



## ‘QUIET’ AND LAW LIBRARIES - A PERSONAL REFLECTION

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If someone described you as an introvert, would you feel insulted? Or perhaps somewhat embarrassed? Or would you happily reply “Yes, I am an introvert. Thanks for noticing that about me!”

The “second-class citizen” feeling that many introverts have about their personality type is the focus of Susan Cain’s 2012 book, *Quiet: The Power of Introverts in a World that Can’t Stop Talking* (Broadway Books, 2012).

What follows here is not so much a book review but a personal essay on what I learned from the book about introversion and extroversion, and some thoughts about how a better understanding of both traits on the part of law librarians can help our colleagues and patrons thrive in our libraries.

Susan Cain practiced corporate law on Wall Street for seven years after graduating from Harvard Law School. As she notes on her website, <http://thepowerofintroverts.com>, “From all this you might guess that I’m a hardcore, wonderfully self-confident, pound-the-table kind of person, when in fact I’m just the opposite.” Susan is an introvert – as am I, and as are about one-third to one-half of the population. Thus chances are, that you know a lot of people who are introverts, even if you (or they) don’t recognize it from their behavior: Cain points out that there are a lot of “closet introverts.”

How can you tell if you are an introvert or an extrovert (or even an “ambivert,” who expresses both traits equally)? The book and Cain’s website include a quiz you can take, but perhaps the simplest explanation of the difference between the two types was made by Carl Jung in the 1920s, and from where Cain posits that “[i]ntroverts recharge their batteries by being alone; extroverts need to recharge when they don’t socialize enough.”

Brain scans and biochemical studies reveal there are definite biological differences between introverts and extroverts, most notably in their reaction to novel situations and in the amount of outside stimulation each needs to function optimally (for example, in the preferred volume of music played through a headset). Studies with identical twins also seem to indicate that introversion/extroversion is about 40 to 50 percent heritable. In addition, over 100 other species display characteristics of introversion/sensitivity among their members, indicating there may be an evolutionary advantage to introversion. To quote Lady Gaga, introverts and extroverts are “born this way.” But because of their innate

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sensitivity to stimulation and their innate caution when faced with new experiences, most introverts tend to have a quieter, more low-key style than extroverts, with a different way of approaching the world and other people. Not better, not worse --- just different.

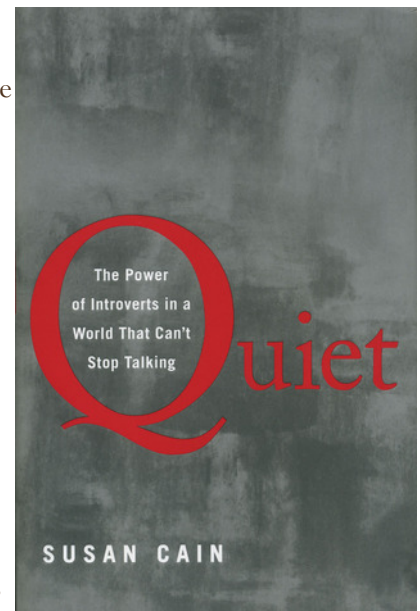
Yet as widespread as introversion is in the general population, it has somehow been given a bad name in 21st century America. Cain attributes this to the “Extrovert Ideal,” a societal belief that arose in the early 20th century that “the ideal self is gregarious, alpha, and comfortable in the spotlight” – especially at work and in school. Yet this group-oriented ideal, prevalent as it is, may not always be the most optimal way to get things done. Among some of her findings that I found especially intriguing are the following:

- While seventy percent of employees now work in open-plan offices designed to facilitate working in teams, studies reveal that such offices reduce productivity, impair memory, and increase health problems. A study of computer programmers revealed that the best employees worked for companies that gave employees the most privacy, personal space and freedom from interruptions.
- College students who usually study alone learn more than those who work in groups.
- In-person group brainstorming doesn’t generate as many good ideas as individuals working alone, and performance decreases as the group size increases – though the opposite is true of online brainstorming, which improves with a larger group.
- Extroverts are usually better managers for passive employees. However, introverts are usually better managers for proactive, initiative-taking employees that are so valued by modern organizations.

What does all this have to do with law libraries? If you think about it, the strengths of both personality types are essential to the practice of law: the careful, analytical, and creative abilities that are the hallmarks of introverts, as well as the people skills, quick decision-making, and ability to deal with conflict that are the hallmarks of extroverts. Being aware of the introvert-extrovert spectrum can help us make accommodations for both types in our libraries. We can provide better physical spaces for our patrons and staff, better understand from where our patrons are coming, develop teaching and service delivery models that reach both introverts and extroverts, and (if we’re introverts ourselves) learn what we need to do to move through life with greater grace, creativity, and productivity.

Most libraries have abandoned an atmosphere of pin-drop silence for a mix of group/noisy and individual/quiet areas in their public spaces. This is ideal for both introverts and extroverts. The best work settings allow people to freely join whatever groups they need, while providing an option to retreat into a private area where they can focus or be alone. Unfortunately our staff work areas may not provide the same mix of group and private spaces. Since remodeling your workspace may not be possible, staff who work in open-plan offices could be permitted to use more private areas of the building when working on tasks demanding quiet and concentration – perhaps an empty office, unused cubicle, or a corner of the public space less frequented by patrons. Conversely, if staff members are isolated in separate offices or scattered throughout the building, setting up a small gathering place with a table and some chairs can foster informal conversation and collaboration, and provide a haven for extroverts.

Reading Cain’s book will likely provide insights into why your introverted patrons and colleagues behave as they do. Perhaps a colleague says little in a staff meeting, but later sends out an email on the topic that sways everyone to that point of view. Perhaps an attorney at your firm delivers brilliant presentations on complex aspects



of tax law, but freezes if required to speak extemporaneously (a real-life story featured in the book). Cain also provides an entire chapter on communicating across types to make it easier for introverts to talk to, and understand extroverts, and vice versa.

If you teach, how can you best reach both introverted and extroverted students? In general, Cain notes, extroverts like movement, stimulation and collaborative work, while introverts prefer lectures, independent projects, and downtime, and to work in smaller groups than extroverts. By providing a mix of types of activities, you are better able to reach all students. While in this section of the book Cain is specifically talking about teaching younger children, brain scans have shown that some aspects of

sensitivity/introversion persist throughout a lifetime. Therefore offering introverted and extroverted law students (or even practicing attorneys) activities that fall within their natural comfort levels may help them learn what you are teaching them more easily.

So you've decided to examine the mix of quiet and gregarious spaces in your library, want to understand some of your patrons a bit better, and are maybe thinking about changing your teaching to accommodate both personality types. If you're an introvert, how do you do all that (and everything else that's on your plate) without crashing and burning?

The key is to remember that introverts are hard-wired to function best at lower levels of novelty and stimulation. That doesn't mean introverts can't handle high-stress, high-demand situations. Cain provides several examples of individuals who do so, and argues convincingly that for introverts, stretching beyond their comfort levels is usually good for them. Even the strong biological and genetic basis for introversion and extroversion only accounts for half of our behavior, and that gives each of us a lot of leeway. But Cain cautions that like rubber bands we can only stretch so far beyond our innate type, and there is something to be said for trying to set up your life so you are able to spend most of your time within the "sweet spot" of novelty and stimulation for your type.



One strategy for staying in the sweet spot for your type is to create "restorative niches" in your life, which Cain describes as "the place you go when you want to return to your true self." Niches can be physical places, like a peaceful park for an introvert, or a crowded restaurant for an extrovert. Niches can also be temporal, like taking a long break in the restroom in-between meetings. (Cain notes that hiding out in restrooms is a favorite escape hatch for introverts.) Many introverts have created such breaks in their day instinctively, but perhaps felt bad or weak about doing so instead of seeing downtime as essential to their physiology. Similarly, extroverts may berate themselves for not being disciplined enough to spend two hours poring over a spreadsheet, when they truly need to spend ten minutes chatting with a colleague – or at least turning up the music on their headset while they crunch numbers.

I have only scratched the surface of the many interesting aspects of introversion and extroversion that Cain covers in her book. I hope this article has intrigued you enough to seek it out and read it for yourself. You may discover in it a fascinating key to the friends, relations, patrons and colleagues in your life – and perhaps even to yourself.

## TECHNICAL SERVICES CONSOLIDATION OR CONCILIATION?

*Cornelius Pereira*

*Acquisitions/Catalog Librarian, Southern Illinois University*

How does Technical Services operate in your library? How many people do you employ? Is it small, medium-sized, or large? What relationship does Technical Services have with the other departments in your library? Is it reflective

of a conglomeration of warring tribes or does everyone co-exist peacefully? Oh, really? Peace? Importantly, what is comprised of Technical Services? How do budget constraints affect this department? Are we seeing more of a consolidation between other departments in the library, and if so, how has that impacted Technical Services? Has this department vanished in your library, albeit to re-surface under some weird acronym, to please Mr. Administrator? What about the staffing of this department? How many people are there, and what duties do they have? Normal questions all, for those of us coping with these demands. It will be interesting to see how other libraries within this group deal with the manifold issues arising out of Technical Services in response to these and other questions. So I am soliciting your responses, here, in order to get an idea as to how different or similar we are.

At the Southern Illinois University School of Law Library—deep breath to recover from that title—Technical Services consists of Acquisitions, Cataloging, Serials, Government Documents, and Binding and Preservation. A case could certainly be made for binding some people here, but preservation would be out of the question! Acquisitions handles, ahem, Acquisitions and Government Documents, while Cataloging has Binding and Preservation in addition to its eponymous duties. Serials is as Serials always has been, a royal pain in the—oh, well, look at the time! Claiming titles, within Serials, can be problematic if it is not attended to on a definite schedule, but then so can a host of other situations within life's myriad duties in this department. Does anyone know of a school that has enough money? Never mind Harvard's multi-billion dollar endowment. Here the only thing endowed is the trouble that comes with trying to stay solvent and relevant.

We have three staff members (herein we intone the *dies irae*), led by an industrious (some would say, hidebound), and cogent man (most would say obnoxious) with a mellifluous temperament—all would say cantankerous! We undertake all the duties that come with running Technical Services. So there is some consolidation here, where we could have a larger staff dealing with individual areas. We have lost some staff recently.

Apparently we've given up the search, and there could well lead to more consolidation. Severe budget constraints—we do live in Illinois, people!--have forced cuts in our materials, leading to lesser items to be checked in or filed and so on, while we are only a 12.2% depository library, as far as Government Documents is concerned. That, in and of itself, should tell you that there is not too much material, especially from the federal domain, since most titles are going electronic—if ever there was something to write about, here is an item—while others have just gone! The State more than makes up for the lack of federal titles, but given the State's penchant towards attending to appeals from gubernatorial incarcerations and pension reform, things can be rather bleak, at times, on that front, as well. So we exist, and in the interests of all concerned, I must say, peacefully! Now how about you?

## SOMEBODY PINCH ME...

*Karen L. Wallace*

*Circulation / Reference Librarian and Professor of Librarianship, Drake University Law Library*

*"Somebody pinch me, 'cause I can't believe I'm here. This is something that I've dreamed of all my life. . . Ready or not, Omaha, Nebraska, 'cause here we come."— Bowling for Soup's song "(Ready or Not) Omaha Nebraska"*

I grew up in Omaha, so the 2013 MAALL meeting was a homecoming for me. For a grown woman, I had a surprisingly good time interacting with the Durham Museum's Omaha floor map, stepping on my old schools and houses—and watching the other folks with Omaha connections do the same. At the risk of being too schmaltzy, MAALL always feels a bit like a homecoming. It's wonderful to connect face-to-face with so many colleagues from libraries throughout the region. The informal conversations are always one of the most rewarding parts of the conference for me, and this year

was no exception.

I saw Jeri Kay Hopkins at the registration table and learned she had nearly been unable to attend. The Eighth Circuit Court of Appeals had recently declared the court librarians essential employees; had the federal government not been funded and re-opened the night before the meeting started, we all would have missed out on Jeri Kay's presence. The question of what is and is not essential has become especially pertinent to us all in these challenging fiscal times. For a variety of reasons both NIU and KU have some significant staff shortages now. I chatted with Therese Clarke Arado at NIU about how they have been identifying tasks they no longer need to do, such as questioning whether statistics they have historically gathered ever are used to guide decisions or need to be reported. If not, there is no reason to keep tracking those numbers. Pam Crawford told me how the KU library staff has come together to manage as much as they can (in part by working long hours each week). Pam said the silver lining is the cross training that is occurring by necessity has given staff a better insight into other parts of the library and has led to some streamlining. I also asked Ben Swofford at Thompson Coburn about what I perceive to be the frenetic pace of law firm library lives compared to my academic experience, wondering how he handles the stress. Ben takes it all in stride: "You can't do the impossible, so you just do what is possible," he said. Perhaps I've found a new mantra.

In recognition of the value of the spoken word, both formal and informal, please enjoy this game, matching the MAALL quote with the speaker.

1. "I had a ball. Everyone was so much fun." (Referring to the 2010 MAALL Meeting in Iowa City that prompted greater personal association involvement)	A. Ann Kitchel, quoting one of Kay Andrus's favorite sayings
2. "I've never heard an objection to adjourning a meeting. Ever."	B. Cindy Bassett and Resa Kerns, quoting Sir Harvey Jones
3. "If you are driving and come to a stop sign, you don't just stop and never move. You have to assess the situation." (On the idea that a red citator sign means the case can't be used at all.)	C. Corinne Jacox
4. "You need to hoe to the end of the row."	D. Joe Starita, quoting Wendell Berry
5. "When she started talking about murder, I thought it was time to get the hell off the train." (At the Durham Museum)	E. Marcia Dority Baker
6. "If you don't know where you are, you don't know who you are."	F. Matt Novak
7. "You are smarter than the system." (On trying to convince students their thinking is more valuable than blind faith in any particular legal research platform.)	G. Ted Potter
8. "Just because it is a really good idea, doesn't mean it is a functional idea for a particular library."	H. Therese Clarke Arado
9. "The nicest thing about not planning is that failure comes as a complete surprise rather than being preceded by a period of worry and depression."	I. Timothy Gattton

Thanks to the Grants Committee for the travel grant. Thanks, too, to everyone else who made the MAALL meeting a success, especially the Local Arrangements Committee members, Education Committee members, and program presenters.

*Answers: 1-G; 2-C; 3-I; 4-A; 5-F; 6-D; 7-H; 8-E; 9-B*

*[Ed. note: this program report was inadvertently omitted from the 2013 MAALL Annual Meeting program reports]*

# 'WEATHER' YOU LIKE IT OR NOT: CONNECTING TORNADO ALLEY LAW LIBRARIES

*Presented at the 2013 MAALL Annual Meeting by*

*Brian Striman, Head of Technical Services, and Margaret Gipson, Library Services Associate, Marvin & Virginia Schmid Law Library, University of Nebraska-Lincoln College of Law*

*Reviewed by Heather Buckwalter*

*Serials/Acquisitions Librarian, Klutznick Law Library*

At last Fall's 2013 MAALL Meeting, Brian and Margaret gave a great presentation with real world applications and examples on Tornados and MAALL Law Libraries. I had originally meant to send my review in for the December 2013 issue of MAALL Markings, but circumstances got in my way. So with the start of National Severe Weather Preparedness Week, I thought this would be a good time to bring the importance of this presentation to MAALL libraries.

Margaret and Brian started their presentation by displaying the results they had gathered to three questions posed from amidst 20 MAALL Law Libraries. Although responses varied, it appears that most respondents were comfortable with the steps they were taking to protect staff, users, and collections. I feel comfortable with the plan that we have in place at the Creighton University Ahmanson Law Center, and yet this presentation has begun to get me thinking.

After explaining the differences in Tornado levels, our two presenters gave real examples of the damage one might expect from a tornado. They provided an in-depth study of what happened at the University of Nebraska Kearney Library (UNK) in April 2013. The advice from the librarians at UNK and the costs involved acted as a wake-up call to all of us to review our disaster plans and make sure they were up to date.

Some of the questions that Brian and Margaret posed were:

- What do you offer for shelter?
- What facilities do you have in the shelter (i.e. food, water, chairs)?
- Who and how do you handle security and public relations during/after the disaster?
- Do you have a relocation plan and worst case scenario?

Some key ideas to take away from the presentation were:

- Communication – is important; with staff, administration, and the community.
- Documentation – have a plan in place, practice the procedure, and document all disasters big and small.
- Review – the disaster plan annually with all staff.
- Be prepared – you cannot plan or train enough.

Brian and Margaret's presentation can be viewed here:

[http://prezi.com/zmaldigri95w/?utm\\_campaign=share&utm\\_medium=copy&rc=ex0share](http://prezi.com/zmaldigri95w/?utm_campaign=share&utm_medium=copy&rc=ex0share)

It is well worth going through the presentation to gather ideas on how your library's disaster plan could be updated.

*[Ed. note: this program report was inadvertently omitted from the 2013 MAALL Annual Meeting program reports]*

## MESSAGE FROM THE PRESIDENT

*Jeri Kay Hopkins*

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

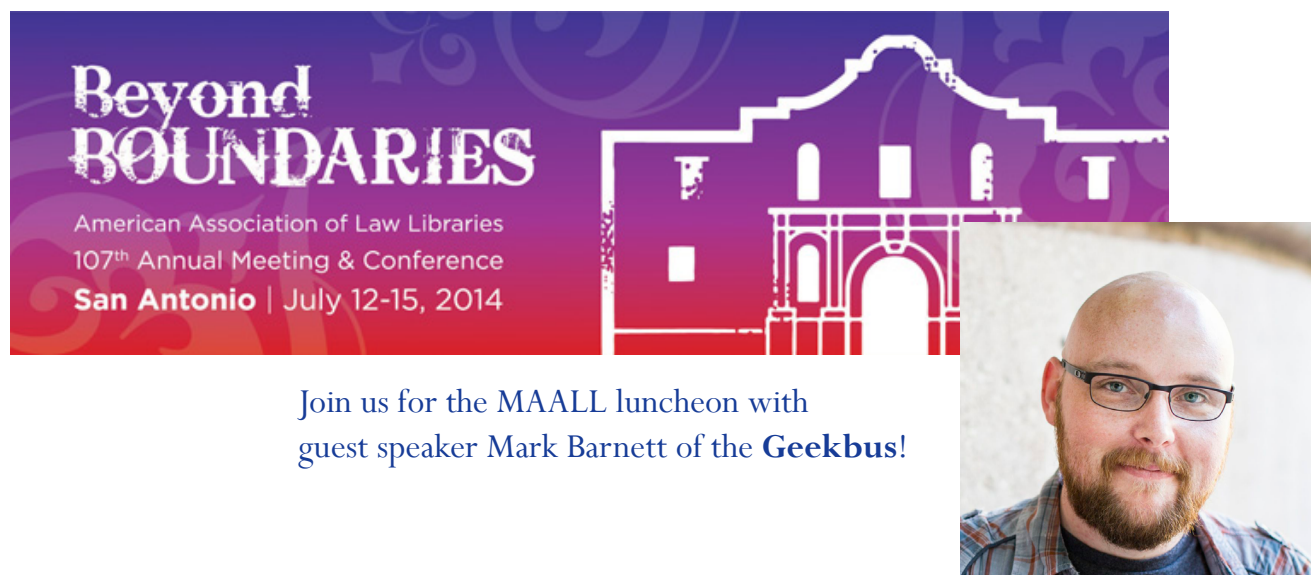
Hollywood's Oscars do not compare to the stars in MAALL! I would like to highlight several of them here. Karen Wallace and Crata Castleberry, on the Membership Committee, have updated our membership renewal process with a new automated application. Hopefully you have experienced the ease with which you may now renew your membership online. If not, the deadline for renewal, March 15, is fast approaching. Karen and Crata have made the process even easier by providing instructions and even a video demonstration. It may all be accessed from the membership renewal page on the MAALL website.

Speaking of the website, that committee has completely revamped the site. Resa Kerns, Troy Johnson and Ted Potter have created a beautiful new site that incorporates the design and colors of MAALL's new logo. Much of the content has been rewritten as well. The Executive Board has updated most of the officer manuals, and Ann Fessenden is updating the Local Arrangements manual. All of this will be posted on the website soon.

The Executive Board has created a new scholarship to help invigorate the educational opportunities available at our annual meeting. The new scholarship will be made available for a MAALL member to attend a non-traditional conference (i.e. not MAALL or AALL). The attendee will be required to do a presentation at our annual meeting in order to spread the information gathered to the rest of the membership. The Grants Committee comprising Needra Jackson, Cathy Chick, Mary Kay Jung, and Brian Striman, is in the process of writing up the details. The scholarship will be available in early 2015.

The next MAALL business meeting and luncheon is scheduled for July 13th at 11:45 a.m., during the AALL annual meeting in San Antonio. Cindy Bassett, MAALL Vice President/President-Elect, has arranged for a speaker from the creators of the Geekbus, a mobile classroom. There will be more on that in the next issue.

If you would like to be an Oscar-worthy star of MAALL, let me know. There are many committees that would welcome your help!



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



## FAST FORWARD – MAALL 2014 ANNUAL MEETING IN CHICAGO

*Cindy Bassett*

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

Happy soon-to-be-spring, MAALL friends! You should have recently received the call for proposals for the 2014 Annual MAALL meeting to be held in Chicago on Oct. 5-7. If you didn't get it, leap right over to the [MAALL website](#) and read all the juicy details for yourself.

I'm going to point out a couple of items that I think are important. The deadline for proposals is loosely set as for March 28th. I could be wrong, but I bet that you can actually create the proposal in a day's time, and if you need a bit more time, just let us know. If you need some inspiration, check out the list of program ideas brainstormed by the committee. See one you would be excited to attend? Then propose it! Don't know everything there is to know about that topic? You will when you are done, you sly fox!

It turns out that Chicago in October is amazing. It hasn't been easy, but the Local Arrangements crew has been working diligently to figure out ways for us to keep our conference within our budget. That means that we'll be meeting on a Sunday – Tuesday this year. The conference will start at John Marshall Law School on Sunday and move to [the Standard Club](#) for Monday and Tuesday events. Along with rooms at the Standard Club, there will be rooms reserved at two other hotels, very close together, all within walking distance of the Art Institute in Chicago. So, maybe a Saturday arrival is in order so you can take in some sights? Stay tuned for more details from Local Arrangements.

The Educational Committee has been thinking about how to encourage newer members to put in conference presentation proposals. We've decided to implement a new type of program – Ignite Sessions. Ignite sessions will have 4-6 speakers who present a short, timed slide presentation. Each session will have a central theme of interest to librarians (we don't want to squelch your creativity, but thought of areas such as marketing, legal research training, management, and technical services). There are two ways you can participate in one of these sessions. Each session will need a moderator to help gather speakers, hammer out the details, and possibly even do one of the presentations. If you want to serve in this role, put in a proposal in your area of interest, or shoot an email to a committee member. The other way to participate is to sign up to do an ignite session. Just let us know what you might want to talk about and we'll pair you up with a moderator. This format is perfect for newer members who want to get their feet wet, or members who have a short blast of an idea to shoot out there.

As I am sure you can guess, this conference is never far from my thoughts. So when I recently stumbled across an article on the ["4 habits of resilient people,"](#) it struck me how apropos it was to professional development. One idea in particular - resilient people have a personal Board of Directors – has stuck with me. It is really important for me to



have mentors in my life who can check my thinking and provide me with a different perspective. Many of those I trust to give valuable feedback on professional matters I met at *MAALL Annual Meetings*.

It isn't easy to raise your hand and declare that you have something to say, but MAALL needs your voice and your experience. I hope to see many of you at the MAALL Business Luncheon in San Antonio at the AALL Meeting, and even more of you in Chicago in October. Until then, be well!

## Program Proposals

Proposals on any topic of interest to law librarians from academic, firm, or court libraries are welcome. Please complete [the proposal form](#) by **March 28th, 2014**. If you have questions about the process of submitting a proposal, would like to get additional information, or would like suggestions for potential collaborators please contact a member of the Education Committee Here are some ideas to get your creativity flowing.

<p><b>Collections</b></p> <ul style="list-style-type: none"> <li>Archives Innovations Using Technology</li> <li>Book Repair and Preservation</li> <li>Deep Dive into Scholarship Repositories Creation and Management</li> <li>Electronic Resource Management Systems</li> <li>Managing Cancellation Projects</li> <li>Managing Metadata for E-book Collections</li> <li>Patron Driven Acquisition</li> <li>Transitioning to (Almost) Exclusively Electronic Collections</li> </ul>	<p><b>Management</b></p> <ul style="list-style-type: none"> <li>Data Driven Decision Making</li> <li>Designing Ongoing Training Programs for Student Workers</li> <li>Leading from the Middle</li> <li>Measuring Return on Investment</li> </ul>
<p><b>Facilities</b></p> <ul style="list-style-type: none"> <li>Redesigning Library Spaces</li> </ul>	<p><b>Public Services</b></p> <ul style="list-style-type: none"> <li>Ignite Customer Service Session</li> <li>Library Self-Service</li> <li>New Ideas in Embedded Librarianship</li> </ul>
<p><b>Technology</b></p> <ul style="list-style-type: none"> <li>Addressing Encryption and Privacy Concerns</li> <li>Cool Tools</li> <li>Copyright and Fair Use in the Digital Age</li> <li>iPads for Practice</li> <li>Open Source Tools in Libraries</li> <li>Productivity Apps</li> </ul>	<p><b>Technical Services</b></p> <ul style="list-style-type: none"> <li>Evolving Roles and New Relevance in Technical Services</li> <li>Library of Congress Resource Description and Access (RDA)</li> <li>Transitioning to a Shelf-Ready Books Program</li> </ul>
<p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>Fine-Tuning Presentation Skills</li> <li>Research Methods for Librarians</li> </ul>	<p><b>Marketing</b></p> <ul style="list-style-type: none"> <li>Google Analytics for Librarians Ignite Marketing Session</li> <li>Innovative or Interactive Library Exhibits/Displays</li> </ul>
<p><b>Instruction</b></p> <ul style="list-style-type: none"> <li>Designing and Delivering Successful CLEs</li> <li>Instructional Assessment</li> <li>Law School Distance Education in Action</li> <li>Team-Based Learning in the Classroom</li> <li>Technology Musts for Firm Associates and Clerks</li> <li>Using Citation Management Software for Legal Resources</li> </ul>	<p><b>Other Ideas of General Interest</b></p> <ul style="list-style-type: none"> <li>Book or Video Discussion Salon</li> <li>Emotional Labor in Law Librarianship</li> <li>Grant Writing and Funding Sources</li> <li>New Realities, More Demands, Fewer Resources</li> <li>Speed-Networking</li> </ul>



# MOVING DIVERSITY FORWARD: HOW TO GO FROM WELL-MEANING TO WELL-DOING


By Vernā Myers

Review by Druet Cameron Klugh

*Senior Reference Librarian / Bibliographer, University of Iowa College of Law*

Diversity has been a goal of the legal profession, and law librarianship, for some time now. Progress has been slow, and sadly, its attainment has been easier said than done. Author and self-described “recovering lawyer” Vernā Myers addresses many aspects of diversity: what it looks like and how to achieve it. She describes techniques for success in integrating our (legal) institutions in various ways.

While Myers addresses her ideas to individuals (white) and to organizations (majority-white), all can benefit from her analyses. Wherever you are on the spectrum of “diversifying,” she has some insightful comments and useful behaviors to offer. In *Moving Diversity Forward: How to Go from Well-Meaning to Well-Doing* ( 190 pp., 2012), Myers focuses generally on

**di-ver-si-ty**  **noun** \də-'vər-sə-tē, dī-\

**: the quality or state of having many different forms, types, ideas, etc.**

**: the state of having people who are different races or who have different cultures in a group or organization**

confronting the barriers of “isms” (racism, sexism, elitism, heterosexism, etc.) as well as specifically on predominantly white organizations increasing the presence of blacks. She feels the under-representation of blacks in majority-white legal organizations is both emblematic of all diversity issues as well as an area where marginal progress has been made. As a black attorney, she has written from experience and with authority.

While starting with the concept of diversity, Myers segues naturally to the idea of inclusion. In her analogy, diversity is like “being invited to the party” and inclusion is “being asked to dance”. Diversity is based on representation and is quantitative. Inclusion is based on engagement: engagement of the individual, by the organization, and is qualitative. Inclusion is the element which determines long-term success of diversity efforts.

Inclusion means making “the other” welcome. It’s easy to imagine being “the other,” if you make the effort. Have you ever been the “only one” in a group? Fill in your own blanks:

- The only woman in a group of men
- The only dad in a group of moms
- The only Caucasian person in a town in China
- The only exchange/foreign student in a group of American students

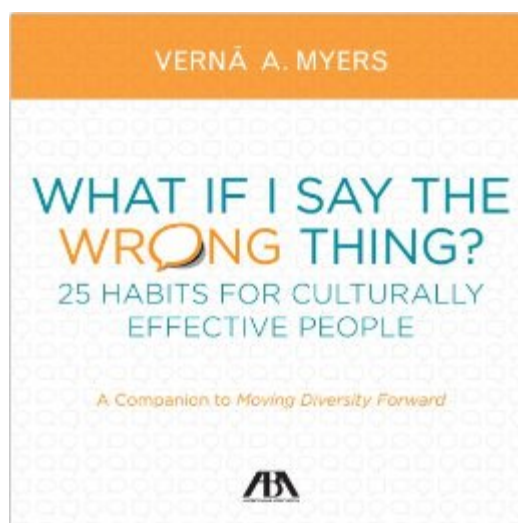
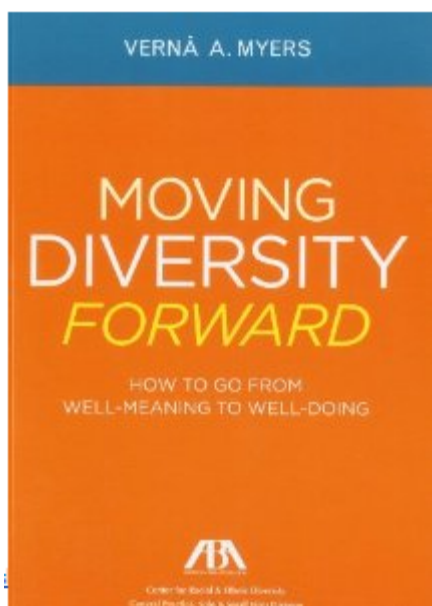
How did you become part of the larger group? In order to successfully engage in a group, you have to become a part of it, at least on some level. What was it about being in that group that overcame your feeling of differentness? What made you embrace it? Was it because you were being viewed and accepted as an individual rather than a representative

of a group is a starting place...and viewing you that way is the job of the majority-group. If committed to diversity, the majority-group must accept you, respect you and ultimately acknowledge and appreciate your difference and what it adds to the group. This is the bottom line premise of Myers' books. She offers a variety of methods for the majority-group to realize and understand the ramifications of its dominance, and to identify and implement behaviors that are inclusive.

Her "Line Dance of Opportunity" exercise (pp. 112-113) and "Chart of (Unearned) Privilege" (p. 115) are high-impact reading to quickly understand the realities and consequences of belonging to certain groups. Some statuses and experiences described are obvious, while others are more subtle. All are thought-provoking, especially if you are a member of a majority-group.

Myers complements her analyses and suggestions pragmatically with her companion title *What if I Say the Wrong Thing? 25 Habits for Culturally Effective People* (2014). Filled with specific tips to assist participants in multi-cultural situations, *What if I Say the Wrong Thing?* is an anchor to begin or continue individual and organizational efforts at supporting and promoting diversity...to develop the behaviors and atmosphere necessary for inclusiveness. At 125 pages, it can be a "quick read" for anyone concerned about issues and techniques of inclusion.

*This is perhaps the first regular book review column that Markings has ever had. I encourage everyone to please remember this column, and after you read a book that's professionally engaging and offers a bit of history, or something cutting edge, or thought provoking, please write a book review and send it our articles editor, Erika Cohn. Here's the inaugural submission. Thank you to Druet Cameron Klugh! [ed.]*



# ASK MARBURY AND MADISON

*Dear Marbury and Madison,*

*First let me express my extreme displeasure with your cousin Punxsutawney Phil. February has been far too cold, even for my hearty mid-western spirit. As for advice, I am looking for some new ways to help our law school faculty publicize their scholarship. Do you have any ideas?*

*Sincerely,*

*Frostbitten Oklahoman.*

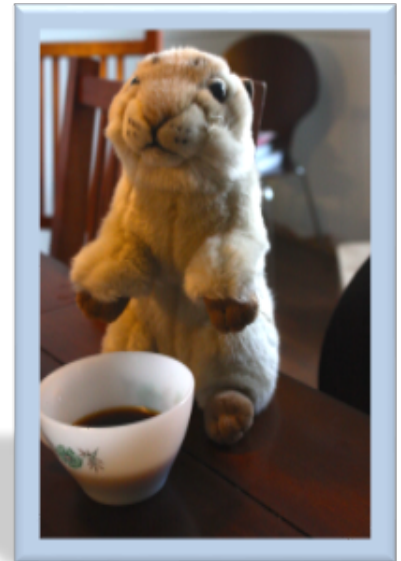
Our dearest friend,

Punxsutawney, or Punx is a distant cousin indeed. We have not invited him to a Small Burrowing Mammal of the North American Family Reunion since 2007 when he boasted about his hat incessantly. It's a hat. Some of us don't need adornment to be adorable. But we digress. If it were up to us, it would be spring year round. Our deepest sympathies.

As for your question about the faculty, have you considered creating a "GoodReads" account for faculty scholarship? Several MAALL libraries have started using them to highlight and promote faculty scholarship. It is a great way not just to highlight faculty publications, but also to engage students with your faculty's scholarship. The University of Arkansas at Little Rock School of Law has an account, as does the University of Chicago School of Law. I encourage you to try it. There is no cost for your library, and if nothing else, it will be fun.

Do you have a question about life, love, or libraries? Submit it to Marbury and Madison at [jsprilliman@okcu.edu](mailto:jsprilliman@okcu.edu) or through Twitter [@MAALLibraries](https://twitter.com/MAALLibraries). Look for it in the next MAALL Markings!

*[Ed. Note: we are pleased to bring to life this new column. Please contribute to the literature, and help Markings to thrive in this complex world. Participate by sending your queries to Jenn... er, to Marbury and Madison]*



In January, Adam Banner of the Oklahoma Legal Group selected the top 10 legal movies:

1. To Kill a Mockingbird
2. A Few Good Men
3. 12 Angry Men
4. The Verdict
5. Judgment at Nuremberg
6. Anatomy of a Murder
7. Erin Brovovich
8. Philadelphia
9. Witness for the Prosecution
10. My Cousin Vinny

See the full post and a nifty infographic at <http://www.oklahomalegalgroup.com/oklahoma-criminal-defense/best-legal-movies-of-all-time>



Made by Adam Banner of [www.oklahomalegalgroup.com](http://www.oklahomalegalgroup.com)  
1900 NW Expressway, Suite 603, Oklahoma City, OK 73118

## NEW MEMBERS

**Mary Adams**, *UMKC Law Library, Administrative Assistant*

**Alisha Aeschleman**, *Lexis Nexis, Research Consultant*

**Ayyoub Ajmi**, *UMKC Law Library, Digital Communications & Learning Initiatives Librarian*

**William Beckett**, *Saint Louis University Law Library, Reference Librarian*

**Pam Cipkowski**, *Loyola University Chicago School of Law Library, Cataloging Librarian*

**Gregory Cunningham**, *The John Marshall Law School, Reference Librarian Asst.*



**Sabrina Davis**, *Oklahoma City University, Reference Librarian*



**Philip Johnson**, *The John Marshall Law School, Instructional and Student Services Librarian*

**Eric Kelting**, *LexisNexis, Client Manager*



**Michael Obermeier**, *University of Kansas School of Law, Faculty Services Senior Researcher*

**Maureen O'Riordan**, *Koley Jessen P.C., L.L.O., Legal Resource Manager*

## YOUR MAALL MEMBERSHIP AND PRIVACY

*Karen L. Wallace*

*Circulation / Reference Librarian and Professor of Librarianship, Drake University Law Library*

Last week those of you with individual, associate, or student memberships and bundle administrators of institutional memberships should have received an email explaining how to renew. Many of you have already started (or even completed) the process. Please let me know if you did not receive an email about this, and I can send another copy.

One of the advantages of our new membership system is that the directory will be automatically generated based on member-provided profile information that members can edit at any time.

As you renew this spring, please remember to establish your privacy settings. The default is to provide your name to anyone and all your other information (Institution, title, and contact details) only to MAALL members. Each member may customize his or her own preferences. After renewals are complete for 2014, the directory will no longer be in a password-protected folder since privacy will be based on each member's personal preferences.

Members who are part of an institutional membership and did not receive the initial renewal email can follow the directions under Editing Your Profile and Privacy Settings Outside of the Renewal Process at <http://www.aallnet.org/chapter/maall/newsite/membership/renew.shtml>.

If you have any questions, please feel free to contact me. Thanks for your help with the transition to this new system.

## MEMBER NEWS



### Washburn Law Library

Glen McBeth, Instructional Technology Librarian at Washburn Law Library, is co-recipient of the Adjunct Professor of the Year award as voted by third year law students at Washburn University School of Law. Glen co-

teaches Law Practice Technologies and Specialized Legal Research: Foreign, Comparative, and International Law. Congratulations Glen!



Washburn Law Library staff hosted an open house for January 2014 incoming students. In addition to meeting library staff, students had an opportunity to learn about the library's online and print research material, study aids, various types of study space, and printing, scanning, and other technology resources.

### Kansas Supreme Court Library

The Kansas Supreme Court Law Library welcomes Marcia Hannon as our new reference librarian. Marcia previously worked at the Topeka and Shawnee County Public Library in the circulation department as a senior library associate. She graduated from Washburn University in December 2007 with a Bachelor of Business Administration and Emporia State University in August 2013 with a Masters in Library Science.

### Wheat Law Library, KU

Library staff completed moving the Legal History Collection to its new location in the reference room, created a bibliography of titles in the collection, and will possibly\* be pursuing a preservation grant. The Legal History Collection includes volumes of Consilia, works on U.S. Military and Courts Martial Law, and other historical legal treatises.



### Washington University Law Library

The Washington University Law Library is in the process of better integrating its library and information technology services with the University's systems in those two areas. In connection with that transition and the subsequent elimination of his associate dean for information resources position, Phil Berwick has accepted an early retirement. Russell Osgood (the immediate past president of Grinnell College and former dean of Cornell Law School) is serving as acting director of the law library during the transition.

### St. Louis County Law Library

The St. Louis County Law Library is in a period of transition. The Library welcomes new director Lacy Rakestraw to its staff, and bids a fond farewell to former director Mary Dahm as well as former assistant director Bernard Lewandowski.

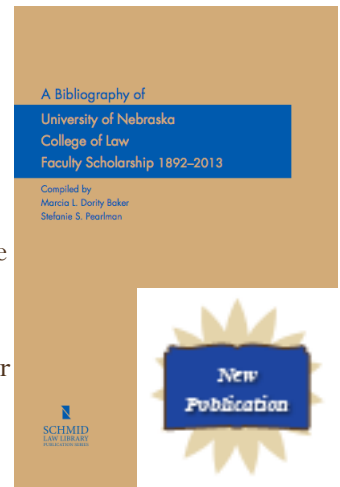


### Nebraska State Library

After 35 years of service to the Nebraska State Library, Sandi Isley will be retiring. February 28th is her last day and she will be greatly missed.

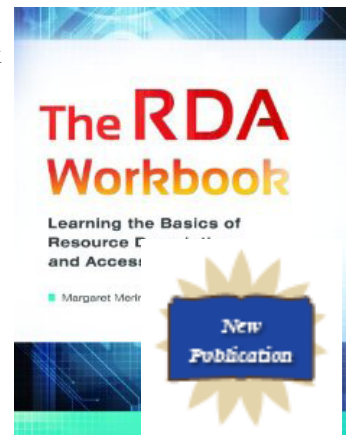
### University of Nebraska Lincoln

Schmid Law Library librarians, Marcia L. Dority Baker (Access Services Librarian) and Stefanie S. Pearlman (Reference Librarian) have compiled *A Bibliography of University of Nebraska College of Law Faculty Scholarship 1892-2013*. This new book published by the University of Nebraska Press and a Schmid Law Library Publication Series title, lists all the faculty members at the University of Nebraska College of Law from 1892-2013, as well as adjunct professors and visiting faculty. The bibliography includes books, book chapters, articles and other scholarly legal publications by Nebraska Law professors during his or her academic career. A digital version of the bibliography is available [here](#) from the University of Nebraska (UNL) Digital Commons.



### Creighton University

Corinne Jacox, Catalog/Reference Librarian for the Klutznick Law Library/McGrath North Mullin & Kratz Legal Research Center, coauthored the chapter titled, "RDA in the Real World: Preparing Bibliographic Records," in *The RDA Workbook: Learning the Basics of Resource Description and Access*, which was recently published by Libraries Unlimited. The workbook is a teaching tool for learning the new cataloging guidelines.



### University of Oklahoma

Elaine Bradshaw, Catalog and Computer Services Librarian, has been promoted to the position of Senior Law Librarian for Metadata and Digital Projects.

The University Libraries (including Law) are in the process of migrating from Sirsi to Ex Libris' Alma Library Service Platform. Full implementation is planned for July 1, 2014.

### Oklahoma City University

Jennifer Prilliman has been promoted to the position of Associate Director and Timothy Gatton has been promoted to the position of Head of Reference Services. Sabrina Davis has joined the Oklahoma City University School of Law team as a reference librarian. Natalie Vaughn is coordinating and will be presenting in a pre-conference workshop on Social Media and Marketing at the Oklahoma Library Association annual meeting.

The Oklahoma City University law library received a gift in December 2013 of several hundred books from the Memorial Institute for the Prevention of Terrorism. We are now adding these books into our collection. The Institute was formed after the 1995 bombing of the Alfred P. Murrah Federal Building in downtown Oklahoma City from the desire of family members, survivors, and rescue workers to have a way to help prevent such events from happening. For more information about the institute go to <https://www.mipt.org/default.aspx>.



On March 4, 2014 the Oklahoma City University School of Law Library hosted the J. William Conger Symposium, a discussion of new approaches to the way lawyers work, organize their practices, and bill for their services(photo courtesy of Kathy Broad). More information about this event can be found at <http://law.okcu.libguides.com/Symposium2014>.

## AALL NEWS

### Grants Available for San Antonio Annual Meeting

[AALL Annual Meeting Grants](#) are available to cover the cost of registration for the Annual Meeting, to be held in San Antonio July 12-15, or for workshops associated with the Annual Meeting.

Grants are available for experienced AALL members, as well as for students and new members. *The application deadline is April 1.* If you are thinking of applying for a grant, give yourself a head start and review the application requirements now. Good luck, and we hope to see you in San Antonio!

### Hot Topics in San Antonio

Have ideas about emerging issues that might make great [Hot Topic](#) programs for San Antonio? Now is your chance to speak up. The [Annual Meeting Program Committee](#) seeks programs about late-breaking or otherwise timely topics, with selection made a few weeks before the Annual Meeting. If you have an idea for a Hot Topic program, [submit a proposal online by April 1.](#)

### Registration is Open for March Webinar: Screencasting: Adding New Tools for Reference and Research

Librarians need a good mix of tools that they can use to deliver service value. Many tools are available for wide use, but how do you sift through the options? Join a few tech-savvy librarians on March 27 at 11 a.m. CDT for [Screencasting: Adding New Tools for Reference and Research](#). They will discuss screencasting tools that can be used for virtual reference, research demos, teaching, and more. [Please register by March 24.](#)

### Library Associations Submit Testimony in Support of GPO and LC Funding

AALL President Steve Anderson submitted written [testimony](#) on behalf of AALL, the Medical Library Association, and the Special Libraries Association before the House Committee on Appropriations Subcommittee on Legislative Branch in support of the Fiscal Year 2015 funding requests of the Government Printing Office (GPO) and Library of Congress (LC). The testimony highlights the crucial work of both agencies to provide access to official, authentic, and preserved government information and collections in multiple formats.

### AALL to Participate in Copyright Office Roundtables

The Copyright Office is hosting public roundtable discussions today and tomorrow (March 10-11) in Washington, D.C., to solicit further comments on potential legislative solutions for orphan works and mass digitization under U.S. copyright law. AALL Director of Government Relations Emily Feltren is attending and has been assigned to participate in



Session 1, “The need for legislation in light of recent legal and technological developments,” and Session 6, “Remedies and procedures regarding orphan works.” The roundtable discussions will provide an opportunity for interested parties to address new developments and issues raised by comments provided in response to the Office’s previous Notice of Inquiry, to which AALL [replied](#) in February 2013. The roundtable schedule, along with other background information, is available at [www.copyright.gov/orphan](http://www.copyright.gov/orphan).

## MALLCO MUSINGS

*Susan Goldner*

*Executive Director of Mid-America Law Library Consortium*



MALLCO Board members braved cancelled flights, snow and cold in order to hold a productive meeting during AALS in New York City in early January. The next meeting will be held on the phone on April 11, 2014, 2:00 – 3:30 pm CST. In addition to the normal agenda, there will be a group discussion about changes in technical services, including shelf-ready cataloging, expanding rolls and reorganization.

Fifteen member libraries are committed to participating in patron-driven acquisition (PDA) of eBooks through EBL. Representatives from each of the libraries will finalize details of the project with a goal of opening the project to their patrons later this spring.

If your library is a MALLCO member and you are not signed up for at least one Interest Group (IG), there is no time like the present. Just email me at [sdgoldner@ualr.edu](mailto:sdgoldner@ualr.edu), telling me that you want to join one or more of the IGs: Acquisitions & Collection Development, Institutional Repository, Interlibrary Loan, Reference & Faculty Services, and Web & Technology. IG membership is free, so there is no reason to delay.

## NEWS FROM OTHER CHAPTERS

*Rebecca Lutkenhaus*

*Reference Librarian, Drake University Law Library*

### **Houston Area Law Librarians**

HALL Newsletter <http://www.aallnet.org/chapter/hall/newsletter/NovDec13.pdf>

Volume 30, Number 6 November/December 2013

In her article “Picturing the Law,” Heather Waltman discusses the benefits of sketchnoting and legal design, and recommends a number of sources to help law librarians unleash their creativity. She emphasizes the work of the Open Law Lab (<http://www.openlawlab.com/>).

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

ALLUNY Newsletter <http://www.aallnet.org/chapter/alluny/2013-03winter.pdf>

Volume 38, Issue 3 Winter 2013/2014

In her column “Miscellaneous Citings,” Amanda Steinbacher provides links to recent reviews, articles, and research guides of interest to legal information professionals.

### Law Library Association of Greater New York

LLAGNY Law Lines [http://www.llagny.org/assets/docs/Law\\_Lines/Spring/ll\\_sprsum2013double.pdf](http://www.llagny.org/assets/docs/Law_Lines/Spring/ll_sprsum2013double.pdf)

Volume 36, Number 3-4 Spring/Summer 2013

Debbie Melnick and Lisa Spar offer a primer on the law relating to internships in “On the Legal Aspects of Internships – a Selected Bibliography.”

### Law Librarians Association of Wisconsin

LLAW Briefs <http://www.aallnet.org/chapter/llaw/publications/briefs/newswinter14.pdf>

Volume 31, Number 3 Winter 2013

Cindy May’s “Recommended Readings” pulls together citations for a wide variety of current professional reading to keep us informed about developments in the profession.



Marbury and Madison enjoy a snow day in Oklahoma. See more of their adventures on Twitter at <https://twitter.com/MAALLibraries>

### 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.

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

Vol. 23: 3 June 2014 -- Deadline for submissions is Friday, June 6th

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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