

MAALL Markings

Mid-America Association of Law Libraries

Volume 31, Issue 3 June 2022 MAALL.newsletter@gmail.com

MESSAGE FROM THE PRESIDENT

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

"Fatigue makes cowards of us all." This insightful maxim, popularly attributed to both General George S. Patton and Green Bay Packers coach Vince Lombardi, was on my mind after a recent discussion with a fellow MAALL member. This esteemed colleague astutely observed that fatigue is increasingly a factor in our profession and within professional associations such as MAALL. I agree with him because I have felt the fatigue myself. However, I draw inspiration from my colleagues that

In This Issue:		
Message from the President1		
AfFIRMations2		
Manager to Manager4		
MAALL DEI Committee5		
Dazed & Instructed6		
In Remembrance of Resa		
Kerns7		
State Member News8		
Links to AALL Chapter and SIS		
Publications11		
MAALL Committees12		

continue to rise to the challenge in the face of adversity. The efforts of those who volunteer their valuable time to serve MAALL make me wonder if the saying is more properly stated as, "Fatigue makes cowards of us all, except for most law librarians." Seriously, members of MAALL, please take a moment to reflect upon just how remarkable your service efforts truly are. Likewise, I encourage us to give our colleagues and ourselves a little grace as we all strive to meet the ubiquitous demand of doing more with less in an era seemingly destined to go down in the history books as one of unprecedented upheaval and uncertainty.

Examples of determined MAALL efforts that belie the quote cited above include the work of Vice-President Rena Seidler and the Education Committee. The call for program proposals recently went out with a theme of *MAALL: Virtually Unstoppable*. I cannot think of a more fitting motto for our 2022 Annual Meeting, which will be virtual and free of charge. I encourage all MAALL members to consider submitting a program for the meeting, which will be held October $12^{th} - 14^{th}$. Sharing your experience and expertise with fellow MAALL members is one of the most meaningful contributions you can make to our organization. If you are on the fence or have questions about an idea for a program, I encourage you to reach out to members of the Education Committee or the Executive Board as we are all eager to support your efforts. If you have a program idea <u>please submit it</u> today, it only takes a minute.

I would also like to note that the upcoming in-person AALL Annual Meeting in Denver offers a chance to reunite with many MAALL colleagues. MAALL will have an informal gathering on Sunday, July 17 at 5:15pm at the Hyatt Regency Hotel in Agate Room A + B. Please come and join us for a long-awaited opportunity to catch up with fellow MAALL members, enjoy a little camaraderie, and reflect on the latest developments in law librarianship in the company of friends. Both the July AALL meeting and our October MAALL meeting offer important opportunities to reconnect and support one another. Fatigue is a real factor in our profession and in society more generally these days, however, the special connections that characterize MAALL allow us to overcome that challenge together.

AF**FIRM**ATIONS

Autumn Collier, Research Librarian, Littler Mendelson P.C. (<u>acollier@littler.com</u>) & Jill Kilgore, Research Librarian, Littler Mendelson P.C. (<u>jlkilgore@littler.com</u>)

WHY YOUR BEST EMPLOYEES WEAR CHAINMAIL

Video Gamers, Board Gamers, Roleplayers, LARPers (Live Action Roleplayers) and more! If they are working in a professional setting, they may be hiding or masking their hobbies and providing a watered-down version of themselves to fit corporate norms. The stereotypical "gamer" as depicted in media is often a caricature—a one-dimensional fiction used for a laugh—and not an individual who brings essential skills to the workplace. However, gaming teaches attention to detail, teamwork, individual responsibility, problem-solving skills, resource management, leadership skills, and so much more.

For example, I am a guild master for an online video game, and so much of my role translates to the corporate world. But those unfamiliar with the gaming world probably do not know the extent to



Photo by Martin Zaenkert on Unsplash

which a person flexes their professional skills in a gamer world. You may ask, "What is a guild master?" Using corporate parlance, a guild master is essentially the equivalent of a CEO.

Without overwhelming detail, here is a snapshot of responsibilities I have as a guild master for a massively multiplayer online roleplaying game (MMORPG):

- Interview, tryout, and "hire" raid members for the team and provide them with access to guild resources standard onboarding processes
- Serve as HR for any player issues
- Set community standards for code of conduct, mission statement, vision, and rules of engagement
- Create a Council (Board of Directors) to help oversee players
- Manage a community of 70+ players from around the globe
- Manage the Discord server equivalent of managing an internal hub of resources and forums
- Set a standard team for events and create events schedule
 - These are typically 3-4 times a week and require a set roster of 5 to 40 players depending on the task

- Create a roster for each event based on role specializations for optimum chance of success
- Find replacements for "call outs" equivalent of a worker sick day
- Coordinate a team to accomplish a common goal over a certain period
- Resource management manage the guild bank for different aspects of the game including gold (currency), materials, equipment, consumables, etc.
- Guild relations network with other guilds
- Phase prep essentially the equivalent of a vision or planning committee

These are just a few of the many tasks undertaken by any guild master. Participants in forums on Reddit or discussions in Discord often joke about how playing video games finally landed them a job. Perhaps it seemed silly before, but maybe it doesn't now. Even gamers that are not guild masters have roles to perform, a list of skills needed, and personal responsibilities. There is a level of commitment and dedication to performing well as a gamer, and these qualities are sometimes overlooked. Even at the lowest level of play, gaming enhances your multitasking, communication, and problem-solving skills. Foundational workplace skills (e.g., typing, communication, reading comprehension, etc.) also become strengthened.

Other examples of gaming roles that build workplace skills include card game judges, such as those for competitive trading card games, or even game masters for roleplaying games. These people know the rule book in and out, much like knowing *Bluebook* citation rules or every rule of a style guide. Different games focus on other skills office workers also exhibit.

Your leaders and best team players may hide in plain sight in your office. The next time a colleague mentions their hobbies, be inquisitive. In their downtime, gamers and other hobbyists gain experience that may be an untapped resource at work. With proper support, these individuals can offer new perspectives and leverage in-demand skills in the workplace.

GL and GG!

(Good luck and good game!)



Photo by ELLA DON on Unsplash

MANAGER TO MANAGER: TIPS TO KEEP YOU SANE AND EFFECTIVE

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

VIEWING YOUR STAFF MEMBERS HOLISTICALLY

As a manager in a library, part of your job is managing other employees. In this day and age, this involves more than merely making sure that each employee is on task to do the duties in their job description.

All of us were exposed to major stressors that we are likely still dealing with as a result of the COVID-19 pandemic. Your staff members have lives and concerns outside of their work at your library. While it is not your responsibility and it could invade the privacy of staff members to ask about personal matters, you nevertheless should be available and understanding if an employee comes to you asking for help or an accommodation due to issues beyond the walls of

the library.

How to do this? First, listen empathetically. Make it clear upfront to employees that they should feel comfortable coming to you and that confidentiality will be respected. Second, see if there is a way to accommodate the employee's needs without compromising the work that needs to get done day to day.

For example, we've learned from COVID-19 that working from home can be an option for many employees. Is there a short-term emergency that requires a staff member to work from home (such as a sick child or a spouse recovering at home from surgery)? Try to make this accommodation work.



Photo by Christin Hume on Unsplash

This not only enables your employee to reduce an immediate source of stress (trying to come to work each day when there is something pressing at home), but it also means better employee satisfaction about you as a supervisor and their job as a whole. An employee who is accommodated and treated like a whole person is less likely to quit. They also are more likely to be happy and productive.

If you simply cannot accommodate the employee for a valid reason, talk with them about other options. Maybe the only solution is for the employee to take some time off to address the personal concern. Even in that situation, can the employee pool vacation or personal leave to do so? Consider all options rather than just saying a hard NO.

We all carry multiple identities in our lives. Acknowledging your employees holistically goes a long way to keeping your workplace a humane and happy place to be.

LEARN MORE ABOUT THE NEW MAALL DEI COMMITTEE

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

The murder of George Floyd by a Minneapolis police officer shook our country and the world. As the MAALL Executive Board discussed how best to respond as an organization, several ideas unfolded. First, a statement from the Executive Board was in order. Second, an organization-wide exercise, in this case, the 21-Day Racial Equity Habit Building Challenge, was offered to the membership, with a MAALL-facilitated discussion forum for those who participated.

Upon deeper discussion, Executive Board members felt that a more institution-wide framework was needed. The Board believed that MAALL was called to do all it could to foster and promote diversity, equity, and inclusion (DEI) among the membership and leadership within the organization and the profession. These

discussions were the first seeds of a new committee within MAALL to specifically address diversity, equity, and inclusion: the DEI Committee.

What is the new DEI Committee all about and how can you help? See the Committee charge at https://maall.wildapricot.org/Committees. The Committee seeks to make sure that all aspects of MAALL, from its bylaws and other governing documents to its programs and conferences, reflect the important goal of supporting a diverse membership and the end of any implicit bias in our structures. To that end, we are reviewing MAALL policies and procedures to make sure that they are viewed through an equity and inclusion lens. We are working on programming, both at the MAALL Annual Meeting and for the bi-monthly



Photo by Jon Tyson on Unsplash

lunchtime chats, that has a DEI focus. In addition, a new MAALL Annual Meeting grant, the DEI grant, has been established. The grant will provide monetary assistance to someone from an underrepresented group within our profession to attend the MAALL Annual Meeting.

Stay tuned as our programs and initiatives develop. Plan to attend DEI-focused MAALL events throughout the year. If you have an idea for a topic or a program or otherwise have input for the committee, contact the Co-Chairs, Darla Jackson or Matt Timko.

The entire DEI Committee looks forward to your assistance in making MAALL the absolute best organization it can be by taking a deeper dive into the issues of diversity, equity, and inclusion. We welcome your input and participation.

DAZED & INSTRUCTED

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

THE STRESS OF THE BAR EXAM

Tis the season of stress. Not for me of course: my courses are over, my grades are in, and since I'm not teaching over the summer, I have a long period of planning for the fall semester. However, it is impossible to avoid the tension when entering the law library, since there is a stress that permeates every patron coming into the library or who is already there. I am, of course, talking about bar exam studiers, who are constantly poring over their laptops and study aids, seemingly "cramming" for an exam that is still over a month away. Walking through the law library to my office is an amazing transition from stress to stress-free zones (relatively of course).

It has been ten years since I studied for and took the bar exam, and I can remember almost every detail about the process: coming into the library at 8:00 a.m. and working until 5:00 p.m. day after day after day. When I passed, the relief I felt was not that I could finally start practicing law, but that thank GOODNESS I do not need to do that again! Seeing students studying now takes me back to that time and to the stress and pressure that accompanies the process. Yet while the stress saturates the air, it is a good sign that I continue to see the same students, day after day, putting in the hours, and doing all they can now to avoid doing this ever again.



Photo by Opollo Photography at Unsplash

The bar exam in Illinois has changed tremendously since I took it in 2012. The <u>Uniform Bar Examination (UBE)</u> is used in Illinois, and has been adopted in 40 out of 50 states and the District of Columbia, making transferability an option. Bar exam courses have become more sophisticated and more highly specialized and focused on student success. Even greater changes are coming with the <u>NextGen Bar Exam</u>, with a 2026 target date to begin administration. One significant change is legal research and legal writing being foundational skills tested on the new exam. This presents exciting opportunities for legal research and writing instructors to bring teaching skills to bear more directly on our students' success in

taking the bar exam. Of course, it also adds an element of stress because we now have skin in the game. But, knowing that these changes are coming gives legal research and writing instructors the time to start planning now.

At my institution, there is a great emphasis that all faculty and instructors should be pulling our students in the same direction toward bar exam success, led significantly by the legal writing department.

This has always meant that, with regard to the bar exam, I should help to promote "soft skills" and good study habits, rather than worrying too much about the bar content which never overlapped into my course. All that will change, and I look forward to diving deeper into the process and helping students beyond the one or two semesters that they have me for legal research.

IN REMEMBRANCE OF RESA KERNS

Our dear friend and law librarian colleague, Resa Kerns, passed away on Saturday, April 23, 2022. Resa was diagnosed with ovarian cancer over a year ago. She put up a brave fight, continued to teach her classes, and even met with students from her hospital bed as long as she could. We take this moment to remember the impact that she had on our personal and professional lives and to celebrate her unique contributions to our community.

Resa is known to many in MAALL through her sessions at MAALL and AALL conferences on technology and productivity. She had a passion for order, efficiency, teaching, and learning that inspired those around her to manage their work lives more effectively. Resa was fascinated by the changes happening in the workplace, particularly the shift from print to electronic correspondence. She struggled to keep up with the influx of mail that came to her by email and knew others did, too. Rather than passively accept defeat by the email dragon, she sought ways to manage it effectively. She was flexible in her thinking and was always open to trying new ideas. Resa flirted with Mann's Inbox Zero concept but returned most often to Michael Linenberger's Total Workday Control ideas, often finding new insights and tools in his books.

MAALL members and her colleagues at the law library benefited from Resa's curious nature and the insights she gathered from her research on productivity. Resa was an accomplished and experienced public presenter at conferences and in the law school classroom. She was famous in the Mizzou Law Library for creating visually stunning materials and coming up with teaching exercises and activities that were *perfect* for helping a student understand a concept. Unfortunately, she only came up with these the night before the class she was teaching, which left the rest of us with dull and pasty presentations that paled in comparison. Why, we would implore her, could inspiration not strike the day before the class so that we all might look brilliant, too? Alas, it rarely did. With a deadline, Resa's creative juices would flow.

Resa was incredibly creative outside her work hours as well. The imposed structure of <u>NaNoWriMo</u> appealed to Resa and she participated several times. She also adopted technology creatively and built a world and persona in Second Life. And she loved creating beautiful glass beads. Like many creative outlets, these passions would ebb and flow. But her passion for her greatest creative experience – being Riley's mom - was never ending. Resa planned vacations to locations from Oregon to Indonesia. Resa and Riley had a blast attending concerts together. Riley was never far from Resa's thoughts, and she made sure that Riley knew how much she meant to her by responding to texts and touching base by phone every night if she had to be away. Everyone

could see Resa's pride in Riley's accomplishments as Riley's beautiful artwork was showcased in Resa's office.

Resa is gone much too soon, but we have created a student scholarship in Resa's name to remember her. It will be awarded yearly to one student who embodies Resa's ideals. If you would like to contribute in memory of Resa, you can send a check made out to University of Missouri Law School Foundation and put Resa's name in the memo line. It can be mailed to Advancement Office, 205 Hulston Hall, Columbia, MO 65211. Or gifts can be made online at https://www.giving.missouri.edu/.

STATE MEMBER NEWS



Schmid Law Library, University of Nebraska-Lincoln

The Schmid Law Library celebrated National Library Week with daily quizzes, a community coffee, and a law school Haiku contest (both to celebrate National Library Week AND National Poetry Month). The Haiku contest, with entries from both the student body and the faculty, was a huge hit and we were able to take advantage of our construction disarray to create a Haiku wall for all to enjoy (we also created a LibGuide page with the Haiku entries as well).

Keelan Weber gave a short tour of the Nebraska Local Government Resources map and accompanying LibGuide for the AALL Law Repositories Caucus "How It Started-How It's Going" online conference on April 29th, 2022.

The Schmid Law Library welcomes Arfa Kaiser to their Technical Services Department.



SLU Law

After 21 years at SLU, David Kullman is retiring on June 30.

Washington University Law Library

Joyce McCray Pearson, Associate Dean of the Law Library and Senior Lecturer in Law at Washington University retired on June 3rd. Joyce was at Wash U for seven years. Prior to that, she was Director of the Law Library at the University of Kansas School of Law Wheat Law Library. She also worked at the University of Louisville School of Law Library.



Congratulations, Joyce!

Hyla Bondareff and Dorie Bertram are serving as cointerim library directors.

General

Linda Defendeifer has retired from full-time work, but is interested in filling in for any reference / research librarians on vacation / medical leave or in other temporary absence situations. Her LinkedIn profile is here. On the personal side, she is working in her yard in Spanish Lake and, like most everyone, trying to stay cool in this early summer heat wave.

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)		<u>Lex Scripta</u>
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)	<u>CS-SIS Website</u>	CS-SIS Blog
Digitization and Educational Technology SIS (DET-SIS)	DET-SIS Website	
Foreign, Comparative & International Law SIS (FCIL-SIS)	FCIL-SIS Website	<u>DipLawMatic Dialogues Blog</u>
Government Documents SIS (GD-SIS)	JURISDOCS	
Government Law Libraries SIS (GLL-SIS)	GLL-SIS Website	
Legal History & Rare Books SIS (LHRB-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: Ellen Jones & Brenna Truhe

Education Committee

Chair: Rena Seidler
Members: Therese Clarke Arado, Lynn Hartke, Jackie
McCloud & Chelsey McKimmy

Grants Committee

Chair: Eric Young
Members: Catherine Chick & Matt Novak

Library School Liaison Committee

Chair: Steven Probst Members: Yuka Ohba-Kreiter & Le'Shawn Turner

Local Arrangements Committee

Chair: *
Members: *

MAALL History Committee (ad hoc)

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

Membership Committee

Co-Chairs: Deanne Fix & Ted Potter Members: Daniel Bell & Jeannette Mazur

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: Cindy Bassett, Allison Reeve Davis, Deanne Fix & Le'Shawn Turner

Public Relations Committee

Chair: Shannon Kemen Members: Steven Probst, Courtney Segota & Laura Wilcoxon

UELMA Task Force

Chair: Benjamin Keele Members: Jessie Burchfield, Jackie McCloud & Colleen Williams

Vision Planning Task Force

Chair: Matthew Braun Members: Joseph Custer, Allison Reeve Davis, Hans Herzl-Betz & Heidi Kuehl

Website Committee

Co-Chairs: Pam Crawford & Jonathan Hein Members: Creighton Miller & Colleen Williams

*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.