s often happens, the fall semester came and went in whirlwind fashion and left me grasping for an opportunity for both thoughtful reflection on the work accomplished and careful planning for the months ahead. In one particular moment, after having carved out some time, I perused the AALL State of the Profession Report 2019, which had been sitting on the corner of my desk for a couple of weeks. Merely a few pages into the report, one of its findings struck me as a relatively accurate reflection of my own experiences and troubling at the same time: nearly 90% of those who completed the survey do not have policies or procedures in place in their law libraries for succession planning.

For the most part, I think all of us have a general sense of what is meant by succession planning, but what does it look like to have a policy or procedures in place? This unsettling statistic led me on a quest to find what might be included in a useful succession plan. In addition, always keen on list-making and taking stock of how to do things better, I felt compelled to pull together some bullet points regarding practical procedures for succession planning. Vacancies in our libraries are inevitable, whether they are of the short- or long-term variety. Taking steps to prepare for them should be part of our regular routine.

In my admittedly brief research, I found that documenting processes is a critically important element to have in place when considering succession planning. This documentation should include not only when and...
why various tasks or projects are completed but also how our library personnel go about making decisions. Having detailed documentation on hand will undoubtedly keep us from having to reinvent the wheel should a vacancy occur unexpectedly. Further, to the extent possible, it is helpful to diversify the array of duties in which staff are engaged. This will help us better prepare for short-term vacancies, but it also can help us recognize the interests and aptitudes of our staff in areas that might not have been readily apparent. Moreover, developing those interests and talents is another important part of the succession planning process. Encouraging, and often creating, opportunities for training and growth is a key component to identifying staff who might be well-suited for various roles and responsibilities as retirements and departures occur.

Another important part of succession planning includes having formal mentoring programs in place and providing staff with regular feedback, both formal and informal, as a means of fostering communication and development. In addition, recruiting new members into the profession and assisting with honing their skills through internships and fellowships also will help to ensure that there is a continuous pool of talent from which to draw.

As the need for legal information and law libraries continues into the foreseeable future, so must our thoughtful planning with respect to every level of our law library personnel. In a very practical sense, it is imperative that we consistently prepare for the future, including the transfer of our institutional and professional knowledge.

Happy New Year!

For additional information, please see:


Last spring, ALL-SIS awarded me a grant to attend the 2019 Management Institute (Institute). Without that grant, I would not have been able to go, so I am incredibly grateful for that opportunity. Although I only supervised one full-time staff member (plus seven students) at the time I attended, I found the Institute to be incredibly valuable. I also felt far more prepared to move into my current supervisory role as Head of Reference & Research Services because of the skills and knowledge I developed there, and I would highly recommend it to anyone who is considering attending.

Now that I have had time to reflect and have put some of what I learned into practice, I would like to share some of the most important and surprising lessons I took away from the program.

You’re Not Alone

Like many new managers, I felt a little bit like an imposter in my role. Who was I to be in charge of anyone, when I had no training and little experience? Every time I faced a challenging situation at work, I wondered whether someone with more expertise would have been able to prevent it or would have handled it differently. At the Management Institute, I found a community of colleagues that felt similarly. As we worked through the curriculum, our group came together for extensive discussion. We were able to share issues confidentially, to brainstorm solutions, to discuss best practices and to reflect on what works (and what doesn’t). What struck me most was that every single manager — no matter how much experience or training they had — dealt with problems. Whether it was related to personnel problems, performance issues, workplace culture or environment, all managers struggled at some point. I found immense comfort in that fact.

Play to Your Strengths

I half expected to be told ‘the right way’ to do things at the Institute. What I really learned was far more nuanced. Rather than focusing on a particular style of management, the curriculum at the Institute presented a wide range of approaches that might be required for particular people, particular problems, or particular workplaces. It situated management within an organizational culture and individual personalities. It was refreshing to hear about a wide variety of management styles and to spend time thinking about which would best fit me. More importantly, I found myself thinking of management as something fluid that changes depending on the people and the situation. Choosing among the styles required a surprising amount of self-reflection.

Know Thyself

The final thing I found most surprising was the amount of introspection the program inspired. Finding a style for communication, knowing how you will react to challenging situations, and even defining the type of relationship you cultivate with the people you supervise all take a great deal of understanding of your own mental landscape. People make up the heart of the organizations for which we work, and people are motivated by a wide range of factors. In order to successfully navigate daily issues and more complex situations, managers must learn to work with individuals’ needs and wants. That task is made incredibly difficult if a manager is unable to navigate their own. Part of the process is learning to understand your own needs, wants,
and behaviors, and to either modify them, if necessary, or stick with them, if appropriate. Emotional intelligence and honest self-reflection seemed to me to be absolutely vital tools for being a successful manager.

The People Make the Program

Rather than being lecture-based, there was a lot of time for hands-on practice and small group role play as well as questions from the participants. My cohort was active and engaged, asking many questions and offering inventive potential solutions to one another based on their own experiences. By providing a supportive and energetic learning environment and a wonderful network of colleagues that I will have for the rest of my career, those incredible people made all the difference in the world in my experience.

Recipients of ALL-SIS’s AALL Management Institute Grant have the opportunity to reflect on their experiences in an article for the newsletter. For more information on ALL-SIS grants for AALL professional development opportunities like the Leadership Institute, see https://www.aallnet.org/allsis/awards-grants/.

CALL FOR PAPERS
THE ROLE OF CITATION IN THE LAW: A SYMPOSIUM AT THE YALE LAW LIBRARY

The Research and Scholarship Committee of the Academic Law Libraries Special Interest Section (ALL-SIS) of the American Association of Law Libraries (AALL) and Legal Reference Services Quarterly (LRSQ), in collaboration with the Lillian Goldman Law Library at Yale Law School, invite submissions for a Symposium on “The Role of Citation in the Law” to be held at Yale Law School on April 30, 2021. Fred R. Shapiro, Associate Director for Collections and Access and Lecturer in Legal Research at the Lillian Goldman Law Library, will serve as the symposium’s featured scholar.

About the Symposium

The purpose of this symposium is to evaluate, interrogate, and critique the many aspects of the role citation plays in the law. Possible topics include, but are by no means limited to: the use of citations for tracking precedent; capturing the impact of law faculty and law journals; an analysis of influence through new data visualization tools; patterns of citation as evidence of social and legal change; the dominance of the “available” and the
CALL FOR PAPERS

impact of open access and web search engines; the proliferation of non-law citations in court opinions and law review articles; “likes,” “retweets,” and “downloads” contra citations as a measure of influence; negative citations; continuing efforts to implement neutral citation; neuroscientific approaches to reader interaction with footnotes and endnotes; citations to materials behind the “pay wall” and the access to justice issue it poses; citations to dead links and the Perma.cc movement; and measuring the influence of “outsider jurisprudence.”

Submission Instructions

Please submit an abstract of no more than 300 words to LRSQ editor Michael Chiorazzi at mchiorazzi@law.miami.edu. Please be sure to include your name, institutional affiliation (if any), and contact information in your cover email. Selected proposers will be invited to present at the symposium and publish their papers in a special double issue of LRSQ.

TOURING THE LILLY LIBRARY

When I began my job in January 2015, I was the first person to be officially designated as the Student Services Librarian at Indiana University Maurer School of Law’s Jerome Hall Law Library. One could argue that almost all the functions of a librarian at an academic law library are indeed “student services,” but I was given the exciting, and at times overwhelming, task of making the students happy on a full-time basis.

What makes students happy? Does anything (short of free food) make law students excited about the law library? I took it as a personal challenge to find out. Using existing programs, new ideas from my colleagues, and new ideas of my own, I set out to make the law library a welcoming and comfortable place for our students.

I chose to think of the broad topic of student services as being divided into two different categories: academic support and fun. On the academic side, our law library offers brownbag workshops, moot court and journal trainings, and summer job preparation sessions. For fun, we have a monthly newsletter in the bathroom stalls, coloring books and games during exams, and a “Welcome Week” event with plenty of free food that takes place at the beginning of the academic year. I wanted to try to explore the “fun” category more and come up with a program that would make the students forget about their work for at least a short period of time. I also came to the realization that this “fun” did not have to happen in the law school, and that it might in fact be good for the students to get out of the building. Law students (and law librarians) are often so caught up in the day-to-day happenings at the law school that they tend to ignore what is around them in the greater campus. With that in mind, I thought about potential activities on campus and settled on what I consider to be one of Indiana University’s greatest assets—the Lilly Library.
The Academy Awards – widely known as the “Oscars” - is an international recognition of artistic and technical excellence in the cinema. Unfortunately, several Oscar-nominated artists around the world have had trouble traveling to the United States to attend the ceremony that celebrates their work.

In 2017, Iranian director Asghar Farhadi’s film The Salesman was nominated for best foreign-language movie. At the same time, the Trump administration issued an executive order barring entry into the United States by citizens of seven counties, including Iran. (The Salesman was reviewed in the Winter 2018 issue). Farhadi did not attend the ceremony. In 2018, Kareem Abeed, producer of the Oscar nominated documentary Last Man in Aleppo, was denied a visa to travel to the United States. Abeed and his team were not able to attend the ceremony. The 2019 Oscars also included examples of nominated filmmakers who were unable to attend the ceremony.

In this issue, I’d like to take a closer look at Roma, a movie that was nominated in ten categories and won Best Foreign Language Film, Best Cinematography, and Best Director. Yet one of Roma’s stars, Jorge Antonio Guerrero, was denied a visa three times before Netflix intervened, and he obtained a visa just in time for the Oscars.

Written and directed by Alfonso Cuaron and set in Mexico City in the early 1970’s, Roma focuses on the story of a young indigenous woman named Cleo working as a domestic worker for a large family. The movie begins with Cleo in a sprawling home in the midst of her bustling day. She cleans the floors, picks up the children from school, prepares food, and does the laundry. At night, she and Adela, the family cook, stretch together before going to bed in the tiny room they share. Cleo and Adela speak the indigenous language Mixtec with each other. Sometimes, they are treated like part of the family, but they are decidedly not. In one scene, the family sits together on the couch watching television and one of the children drapes his arm around Cleo.

NEW DECADE’S RESOLUTIONS: NEW OPPORTUNITIES FOR FAILURE!? Sarah Gotschall University of Arizona Law Library

Do New Year’s resolutions not provide enough opportunity for angst and failure? Apparently not for me, because I am raising the stakes with a new decade’s resolution! The imminent end of the decade came to my attention quite by accident several days ago as I was surfing the Internet. That startling information, combined with my outstanding (as in late) obligation to submit an article about New Year’s resolutions to the ALL-SIS Newsletter, gave birth to a new and questionable idea - the new decade’s resolution!

But is it really new? The Bible tells us what the Internet generally proves, “What has been will be again, what has been done will be done again; there is nothing new under the sun.” Since I have never personally heard of a new decades’ resolution, is it possibly an exception to this age-old wisdom? Turning to the source of all knowledge, the Google machine, I found that “new year’s resolution” retrieves 6,420,000 results while “new decade’s resolution” retrieves only 237!!! (For perspective, “ALL-SIS Newsletter” retrieves 1020 results.) And the same searches (run as advanced searches) in the Lexis Advance News database retrieve 10,000+ re-

cont’d on page 11
NEW DECADE’S RESOLUTIONS

sults for New Year’s resolutions versus 16 results for new decade’s resolutions! Geez, it kinda is new! And you heard about it first in the ALL-SIS Newsletter!

Well now the pressure is on. Not only do we all have to think of something new and interesting enough to justify focusing on it for a decade, we also have to keep it up longer than the middle of February, when most New Year’s resolutions fail. If my calculation is correct — and, let’s face it, it probably is not — to fail similarly, one would have to keep up a new decade’s resolution until February of the following year. Luckily, the near certainty of failure is no impediment to us human beings, as we routinely persist in our self-improvement schemes in the face of dismal success story statistics and lifetimes of observing the foibles of others.

Before struggling to come up with an original and inspiring resolution for myself, I turned once again to that source of all knowledge, but with only 237 results to choose from, I found the pickings slim and not very original: to quit dieting; track spending; make green purchases; pay off the mortgage early; and — this one was more interesting — to become more radical.

Then, I was forced to turn to my other source of knowledge, my current and former coworkers! For those people I asked in person, I received a lot of blank looks and “uuuuuuuuuuuuuuuuuuuum.” With some cajoling, harassment, and repeated emails, I finally amassed a respectably sized collection of resolutions.

- Shaun Esposito, University of Arizona College of Law—“My #1 goal for the decade is to stay alive, and my #2 goal is to retire.”

- Monique Marquez, University of Arizona College of Law—“Finally organize my office.”

- Sabrina Davis, Norton Rose Fullbright US LLP—“Don’t over-commit to committees!”

- Abby Deese, Emory University College of Law—“My new decade’s resolution is to spend less of my energy stressing about institutional and organizational things I have no control over and focus more energy on being the best instructor I can be for my students.”

- Robert O’Leary, California Western School of Law—“Let’s get a law library into space by the end of the decade. We could lobby some astronaut or space x employee or just tweet-ask Elon Musk to get some law books into space and maybe get AALL to commit to provide some free legal assistance with wills to people while they are in space by connecting them to NOLO resources to make a valid will in their state. I want us there before ALA gets there with To Kill a Mockingbird and the Hunger Games or something—and assistance with Nolo access could be useful for astronauts. Maybe we could do it with ALA.”

- Tim Blackburn, University of Arizona College of Law—“Get out of school and establish a career. Yeah, because if that doesn’t happen in the next decade, it’s probably not happening...”

- Katie Hanschke, Vanderbilt University Law School—“Reduce my plastic use!”

- Devon Orr, University of Arizona College of Law—“I think my New Decade’s Resolution will be to learn more about web and database development so I can participate more in the technology side of law librarianship....But it also might be to have more time for naps so “shrugs?”

cont’d
NEW DECADE’S RESOLUTIONS

Maureen Garmon, University of Arizona College of Law—Since I’m looking at retirement early in the decade, my immediate goal is to start whittling my work emails down to a reasonable number. Also, since I wind up doing the admin work on peer review and continuing status issues, I’ll be looking for someone to pass that off to. Sarah Gotschall looks like a possibility… (Author’s note: Noooooooooooooooooooooo….)

Julie Madrid, University of Arizona College of Law—“I need to cut back on sitting and get outside some more at work.”

Leah Sandwell-Weiss, University of Arizona College of Law—“Enjoy my retirement!”

Sarah Gotschall, University of Arizona College of Law—“Aaaaaack, it is so much commitment!!! How to fail for a whole decade?! I am still thinking…”

THE MENTORING SKILLS INVENTORY CAN HELP WITH ANY WORK-RELATED RESOLUTIONS!

For Expert Advice Colleague to Colleague – The Mentoring Skills Inventory

Here you can connect with colleagues supporting 75 diverse areas of expertise including:

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- A2J resources & community partner engagement
- Statistics, copyright and grants
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- Digitization, digital technologies, and digital management

Visit and connect with colleagues offering one-to-one support

https://www.aallnet.org/gllsis/resources-publications/mentoring-skill-inventory/
ne downside I have noticed of being interested in copyright law is that I find minor copyright questions in everyday life; I find speculating about whether a given text message is copyrightable to be an excellent topic for small talk. I also see many instances of copyright infringement that will almost certainly never be litigated: a donut shop pipes music from an employee’s phone without a public performance license; unlicensed stock photos in PowerPoint slide decks; and supercuts on YouTube (“no copyright infringement intended!”).

One may see these infringements either as innocuous shrinkage of the information economy or as evidence of rampant lawlessness against creators, but certainly, large-scale infringement on peer-to-peer networks has a financial impact. Surely some of the people who downloaded millions of copies of the Game of Thrones season seven premiere could have afforded to chip in for a subscription or borrowed a DVD from their public library.

At the same time, I also see copyright claims that seem to ignore any notion of fair use or other exceptions. If copyright owners or potential users have disputes, the only legal avenue is a copyright infringement complaint in federal court, which is an expensive and complicated endeavor. In response, legislators have proposed creating a specialized administrative tribunal for small copyright claims. As of December 2019, the Copyright Alternative in Small-Claims Enforcement Act (CASE Act) has passed the House and been reported out of committee in the Senate.

A variety of issues have been raised about this proposal; for the moment, I will focus on what should be the line between small claims that can be brought in an abbreviated administrative proceeding and claims that must remain in federal court. The current CASE Act proposal establishes a Copyright Claim Board in the Copyright Office. The Board will consist of three Copyright Claims Officers, assisted by at least two Copyright Claims Attorneys who will help parties comply with regulations to be created by the Copyright Office. Maximum statutory damages are capped at $30,000 for works that were registered before the alleged infringement and $15,000 for works that were not.

1. The bill numbers are H.R. 2426 and S. 1273.
Proceedings before the Board are opt-out; any party can opt out before the Board decides the case. However, if a respondent is given notice and does not reply, the Board can make a default decision that is subject to very limited judicial review. Parties can be represented by counsel. The proposal closely tracks recommendations from the Copyright Office and Internet Policy Task Force.

A major critique of the proposal is that even $15,000 can be financially ruinous for many people, and the administrative process is likely to be used by corporate copyright holders to extract settlements or maximum damage judgements against individuals. Critics also anticipate a large number of default decisions because the respondents will not understand the process well enough to respond.

While I expect parties will always request the maximum damages, the Board does not have to award that amount every time, and the bill notes that the Board should take into account if an alleged infringer agrees to stop the infringing use. One member of the Board also has to have experience in mediation, which indicates the Board may encourage settlements. The maximum damages are lower if copyright in the work had not been registered before the infringement, which could encourage registration and maintaining a public record of copyright ownership.

Under the status quo, small claims like this are handled mostly through Digital Millennium Copyright Act takedown requests, which are handled almost entirely by the companies that host the content. Having an administrative process to manage some of the claims strikes me as a potential incremental improvement. Whether the CASE Act bill is ultimately passed this congressional session, its passage by one chamber indicates the issue of small copyright claims has received enough legislative and regulatory attention that some changes could be coming in the foreseeable future.
Through these scenes, *Roma* gives a glimpse into Mexico’s history of class and race relations. The movie, which is in black and white, is composed of a series of intimate portraits of the family that unfold in gorgeous detail. The children act out adventures on the roof. Cleo’s boyfriend, Fermin, demonstrates a sequence of martial arts poses for her, and the children’s mother awkwardly lunges for an embrace from her distant husband.

Soon, Cleo’s life is disrupted by a number of personal, domestic, and political events. Her life is upended by an unwanted pregnancy, familial betrayals, and a forest fire, all of which take place in the midst of political instability that climaxes into violence, with consequences for everyone, including Cleo.

*Roma* was released by Netflix in 2018. It is available via streaming on Netflix and Amazon Prime. It was released on DVD and Blue-ray by the Criterion Collection. //
thought would be interesting to law students. Wanting the session to be intimate, I limited the session to 15 students. I also invited the other law librarians and the Dean of the law school, thinking that this would be an extra incentive for law students to attend. The Dean was happy to join us, and even touted the trip in a faculty meeting. I sent out an email to all the students telling them about the field trip and explaining what the session would include, and informing them that the first 15 students to respond would get a spot on the trip. To my utter delight, the session filled up in about 20 minutes, and I was even able to populate a small waitlist before I managed to email the students back telling them the session was filled.

We made the ten-minute walk to the Lilly Library as a group, giving students the chance to chat with the librarians and the Dean. The session took place in the Slocum Room, which is home to 400 of the Lilly Library’s 30,000 puzzles. The puzzles are from the collection of Jerry Slocum, and it is the largest collection of its kind in the world. We had the opportunity to handle some of the puzzles while we waited for the session to begin.

The session lasted for about an hour and was as fascinating as I could have hoped. Everyone in attendance was enraptured as Joel showed us a first edition of Blackstone’s Commentaries on the Laws of England, owned by Patrick Henry; formbooks from the 16th century; a copy of the first printed draft of the Constitution, owned by Pierce Butler; a copy of the first printing of the Declaration of Independence (printed July 4, 1776); the first law book that was owned by Abraham Lincoln; and a miniature “pocket” version of the Magna Carta, printed on parchment and beautifully illuminated.

The highlight of the presentation came when Joel showed us a printing of the first Acts of Congress. It contained the first proposed amendments to the United States Constitution—the first-ever printing of the Bill of Rights. This would be fascinating enough in itself, but the real significance of the book was in its provenance; it was given as a gift to Thomas Jefferson by George Washington. Jefferson had a habit of leaving his mark on books by putting a small “T” in front of page markers with the letter “I” (which is “J” in the Latin alphabet), and there were many instances of his initials throughout this copy of the Acts.

Students at IU are fortunate to live in a place that has a gem like the Lilly Library. However, you do not need access to a world-class rare books library to make the decision to get your students out of the law school. When I first set out to plan a law student “field trip,” I did so only with the hope that it would be a good time. In the process of planning and implementing the session however, I discovered that there were many unexpected benefits to coordinating an outing such as this one.

Student Engagement

Many of the library events in the Jerome Hall Law Library are instructional. These workshops are great opportunities for our students to learn, but the setting is formal and not always conducive to chatting. We put on fun events like “Welcome Week,” and we talk to our students a lot at that time. However, during the course of our three day “Welcome Week” we interact with literally hundreds of students, which puts a limit on any meaningful conversations. Limiting a session to a maximum of 15 students allows the librarians to take real advantage of a manageable group size. Our group was even smaller at ten students, and I found myself chatting extensively with students and learning more about their backgrounds than I ever would have at a larger event. Having students know us on a more personal level could potentially make them more likely to come to us with...
research questions, attend our workshops, or tell their friends that the library is a great place to be.

Marketing

A faculty member at the law school told me his students came to him after I advertised the event and told him how great they thought it was that I was organizing such a fun outing. In addition, some students who could not attend responded to my email and thanked me for planning the session. I was touched by the kindness of these students, and was also struck by how I had unintentionally cast the library in a very positive light to the student body. The students (at least those who opened the email!) seemed to recognize that the library was trying to do something nice for them outside the normal confines of the law school. It was an inadvertent marketing campaign that paid off quite nicely.

The session also gave us the opportunity to market the library through our social media accounts. Our Educational Technology Librarian live-Instagrammed the session and had the pictures pushed to both Twitter and Facebook. In addition, the Dean of the law school posted a picture of the session on his personal Twitter account. In all, information about the field trip was potentially viewed by hundreds of people. Hopefully, our social media followers will remember this in the future and feel inclined to participate in other events.

Inter-Departmental Relationships

I invited the Dean to the session at the Lilly Library thinking that students would be more likely to attend if they thought they would have a chance to get to know him. I believe this was the final result; however, an even greater benefit was that the Dean was very encouraging and enthusiastic about the trip. Student engagement has been an important goal at our law school, and the Dean seemed to agree with me that planning a fun outing was a good way to achieve that goal. He even mentioned the Lilly Library session at the first faculty meeting of the year when he was describing exciting upcoming events at the law school.

Having the Dean’s endorsement of this session helped to raise the profile of the library. My hope is that it put the library into the minds of faculty members, who then, in turn, may be more likely to consider the library when they have research needs or want to utilize research librarians to teach their students research skills. In today’s legal education market, it is important to take every opportunity to remind the administration how important the law library is to both students and the law school as a whole. I believe that this session achieved that objective.

Fun

In the midst of all these unintended benefits, my one original goal for the session was still accomplished: we all had a lot of fun. The session was fascinating, it was wonderful to get to know some of the students, and it was great to get out of the law school for an afternoon. We even stayed at the Lilly Library after the session and looked around the exhibits instead of rushing back across campus. I wanted this event to feel like a field trip—a break from the monotony of reading cases and going to class. In that, I think the trip was a resounding success. The session was about legal materials, but it did not feel like we were stuck in the world of law. Instead, we were learning about history, bookbinding, novels, and more. It was such a refreshing break from the daily grind, and I am sure the students appreciated the escape. In the end, this would have made the session a success, even without the unintended benefits.

Planning a Law Student Field Trip
Students (and librarians) at Indiana University Maurer School of Law are extremely fortunate to have the Lilly Library just a ten-minute walk across campus. While not everyone has a world-class rare books library, it is likely that every law school in the country is located near an attraction that would be of interest to law students. Libraries located in metropolitan areas or college towns probably have a plethora of museums, libraries, and more within walking distance. Even if a library is located in an area that is less populated, there may be beautiful outdoor areas to visit that are near the law school. It is helpful if there is a legal twist to an outing, but it is not necessarily a requirement. After planning and completing a law student field trip, I would highly recommend that law librarians at other schools try the same. The benefits are numerous, and you likely will have fun in the process. //

**TIPS FOR PLANNING A LAW STUDENT FIELD TRIP:**

- Limit the group size. The group should be small enough that you can spend some time talking to each student.
- Pick a date and time that are not stressful for students. Early in the semester is better since students should not yet be worrying about exams. It may also be helpful to choose a time when the weather is likely to be nice.
- Use an online registration tool like LibCal and have the registration open on a specific date and time. This makes the process easier for you and also gives every student an opportunity to sign up.
- Try to involve your law school dean or other member of the administration. You may also considering inviting some faculty members who you think would be interested in spending more time with the students.
- Try to include a legal element, but do not give up if you cannot find one. The idea is to have fun, not to focus too much on the law.
- Use social media to advertise the event. This will help you get publicity for the library as well as serve as an advertisement for future sessions.
- Repeat the trip each year or each semester. Word will spread about successful events, and students will be eager to sign up in the future. //
DIRECTOR APPOINTMENTS

Charles A. Pipins II recently left his position as the Academic Technology and Research Librarian at the University of Maryland’s Thurgood Marshall Library. He started a new position as the Associate Director for Public Services at the University of Baltimore Law Library on August 5th.

Andrew Lang, Reference Librarian at the University of Pennsylvania Carey Law School’s Biddle Law Library, reports that they are excited to announce that Genevieve Tung has accepted a position as the Associate Director for Educational Programs. Genevieve joins the Biddle Law Library from Rutgers Law School, where she had served as the Associate Director of the Law Library since 2018. While earning her library science degree at Drexel University, Genevieve worked as a student intern at the Biddle Law Library. Andrew reports that they are thrilled to welcome her back!

Georgetown University Law Library has a new Deputy Director: Austin Martin Williams. Austin joined Georgetown as the Deputy Director in October 2019. He previously served as the Assistant Law Library Director at North Carolina Central University School of Law Library.

PROMOTIONS AND NEW HIRES

There’s news from the University of Utah’s S.J. Quinney College of Law Library. Melissa Bernstein, Director of the law library, is happy to report that they have a new librarian! Beth Jennings joined the law library on October 21, 2019 as Head of Circulation. She was an associate attorney at Wharton O’Brien PLLC in Salt Lake City and has prior experience both as a teacher with Salt Lake City Public Schools and as a law librarian at the Utah State Law Library.

Elliott Hibbler, Senior Law Librarian at Northeastern University School of Law is happy to share the news that Craig Eastland joined Northeastern University Law Library over the summer as a Senior Law Librarian. He had most recently been with Practical Law.
Austin Martin Williams has more news to share from Georgetown University Law Library. He is one of four new hires who joined the law library over the last several months. Besides Austin, they are:

- **Sara Kelley Burriesci** joined Georgetown as the Empirical Research Services Librarian in January 2020. She was formerly a part-time Evening and Weekend Reference Librarian at Georgetown.

- **Dan Donahue** joined Georgetown as a Reference Librarian in December 2019. He previously served as the Foreign and International Law Librarian at the University of Houston’s O’Quinn Law Library.

- **Jennifer Kim Krombach** also joined the staff as a Reference Librarian in December 2019. She received her MLIS from the Catholic University of America in 2017. Jennifer previously worked for several years as a family law attorney in Tysons Corner, Virginia.

Hofstra University Maurice A. Deane School of Law has a new Reference & Scholarly Services Librarian. **Errol A. Adams** reports that he commenced his employment at the Law Library on August 5, 2019. Errol was the former Electronic Services Librarian at Pace Law. He is now responsible for providing reference, instructional services, and for developing services and documentation for scholarly initiatives among other related library services.

Nicole Downing, Head of Reference Services at the Katharine R. Everett Law Library at the University of North Carolina School of Law, is excited to share news of their new staff members. They welcomed **Ellie Campbell** as a Reference Librarian this summer. Ellie came to UNC from the University of Mississippi Law Library where she was a Public Services Law Librarian for four years. She has a JD and MLIS from the University of Alabama, an MA in American Studies from King’s College London, an MA in Southern Studies from the University of Mississippi, and a BA in Theater from Vanderbilt University. She is looking forward to experiencing her first basketball season at UNC.

Ted Bruns has also joined the Kathrine R. Everett Law Library as its first Access Services Librarian. Previously Ted worked at Duke University’s law library and a number of public libraries in New York. He has a BA in history from Stony Brook University and an MLS from Queens College. Ted is excited to explore Chapel Hill and learn more about the area.

There’s news from Law Library Fellowship program at the Cracchiolo Law Library at the University of Arizona College of Law. **Cynthia Condit**, Reference & Circulation Librarian, Professor of Practice, and Supervisor, Law Library Fellows, reports that **Katie Lynch**, a recent graduate of the program, accepted a position at the Elon University Law School Library in Greensboro, North Carolina. She will be working as the Evening & Weekend Reference Law Librarian with a focus on government documents and managing faculty requests.
MEMBER NEWS

Hans Herzl-Betz has also started a new position. He reports that he recently took a position at Creighton University School of Law as the Senior Librarian for Reference and Instruction. Hans graduated with a joint JD-MSLIS from Drexel University. He started in his new position on Halloween.

Hans Herzl-Betz

Congratulations and best of luck to everyone on their promotions and new positions!

PUBLICATIONS


Mark W. Podvia, University Librarian at West Virginia University College of Law has published an article, “Dean William Trickett,” in the Fall issue of the Pennsylvania Bar Association Quarterly. Trickett was Dean of the Dickinson School of Law from 1890 until his death in 1928. The law school’s Trickett Hall is named in his honor.

Congratulations Anna and Mark!

Have something to share with your fellow ALL-SIS members? Send your news along to Marlene (mhamon@law.berkeley.edu) or Nina (nes78@cornell.edu) at any time.
We rely on member contributions to keep the ALL-SIS Newsletter going strong. We welcome your comments, questions, and ideas to help make this quarterly schedule a reality.

Are you organizing or presenting at an event of interest to your academic law library colleagues? Is your library working on a special project? Have you recently attended a professional development activity and learned something new to share? Or are you just eager to speak out about an issue of concern to academic law librarians?

If you answered “yes” to any of these questions, please contribute! Member News announcements may also be submitted to the column editors, or directly to the ALL-SIS Newsletter Editor.

The remaining submission deadline for the 2018-2019 academic year will be—

- Spring/Election issue: (posts mid-March): February 14, 2020
- Summer issue: (posts mid-June): May 18, 2020

DEADLINES FOR THE 2019-2020 ACADEMIC YEAR

ALL-SIS Newsletter vol. 39 / no. 2 (Winter 2020)

ALL-SIS NEWSLETTER

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GENERAL INFORMATION

ALL-SIS was established in 1979 to promote interest in and to address issues of common concern to those employed in academic law libraries. The SIS serves as the umbrella organization for all interests—administration, collection development, consortia, directors, fees for service, interlibrary loan, public services, technical services, middle management, etc.

ALL-SIS provides opportunities for all librarians to contribute to the overall betterment of the entire academic law community. ALL-SIS has grown to approximately 1,200 members and is the largest SIS in AALL. Our members come from all aspects of academic law librarianship. Because of the SIS’s broad coverage and subtopic focus, all those working in academic law libraries can benefit from membership and are encouraged to join.