

President's Message

Elena Olson, Marquette Law Library



The calendar, and at times even the weather, tell me spring is upon us and the end of another year for LLAW is just months away. It seems fitting that we use this season of renewal and growth as a time to consider not just where we have been, but also the personal and professional growth that is ahead for us in the remaining months I have the privilege to serve as

your President and going forward. Indeed, with the Joint Annual Meeting with MALL, MAALL, LLAW, MichALL, and CALL in Milwaukee from October 19-21, 2017, there are many opportunities ahead for us to come together as a chapter and grow with our colleagues around the region.

To continue to draw on the arrival of spring, my hope is that seeds planted, or flowers and trees nurtured, during this year continue to grow and develop. What that means may be unique to each of us. Perhaps for you it is seeing the knowledge we gained about the Uniform Electronic Legal Material Act at our first program of the year move to advocacy for enactment of UELMA in Wisconsin, turning a topic suggestion for the annual meeting into a program proposal (back to that in a moment), growing a connection you made with a fellow LLAW member into

a mentoring relationship, or maybe creating a new initiative from an idea picked up from another program or an article by a colleague. (Does the UELMA possibility strike a particular chord with you? If so, please reach out to Government Relations Committee Chair Deborah Darin.)

As announced by Kris Turner, the [call for program proposals](#) for the fall Joint Annual Meeting is now open. Your collective response to the call for topic ideas from which LLAW members and others might draw inspiration for program proposals was impressive, providing a strong base for the list of potential program topics distributed with the call for proposals that went out to each of the five participating chapters.

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LLAW OFFICERS AND COMMITTEES 2016-2017

OFFICERS

President	Elena Olson	414-288-1696	elana.olson@marquette.edu
Vice President/President Elect	Kris Turner	608-262-7238	kris.turner@wisc.edu
Secretary	Shawn King	608-262-3273	shawn.king@wisc.edu
Treasurer	Julie Baldwin	414-665-3656	juliebaldwin@northwesternmutual.com
Past President	Steve Weber	414-277-5882	steven.weber@quarles.com

COMMITTEES AND LIAISONS

ARCHIVES

Bev Butula (Chair)
414-225-1721
bbutula@dkattorneys.com

GOVERNMENT RELATIONS

Deborah Darin (Chair)
414-288-6354
deborah.darin@marquette.edu

GRANTS

Bonnie Shucha (Chair)
608-265-5513
bonnie.shucha@wisc.edu

MEMBERSHIP

Katie Kvien (Chair)
414-298-8151
kkvien@reinhardtlaw.com

NEWSLETTER

Michelle Wollman (Editor)
414-298-8511
mwoollmann@reinhardtlaw.com

NOMINATING

Steve Weber (Chair)
414-277-5882
steven.weber@quarles.com

PLACEMENT

Barbara Fritschel (Chair)
414-297-1698
barbara.fritschel@ca7.uscourts.gov

PROGRAM

Kris Turner (Co-Chair)
608-262-7238
kris.turner@wisc.edu

Carol Schmitt (Co-Chair)

608-283-7514
cschmitt@boardmanclark.com

PALI (Public Access to Legal Information)

Vacant

PUBLIC RELATIONS

Jenny Zook (Chair)
608-262-7761
zook@wisc.edu

WEBSITE

Sarah Frets (Chair)
414-271-6560
sbfrets@michaelbest.com

SPECIAL COMMITTEE ON BY-LAWS

Vicky Coulter (Chair)
608-263-4325
vacoulter@wisc.edu

LIBRARY SCHOOL LIAISONS

UW-MADISON

Laura Olsen
608-957-6356
laura.olsen@quarles.com

UW-MILWAUKEE

Laura LaRose
414-298-8772
llarose@reinhardtlaw.com

The LLAW Newsletter, official publication of the Law Librarians Association of Wisconsin, Inc., is published three times a year in Spring, Summer and Fall and distributed to all LLAW members. Dues renewal falls in June of each year. For membership information contact Katie Kvien, Chair of the Membership Committee, at kkvien@reinhardtlaw.com. Address all inquiries or items of interest to the LLAW Newsletter Editor, Michelle Wollmann by e-mail at mwoollmann@reinhardtlaw.com. © Law Librarians Association of Wisconsin, Inc., 2017.

Whether working from a topic idea you submitted, one you see in the list, or something else that interests you, I hope you build on that momentum and consider submitting a program proposal by the April 17, 2017 deadline. Of course, I continue to encourage anyone interested in working with local arrangements for the meeting to contact Patricia Cervenka or me. As I mentioned at the most recent business meeting, there will no doubt be plenty of additional opportunities to volunteer!

In previous messages this year, I took my inspiration not from the seasons but from your identification of community as a driving force of LLAW. Whether you have worked with one (or more!) committees, written articles, contributed topic ideas, served on the Board, or shared in countless other ways this year, I once again thank each of you for your role in this community.

Finally, I return to spring and this season of growth. How appropriate is it that we will hear about weeding at our fourth program of the year? Thanks, Program Committee, for the announcement at the 3Q meeting and that happy coincidence! I look forward to seeing many of you at Godfrey & Kahn's Milwaukee office on May 3 when we year from the Awful Library Book Librarians.

Member News

Kris Turner, UW Law Library, wrote an article for the Wisconsin Bar's InsideTrack: [Legal Research: 30+ Apps for Mobile Lawyers in 2017.](#)

Emily Gellings, Reinhart Boerner, wrote an article on finding economic data that was published in the Wisconsin Bar's InsideTrack: [Legal Research: Finding Economic Data](#)

UW Law Library announced that **Kris Turner** has agreed to assume the responsibilities of Head of Reference. These responsibilities were previously assigned to Cheryl O'Connor who retired in November.

Sunil Rao, UW Law Library, recently published a book review of *After the Natural Law: How the Classical Worldview Supports Our Moral and Political Values* by John Lawrence Hill. The review appears in the November 2016 issue of the *International Journal of Legal Information*.

Bonnie Shucha, UW Law Library, "White Slavery in the Northwoods: Early U.S. Anti-Sex Trafficking and Its Continuing Relevance to Trafficking Reform," was recently published in the *William & Mary Journal of Women and the Law* (Vol 23, issue 1 Fall 2016). It appears in a special issue on human trafficking.

Jenny Zook, UW Law Library, wrote an article for the Wisconsin Bar's InsideTrack. [Legal Research: Locating the Best Research Guides for Your Practice](#)

Kris Turner, UW Law Library, published his article, "Creating history: a case study in making oral histories more accessible in the digital age" in *Digital Library Perspectives*, Vol. 33 No. 1, 2017, pp. 48-62.

Harvard's Leadership Institute for Academic Librarians – LIAL 2016

Megan A. O'Brien, Marquette University Law Library

I returned from the Harvard Leadership Institute for Academic Librarians, or LIAL, back in August of 2016, feeling energized and grateful - grateful not only for the opportunity to learn with so many other amazing librarians, but also for my subject area library community: American Association of Law Libraries (AALL) and my local cadre: Law Librarians of Wisconsin (LLAW), both of which supported me with generous grants. As well, thanks goes to LexisNexis for the John. R. Johnson Scholarship. I would also like to thank Patricia Cervenka, Library Director of the Ray & Kay Eckstein Law Library, and my colleague, Leslie Behroozi, Associate Law Librarian, both of whom kindly wrote letters of recommendation for me.

I decided to apply to the LIAL program after exploring other options. I was looking for a program that spoke broadly about librarianship but specifically about leadership. LIAL delivered with a class of 80 students representing 31 states and 6 countries including: Canada, Qatar, Singapore, Switzerland and the United Arab Emirates. The librarians' subject areas ranged from biochemistry to neuropsychology to public policy. On the first day of the Institute, the organizers of LIAL broke us out into discussion groups of 8-9 people. My discussion group was comprised of librarians from various types of libraries: public, private, community college, 4-year academic institutions, music, and medical. They hailed from

Florida, Georgia, Indiana, Massachusetts, Michigan, Pennsylvania, Qatar, and Toronto, Canada.



These diverse discussion groups were given the flexibility to set their own agenda and focus on what was important to the group as a whole. One day our group discussed the readings. On other days we focused on the mini case studies that each of us supplied prior to arriving at LIAL. Working through the case studies with 8 other minds and their collective experiences resulted in a variety of creative suggestions and solutions to problems and issues that

were common to all. Discussion groups were valuable on a variety of levels, not the least of which was that they formed the basis for lasting friendships.

The structure of the Institute included four substantive sessions each day. The format for the sessions varied by instructor but included: lecture, small group, pair and share, case studies, role plays, interview, and workshopping. I found myself considering the teaching styles of those leading us as fascinating as the leadership pedagogy. It was clear that we were in

the hands of truly gifted educators: Joseph Zolner, Joan Gallos, Maureen Sullivan, Chris Dede, James Honan, and Lisa Lahey.

In the first session, the culture and climate for LIAL was set by a warm welcome from Joseph Zolner who encouraged us to work hard and get to know each other. There was a strong commitment to confidentiality. It surprised me how quickly a culture of trust and respect emerged. A good portion of that rests, of course, on the fact that sharing victories and struggles requires a level of vulnerability that participants were willing to risk.

We spent the majority of our time at LIAL exploring organizational scenarios through four lenses: structural, human resources, political, and symbolic. You can read more about these lenses in a book that Joan Gallos co-authored with Lee Bolman, *Reframing Academic Leadership*. Using these lenses and working through a number of case studies gave us the opportunity to practice diagnosing organizational challenges and to explore a variety of possible solutions. We also used an evaluation tool to discover which framework we tend to default to for resolving issues as a leader.

Particularly relevant for law librarians, we were given the opportunity to explore a case study related to the reorganization at the Harvard Law Library in 2008. Then-Dean Elena Kagen appointed John Palfrey as Vice Dean for Libraries and Information Resources at Harvard Law School to follow the 27-year tenure of the former law library director. Maureen Sullivan, who served as consultant during Harvard's Law Library's transition together with Bob Berring and others, walked us through the whys and hows of a law library reorganizational process. She focused on adaptive leadership practices and stressed the importance of developing 'next practices,' even as we continue to employ 'best practices.'

In addition to the Reorganization at the Harvard Law Library Case Study, we explored a handful of other case studies which allowed us to practice applying the four lenses. This repetition encouraged us to deepen our thinking about how to effectively manage and lead others through a variety of organizational challenges. James Honan was particularly skilled at utilizing the case study method – it was a marvel to watch him in action. He helped the class to set up the case, work the issues, and then tease out the lessons for those in leadership positions. I learned as much from the case studies as I did from watching James Honan engage the classroom.

After exploring organizations as a whole, we explored individual leadership skills guided by the calm and effective Lisa Lahey. She drew from her entire body of work, but largely from *Immunity to Change: How to Overcome it and Unlock the Potential in Yourself and Your Organization*. We explored our habits of practice and our habits of mind to better understand ourselves. Lisa Lahey helped us to identify cognitive distortions in an effort to get us to let go of incorrect assumptions that work against ourselves. She also explained that adaptive challenges are about understanding people and their values. Lahey cautioned that the single biggest failure of leadership is to treat adaptive challenges as functional. She provided this example: suppose you are confronted with having to take away the car keys from an ailing parent. If you simply view this as a functional challenge and take away the keys, you will create the next unintended problem, possibly depression. However, if you view this as an adaptive challenge, and understand that the car represents independence, you can take away the keys in a manner that allows for continued independence. If you address the matter as an adaptive challenge, you solve the problem. If you approach it as a functional matter, you obtain an immediate 'fix' but continue to encounter new and unexpected problems.

Chris Dede covered leadership and policy issues connected to technology and big data. He suggested that big data and user experience (UX) studies can reveal ways for libraries to continue to evolve. Dede interviewed two of the UX Specialists at Harvard Libraries, Susan Fliss and Amy Deschenes, who described how Harvard evaluated UX data related to Harvard's library guides in order to improve them. UX data revealed that the best library guides were those written to solve a research problem rather than those that were bibliographic in nature.

And, of course, we explored the financial component of library leadership. Jonathan Paul, Assistant VP of Finance at Harvard University, encouraged us to recognize that there are multiple claims on every dollar. He stressed that it is

essential for library leaders to make clear the link between return on investment and what the library brings to the equation. Jonathan Paul explained that if your library doesn't have a strategic plan, then the budget is your strategic plan. It shows where money is being allocated and spent. Budgets clearly show priorities. Ideally, the budget breakdown should align with library priorities and initiatives, which, of course, should align with the larger campus vision, goals, and initiatives.

During our closing session we were encouraged to inventory our ideas and insights. We were reminded that the framework that we learned and used to study leadership at LIAL and the skills that we developed over that week were meant to be a start. These tools and skills would be further developed over time and through instances and circumstances at our workplaces. We were encouraged to find ways to remain in relationship with others practicing these leadership principles. Many of us have remained in touch through an active Facebook group and by emails.

One might conclude based on the above, one-paragraph descriptions of the sessions that the week-long Institute was a series of disconnected but related mini-lectures, similar to the other types of professional conferences that we attend. Such was not the case at this Institute. Those instructing and guiding us were quietly committed to the entire week. Most who participated were there every day, even on days they weren't presenting. And, each session leader purposefully and deliberately wove in conclusions and aha moments from prior sessions. There was a cohesiveness and pedagogical progression that made this Institute feel more like a semester long course than a conference. It was intense, fast-paced, and interactive.



And, yet, LIAL offered plenty of opportunities for play. Following each day's sessions, small groups of librarians met for dinner or took a library tour. One evening, a group of us made our way to the Harvard Faculty Club. And, of course, being librarians, many of us made our pilgrimage to the Harvard Bookstore, the COOP. On our last evening together we enjoyed an authentic Boston Clam Bake - where we were served lobster!

Without qualification, I would recommend LIAL to anyone in a supervisory or leadership role in their institutions. The [LIAL conference website](#) provides information on the

upcoming conference which is scheduled for July 30th – August 4th, 2017. I would be happy to chat with anyone interested in attending. Please feel free to reach out to me via [email](#).



Apply for a LLAW Grant to Attend the AALL Annual Meeting



Interested in learning about the latest best practices in law librarianship?



Want the chance to network with colleagues from across the country?



LLAW is offering a \$1000 grant to a LLAW member to attend the AALL Annual Meeting in Austin, TX this summer



Application available on the LLAW Website
<http://www.aallnet.org/chapter/llaw/membership/grants.html>

Application deadline is Friday, April 22, 2017

Bylaws Revision

Special Committee on Bylaws

The LLAW membership recently voted on several changes to the Bylaws. Forty-four active LLAW members voted using SurveyMonkey with 100% approving the changes.

New language:

Heading: Law Librarians Association of Wisconsin Bylaws

New language:

Article 3, section 8. Action Without Meeting. Actions that require immediate attention between regular Board meetings or actions discussed but voting delayed until additional information necessary for an informed vote can be gathered, may be taken through email vote signed by two-thirds of the directors then in office. Such action shall have the same force and effect as a vote of the directors taken at the meeting.

New language:

Article IV, section 3: (A) Election; Term of Office. The officers of the corporation shall be chosen annually by the active members by ballot, and each officer shall hold office from June 1 through May 31 or until such officer's successor shall have been duly elected and qualified or until such officer's death, resignation, or removal. Officers may be re-elected to serve more than one term in office.

New language:

Article IV, section 6. Vacancies. A vacancy occurring in any office, for any reason, may be filled for the unexpired portion of the term of said office by a majority vote of the Board of Directors. In case of the death or resignation of the president, the vice-president/president elect shall become president and shall serve until the end of his/her elected term.

New language:

Article IV, section 10: Secretary. For the current term in which they serve, the secretary shall:

- (A) Keep copies on file of the Articles of Incorporation and By-Laws, as amended.
- (B) Keep minutes on file of all meetings of the membership and the Board of Directors, with the time and place of holding, whether regular or special.
- (C) See that all notices are duly given in accordance with the provisions of these By-Laws or as required by law.
- (D) See that the corporation's books, reports, statements and all other documents and records required by law are properly kept and filed.
- (E) Exhibit for inspection upon request the relevant books and records of the corporation to any member.
- (F) In general, perform all duties incident to the office of secretary, and such other duties as may be assigned by the Board of Directors.
- (G) Forward all official documentation to the Archives Committee at the conclusion of the term.

New language:

Article 5: Section 1. Establishment. The standing committees of the corporation may include the following:

Removed language:

Article 5: Section 1. Establishment. Remove: (7) Public Access to Legal Information and renumber the remaining.

New language:

Article 5: Section 2. Appointment. The vice-president/president elect shall appoint the committee chairs to serve during his or her presidency. He or she shall also be the co-chair of the Program Committee. Each committee chair shall, jointly

with the vice-president/president elect, appoint the members of his or her committee to serve during his or her term as chair.

New language:

Article 9: Anti-discrimination. Section 1. Membership in the corporation or participation in any activity shall not be denied to any individual on account of race, color, religion, gender, age, sexual orientation, national origin, gender identity, or disability.

Members can find the full text of the Revised Bylaws [here](#).

AALL Announcements

AALL 2017 / REGISTRATION NOW OPEN

[Registration](#) for the [110th AALL Annual Meeting & Conference](#) is now open! We champion our profession and our members, and AALL 2017 will celebrate the innovators and highlight the skills, talents, and attributes that provide added value and meaning for our organizations. Join us in Austin and return to your workplace inspired, energized, and connected.

REGISTER

- **Inspired.** AALL members are problem solvers of the highest order who help define the dozens of [must-have programs](#), part of the [robust slate of educational programs](#) designed to empower an evolving profession. [Keynote speaker Bryan Stevenson](#), founder and executive director of the Equal Justice Initiative, will share his experiences defending some of America's most rejected and marginalized people, recounting stories of heartbreak and encouragement.
- **Energized.** There's no better place to embrace the radical transformation of the legal industry than in [Austin](#), an innovation hub that celebrates its eclecticism, a music mecca, and a first-time host to AALL. This year's [Exhibit Hall](#) will be buzzing with the latest tools to keep you at the top of your game, as well as exhibitor showcase sessions, daily prize drawings, [poster sessions, and discussion dens](#).
- **Connected.** No other event affords this kind of access to the legal information community; [connect with your peers](#) to gain perspective only they can provide.

Need to [make your case](#) to attend? We've got you covered. [Book your accommodations](#) through AALL's housing partner to get the best rates, and relax knowing you can always make adjustments later without penalty. See what's in store at [AALL 2017](#), and start making plans to join us.

[LEAVE TREASURE HUNTS TO PIRATES: USING RESEARCH PLANS AND LOGS TO CREATE EXPERIENTIAL LEGAL RESEARCH COURSES](#)

Cassie Rae DuBay, Robert Linz, Anne Lucke, and Donna Wolff discuss a teaching method that uses research plans and logs to help students develop "practice ready" skills in legal research courses. The benefits of using research plans and logs in the law firm setting are also explored.

Consider the American Bar Association standards that set out the requirements for experiential courses in law schools, and discover how you can implement the use of research plans and logs to make your courses more practical for students. The panelists also share their experiences using this strategy and describe the process for incorporating this method into the classroom. This program is ideal for any law librarian who wants to highlight the role of planning and analysis in legal research instruction.



[TEACHING ADULTS: TAKING NEXT STEPS TO IMPROVE YOUR NEXT TEACHING MOMENT](#)

In this webinar, Pat Wagner, an educator and producer at Pattern Research, Inc., explores best practices in adult education. Concepts covered include classroom applications of education theory as well as practical solutions to common problems such as lack of engagement, time constraints, and low enrollment. Throughout the discussion, Wagner effectively promotes the adoption of a student-centered approach to research instruction while providing advice, tools, and techniques to enhance your next training session or course. Don't miss the helpful (and free) instructional design resources highlighted at the program's conclusion.

[DESIGN THINKING FOR LIBRARIES: RETHINKING THE USER EXPERIENCE](#)

Gain practical guidance on how to develop programming or create spaces that meet patron needs. Presented at the 2016 AALL Annual Meeting, Chicago Public Library colleagues set out to learn how their patrons view and use the library with the goal of innovating (or adjusting) services and outreach. With their focus on building empathy for patrons and openness to brainstorming and running simple experiments, the librarians were able to introduce low cost programs to bring patron groups together, or reimagine spaces to suit the needs of diverse users. Learn how you can design what is feasible, viable, and desirable, while gaining buy-in from library leadership, colleagues, patrons, and other stakeholders.

[COMPLIMENTARY AALL 2016 SESSION RECORDINGS NOW AVAILABLE](#)

At this past summer's [AALL Annual Meeting & Conference in Chicago](#), attendees gathered to learn, network, and share knowledge. As an AALL member, you can [access the educational session recordings](#), whether you joined us in Chicago or not. Take advantage of this complimentary member benefit--ways to "make it new" are just a few clicks away.



THOMSON REUTERS

AALL 2016 session recordings are sponsored by Thomson Reuters.

WEBINARS NOW AVAILABLE ON-DEMAND

- [Taming the Email Beast: Key Strategies for Managing Your Email Overload](#)
- [Ask the Experts: Tough Questions and Essential Lessons on Personnel Management](#)
- [Teaching Technology in Legal Practice: Insights and Evolution](#)

LLAW Meeting Minutes and Reports

Meeting minutes are available in PDF by clicking the links below.

- [2016-2017 Second Quarterly Board of Directors Meeting, November 16, 2016, UW Law Library \(Madison\) & Reinhart Boerner Van Deuren \(Milwaukee\)](#)
- [2016-2017 Second Quarterly Business Meeting, November 29, 2016, Machine Shed, Pewaukee WI](#)
- [2016-2016 Third Quarterly Board of Directors Meeting, February 21, 2017, UW Law Library \(Madison\) & Reinhart Boerner Van Deuren \(Milwaukee\)](#)
- [2016-2017 Third Quarterly Business Meeting, March 2, 2017, Foley & Lardner's Madison & Milwaukee Offices](#)

Events Calendar

2016-17
<u>AALL Annual Meetings</u> July 15-18, 2017 Austin, TX
<u>SLA Annual Conference</u> June 18-20, 2017 Phoenix, AZ
<u>Joint Annual Meeting with MALL, MAALL, LLAW, MichALL, and CALL</u> October 19-21, 2017 Milwaukee, WI

**The deadline for submitting
articles for the next**

LLAW BRIEFS

is

July 1, 2017

**Submit articles to
mwoollmann@reinhartlaw.com**