



MAALL Markings

Mid-America Association of Law Libraries

Volume 31, Issue 1

December 2021

MAALL.newsletter@gmail.com

MESSAGE FROM THE PRESIDENT

Christopher Steadham, Director, Wheat Law Library, University of Kansas School of Law
(csteadham@ku.edu)

With our 2021 Annual Meeting now in the books, I would like to thank you – the members of MAALL – for providing another reminder of why this organization is just so remarkable. Without your help, we would not have been able to shift gears and hold a successful virtual conference.

Unsurprisingly, however, the people of MAALL went above and beyond to make the event one to remember.

With a total of 129 registrants and several vendor demonstrations and sponsorships, the meeting turnout surpassed our wildest expectations. This was due, of course, to the amazing programming we were able to deliver. Our incredible roster of speakers delivered twenty-four scholarly presentations, panels, and workshops. To those of you who took the time out of your busy schedule to share your expertise with your colleagues, please know that your efforts made all the difference.

Additional thanks are due to so many others who made the meeting and the past year a success. The Executive Board worked overtime all year and it has been my privilege to work with all of you. Though we were unable to attend Indianapolis in person as we all hoped, the Local Arrangements Committee worked tirelessly and deserves our thanks and recognition. The Education Committee worked to put the program together not once but twice, and kindly put up with an unreasonable amount of random emails from me throughout the year.

I must also note here that our friends at MALLCO, the Mid-America Law Library Consortium, made the meeting possible with a generous grant. We are thankful for their generous support and were so pleased to hold the virtual MALLCO Roundtables to kick off the conference.

Likewise, I am incredibly grateful for the support of KU Lifelong & Professional Education and KU Law, as the virtual conference platform would not have been available without it. We should also be sure to acknowledge the valuable support provided by Bloomberg Law, EBSCO, GALE, PowerNotes, Procertas, and ProQuest.

Last but not least, I want to relay a special message of appreciation for Matthew Braun, outgoing MAALL President and Associate Director for Administration at the University of Illinois Albert E. Jenner, Jr. Memorial Law Library. In a year of unprecedented challenges with no easy solutions, Matt led with a positive vision, great skill, and an unwavering belief that the people of MAALL are its greatest asset. I know that we were all

In This Issue:

Message from the President.....	1
Message from the VP.....	2
AfFIRMations.....	3
Moment with MALLCO.....	4
Manager to Manager.....	5
Dazed & Instructed.....	6
State Member News.....	7
Links to AALL Chapter and SIS Publications.....	10
MAALL Committees.....	11

thankful to have him at the helm and I am glad we will have his continuing counsel as Past-President.

As we turn the page and begin a new year, I hope everyone reading this will take a moment to reflect on the incredible resiliency and dedication found throughout MAALL. I also hope you will consider volunteering for a committee to help continue our strong traditions as we move forward. You will soon see many messages detailing how you can get involved and I encourage you to help us make the next year another one for the books.

MESSAGE FROM THE VICE-PRESIDENT

Rena Seidler, Research and Instruction Librarian, Ruth Lilly Law Library, Indiana University Robert H. McKinney School of Law (rstoerber@iupui.edu)

MAALL members, I was thrilled to be elected as Vice-President of this organization and am so excited to finally be beginning my term. I first joined MAALL as a graduate student nearly a decade ago and these past ten years have been a whirlwind. Together we have stood witness to a worldwide pandemic, the Black Lives Matter and Me Too movements, global, national, regional, and local political debacles, and the 2012 introduction to (and subsequent passing of) the legendary internet sensation, Grumpy Cat. There is no group in law librarianship that I would rather have been a part of through it all.

Having dedicated innumerable hours over the past two years as a member of the Local Arrangements Committee, tasked with bringing you to our annual meeting in Indianapolis in 2020 and then again in 2021, believe me when I say that I stand firmly with each of you and our organization. It broke my heart that COVID-19 shut down all avenues to a safe, live conference both years. It would have been a joy introducing you to my city. While that wasn't in the cards for us, I harbor only optimism for the future of our organization.

Be it via Zoom conferences, monthly virtual lunches, phone calls, or the knowledge of someday returning to a live conference, our members have stayed connected in unprecedented and unparalleled times during the past couple of years. I regularly see so many of your names on virtual programming and in print, and it is so exciting that in many of those instances, multiple MAALL members are working together. I say exciting, but not surprising, because this is the very reason that I spent two years as a Member-at-Large on the MAALL executive board and now am back as Vice-President.

Unlike many of the national, regional, or local organizations I have been a part of as a law librarian and previously as an attorney, the members of MAALL really seem invested in connecting with each other. Our annual meetings have traditionally been filled with hugs and informal gatherings amongst friends and colleagues who are genuinely enjoying the chance to be together. I was born and raised in the Midwest and all of you, the members of MAALL, have made me feel at home since day one.

In conclusion, I don't know what we will face in the days to come, but I am confident we will face it with grace when we can, spunk in spades, and our unrelenting dedication to each other and our organization. I look forward to representing you for the next two years and am grateful for the support of the previous and current executive board as I step into the big shoes of Mr. Steadham. Please feel free to reach out to me anytime at rstoerber@iupui.edu.

AFFIRMATIONS

Autumn Collier, Research Librarian, Littler Mendelson P.C. (acollier@littler.com) & Jill Kilgore, Research Librarian, Littler Mendelson P.C. (jkilgore@littler.com)

ResigNation: CHALLENGES OF THE WORKPLACE CHURN

Organizations across the U.S. are experiencing high turnover rates and employee burnout. We now have the term “The Great Resignation” in our catalogue of pandemic-related vocabulary. Employees, now more than ever, are evaluating their happiness, work-life balance, and value. With each resignation comes a downturn in morale: a colleague and institutional knowledge lost, the daunting task of hiring someone new, and the added demands of training on top of an already full plate of work.

One resignation can lead to a domino effect, otherwise known as “turnover contagion.” The U.S. Department of Labor reports that 11.5 million workers quit their jobs in the months of April, May, and June of 2021, and according to recent polling, 48% of employees are actively looking to change jobs. If those job-seekers find greener pastures, they will be joining the 34.4 million people who have left their jobs in 2021 so far – a rate that does not appear to be slowing. Instead, “people who change jobs are seeing faster wage growth than people who stay,” driving many employees to seek out opportunities.

The turnover rate is at an all-time high globally—5 million fewer U.S. workers are employed now as compared to pre-pandemic levels. Employers looking to backfill positions must now also contend with teams suffering from high burnout and stress. Having fewer employees translates to increased responsibilities for those left behind. So, attracting new hires and retaining your experienced employees is as critical as ever.



"Revolving doors" by Valerie Everett is licensed under CC BY-SA 2.0

When an employee leaves your organization, create space for the team to reflect on their time working together by practicing empathy. Recognize the complicated reality of this loss and its impact on the team. Let your employees know that you will miss this person, while still celebrating their growth and successes. Minimizing the loss can lead your team to feel as if you don't care or that they are replaceable. Studies show that "[w]hen people feel like they belong at work, they are more productive, motivated, engaged and 3.5 times more likely to contribute to their fullest potential."

Employees look to their leaders and colleagues for stability when coping with the revolving door, but who's responsible for providing it, and what does that look like? Who are the members of your team embodying a meaningful and authentic approach to their work? Unfortunately, restoring balance to a team isn't as simple as hiring new employees, though it is essential for eventually providing relief. While searching for new hires is often the first step in stabilizing a team, the team's success hangs on retention efforts. Supporting current staff is the linchpin in maximizing resilience,

satisfaction, and meaning, all while increasing retention rates. Employers can send the right message to employees by spending time with staff discussing how their individual goals could align with broader ones and the impact they could make on the organization.

¹ Christine Ro, *Turnover Contagion: The Domino Effect of One Resignation*, BBC: WORKLIFE (Sept. 16, 2021), <https://www.bbc.com/worklife/article/20210915-turnover-contagion-the-domino-effect-of-one-resignation>

² Debbie Cohen & Katie Roeske-Zummer, *With So Many People Quitting, Don't Overlook Those Who Stay*, HARV. BUS. REV. (Oct. 21, 2021), <https://hbr.org/2021/10/with-so-many-people-quitting-dont-overlook-those-who-stay>

³ U.S. Bureau of Labor Statistics, *Job Openings and Labor Turnover Summary* (Nov. 12, 2021), <https://www.bls.gov/news.release/jolts.nr0.htm>

⁴ Jennifer Liu, *A Record 4.4 Million People Quit in September as Great Resignation Shows No Signs of Stopping* (Nov. 12, 2021), <https://www.cnbc.com/2021/11/12/a-record-4point4-million-people-quit-jobs-in-september-great-resignation.html>

⁵ Lance Lambert, *The Great Resignation is No Joke*, FORTUNE (Oct. 21, 2021), <https://fortune.com/2021/10/21/the-great-resignation-is-no-joke/>

⁶ Karyn Twaronite, *The Surprising Power of Simply Asking Coworkers How They're Doing*, HARV. BUS. REV. (Feb. 28, 2019), <https://hbr.org/2019/02/the-surprising-power-of-simply-asking-coworkers-how-theyre-doing>

MOMENT WITH MALLCO

Susan Urban, MALLCO Executive Director (mallcoexecutivedirector@gmail.com)

DECEMBER 2021

Greetings from MALLCO! I hope everyone's fall semester is wrapping up nicely! It was so great to "see" so many of you at the MAALL virtual annual meeting in October/November. Thank you for attending the MALLCO roundtables, where we had some great discussions with colleagues. I also want to thank Chris Steadham and Matt Braun for all their hard work in putting the conference together. Although I was sad not to see everyone in person, the virtual sessions were relevant and thought-provoking, and the virtual conference was well-organized. I look forward to seeing you all in person soon!

One exciting new thing happening at MALLCO is the addition of a Law Practice Technology Interest Group. This group will be a place for MALLCO members to discuss teaching legal tech and other law practice tech topics. As this is a brand-new group, we are seeking a Chair to lead it. Chair responsibilities are pretty light, with the main task being leading the roundtable session each year at the MAALL annual meeting. If you are employed at a MALLCO member library and are interested in chairing this group, please let me know!

I hope you all enjoy a much-deserved break before we jump into 2022!



MANAGER TO MANAGER: TIPS TO KEEP YOU SANE AND EFFECTIVE

Gail Wechsler, Library Director, Law Library Association of St. Louis
(gwechsler@llastl.org)

WORKPLACE COLLEGIALITY vs. WE ARE ALL FRIENDS

In an episode of the final season of the series “Kim’s Convenience” (available on Netflix and highly recommended), the Manager (Shannon) and Assistant Manager (Kimchee) of the fictional Handy Car Rental Company are getting ready to do an in-person evaluation of employee Stacie. Kimchee is new at this and Shannon wants him to take the lead and to be stern and fair, even though Stacie is his friend. Try as he might, Kimchee can’t do that. Even when saying something constructive to Stacie (she’s been coming in late a lot), he keeps qualifying what he says, almost apologizing for bringing this up. Needless to say, it’s a disaster, in a sitcom kind of way.

This raises an important issue that managers must keep in mind. While as a manager you may understand the importance of a good working relationship and camaraderie among all of your staff members, you still are the supervisor and they still are working under your supervision. You need to keep this chain of command in mind and not allow a desire to be friendly with your employees override your managerial role.

How might this come into play? The most common situation is when you need to take a strong stand against behavior by an employee that is of concern. If you let yourself believe that you can’t talk candidly with your employee because it will ruin your friendship, you have entered into Kimchee territory. Ultimately, it will undermine your role as a supervisor.

Your role as a manager requires that you sometimes have to have hard conversations. If an employee who you like, and have worked with for a long time does something that requires fixing, you need to have that frank conversation—and soon. Be empathetic, yet firm. Hold your ground and realize that this is what is needed for the good of your organization. You can’t worry that the employee may then not “like” you. Inappropriate behavior or sloppy performance cannot and should not be excused, and unless it is not possible, this is something that requires a conversation, not an email or text.

In an example of something out of my own experience, I received information from a regular library patron about not being treated respectfully by a staff member. As excellent customer service is a core part of every

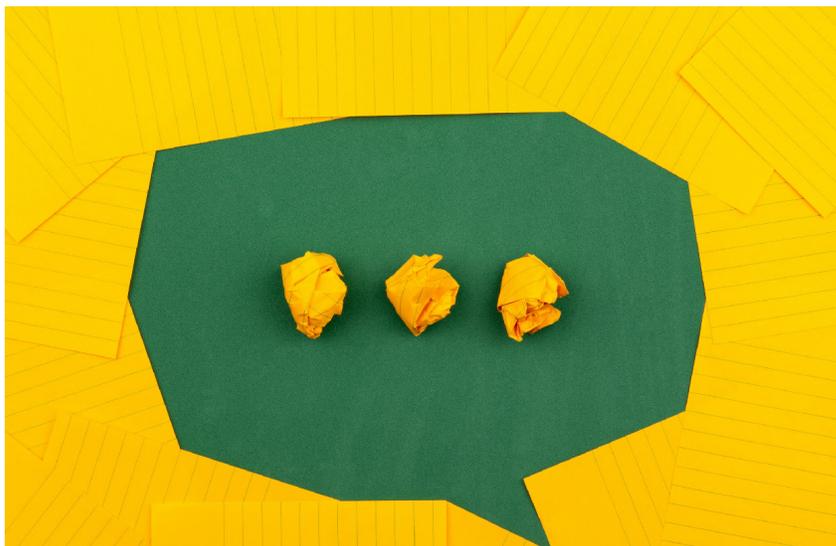


Photo by [Volodymyr Hryshchenko](#) on [Unsplash](#)

staff member's job description, I spoke with the employee the same day about the concern. The employee ended up acknowledging the problem and apologizing right away. Had I failed to talk to the person I supervised quickly and directly, the problem likely would have gotten worse and I wouldn't have impressed upon them why the conduct was inexcusable. I didn't worry what this employee would think of me, as my main concern is serving our users with the utmost courtesy.

Even when it seems hard, address issues with staff members, including those you like a lot and don't want to offend, right away and through a direct conversation. Don't be a Kimchee!

DAZED & INSTRUCTED

Matt Timko, Academic Technologies & Outreach Services Librarian and Assistant Professor, Northern Illinois University College of Law, (mtimko@niu.edu)

STUDENT MEETINGS

In my [last column](#), I lamented that I had required and scheduled individual meetings with all 60 of my Basic Legal Research students at the beginning of the semester. This lament was in large part due to the fact that I was right in the middle of those meetings, while at the same time I was getting up to speed with the start of the semester. Transitioning from the summer when I had days without meetings, to having a work-related meeting every day, plus adding these 60 additional student meetings over three weeks, left me hurried and caught up in the whirlwind. I gave the impression that this decision was a mistake, and that was wrong: no matter how stressful and time consuming these student meetings have been, they have been one of the best additions to my syllabus since the start of the pandemic, so much so that I added another round at the end of the semester!



"Student and Teacher" by Wonderlane is licensed under CC BY 2.0

I've written in the past about the [value of meetings](#) in general, and I do acknowledge they are time consuming, and virtual meetings can cause further energy drain. But in an environment where even those of us who are back on campus are still having virtual meetings and don't run into as many people in the halls as we used to, meetings still offer the best source of contact between colleagues. This is also true for both in-person and virtual classes: individual meetings offer a chance to spend time with students as individuals, instead of as a part of the class. This distinction may seem counterproductive (since we teach to the class, not to individuals) but the importance for students (and everyone) to be treated individually and to be listened to is so important, and even more so in this still virtual realm where students are remote in the classroom (since we can't see each other's faces still) or online (since we are physically apart from each other).

This leads to another important benefit of one-on-one meetings. Running into students in the halls (which is rare now) is always an adventure: since I can only see their eyes, it is sometimes difficult to be certain if this is one of my students, and if so, which one. Virtual one-on-one meetings allow for conversations with the students, face-to-face, in a safe environment. Having this opportunity will certainly help foster familiarity, and provide a venue for students to ask questions or voice concerns, but also aids with facial recognition, even if it is just the eyes and forehead that can be seen. Since I am a person who relies on facial recognition for connection, these meetings have been essential to get to know my students on any level. I could have several conversations via email with a student, and it still would not help me recognize them in the meaningful way that one-on-one conversations do.

Lastly (for this article, but not finally: there are myriad other reasons why individual student meetings are great), these meetings provide students with a sense that we as professors care not just about their work, but about them as people. I have heard from many students that they are so thankful for these meetings because they either keep them on track with other assignments, help to clarify any confusion, or help them feel part of the class more than they otherwise would. I may gripe and groan when I have consecutive days of 10+ meetings with students, but I then refocus on the reasons for these meetings. It is easy to do so when I am either told in the meeting how helpful it is for the student, or remember those who have told me how helpful these meetings are for them. The goal of everything we do as professors and instructors is to help students achieve to the best of their abilities. While these student meetings do take time, effort, and energy, they are an important undertaking to help reach this goal.

STATE MEMBER NEWS



Drake University Law Library

John Edwards, Associate Dean for Information Resources and Technology & Director of the Drake Law Library, was elected as mayor of the city of Clive, IA on November 2. Congratulations, John!

Law Library Association of St. Louis

Gail Wechsler, Library Director of the Law Library Association of St. Louis, presented at a virtual program sponsored by the Saint Louis County Library on October 5. The program was titled "Legal Research 101 - A Guide for the Non-Lawyer."



Creighton Law Library

In October, the Creighton Law Library held a two-hour one-on-one presentation-style Research Expo for our students. Equipped with laptops, our librarians staffed presentation stations. Each station's topic was advertised with signage and candy bowls, and the topics included how to search for journal articles, how to use our library discovery system, and information about our online study guide collections. Participating students were entered in a drawing for a \$25 gift certificate and we had over 40 students attend. The station-based format allowed us to cover a diverse series of topics and the one-on-one interaction allowed for student engagement and questions. We found the event to be successful and plan to conduct other similar events.



Schmid Law Library, University of Nebraska-Lincoln

Richard Leiter attended his first FDLP Annual Meeting as a member of the Depository Library Council and participated in "Snacks with the DLC" panels (along with fellow MAALL member Allen Moye).

Nebraska State Law Library

The Nebraska State Law Library ended its two-year residence at the Schmid Law Library and is now back in the Nebraska State Capitol.

To all our other members:

We hope no news is good news! Please let us know of any future news items at <https://forms.gle/aSR9Ru6JVX7SjExx7!>

MAALL MARKINGS INFORMATION

MAALL Markings is published four times a year by the Mid-America Association of Law Libraries, a chapter of the American Association of Law Libraries, and is a benefit of membership. The purpose of MAALL Markings is to publish news of the Chapter, selected news of AALL and other professional associations, and MAALL members, as well as to solicit and publish articles to add to the body of literature in the profession of law librarianship. All articles are copyrighted and any republication or use of any portion of the content for any purpose must have written permission from the author/s.

Publication Schedule: Issues are published in March, June, September, and December.

Submission deadlines for each issue are:

December (No. 1): November 15

March (No. 2): February 15

June (No. 3): May 15

September (No. 4): August 15

Editor-in-Chief: Therese Clarke Arado

Associate Editor: Sarah Kammer

Layout & Photography Editors: Brent Greyson & Amy Backes

State Member News Editor: Hyla Bondareff

Columnists: Autumn Collier, Jill Kilgore, Matt Timko & Gail Wechsler

State Member News Liaisons: Melissa Serfass (AR), Rebecca Lutkenhaus (IA), Lindsey Carpino (IL), Pam Crawford (KS), Deanne Fix (MO), Stefanie Pearlman (NE), Susan Urban (OK), Sarah Kammer (SD) & Leslie Behroozi (IN, ND, OH, TN, & WI)

The Mid-America Association of Law Libraries assumes no responsibility for the statements and opinions advanced by the contributors of its publications. Editorial views do not necessarily represent the official position of the Mid-America Association of Law Libraries or AALL.



LINKS TO AALL CHAPTER & SIS PUBLICATIONS

Links originally compiled by Lindsey Carpino for the CALL Bulletin and reprinted with permission. *MAALL Markings* updates links on a yearly basis. The original post is available at <http://bulletin.chicagolawlib.org/2016/05/aall-chapter-sis-publications/>.

AALL Chapter	Chapter Links/Newsletter	Blog
Arizona Association of Law Libraries (AZALL)		AzALL Member Blog
Association of Law Libraries of Upstate New York (ALLUNY)	ALLUNY Website	
Atlanta Law Libraries Association (ALLA)	ALLA News	
Chicago Association of Law Libraries (CALL)	CALL Bulletin	
Dallas Association of Law Librarians (DALL)		Lex Scripta
Greater Philadelphia Law Library Association (GPLLA)	GPLLA News	
Houston Area Law Librarians (HALL)	HALL Quarterly	
Law Librarians Association of Wisconsin, Inc. (LLAW)	LLAW Briefs	
Law Librarians of New England (LLNE)		
Law Librarians of Puget Sound (LLOPS)		LLOPS Cited
Law Librarians Society of Washington, D.C., Inc. (LLSDC)	Law Library Lights	
Law Libraries Association of Alabama (LLAA)		LLAA Blog
Law Library Association of Greater New York (LLAGNY)	Law Lines	
Law Library Association of Maryland (LLAM)	LLAM Newsletter	
Michigan Association of Law Libraries (MichALL)	MichALL Website	
Mid-America Association of Law Libraries (MAALL)	MAALL Markings	
Minnesota Association of Law Libraries (MALL)		MALL News Blog
New Jersey Law Librarians Association (NJLLA)		NJLLA Blog
New Orleans Association of Law Librarians (NOALL)	NOALL Website	
Northern California Association of Law Libraries (NOCALL)	NOCALL News	
Ohio Regional Association of Law Libraries (ORALL)	ORALL Newsletter	
San Diego Area Law Libraries	SANDALL Newsletter	
Southeastern Chapter of the Amer. Assn. of Law Libraries (SEAALL)	SEAALL Website	
Southern California Association of Law Libraries (SCALL)	SCALL Newsletter	
Southern New England Law Librarians Association (SNELLA)	Obiter Dicta	
Southwestern Association of Law Libraries (SWALL)	SWALL Website	
Virginia Association of Law Libraries (VALL)	VALL Newsletter	VALL Talk
Western Pacific Chpr. of the Amer. Assn. of Law Libraries (WestPac)	WestPac Website	
Western Pennsylvania Law Library Association (WPLLA)	WPLLA Website	
AALL SIS	SIS Links/Newsletter	SIS Blog
Academic Law Libraries SIS (ALL-SIS)	ALL-SIS Website	What's New
Computing Services SIS (CS-SIS)	CS-SIS Website	CS-SIS Blog
Digitization and Educational Technology SIS (DET-SIS)	DET-SIS Website	
Foreign, Comparative & International Law SIS (FCIL-SIS)	FCIL-SIS Website	DipLawMatic Dialogues Blog
Government Documents SIS (GD-SIS)	JURISDOCS	
Government Law Libraries SIS (GLL-SIS)	GLL-SIS Website	
Legal History & Rare Books SIS (LH&RB-SIS)	LH&RB Newsletter	
Legal Information Services to the Public SIS (LISP-SIS)	LISP-SIS Website	
Online Bibliographic Services SIS (OBS-SIS)	OBS-SIS Website	TSLL TechScans Blog
Private Law Librarians & Information Professionals SIS (PLLIP-SIS)	PLLIP E-Newsletter	On Firmer Ground
Professional Engagement, Growth, and Advancement SIS (PEGA-SIS)	PEGA-SIS Website	
Research Instruction & Patron Services SIS (RIPS-SIS)	RIPS-SIS Website	RIPS Law Librarian Blog
Social Responsibilities SIS (SR-SIS)	SR-SIS Website	
Technical Services SIS (TS-SIS)	TS-SIS Website	TSLL TechScans Blog

2021/2022 MAALL Executive Board

President: Christopher Steadham
Vice President & President-Elect: Rena Seidler
Past President: Matthew Braun
Treasurer: Sarah Kammer
Secretary: Matthew Timko
Member-at-Large: Autumn Collier
Member-at-Large: Barbara Ginzburg

Bylaws Committee

Chair: Timothy Gatton
Members: *

Education Committee

Chair: Rena Seidler
Members: *

Grants Committee

Chair: *
Members: Matt Novak & Eric Young

Library School Liaison Committee

Chair: Steven Probst
Members: Le'Shawn Turner

Local Arrangements Committee

Chair: *
Members: *

MAALL History Committee (ad hoc)

Chair: *
Members: Pam Crawford, Ann Fessenden, Debbie Mayfield & Ted Potter

Membership Committee

Co-Chairs: Deanne Fix
Members: Ted Potter

Newsletter Committee

Editor-in-Chief: Therese Clarke Arado
Associate Editor: Sarah Kammer
Layout & Photography Editor: Brent Greyson
Layout & Photography Editor: Amy Backes
State Member News Editor: Hyla Bondareff
Columnists: Autumn Collier, Jill Kilgore, Matt Timko & Gail Wechsler
State Member News Liaisons:
Melissa Serfass (AR), Rebecca Lutkenhaus (IA), Lindsey Carpino (IL), Pam Crawford (KS), Deanne Fix (MO), Stefanie Pearlman (NE), Susan Urban (OK), Sarah Kammer (SD), Leslie Behroozi (IN, ND, OH, TN & WI)

Nominating Committee

Chair: Matthew Braun
Members: Allison Reeve Davis & Deanne Fix

Public Relations Committee

Chair: *
Members: Matt Timko

UELMA Task Force

Chair: Benjamin Keele
Members: Colleen Williams

Vision Planning Task Force

Chair: *
Members: Allison Reeve Davis, Hans Herzl-Betz & Heidi Kuehl

Website Committee

Chair: *
Members: *

***positions not set at the time of publication**

There are a number of opportunities available to serve MAALL. Please contact Christopher Steadham at csteadham@ku.edu if you would like to serve on a task force or committee.