



# MAALLMarkings

Mid-America Association of Law Libraries

Volume 23, Issue 3

June 2014

MAALL.newsletter@gmail.com

## FEDERAL COURT LIBRARIES IN TRANSITION

*Ann Fessenden*

*Circuit Librarian, U.S. Courts Library 8th Circuit*

Like all law libraries, the federal court libraries are changing in response to budget pressures and users' steadily-increasing preference for electronic research. Perhaps unlike academic or private law libraries however, the changes may eventually result in a completely different structure for delivery of library service.

### **The Current System**

Library service to federal judges since the early 1980s has been organized by federal circuits, thirteen in all, each with a headquarters library and varying numbers of "satellite" or "branch" libraries. [These terms will be used interchangeably.] This system was developed in part in order to reduce the duplication of law books in chambers. The two Washington D.C. circuits, District of Columbia and Federal, have no satellites, but all other circuits have three or more. Most satellites have only one or two staff each who work closely with the judges and law clerks in their districts to provide research support, training, and maintenance of a print collection for court use. Some also provide limited service to private attorneys and members of the public. Many satellite librarians also participate in development of circuit-wide services.

Each circuit also has several staff who work at the headquarters location to coordinate circuit-wide library services including acquisitions (both print and electronic for libraries and judges' chambers), cataloging, computer-assisted legal research, and administration, as well as research services such as web pages, newsletters, and electronic alerts. They also provide direct research support to judges in their districts, develop training materials for circuit-wide use and serve as research resource and backup for the satellites.

The Administrative Office of U.S. Courts in Washington, D.C. provides certain types of national administrative support, including negotiation of national contracts. However library staff are employees of the courts of appeals and each court is responsible for hiring its own staff. Each circuit also has a judicial council made up of both circuit (appeals) and district

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(trial) judges which has authority to make decisions about space needs and other matters, including approving the opening or closing of a satellite library.

### **Cost Containment**

The Judiciary's total budget is less than 1% of the entire federal government's. This fact, combined with its status as an equal branch of government, has generally resulted in funding levels exceeding that of many federal agencies. Nonetheless, federal government funding is subject to intense political pressures, and therefore always uncertain and usually delayed until well after the start of the fiscal year, making financial planning difficult. The recent national focus on deficit reduction, coupled with severe Congressional gridlock, have resulted in budget and staffing reductions for the federal courts.

These pressures have caused the Judicial Conference of the United States, which makes administrative policy decisions for the courts, to look increasingly at "cost containment," especially in the areas of space, staffing, and law books budgets. Libraries, especially satellite libraries, are increasingly viewed by many of the judges in national policy making roles as an unnecessary expense.

This emphasis has resulted in several cuts to lawbook funding including a 20% "sequestration" cut in fiscal year 2013. While emergency sequestration cuts have been restored in other budget lines, the lawbook cut has been retained for fiscal 2014. There is also a goal to reduce court space nationally 3% by the end of fiscal year 2018, and libraries are being very closely examined to help meet that quota. In its September 2013 report to the Judicial Conference, the national judges' budget committee recommended that overall library funding for fiscal 2015 be based on an assumption that one-third of the satellite libraries would be closed by the end of that fiscal year.

### **Studies**

Since 2009, the libraries have been the subject of almost continuous study. Detailed statistics on costs and use have been gathered, compiled and pondered by judges' committees several times. The circuit judicial councils have twice been asked to carefully consider the necessity of each of their libraries and to report back to the national Judicial Conference on why some of the libraries should not be closed or greatly reduced in size.

The first of these reports, in 2011, resulted for the most part in reaffirmation by the Councils of their need for the satellite libraries. Only a handful were reduced or closed. The latest reports, due March 31, 2014, are expected to result in space reductions and some closings.

### **The Future of Federal Court Library Service?**

The federal court libraries seem to be at crossroads. While it may be inevitable that the number and size of libraries will decrease, it is far from certain whether the system of headquarters and branch libraries will be replaced by some alternate structure. Despite the national emphasis on cost cutting, there are many judges who greatly value the services provided by on-site librarians, and also many who continue to use print collections.

What is certain is that judges and their staffs will continue to need research support, though the methods of delivering it may change. Federal court librarians will have to answer questions such as:

- Can the personal service judges are accustomed to be provided without a local librarian?
- How can the needs of judges who are book users be balanced with those who want it all online?
- Would an on-site "embedded" librarian be able to meet judges' research needs without a traditional print collection?
- Can remote delivery of information and training be substituted for personal interaction?

What is certain is that creative new approaches will be needed, and that the next few years will be a time of both challenge and opportunity for federal court libraries.

# MESSAGE FROM THE PRESIDENT -- ARE YOU READY FOR SOME AALL?!

*Jeri Kay Hopkins*

*Branch Librarian, US Courts Library – 8th Circuit*

The MAALL luncheon in San Antonio will be on Sunday, July 13, 11:45 am – 12:45 pm, Marriott Rivercenter-Conference 12. We will be having an amazing guest speaker, Mark Barnett, Director of STEM Programs at SASTEMIC and Captain of the Geekbus GEEKBUS.com.

During the business meeting, the executive board would like to begin discussions to increasing the membership dues by \$5. This would bring the individual dues to \$25 and the institutional to \$175. The dues have not been keeping up with expenses in the last few years. (Please see the treasurer's report elsewhere in the newsletter). With the additional funding the board would like to increase the funding for travel grants. This may include additional annual meeting grants, grants to other conferences, and a grant for the Vice President/President-Elect to attend AALL. Since this would be a long-term funding commitment, the board would like to hear your input during the MAALL business meeting at AALL.

The planning for the MAALL annual meeting in Chicago is on track for a fabulous meeting! There were a few minutes of concern when the local arrangements committee could no longer continue serving. The library director accepted a new position elsewhere. But the fabulous Therese Clarke Arado at Northern Illinois University answered our call for help. She accepted this responsibility immediately and without hesitation. Thank you so much for coming to our rescue!

## 2014 SR-SIS ANNUAL BOOK DRIVE

The 16th Annual Children's Book Drive is in full swing right now! The Social Responsibilities Special Interest Section Book Drive is held every year in conjunction with the AALL Annual Meeting. This year's theme is "Remember the Books!" in honor of our host city, San Antonio. AALL members have been donating books and sending checks, and we thank you! The 2014 recipient is the [Transitions Program of the San Antonio Independent School District](#). The Transitions Program serves homeless students, students in foster care, and at-risk youth.

The Transitions Program needs books for every age group, from pre-Kindergarten through 12th Grade. You can help the Transitions Program in the following ways:

1. Order a book online from the 2014 AALL SR-SIS Book Drive Wish List on Amazon.com by going directly to [http://www.amazon.com/gp/registry/giftlist/2ENA7IVD56B2D/ref=topnav\\_lists\\_2](http://www.amazon.com/gp/registry/giftlist/2ENA7IVD56B2D/ref=topnav_lists_2).

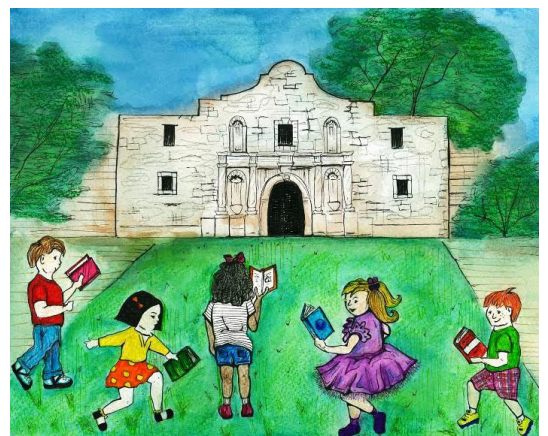
2. Send a check (made out to AALL) or online bookstore gift card to the Book Drive team:

Timothy Gatton  
Oklahoma City University Law Library  
2501 N. Blackwelder  
Oklahoma City, OK 73106

3. Drop off books during the AALL Annual Meeting at the SR-SIS table.

4. Give checks or online bookstore gift cards to any SR-SIS member during the AALL Annual Meeting.

If you have any questions, please contact Timothy Gatton ([tgatton@okcu.edu](mailto:tgatton@okcu.edu)) or Sarah Jaramillo ([sjaramillo@law.fordham.edu](mailto:sjaramillo@law.fordham.edu)).





## MESSAGE FROM THE VICE-PRESIDENT

*Cindy Bassett*

*MAALL Vice-President / President Elect & Electronic Services Librarian, University of Missouri School of Law Library*

Hello MAALL!

Summer is finally, finally here. And I am really looking forward to seeing you at the AALL meeting. Keep your eyes open for lunch registration information for our MAALL Luncheon. And many thanks to those of you who responded to my request for information about what you'd like to see from MAALL at the Annual Meeting. 80+ responded, with about half saying that you plan to attend the meeting and the MAALL Luncheon even if the food is dicey. That is love, right there. You also let us know that you are happy with the lunch, but wouldn't mind other reception opportunities with regional chapters. We'll investigate that for the 2015 meeting in Philadelphia. Hopefully the food this year will be terrific, and the speaker even better. Mark Barnett, of Geekbus fame, has promised to bring a 3D printer for us to see in action. I don't know about you, but I've never seen one before, and I'm stoked about it. Maybe I should get out more?

Speaking of getting out, we will be getting out in a big way in October when MAALL heads to Chicago for the MAALL Annual Meeting, Oct. 5-7. Conference presentations are in and it is a lovely line-up. Which is great news for those of you planning to come and attend, but possibly a bit nerve wracking for those of you who put in a presentation proposal and now have to pony up! No worries, friend. The Education Committee has your back, and we'll be with you every step of the way. Here is some advice on getting past the initial stage fright and telling a great story. We can't wait to hear yours.

And, in case you missed it, I note an upcoming AALL webinar on teaching adults. Do you plan to attend? If so, please do a write up for MAALL Markings for the rest of us. I'd love to hear your take on it. Do you have a topic that you'd like to know more about but need someone with some expertise to present it? There is funding for continuing professional education through the AALL/Bloomberg BNA Continuing Education Grants Program (CEGP). I'd love to hear your ideas.

See you soon!

Join us for the MAALL luncheon with  
guest speaker Mark Barnett of the **Geekbus!**



# IS LINKEDIN RIGHT FOR YOU?

*Heather J.E. Simmons*

*Assistant Professor of Library Service, Law & Business Reference Librarian*

*University of Illinois College of Law*

I will be giving a presentation at the MAALL Annual Meeting in October called Leveraging LinkedIn - Beyond the Job Search. The focus of that presentation will be on how to use LinkedIn for networking when you aren't actively job hunting. Here I will focus on a basic introduction to LinkedIn, and how to decide whether or not you should register and put up a profile.

## **What is LinkedIn?**

LinkedIn is the premier social network tool for professionals. I think of it as Facebook for work. It's essentially an online resume, plus an electronic rolodex. LinkedIn bought the Pulse app, and so it is now a news aggregator as well. You can "follow" people like Richard Branson and Arianna Huffington. But the main function of LinkedIn is networking for job hunting. Every year more human resources professionals are relying on LinkedIn to find qualified candidates for open positions.

## **Should you create a profile on LinkedIn?**

The main issue to consider is privacy. As with any social network, there are privacy concerns with putting up a profile on LinkedIn. If maintaining your privacy is a critical issue you can stop reading now; LinkedIn is not for you. There are some things you can do to protect your privacy within the LinkedIn universe, but most of them will make your profile harder to find which kind of defeats the purpose. If you just want to use LinkedIn as an electronic rolodex, and not take advantage of its amazingly serendipitous networking opportunities, that's fine too. Here are three privacy settings you might want to adopt: 1) Set your profile so that only your first name and last initial will show to people to aren't premium subscribers. 2) Set your photo to be blurred out (new vocabulary word: pixelated) to people to whom you aren't connected. 3) Require that anyone wanting to connect to you must already know your email address. Any librarian worth her salt should be able to find your email address easily, but it will discourage an average person from connecting with you.

Once you have decided to create a LinkedIn profile, the next step is to decide how to populate it. If you are using LinkedIn for its primary purpose--professional networking--then you really need to include a photo. Nicole Williams, LinkedIn's Career Expert, says that you are seven times more likely to have your LinkedIn profile viewed if it includes a photograph. More on what makes a good photo in October.

LinkedIn has two features called Recommendations and Endorsements. A recommendation is where you write a specific recommendation of another person on LinkedIn which will show on both of your profiles. Endorsements are a newer development. It's much easier to click on a button that says, "Joe knows about research" than to write a couple of sentences about his actual work. But endorsements have become controversial for lawyers. I know attorneys who have turned off the whole endorsement section of their profile. It's an ethical issue, as lawyers have to be especially careful when claiming to have expertise in specific areas. My problem with endorsements is that people keep endorsing me for skills I don't have. I couldn't catalog my way out of a paper bag, and I only have a vague idea what metadata is. You don't have to accept and display all the skills for which others have endorsed you.

## **Should you pay for a premium subscription?**

Paid subscriptions are no longer the biggest part of LinkedIn's business model. These days they make most of their money from recruiter subscriptions and advertising. A paid subscription allows you to see all the people who look at



your profile, and some other stuff like additional search fields. I've only ever met one person who said it was worth it. You can do a lot without paying. If you are curious, sign up for the free month and decide for yourself.

I'm so looking forward to meeting many old and new friends at the MAALL Meeting in Chicago next fall. Hope to see you there!

## EXECUTIVE BOARD NOMINATIONS SLATE

### *Nominations Committee*

*Ted Potter (Chair), Darla Jackson, and Troy Johnson*

We are pleased to announce the nominees for MAALL 2014/2015:

#### **Vice President/President-Elect**

Jennifer Prilliman, Oklahoma City University

#### **Secretary**

Erika Cohn, St. Louis University

#### **Member-at-Large**

Therese Clarke Arado, Northern Illinois University

Nancy Strohmeyer, Southern Illinois University

Bios and statement to run will be posted on the MAALL list and online (<http://maall.wildapricot.org/Election-2014-Candidates>).



## UPDATE YOUR MEMBERSHIP DIRECTORY INFORMATION

The MAALL Membership Committee wishes to thank all MAALL members for helping us implement the new membership system through Wild Apricot. (A hearty thanks, too, to Treasurer Jenny Watson, who has managed the new system with aplomb.)

If you have not already done so, please remember to update your individual privacy settings for the membership directory. Because you now have the power to determine the accessibility of your own contact details, the membership directory will soon no longer be password protected. The default settings for the directory allow that members' names can be viewed by all visitors to the site, but titles and contact information can only be seen by other MAALL members. If you want to change this and have not already done so, please log on to customize your profile. Complete instructions are available from <http://www.aallnet.org/chapter/maall/newsite/membership/renew.shtml> under the heading "Editing Your Profile and Privacy Settings Outside of the Renewal Process." If you have any questions, please contact Karen Wallace (Drake University Law Library).

# A PROPOSED INCREASE IN MEMBERSHIP DUES

*Jenny Watson, MAALL Treasurer*

*Head of Access Services, Oklahoma City University Law Library*

The MAALL Executive Board is asking members to consider an increase in dues to \$25 per year. Dues are used to pay for annual expenses such as the membership management system and website subscription, chapter liability insurance, election fees, payment gateway fees, promotional materials, newsletter expenses, a portion of the costs of the luncheon at AALL, co-sponsorship of Legal Information and Technology eJournal, and, very importantly, travel grants. Our current dues usually cover these costs fully as you can see in the table below. The increase in dues would be used to increase the number and/or size of travel grants while helping to maintain our current account balance. This account balance provides the association the financial flexibility to cover unforeseen costs and protects us if the annual meeting is unprofitable.

The Executive Board knows that attending conferences can be an expensive endeavor. This circumstance was brought to our attention recently when neither the MAALL President nor Vice President would be given support to attend the AALL annual meeting by their institutions. The Board has approved a special grant for the Vice President to attend the AALL annual meeting because AALL offers leadership training during the annual meeting, which helps the VP in their work throughout their time on the Executive Board. The MAALL Executive Board feels strongly that our VP should attend the leadership training, and represent MAALL at the AALL annual meeting. The Board also understands that shrinking library budgets often means reduction or elimination of funds available for professional development for our members. We would like to continue to offer multiple travel grants because they provide members significant support to attend the MAALL. Each year, the board hears from grant winners that they would not be able to attend the conference without assistance.

With this minimal increase in dues, we can support our grant recipients, maintain financial flexibility, and maintain our financial commitments. Please consider voting yes on the bylaws amendment to increase the annual dues.

## Revenue and Expenses current year and last 3 fiscal years (October 1 - September 30)

Revenue	October 2013 - July 2014	2012-2013	2011-2012	2010-2011	Total
Gross Dues	\$5,795.00	\$4,150.00	\$3,860.00	\$3,510.00	\$17,315.00
Gross Contributions, gifts, etc.	\$0	\$0	\$0	\$10.00	\$10.00
Gross Activities (MAALL Annual meeting and AALL luncheon registrations)	\$24,035.00	\$28,200.00	\$34,842.24	\$16,527.00	\$103,604.24
Other Revenue	\$0	\$0	\$0	\$0	\$0
<b>Total Revenue</b>	<b>\$29,830.00</b>	<b>\$32,350.00</b>	<b>\$38,702.24</b>	<b>\$20,047.00</b>	<b>\$120,929.24</b>
<b>Expenses</b>					
Activities (MAALL Annual Meeting and AALL Luncheon)	\$21,744.16	\$21,611.44	\$26,755.73	\$14,508.74	\$84,620.07
Unrelated Expenses paid	\$1,769.51	\$2,965.64	\$5,352.69	\$1,936.36	\$12,024.20
Grants, gifts, and contributions paid	\$2,500.00	\$2,500.00	\$2,500.00	\$1,000.00	\$8,500.00
<b>Total Expenses</b>	<b>\$26,013.67</b>	<b>\$27,077.08</b>	<b>\$34,608.42</b>	<b>\$17,445.10</b>	<b>\$105,144.27</b>
<b>Excess of revenue over expenses</b>	<b>\$3,846.33</b>	<b>\$5,272.92</b>	<b>\$4,093.82</b>	<b>\$2,601.90</b>	<b>\$15,814.97</b>

**Current Balances as of July 7, 2014: \$32,643.85 (Cash \$31,143.66, Certificate of Deposit \$1,500.19)**

## ... NOT EVERYTHING THAT COUNTS CAN BE COUNTED.

*Joyce A. McCray Pearson*

*Director and Associate Professor of Law, Kansas University Wheat Law Library*

Law Schools across the U.S. are driven by numbers. They count students; faculty; monographs; databases; square footage; scholarship dollars; tuition dollars; donated funds; expenditures of all sorts. These metrics are very important to students as consumers, administrators and others concerned about recruitment and the status of its institutions. William Bruce Cameron once stated “Not everything that can be counted counts. Not everything that counts can be counted.” To be clear, he did not say that numbers do not matter. But, I think he was on to something.

How do you count high quality service? How do you measure social capital gained when patrons have a gratifying experience in the library? How do you quantify faculty appreciation for excellent research and information provided by librarians and staff? I suppose we could request a survey immediately upon receipt of the information and data. Using ten for excellent service, nine for very good service, and so on we could quantify and measure this activity. Then, we could add the numbers up and come up with an “output” measure. This is not unusual and many service entities do this regularly. But, how often do you base your responses to those questions on a single experience, positive or negative, rather than the cumulative experiences over time.

Head of Public Services Librarian, Pam Crawford, (KU Wheat Law Library) gave written surveys to students during National Library Week. She noted that their main concern was the need for 24/7 access to the library and more training on databases. This type of feedback is important to us. We are judged daily not by the dollars we spend on databases, monographs and storage. Or the number of items we hold in our collection. Those things nonetheless can be and are counted for numerous entities whose goal is to rank institutions based on dollars spent and things counted. Instead, we are defined by the quality of service we provide; the way we interact with constituents and patrons and the things we “do” for people.

Surveys are an excellent way to receive feedback. But perhaps the most visible feedback is recognition at a public event, i.e., a law review or law journal banquet, or a shout out in a foot note of an article or acknowledgement in a book. Suggestion books at a service desk, emails and discussions with student workers and a library committee are all excellent ways to find out how your constituencies and patrons quantify library service.

We need feedback, but we have to ask for it to receive it. And the next time you are acknowledged for your assistance, let your supervisor or Dean know! They’ll never know how great you are unless you toot your own horn about your high quality service and the support and research you provide others.





# THINGS WILL BE GREAT WHEN YOU'RE DOWNTOWN: THE NEW SLU LAW LIBRARY

*Corie Dugas*

*Outreach & Public Services Librarian, Assistant Professor of Legal Research*

*Vincent C. Immel Law Library Saint Louis University*

## **Prime Location**

Last summer, Saint Louis University's Law School made a huge transition. We left the comfort of main campus and set off on our own in [downtown St. Louis](#). This change had not been a long-term process; the decision to move had been announced less than 18-months before our arrival date. The building was donated to the University, and the University deemed the Law School the appropriate recipient. The existing building sat next to the City's Circuit Courthouses and within blocks of the US Court of Appeals and the Missouri Court of Appeals. Many of St. Louis's most prestigious law firms were a five minute walk away.

While the location was ideal, the building was not. The mid-twentieth century high-rise was dated. The building, which once housed Southwestern Bell's headquarters, had since been divided into multiple office spaces. Everything was closed off. Hallways cut off all of the natural light, and the dropped ceilings created a sense of claustrophobia. How could this building be transformed into a functional and beautiful law school? How would the library, the hub of activity in the old building, fare in this move?

## **Building Renovation**

The newly named Scott Hall received a complete renovation led by the [Lawrence Group](#). They added a twelfth floor to the eleven-story building to create an open-air pavilion and a fully-functional courtroom with stadium seating. The classrooms are varying sizes to accommodate everything from bar courses to seminars. The first floor features a new restaurant, The Docket, which caters to the SLU Law community as well as downtown residents and workers.



The [Vincent C. Immel Law Library](#) is housed on the fifth and sixth floors of the building, with the sixth floor serving as the entrance to the library. Library faculty and staff offices are all located on the sixth floor as well as a conference room. The library chose to maintain two distinct services points, reference and circulation, both of which are near the library entrance. Additionally, the sixth floor contains the reference and core collections. The fifth floor is home to the remainder of the collection, a Rare Books and Special Collections suite, and a grand, window-walled, two-story Reading Room.

### **New Location, New Services**

As we moved into our new, beautifully functional building downtown, the library decided to add additional services to our already packed repertoire. We worked with University Facilities and the Lawrence Group to ensure that students had a variety of enhanced study space in the library. One of the major complaints in the old library was the uncomfortable wooden chairs. The new library features over 400 ergonomically correct, rolling study chairs. There are also three types of soft-seating spaced around the library for lounging and group study.

We also realized that the move into the heart of St. Louis' legal district provided a unique opportunity to encourage interaction between the SLU Law students and the bench and bar. To encourage use of the library by alumni and area attorneys, we added two WestLaw Public Patron Access terminals. Additionally, the library wanted to urge students to use the prime location next to the courts to their advantage. With the support of the Law School Administration, we put together a service called [Court Dockets](#). Librarians comb through the dockets of the Missouri Court of Appeals Eastern District, US Court of Appeals 8th Circuit, US District Court Eastern District of Missouri, and the 22nd Circuit Court for interesting cases to promote to students. These cases are summarized and publicized online and on a large screen right inside the library's primary entrance.

### **Moving Forward: Collection, Space & Services**

During the planning process for the new building, there was a lot of talk about the footprint of the building, the number of square feet allotted to departments, and how to best utilize the space for the needs of the students. Yes, the library in the new building has less space, but the space is utilized in a much better way. We moved a portion of our print materials into a staffed [off-site storage facility](#). These materials are available to students, faculty, and staff within 24 hours of a request being placed. We focused instead on putting the most heavily used materials on the shelves and using the additional space for study areas. There are study carrels tucked in among the stacks as well as tables in open spaces like the reading room. We are confident there is a place in the library to suit each student's needs.

We have spent not quite a year in the new building, but we have learned a number of lessons along the way. Student needs and usage changed with the move. Our peak times of use have shifted from evenings to days. We see more interaction online and less in the physical library. As we pass the year mark in the downtown building we are assessing our collection, space, and services to see how we can provide the best possible environment for our students and faculty. We are diligently working to fill the gaps in student and faculty needs, and to bolster the services that are successful. Ultimately, we have seen how the move to Downtown St. Louis has benefited both the Law School and the Library. Petula Clark said it best when she sang, "So go downtown. Things will be great when you're downtown. Don't wait a minute more, downtown. Everything's waiting for you...downtown."

## NEW MEMBERS

**Dawn Banovitz**, *University of Iowa Law Library, Administrative Services Manager*

**Anna Blaine**, *University of North Dakota School of Law, Head of Bench and Bar Services*

**Jennifer Brace**, *University of Iowa Law Library, Acquisitions Manager*

**Matthew Braun**, *University of Iowa Law Library, Head of Electronic Resources and Computer Services*

**Marva Coward**, *Marquette Law Library, Associate Law Librarian*

**Deborah Darin**, *Marquette Law Library, Student Services Librarian*

**James (Jim) Mumm**, *Marquette Law Library, Copyright/Reference Librarian*

**Megan O'Brien**, *Marquette Law Library, Foreign, International, Comparative Law Librarian*

**Yuka Ohba-Kreiter**, *University of Iowa Law Library, Collection Access Assistant*

**Elana Olson**, *Marquette Law Library, Faculty Services Librarian*

**Karl Pettitt**, *Northern Illinois University, Assistant Technical Services Librarian/Assistant Professor*

## 2014 LEADERSHIP ACADEMY

*Erika Cohn*

*Assistant Professor of Legal Research and Reference Librarian, Saint Louis University  
School of Law*

If you're anything like me, you often leave a workshop or conference feeling energized and full of new ideas. But sometimes as the weeks wear on, that post-conference buzz wears off and you continue on with your old, comfortable habits. In April I had the privilege of participating in the 2014 AALL Leadership Academy in Oakbrook, IL. My energy was again renewed, but this time I was given the tools to make the buzz permanent.

At the Hyatt Lodge on the picturesque McDonald's campus, just over thirty librarians spent two action-packed days under the tutelage of Gail Johnson and Pam Parr from Face to Face Communications and Training, Inc. If you have seen any of Gail and Pam's presentations at AALL or other events, you know the professionalism, wisdom, and enthusiasm they bring. They kept each session interesting, on point, and interactive. We talked about leadership myths and definitions, leadership styles, how to have difficult conversations, motivating yourself and others, and influence. Although many of the academy participants were already serving their libraries in supervisory roles, many (like me) were looking for tools and tips to get there. One of the most important takeaways for me was the notion that it is possible to lead and influence from any position, even if "Head" or "Director" isn't in your job title. I found every session extremely helpful in this regard.

We also spent a lot of time discussing communication. Communication is one of the most important leadership skills, but it is also one of the most difficult to master. My favorite activity at the academy involved identifying our own "communication style." Several weeks before the academy, each participant was asked to have a few family members, friends, or co-workers complete a communication style assessment. The assessment asked questions about body language, facial expressions, and other ways in which we interact with others. The assessments were anonymously

returned to Gail and Pam who then compiled the results for each participant. Each participant also completed a self-assessment, and the combined results were the foundation for the communication sessions. We were all identified as having one of four major communication styles: Analytical, Amiable, Expressive, and Driver.

Learning about your communication style and that of your colleagues is essential to maintaining an effective workplace. It's also eye-opening. I was identified by both my peers and myself as having the "Driver" style. Drivers are confident, straight forward, and results-oriented. They have an independent work style and like to be in control. Because Drivers tend to focus on the task at hand and control their emotions, people with other styles may incorrectly perceive them as impersonal and pushy. Contrast that with the "Amiable" style. Amiables can be unassuming, easy to get along with, and are collaborators. They prefer to reach consensus before moving forward, and value having a positive effect on others. Other styles often think Amiables place too much emphasis on relationships, move too slowly, and don't get results. With these distinct differences, how is it possible for Amiables and Drivers to communicate and work together effectively?

At the academy, we learned strategies for adjusting to styles that differ from our own. For example, to adjust to a Driver, make your communications clear, specific, and brief. Speak in a direct, straight-forward manner with clearly presented facts and logic. To adjust to an Amiable, start conversations with a brief personal comment and then present your case in a way that highlights the benefit to people. If your library is like mine, you work with people who have vastly different personalities and styles. Every style has the potential to add value to an organization, and simple adjustments to your own style can draw the best out of others. I have been practicing these adjustments since my return from the academy. I don't know if my colleagues have noticed, but from my perspective it has made a perceptible difference. To learn more about communication styles, see Bolton and Bolton's *People Styles at Work*.

Thankfully, the 2014 AALL Leadership Academy did not end when we left Oak Brook. Each participant was assigned a mentor as a source for advice and continued discussions on leadership. I'm looking forward to catching up with my mentor at AALL in July and keeping the momentum from the academy going strong. I also left the academy with a new and rich network of motivated librarians that I know I will see again as our careers progress and we become more involved in AALL and the profession.

To all the aspiring library leaders out there, I cannot recommend the AALL Leadership Academy enough. You will learn skills and tools that you can put to use immediately in your workplace, as well as lessons that will serve you well long-term. When the next academy rolls around, put your best foot forward and apply.

## A NEW WAY TO CONTACT MAALL MARKINGS

MAALL Markings is happy to announce our new email address:

[MAALL.newsletter@gmail.com](mailto:MAALL.newsletter@gmail.com).

MAALL Markings staff plan to use this account for correspondence and take advantage of Google Drive for a streamlined editing process. You can still send questions and publication ideas to the Editor in Chief or individual Markings staff, but please send article submissions to [MAALL.newsletter@gmail.com](mailto:MAALL.newsletter@gmail.com).



# OKLAHOMA CITY UNIVERSITY LAW LIBRARY'S AWARD OF ACCOMPLISHMENT IN LEGAL RESEARCH SKILLS PROGRAM CELEBRATES ITS 100TH RECIPIENT

*Sabrina Davis*

*Reference Librarian, Oklahoma City University School of Law*

The Oklahoma City University Law Library recently celebrated the 100th recipient of its Award of Accomplishment in Legal Research Skills program (Award Program). Inaugurated in the spring of 2011, the Award Program is designed to provide law students with additional training in legal research skills to supplement the instruction provided as part of the first-year Legal Research and Writing course. Since the program's inception, reference librarians have taught over 150 classes unique to the Award Program; in addition, over one-half of our currently enrolled students have started accumulating points toward the Award.

The 100th Award recipient is D.J. Burrus, a first-year law student and President of Merit Scholars. Mr. Burrus feels that the Award Program has been a rewarding experience: "Not only did it help me understand the basics of various legal research strategies, but it also gave me an edge on nearly every assignment I've had so far in law school. Briefs, research projects, class notes, and even participating in moot court oral arguments benefited from the information I learned in the legal research classes."

He found one of the benefits of the Award Program to be learning more efficient and effective research strategies: "Instead of spending hours on my own trying to develop a research strategy, I was able to quickly and efficiently get my research done, using a variety of databases. Without this program, my research would not have been nearly as complete or in-depth."



## MEMBER NEWS

### **UALR Bowen School of Law**

The UALR Bowen School of Law Library won the AALL's Excellence in Marketing Award for Best PR Toolkit. The toolkit consisted of several items, including four brochures focusing on services to faculty, students, attorneys and new graduate; Wordle art mousepads and bookmarks; digital media, including Facebook, Pinterest, and samples of library media screens and displays; pens; and sticky note flag booklets. The goal of the items was to show each target audience how the library can assist them, to acquaint them with the resources and services offered by the library or to spotlight





events happening in the library or law school.

The University of Arkansas at Little Rock Bowen School of Law faculty voted in May to grant full voting rights to the law library faculty. Library faculty members will be entitled to vote in faculty meetings on all matters, with the sole exception of hiring decisions for non-library faculty positions.

### **Wheat Law Library, University of Kansas**

Michael Obermeier, Faculty Services Senior Researcher, accepted a position as a Staff Attorney with the 3rd Judicial District in Topeka, Kansas.

A blue graphic of the state of Kansas with the word "Kansas" written in a gold, serif font across the center.

National Library Week was celebrated with decorations, food, and fun. The latest issue of the library newsletter, Hearsay, is at <http://issuu.com/kulaw/docs/hearsay-spring-2014?e=0/8024003>. Interesting articles and lots of pictures about more library activities are included.

### **St Louis University Law School**

Changes are afoot at the Saint Louis University School of Law library. The library has officially been dedicated as the Vincent C. Immel Law School Library, in honor of the late Professor Immel, who was a much beloved professor of law at the law school. Of further news at the now Immel Law School library, the technical services department of the library has recently been absorbed by Saint Louis University main campus. This involved the official transfer of 5 law library employees to University Libraries, though for the time being these 5 employees will remain within the Immel Law School library and will continue to work within the law school.



### **Oklahoma City University**

Reference Librarian Sabrina Davis is now the Associate Editor of the Technical Services Law Librarian Newsletter.

A blue graphic of the state of Oklahoma with the word "Oklahoma" written in a gold, serif font across the center.

The Law Library is busy preparing to move its collection to the new law school location in Downtown Oklahoma City. The library will be closed July 23rd-August 8th during the collection move.

## **NEWS FROM OTHER CHAPTERS**

*Rebecca Lutkenhaus*

*Reference Librarian, Drake University Law Library*

### **Association of Law Libraries of Upstate New York**

ALLUNY Newsletter <http://www.aallnet.org/chapter/alluny/2014-01spring.pdf>

Volume 39, Issue 1 March 2014

- In her column "Miscellaneous Citings," Amanda Steinbacher provides links to recent reviews, articles, and research guides of interest to legal information professionals.
- Marissa K. Mason's article "Court-PASS: A New Tool for Legal Research," describes a new research tool that allows the public to access New York Court of Appeals motion papers, records, appendix materials, briefs, videos, and transcripts of oral arguments dating from January 1, 2013.

## Law Library Association of Greater New York

LLAGNY Law Lines <http://www.llagny.org/lawlines>

Volume 37, Numbers 1 and 2

- Gayle Lynn-Nelson highlights a number of apps and websites in her column “60 Sites Abridged.”
- Check out Rissa Peckar’s review of the book *Business and Commercial Litigation in the Federal Courts*, Third Edition, edited by Robert Haig.

## Law Librarians Association of Wisconsin

LLAW Briefs <http://www.aallnet.org/chapter/llaw/publications/briefs/newsspring14.pdf>

Volume 31, Number 4 Spring 2014

- The “Recommended Readings” column alerts readers to recent articles discussing developments in librarianship and the law.

## Law Librarians of New England

LLNE News <http://llne.org/wp-content/uploads/2014/04/Spring2014LLNENews.pdf>

Volume 31, Number 1

- In “Fitchburg Law Library Re-Opens,” Kyle K. Courtney interviews Sharon A. Bernard, Director of the Fitchburg Public Library, about the public library’s decision to provide a home to the recently closed Fitchburg Law Library.
- Sarah Barton discusses her experience working as an intern in a firm library (without any previous legal research experience) in “Laying Down the Law About My Experiential Learning at Seyfarth Shaw LLP.”

## 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, 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.

**Submit articles to [MAALL.newsletter@gmail.com](mailto:MAALL.newsletter@gmail.com).**

### **Expected Publish Dates & Deadlines for submission:**

Vol 23: 4 Sept. 2014 -- Deadline for submissions is Tuesday, August 5th

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.

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