

### New Directions in AALL's Commitment to Provide Continuing Professional Education

by Carole Hinchcliff

The message was loud and clear. AALL members who attended the fall 2005 Education Summit expected their Association to provide more opportunities for continuing education between AALL's Annual Meetings. This need expressed by members aligns with AALL's three strategic directions—leadership, education, and advocacy—the core service goals of AALL from 2005-2010.

At the conclusion of the Education Summit, work began on recommendations that would facilitate AALL members' access to continuing education opportunities throughout the year. In January 2006, AALLNET launched a calendar of events, which includes listings of professional education events throughout the country and abroad that are of interest to law librarians. Built largely by contributions by AALL members, the calendar lists upcoming and archived events that are sponsored by a wide variety of entities. Take a look at the calendar at [www.aall.org/calendar](http://www.aall.org/calendar).

By May 2006, AALLNET included a Speakers Directory ([www.aallnet.org/bureau](http://www.aallnet.org/bureau)), which provides names of speakers suggested by AALL members. Searchable by either name or area of speaker expertise, this database showcases the expertise of AALL members and makes known the names of speakers who have presented to law librarian groups.

Eager to participate in providing continuing education tailored to meet the needs of law librarians, Michael Chiorazzi, director and professor of law at the University of Arizona College of Law Library, and Mark Estes, director of library services at Holme Roberts Owen LLP, quickly developed programs for AALL members. Chiorazzi and Estes received approval and funding for their proposals from the AALL Executive Board at its spring 2006 meeting.

Longtime supporter of AALL professional education activities, BNA Inc., which had generously sponsored the Education Summit, agreed to largely fund Estes' program on law firm library management.

"For the past decade, BNA has been privileged to make major contributions to AALL's Professional Continuing Education Program, most recently underwriting the 2005 Education Summit and establishing the AALL/BNA Continuing Education grant fund," said Kammie Hedges, director of library relations for BNA. "BNA firmly believes that AALL is in the best position to know what training is most needed to help librarians hone their skills and expertise and be increasingly effective and relevant in their jobs. With this in mind, BNA provides financial support to AALL, so that the Association can take the lead in offering continuing education for law librarians across the country."

In spring 2006, the AALL Executive Board approved grant monies for AALL members who could apply for grants to develop and offer continuing education programs. It also approved the hiring of an education manager, and then Vice President Sally Holterhoff formed the AALL Continuing Professional Education (CPE) Committee. The stage was set to revitalize AALL's role in providing more high-quality professional education opportunities for law librarians.

#### A New Approach

In mid-June 2006, Celeste Smith assumed her responsibilities as AALL education manager. AALL welcomed Smith, and the CPE Committee is delighted to work with her to help members from AALL chapters, special interest sections, and committees offer more professional education opportunities for law librarians. Smith began by learning about

### Changes and Challenges

Continuing education for law librarians has been a concern for AALL for much of its history. Since one of the major roles of the law librarian is to serve as an information provider in a fluid environment, those of us in the profession need to focus on our own continuing education and that of our colleagues. The vision statement for *AALL Strategic Directions 2005-2010* foresees a future in which "Members will have the skills needed to meet the ever-changing needs of our environment. AALL will provide the educational opportunities to position our members to navigate those changes."

Technology offers new and exciting ways to make that possible. At the same time, live presentations of educational content continue to be a top choice for many of our members. Based on recommendations from the 2005 AALL Education Summit, the Association has embarked on a new, member-driven approach to educational programming beyond the Annual Meeting.

In this *Members' Briefing*, the Special Committee on Continuing Professional Education provides an account of the Association's promising new take on continuing professional education. The results of the committee's recent survey of AALL members show a preference for in-person programming at the local level, sponsored by AALL or chapters. I encourage you to learn about the successful launch of a new era for AALL continuing education, as reported in this *Briefing*, and to consider how you might participate. Let's rise to the challenge by making our own continuing education a renewed priority!



Sarah G. Holterhoff  
AALL President 2006-2007

AALL and surveying other library and law-related professional associations to find out how they provide continuing education to their members. She delivered her report to the committee at its first meeting during AALL's Annual Meeting in St. Louis.

The committee members were enthusiastic about the variety of topics and presentation formats that can be used to deliver practical continuing education programs; however, the committee's role is not to dictate all the topics, formats, and locations for AALL continuing professional education events throughout the coming year. The new approach to determining content for continuing education programs is to be member driven, and the CPE Committee's role is to work with Smith to make these events happen as quickly and seamlessly as possible for everyone.

AALL chapters play a vital role in providing continuing education programs in between AALL Annual Meetings, and the committee recognized that more could be done to support and expand chapters' efforts. The committee also knew from the Education Summit that special interest sections, individual law libraries, and AALL members believe that they, too, can provide valuable continuing education programs to a wider AALL membership if financial assistance and access to the expertise of an education manager are available.

The committee charge includes furthering AALL's role to encourage chapters, as well as special interest sections and individual AALL members, to draw on their expertise to initiate continuing education programs. Another significant role for the committee is to help AALL better meet law librarians'

desire for lifelong learning to expand their knowledge and acquire new skills.

One approach that the committee wanted to try in the pilot year of the committee was to videotape a 2006 AALL Annual Meeting program and make it available at a later date on the AALL Professional Education Web site. One CPE Committee member, Amy Hale-Janeke, is a terrific presenter and program organizer. Hale-Janeke moderated a program, "What do YOU Want? The Hidden Problem of Compassion Fatigue," in St. Louis. Between the Sunday evening of the CPE Committee meeting and the Tuesday morning of the program, the AALL Executive Board approved, at my request, payment for the taping of the program. AALL Director of Meetings Pam Reisinger worked on the practical details of this request, and Hale-Janeke secured the permission of her speaker to be videotaped.

## CPE Survey Results

### Would you participate in the following types of programs?

	Responses
In person – local (sponsored by AALL)	88% (363)
Print resources (such as articles in <i>Spectrum</i> , <i>LLJ</i> , and similar publications)	77% (319)
In person – chapter-sponsored programs	77% (317)
Online tutorials (information distributed on a daily or weekly basis via e-mail)	51% (212)
Webinar (content presented on a Web site; sound via phone)	49% (202)
Web-based discussion forum (questions posed; comments by those interested)	46% (192)
Webcast (recorded content of a live event)	46% (191)
In person – in certain designated cities (sponsored by AALL)	37% (152)
Video conferences (interactive, two-way visual and audio communication)	25% (103)
Satellite broadcast (video signal broadcast over satellite network)	18% (74)
Total respondents	413

### Please rate your level of preference for the following continuing professional education opportunities ("1" most preferred to "10" least preferred. Please note: Each number can be used once). The answers for "1" most preferred option are ranked as follows

In person – local (AALL)	54% (191)
In person – chapter-sponsored programs	23% (85)
Not interested in AALL-sponsored CPE programming outside the Annual Meeting	10% (7)
Webinar	9% (29)
No preference	9% (4)
Print resources	6% (21)
In person – in certain designated cities	5% (17)
Web-based discussion forum	2% (8)
Online tutorials	7% (24)
Video conferences	1% (5)
Satellite broadcast	0% (0)
Total respondents	413

Note: Results from the CPE Committee nine-question survey available from AALLNET January 12-22, 2007.

Charles R. Figley, director of the Institute of Traumatology at the Florida State University College of Social Work, was the presenter at Hale-Janeke's standing room-only program. The videotape, self-test, PowerPoint outline, and handouts from the program are available on the Professional Education section of AALLNET at [www.aall.org/prodev/media.asp](http://www.aall.org/prodev/media.asp). The CPE Committee is excited to supplement this program with an online discussion list about compassion fatigue, moderated by Hale-Janeke and to be held from May 14-18. To sign up for the list, watch for an announcement at [www.aallnet.org/prodev](http://www.aallnet.org/prodev).

### Continuing Education Grants Program

By the time the CPE Committee met in St. Louis, the AALL Executive Board reported the exciting news that BNA Inc. made a further monetary contribution, which boosted the grant funds to \$60,000. The goal of the grants program is to fund program proposals from AALL members that meet their education needs in between AALL Annual Meetings. Drawing on the expertise of AALL chapters, special interest sections, and committees for program content and presenters is encouraged. Collaborating with other groups and outside experts to come up with programs that suit law librarians in a particular location, or collaborating with librarians who have similar specialties, is expected.

Within a few weeks, the committee had set dates for accepting four rounds of grant proposals during 2006-2007, finalized the procedure for applying for an AALL/BNA Continuing Education Grants Program, advertised the grant program, and was drafting objective criteria for evaluating and awarding the grants.

On October 18, 2006, Mark Estes, Jill Sidford, and Kay Todd offered a full-day program, "Law Firm Library Management Workshop: Solutions and Scenarios," before an eager group of 62 law librarians in Washington, D.C. The timing was perfect for workshop attendee Elaine Knecht, new law firm library director at Hiscock Barclay LLP in Buffalo, New York. Knecht wrote a glowing review of the program in *Perspectives*, the Private Law Librarians Special Interest Section newsletter at

[www.aallnet.org/sis/plllsis/newslett/winter07.asp](http://www.aallnet.org/sis/plllsis/newslett/winter07.asp).

Knecht said she learned many practical strategies for working effectively with the lawyers in her firm. Almost every day she uses tips that she learned from the workshop. "It is still the most valuable professional education program I have ever attended," she said.

Estes thought that the program was successful because the program survey of the potential attendees proved to be an accurate market test. "The time investment to design useful survey questions and to analyze the responses resulted in a better designed program that effectively met the needs of the attendees," he said.

Chiorazzi's program, "Leadership and Management Institute," took place in Tucson, Arizona, on March 5-8. AALL underwrote a portion of the cost for 35 participants to attend the institute, which was facilitated by Organization Development Consultant Maureen Sullivan, who has worked extensively with libraries. The target audience for this institute was law librarians with a minimum of three years of professional experience, and one of the purposes was to develop future law library leaders. There were more than twice as many applicants as places in the program, which illustrates interest in this type of career development and the need for more of this type of programming.

### Survey Results

A number of questions arose for the CPE Committee in the process of evaluating applications for CPE grants, making awards, and determining ways to ensure that as many AALL members as possible could benefit from the grants program. From January 12-22, the CPE Committee conducted a short nine-question survey available from AALLNET. Of 406 replies, 39.4 percent were from private or law firm libraries; 35.5 percent were from academic or university law libraries; 21.7 percent were from state, court, or county law libraries; and 3.4 percent indicated they were from other types of libraries. The results show that there is a resounding preference for live programs, either sponsored by AALL or chapters.

We also learned that 42.6 percent of 399 respondents attended two to four continuing professional education

### So, You Have a Great Continuing Education Idea and You'd Like to Apply for an AALL/BNA Grant ...

1. Go to [www.aallnet.org/prodev/grant\\_program.asp](http://www.aallnet.org/prodev/grant_program.asp). Read the short instructions before completing the online application form.
2. The CPE Committee is guided by AALL's Competencies of Law Librarianship, which state 16 core competencies and the specialized competencies of library management, reference, research and client services, information technology, collection care and management, and teaching. The complete AALL statement of Competencies of Law Librarianship is at [www.aallnet.org/prodev/competencies.asp](http://www.aallnet.org/prodev/competencies.asp).
3. Consult the Annual Meeting Program Planner's Handbook found at [www.aall.org/events/ProgramPlannersHandbook.pdf](http://www.aall.org/events/ProgramPlannersHandbook.pdf) for examples of learning objectives, ideas for finding good presenters, and other considerations in planning a professional education program. For more ideas, also see Maureen A. Eggert's article, "Writing a Winner: How to Put Together a Successful AALL Annual Meeting Proposal," in the February 2007 issue of *AALL Spectrum* ([www.aallnet.org/products/pub\\_sp0702/pub\\_sp0702\\_Writing.pdf](http://www.aallnet.org/products/pub_sp0702/pub_sp0702_Writing.pdf)).
4. Keep in mind that the CPE Committee asks that you explain how your proposed program can be shared with the wider AALL membership. **Please note that this is an important criterion to the CPE Committee in awarding grants.**
5. For a list of approved programs, visit [www.aallnet.org/prodev/docs/cpe-recipients-2006-07.pdf](http://www.aallnet.org/prodev/docs/cpe-recipients-2006-07.pdf).

programs each year, excluding the AALL Annual Meeting. In response to a question about affordable programming, a majority of the 411 respondents, 45.5 percent, said that \$55-\$100 is the highest price a librarian or her employer is willing to pay for a half-day program. And 38.9 percent of respondents or their employers are willing to pay \$110-\$170 for a whole-day session.

We received 252 responses to the question, "What topics do you think that AALL should sponsor to meet your CPE needs?" Popular requests were for programs about technology and applying new technologies in law libraries, specialized legal research skills for different subject areas, best practices, management, cataloging, and collection development.

We also learned that there is interest in affordable distance learning programs, such as Webcasts and Webinars. AALL members who are geographically isolated believe that Webcasts and

Webinars are efficient delivery methods for learning new information. The AALL Executive Board funded a Webinar, and in May the CPE Committee will hold a program about copyright with the Chicago Association of Law Libraries chapter and offer a Webinar component for interested AALL members who are unable to attend the live presentation.

The CPE Committee is interested in your ideas for programs and program formats. Please contact a CPE Committee member with your ideas now to help AALL design an effective continuing professional education program that will meet your needs. AALL wants to make continuing professional education programs happen.

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*Other members of the CPE Committee are Karen Brunner, Timothy Coggins, Amy*

*Hale-Janeke, Pam Rino, Rosalie Sanderson, Susan Siebers, Gretchen Van Dam, Stephen Weiter, and Celeste Smith, AALL education manager.*

## Continuing Professional Education Resources

**AALL Professional Education**  
[www.aallnet.org/prodev](http://www.aallnet.org/prodev)

**AALL/BNA Continuing Education Grants Program**  
[www.aallnet.org/prodev/grant\\_program.asp](http://www.aallnet.org/prodev/grant_program.asp)

**Calendar of Events**  
[www.aallnet.org/calendar](http://www.aallnet.org/calendar)

**Continuing Professional Education Media**  
[www.aall.org/prodev/media.asp](http://www.aall.org/prodev/media.asp)

**Speakers Directory**  
[www.aallnet.org/bureau](http://www.aallnet.org/bureau)

## Continuing Professional Education - Acting Locally

We know that law librarians take continuing education seriously, and many provide training for both their support staff and librarians. In 2005, Barbara Glennan surveyed law libraries to find out what type of staff development programs were in place in law libraries and what type of programming was offered. Fifty-two law schools, 41 court or government law libraries, 13 law firms, and two corporate law libraries completed the survey. For more information, see Barbara Glennan, *Survey on Staff Development Policies*, AALL Publications Series No. 56, William S. Hein and Co., Inc. (2006).

Law library continuing education programming efforts often draw on a law library's own staff expertise and the resources of the larger organization associated with a law library. These efforts involve support staff as well as librarians to both present and learn new skills.

Some examples from academic law libraries are Thomas Cooley Law Library, which offers in-service days to gather the staff from its three campuses so they can get together and learn new things. Seattle University Law Library uses the summer for librarians and staff members to offer "collaborative learning workshops" where librarians and staff with areas of expertise give presentations to the library staff on various topics. And the University of Washington Law Library Director Penny Hazelton periodically offers a legal research course for staff members.

Court librarians may find some programs of interest offered by the National Center of State Courts, and federal court librarians can take advantage of programs from the Federal Judicial Center's Television Network, Judiciary Online University, and CourtsLearn (Blackboard) Training.

Latham Watkins LLP holds meetings of its firm librarians in conjunction with professional meetings, such as at the AALL Annual Meeting.

As you think about what your library and your larger organization does in-house, do you have ideas that can be taken to a wider audience? Do you have great speakers in your midst who have expertise that can be shared with the AALL membership?