system in 2001.

There were light outages all over the library. Sometimes, the physical plant staff was stretched so thin, there was no one available to change the light bulbs. Lighting was so problematic in the reading lounge, the graduating class of 2001 purchased halogen lamps to place there. By April 2002, missing or damaged ceiling tiles had been replaced, lighting had been upgraded, and the library’s appearance enhanced with the installation of new carpet and the purchase of a new circulation desk.

While the library’s appearance had somewhat improved, it was still without adequate space to shelve the print collection and to house the additional equipment, workstations and people needed to implement technology. We hoped that the much anticipated law school addition and renovation would provide additional shelf space for the law library. In the interim, the law library staff of 16 and a skeletal collection took residence on one side of the 8th floor of the North Carolina Mutual Life Building (Mutual Building) located at 411 West Chapel Hill Street in Durham, N.C.
Relocating the law library required much planning and preparation. Once settled in the temporary facility, the library staff began to work closely with law school administrators, construction firms, and vendors, to plan and design the law library's new look to meet the programmatic needs of the law school. We selected fabric, furnishings, and shelving. Additionally, the school designed the infrastructure with the intent of incorporating increases in technology. 1011

In the renovated library, there was now a copier room, a storage room, a conference room, six private offices, and a faculty research room. 1012 The new reading room provided much needed natural light. 1013 Seventy four of the library’s 176 carrel seats were moved out of the library and relocated on the lower level of the law building to make space for 10,400 linear feet of new shelving on the first and second floors of the library. The elimination of carrel seating resulted in a 2006 ABA site evaluation team finding that library’s seating was sparse as compared to peer schools.
The renovated library reading room contained six 12’ custom designed reading tables equipped with electrical outlets and lamps and 16 casual seats. There were also twelve casual seats, three 48” x 48” tables and one 10’ custom designed reading table with seating for eight available on the second floor of the library. In 2006, renovations added two private offices to the acquisitions area. A portrait of Professor Duncan was hung in the library entrance and Ernie Barnes donated a painting which hung behind the circulation desk. In 2008, an additional 50 carrel seats were removed from the second floor of the library to build seven multimedia group study rooms. With funding from the Title III Grant, those rooms were furnished with custom conference tables built, 42” plasma screen and a VGA switch panel to accommodate six laptops, and a Sympodium (interactive smart board). In 2009, the remainder of the carrel seating was removed to construct faculty offices for the law school’s writing instructors and install automatic sliding glass doors at entrance of the library.

1016. Id.
1019. Id.
"Effective" Library Service

The Law Library's service expectations in the new millennium included the provision of reference services through electronic information retrieval systems. The Computing Systems Administrator II, Gregory Clinton, raised the bar for technology services expectations from the law library when he took the lead in implementing technology in the classroom by bringing distant learning and videoconferencing to the law school. Using Title III Grant funding, he purchased the smart technology to renovate two classrooms to high tech user friendly classrooms. Each room was equipped with reinforced sound at the presenter and student levels, and touch panel execution of presentation tools (computer, document camera, smart board, DVD, VCR, telephone, cable, projection screen, and LCD projector). These smart classrooms and distance learning allowed faculty to seamlessly integrate technology into the instructional process, and changed the way law faculty taught and interacted with students.

In 2002, Mr. Clinton's position was reclassified as Director of Law School Information Technology, and by 2005, the school had cre-

ated four computing support positions. The computing support staff consisted of the following personnel:

<table>
<thead>
<tr>
<th>Computing Support Personnel</th>
<th>Date Created</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Systems Administrator II</td>
<td>2000-2001</td>
</tr>
<tr>
<td>Web-Master/Trainer</td>
<td>2001-2002</td>
</tr>
<tr>
<td>Director of Information Technology</td>
<td>2002-2003</td>
</tr>
<tr>
<td>Computer Technician II</td>
<td>2004-2005</td>
</tr>
</tbody>
</table>

Still, the demand for technology services within the Law School were so great, three library support staff members were cross trained to assist the technology staff with computing updates and printing and access issues.

As the Law School student body and faculty grew, additional professional librarian staffing was needed to meet the formal teaching, reference, and bibliographic demands of the significantly larger law school population. The Law Library’s website had to be managed and a professional librarian was needed to work with the faculty in the development of online instructional materials and set up electronic course-management systems. The professional library staff was reorganized and five new librarian positions were created, bringing the number of professional librarians to ten as of 2009. A sixth librarian position, a faculty services librarian, was created but the filling of this position was suspended pending the appointment of a new library director for the 2009-10 academic year.

<table>
<thead>
<tr>
<th>Librarians</th>
<th>Date Created</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reference/Instructional Librarian</td>
<td>2004-2005</td>
</tr>
<tr>
<td>Evening/Weekend Reference Librarian</td>
<td>2005-2006</td>
</tr>
<tr>
<td>Electronic Resources Librarian</td>
<td>2005-2006</td>
</tr>
<tr>
<td>Access Services Librarian</td>
<td>2005-2006</td>
</tr>
<tr>
<td>Collection Development Librarian</td>
<td>2008-2009</td>
</tr>
<tr>
<td>Faculty Services Librarian</td>
<td>2008-2009</td>
</tr>
</tbody>
</table>


1025. ANNUAL REPORT NCCU SCHOOL OF LAW LIBRARY (2005-2006), supra note 968, at 1; NORTH CAROLINA CENTRAL UNIVERSITY SCHOOL OF LAW LIBRARY ANNUAL REPORT (MAY 19, 2008), supra note 968 at 1, 7-9; ANNUAL REPORT NCCU SCHOOL OF LAW LIBRARY (2008-2009), supra note 968, at 1.
Title III Grant money funded the Electronic Resources Librarian and Evening/Weekend Reference Librarian positions.1026 Three of the new librarians held a J.D. and two had the dual J.D./MLS degrees. Competing for competent professional staff was a challenge as the salaries in the positions were substantially below market levels. In 2007, after 20 years of preparing requests and justification for librarian salary increases, the school brought all of the professional librarian’s salaries (except the law library director) within the median salary range of other law librarians across the nation.

With additional professional staff, the library was able to offer reference desk service 64 hours per week.1027 The library was also able to produce more technology, circulation, and other service pamphlets,1028 and marketing tools such as research guides.1029 Other services made available with the additional professional staff included “Ask the Reference Librarian,” “Faculty Publications” and “New Titles” lists on the library’s web page.1030 We lead workshops, tours, seminars, and lectures to classes, and specialized groups like Law Journal, research assistants, moot court, and faculty.1031 We individualized faculty assistance and provided access to Virtual Private Net (VPN).1032 Interlibrary loans increased significantly in 2007–08.1033

Just as staff, students and faculty became familiar and comfortable with the online public catalog database DRA, and there was no cataloging backlog,1034 the library converted to yet another online library cataloging and circulation system, SIRSI.1035 The implementation issues were the same as they had been with the installation of LS2000 and DRA.1036 Testing and training for the implementation of SIRSI required substantial staff time and expense.1037

The addition of two circulation desk clerks in 2006 allowed the library to extend circulation desk hours and complete major shifting projects.1038 However, the circulation desk positions continued to see frequent staff turnover due to low salaries and the unpopular working hours.

1030. Id.
1033. Id. at 5.
1036. Id.
1037. Id.
"Building blocks representing accomplishments of past generations fall down beside our feet without the written story." This sketch of the history of NCCU School of Law Library only reveals some of the issues, challenges, and accomplishments that I uncovered as I read the many letters, memoranda, justifications, reports, and documents prepared by my predecessors. It by no means reflects all of the long working hours, the visions deferred, the disappointments, the hardships, the family demands, and the health challenges experienced by my predecessors or me as we did our best to "wash clothes without washing powder." The successes my predecessors and I achieved in the face of financial and human resource challenges while directing a law library tainted by racism and discrimination made them all the more rewarding and worth recording. Institutionalized racism caused NCCU law library to have an insufficient operating budget and prohibited the opportunity to properly plan the law library's collections, operations, and functions as effectively as its directors would have liked. Yet, there was always the expectation that the outcomes achieved would be equal to other law school libraries. Without adequate funding, it is impossible for a law library to meet the standards set out by accrediting agencies like the ABA and AALS. However, thanks to those agency's requirements and Title III grant funding, the law library had financial assistance to provide adequate resources to support faculty and student research and study. By chronicling the accomplishments of each law library director, I hope that future generations will have a better understanding of, and appreciation for the law library that exists today.