Renee D. Chapman Memorial Award Announcement

The Technical Services Special Interest Section (TS-SIS) Awards Committee is pleased to announce that Ellen McGrath is the recipient of the 2016 Renee D. Chapman Memorial Award for Outstanding Contributions in Technical Services Law Librarianship.

Ellen is the Head of Cataloging at the Charles B. Sears Law Library at the University at Buffalo. By approaching work with a “can do” attitude, she has made extraordinary contributions to our profession through her professional memberships, presentations, publications, and mentoring.

She has a lengthy record of outstanding contributions and leadership to TS-SIS, the Online Bibliographic Services Special Interest Section (OBS-SIS), and the American Association of Law Libraries (AALL). She has served as a member on the TS-SIS Membership, Bylaws and Handbook, and Awards committees. She has also been a member of the Standing Committee on Cataloging and Classification and its working groups, including the Subject Analysis Advisory Working Group.

Ellen has served as OBS-SIS Member-at-Large (1997-1999), OBS-SIS Vice-Chair/Chair-Elect (1999-2000), and OBS-SIS Chair (2000-2001). Her service included membership on the following OBS-SIS committees: Education, Nominating, Strategic Planning, Local Systems, OCLC, and Web Advisory. She also served on the 2001 Annual Meeting Program Selection Committee and was appointed to serve as the AALL Liaison to the American Library Association’s (ALA) Subject Analysis Committee (SAC) in 2011-2012.

In addition to her leadership roles, Ellen is a knowledgeable and creative program coordinator, moderator, and speaker. Her presentations at conferences and meetings are always timely, practical, and well-received. She has either presented at or coordinated a program at eight different AALL Annual Meetings or Cataloging Institutes, one ALA meeting, and six different regional meetings. Ellen has also been a dynamic contributor to the Program for Cooperative Cataloging, through the Name Authority Cooperative Program (NACO) and the Cooperative Online Serials Program (CONSER).

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From the Chair

Technical Services
Special Interest Section

TS-SIS Things to Look Forward to in the Next Few Months

For many of us, the academic year has quickly come to an end and the new fiscal year is just around the corner! Always busy, but different, to me summer means annual reports, vacations, projects, and looking forward to a new year of Technical Services Special Interest Section (TS-SIS) activities. Below is a list of things to keep an eye out for between now and the end of July.

TS Member Survey Results

This year we had over 130 responses. Many emphasized the importance of having educational opportunities outside of the American Association of Law Libraries (AALL) Annual Meeting. Incoming Chair Eric Parker will soon be releasing a report based on these survey results. Also be on the lookout for more educational opportunities offered by the Professional Development Committee.

Marla Schwartz Auction

As you may have seen on the TS list, the 2016 Marla Schwartz Auction is now online and will last longer! Item acceptance and bidding take place from now until July 1, 2016. Please visit the auction site at http://www.ts-sis.com/. Contact Wilhelmina Randtke (wrendtke@flvc.org) if you have any questions.

Survey on the Role of Committees

Building off the work from last year’s Working Group Task Force, this summer the Task Force on Committees is sending out a survey to get a better sense of how our membership wants committees to function. Please keep an eye out on the TS list and share your experiences and desires to help shape the next generation of TS-SIS Committees. Results from this research should be available in early July.

Virtual and In-person TS-SIS Awards and Business Meeting

This year’s TS-SIS Meeting will be available via WebEx, which means that people who cannot attend the physical meeting can still virtually participate. The agenda includes a run-off election, bylaws voting, a short talk by TS VIP Rachel Fewell, and the presentation of the 2016 Chapman Award. Funding for the technology used to make this happen is due to the generous sponsorship of Bloomberg BNA, LexisNexis, Thomson Reuters, and Wolters Kluwer. We will post more information on the TS list in the coming weeks.

Other Annual Meeting Activities

Beyond this year’s TS-SIS Meeting, there are plenty of workshops, programs, and meetings (plus receptions) to attend. Check out the TS-SIS Annual Meeting page when considering your schedule: http://www.aallnet.org/sections/ts/annualmeeting/2016.

As my tenure as TS Chair ends, I want to thank you all for your hard work and support for the TS-SIS. Let’s keep working hard together and keep doing great work!

Hollie White
Duke University
Online Bibliographic Services
Special Interest Section

Since I authored my last column for the *Technical Services Law Librarian* (TSLL), sadness has entered into our community of practice. Calmer Chattoo, Vice-Chair/Chair Elect, passed away on April 24, 2016. Calmer believed in the power of community and demonstrated it through her willingness to give back her talent, time, wisdom, and expertise to the membership of the Online Bibliographic Services Special Interest Section (OBS-SIS). Calmer’s love for her profession was an inspiration to her friends and colleagues. Indeed, Calmer will be missed terribly by her friends and colleagues.

For the success of the election process for 2016, I would like to extend my thanks to the membership of the OBS-SIS. The election concluded on March 17, with nominations accepted for Jennifer Noga (Wake Forest University School of Law), Vice-Chair/Chair-Elect, and Patricia Alwayay (University of Kentucky Law), Member-at-Large. On behalf of the members of the OBS-SIS, I am pleased to welcome Ms. Noga and Ms. Alwayay to the Executive Board!

Additionally, I owe a debt of gratitude to the candidates who volunteered to run on the 2016 Election Slate. Therefore, I would like to extend my thanks to the Nomination Committee—Katrina Piechnik (Chair) and Andrea Molinet (formerly Rabbia), Sarah Lin, and Lauren Seney (members)—for the outstanding slate of candidates they selected for the election this year. Thanks to the efforts of the Nomination Committee, the leadership of the OBS-SIS is in place to continue to meet the aims and challenges of our membership in managing change in the workplace.

Because of the untimely passing of Calmer Chattoo, the Executive Board convened a special meeting to elect a Chair-Elect for 2016-2017. They elected Marjorie E. Crawford to serve another term as Chair of OBS-SIS. This means that I will continue to serve as Chair for 2016-2017. With the mission of the OBS-SIS guiding the Executive Board, the 109th American Association of Law Libraries (AALL) Annual Meeting and Conference is rapidly approaching.

At the Annual Meeting, experts will discuss trends and relevant, reliable practices. Today, more than ever, the members of the OBS-SIS need to demonstrate to our employers that we are adding value to our deliverables in the process of gathering, organizing, analyzing, and sharing knowledge that we distribute via our local online bibliographic services and automated library systems. For a preview of the Annual Meeting, some of the must-have topics by the members of OBS/TS-SISs include the following programs:

- A3: Crowdsourcing: A Skill Set to Manage the Legal Information of the Future
- A4: Are People Even Using This Database?: E-Resources and Statistics
- B3: Promoting the Value of Technical Services at Budget Time: Practical Advice for Directors and Managers
- C5: Creating the Future of Discovery and Research: BIBFRAME 101 for Library Directors (and Everyone Else)
- C6: Enterprise Search Initiatives: New Opportunities for Your Organization
- D3: Search Does Not Equal Research: Implications for Discovery Layer Design
- E4: Sustainable Planning for a Digital Repository
- E7: Hot Topic: The Future of Our Digital Memory
- E8: Managing a Legacy Collection: What Do I Do With All These Microforms?
- G5: Metrics: Redefining and Proving Value
- W5: Linked Data and BIBFRAME in Action: From Theory to Practice

To see the all of the programs and workshops for the 109th AALL Annual Meeting, visit [http://www.aallnet.org/conference/education/programs-and-workshops](http://www.aallnet.org/conference/education/programs-and-workshops).

For a schedule of all meetings and events, see [http://eventmobi.com/aall2016/agenda/140597/groups/189940](http://eventmobi.com/aall2016/agenda/140597/groups/189940).

In looking to the future, I encourage you to share your time and talents with OBS-SIS. Your ideas can transform the world! Together with the leadership of the OBS-SIS, we can drive the bus for innovation instead of merely riding it! In a few weeks, I look forward to seeing you at the Annual Meeting in Chicago.

Marjorie E. Crawford
Rutgers University
Better Leadership Through Communication of Values

The American Association of Law Libraries (AALL) held the 2016 Leadership Academy in Oak Brook, Illinois, on April 1-2, 2016. As a Collection Development Librarian for the Boston University School of Law Fineman and Pappas Law Libraries, I was able to join 44 of my peers from other law libraries at this year’s event thanks to a grant from the Technical Services Special Interest Section (TS-SIS). Together, we spent two days working to add leadership skills to our toolboxes. Personally, I’ve returned from the Leadership Academy reflecting on how to use the three core values I found most important to me during a session as tools in the workplace. These values are honesty, health, and collaboration.

As I move into a new role as the Assistant Director for Systems and Collections, I find myself thinking about the best ways to communicate with staff and set goals and priorities. The Leadership Academy gave me new frameworks for these considerations. One of these frameworks is deciding on and communicating my values as a leader. While I had a vague sense of what my leadership values are, I had never sat down and thought clearly about them. After doing this during a session at the Leadership Academy, it quickly became clear that I prioritize honesty, health, and collaboration. Because I had clearly articulated these for myself, I was able to think about how these play out in real life and how these values are intertwined with each other.

When it comes to honesty, I want people to be honest with each other and themselves. This includes aspects of self-awareness and mindfulness. Self-awareness lets you think honestly about what you are doing (what exactly is this work?) and why you are doing it (what are my goals, and how is this work affecting them?). It also lets you think about how and why you are reacting to your work. If you hate or love some aspect of your work, why is that? Is your reaction impacting your work? What is the status of your workload—are you bored, overwhelmed, or somewhere in between? Are you able to complete projects in a timely manner? What are your limitations, and how can we work together to overcome them? If you made a mistake, do you feel comfortable being honest about it and working with the team to find a way to fix it? The important thing is to perform an open and honest internal assessment of these questions. This crucial step will help determine how, or if, you will respond to a given situation.

Health (emotional and physical) also plays into work in a variety of ways. It appeared when I was thinking about honesty—the ability to communicate honestly about what you need requires a certain level of honesty with yourself. When you can be honest with yourself about your own emotional state, it positions your team to work more effectively with you. I personally think more clearly and am able to focus better if I leave the building for a break at lunch, even if it’s just for a few minutes. Exercise and meditation also help me perform better at work. In general, we all function better if we’re healthy, and at the Leadership Academy it became clear that I don’t want anyone to be a martyr to the work; the work and the people both suffer.

Finally, I realized how much I value collaboration and teamwork. One of the things I love about my current work environment is how supportive the staff are of each other and our projects. There is no question we will help when we can and back each other up. There’s also the understanding that no one can know everything; we can and should learn from each other, and it’s always okay to ask for help. We are all members of a team working towards common goals, and we will all perform better if we remember that.

Thanks to this session at the Leadership Academy, I am able to take this knowledge back to my team and be a more effective leader. This was just one brief session over the two days, and I learned a great deal more at the Academy. It has been interesting to think about how these tools will be effective in leading a technical services department. I hope many more of my colleagues are able to attend in the future.
Actor Steve McQueen was deemed the iconic “King of Cool.” He once said, “I’m not sure if I’m an actor who races or a racer who acts.” This same spirit of being a jack-of-all-trades is exactly what the technical services librarian needs to be armed with in terms of skills sets today, especially in libraries with staffs of fewer than ten people. I am devoting this column to examining the top five most successful traits and the top five greatest hang-ups technical services librarians may face in the workplace, as inspired by the soft-spoken “King of Cool” himself, Steve McQueen.

The Top 5 Most Successful Traits of Technical Services Librarians

5. Cross-train and don’t be afraid to step outside your comfort level. Steve McQueen could race anything with an engine, but he could also ride a horse. This winter our Cataloging and Discovery Services Librarian received a ton of loose-leaf filing updates, and there was no way for her to file them all alone. Our dual-degree Reference Librarian, I as a dual-degree Electronic Services Librarian, an analyst, and several others pitched in without a word to help pick up the slack. Loose-leaf filing wasn’t in our job descriptions, but our library was paying good money to have these updates. We wanted the updates out on the shelves for Justices, judges, attorneys, and the public to use. We didn’t expect anything (not even a thank you) in return because we knew that if we were in the same boat, then our Cataloging and Discovery Services Librarian would try to come to our rescue without making any kind of big deal of it. We all function like appendages of the same body; so, if someone needs help, the others come to the rescue silently without a word. There is no credit claiming or tooting of one’s own horn. The King of Cool would slip in get the work done and silently slip out. That is how we also get the work done.

4. Don’t be afraid to ask for help. In The Great Escape, Steve McQueen’s character, Hilts, quickly made friends with Ives “The Mole” and asked him how he dug one-man tunnels without support structures while still being able to breathe and without getting caught. Ives showed him how he pushed a steel rod up to poke small air holes to breathe every so many feet. This sealed their friendship that would last for the rest of their time in the camp. In our library, I am the newest member, having only been here six months. While I know a lot about electronic services, digital repositories, and reference, I am new to Oregon and often need to ask about how Oregon resources work or how a specific tool used in our library works. We have to keep working at a fast pace to keep up with patron demands, but figuring out when to ask versus when to read the electronic manuals or policies is key. Just like McQueen’s character Hilts, I have made some long-term friendships just by asking simple questions, like where the ladies room is inside the courthouse. I have also made long-term friendships by asking more complex questions, like what our two-degreed librarians did not like about our old website as I redesign it. Giving them a say has done wonders. In return, they tend to ask me about projects where I might be a stakeholder. Asking for help is not a sign of weakness, but a sign of strength. It takes courage to ask.

3. Look good doing what you do. If you exude confidence, your director, coworkers, and patrons will assume everything is in good hands. It is when you look like you are terrified and don’t know what you are doing that everyone will assume you really don’t know what you are doing. This is when people rush over to try to help, and it gets embarrassing. Steve McQueen was the King of Cool because he always looked like he was in charge and had everything under control. He looked calm and focused. He was relaxed. This is a look you can practice at home. Think to yourself, “Hey, I got this one.” You have worked hard to get the job you currently hold, and so just tell yourself to relax because you know what to do. If not, you can defer to #4 above. Just take a minute to take a deep breath and smile. Then give it your best shot; that is all anyone can ask of you.

2. Communicate efficiently and effectively. The King of Cool didn’t say much, but when he did, it was well worth listening to. McQueen was a man of action over words. Get your job done, and get it done right. Cut out the small talk, as it signals insecurity or an unnecessary preoccupation with gossip (which also signals insecurity). Say the right thing when it is necessary because your coworkers and your supervisor are all busy people. No one has time or enough duct tape for extraneous conversation. Follow McQueen’s lead and be a person of few, but important, words.

1. When drafting documents or giving presentations, also be a person of few words. Steve McQueen could say more with a look or a smile than most people can in an essay. He was a master at communicating. Your colleagues, especially in a smaller-staffed library, will not have time to read a 60-page report summarizing why you think a specific acquisition would be great. Keep it short, to the point, and use bullets or numbered lists. Let the reader easily skim what you write. Don’t submit treatises for every assignment. The same goes for slides in presentations, handouts in meetings, and, most importantly, for emails.
The Top 5 Greatest Hang-ups

Now for the real fun, here are the top five Steve McQueen King of Cool-inspired hang-ups technical services librarians face in the workplace today. Think of the movie *The Great Escape*, when Hilts and his motorcycle get caught up in the barbed wire, no longer able to jump the fences to escape the Nazis.

5. **Not being professional as a technical services librarian because you are in the back and rarely work with patrons.** This is becoming less true as librarians have to cross-train and multitask. Many of our technical services library staff (including an analyst, a scanning specialist, and others) have to cover the reference desk when our Reference Librarian is on break or is out sick or on holiday. These staff members must be able to assist patrons with reference services to the same degree that the Reference Librarian normally would. You can’t just say, “Oh I’m sorry, I can’t help you because I am not a Reference Librarian.” You can’t tell the patron to come back in twenty minutes or later in the week. Steve McQueen took on a variety of roles—action, comedy, drama—and never typecast himself. He played a lot of roles where he performed stunts involving fast cars or motorcycles, but he was never typecast. He always showed variety in his art. As librarians, we need to keep from being typecast in our art, too.

4. **Being known as the library ball of stress that is always wound a little too tight and could explode at any time.** This is highly un-King of Cool. Even with the tensions in the plot of *The Getaway*, McQueen starring as Doc finds ways to remain calm and level-headed enough to successfully escape with Carol to Mexico. The ending makes the viewer assume that they will stay married and resolve their personal conflict that transpires throughout the film. In a library, especially in technical services where sometimes the tasks get repetitive, it can be essential to find ways of relieving stress or shaking off whatever is getting under your skin within the technical services department. Just as Doc and Carol must eventually talk it through to resolve their differences, we often have weekly staff meetings where we discuss projects and air any interpersonal problems that may be festering. We also have a variety of desk toys in the workroom that we all toy with. There is also a large, realistic-looking plastic turtle that stays out in the stacks. The turtle is named Lois and we take turns hiding, seeking, and repositioning her. Around major holidays, Lois may even be found wearing costumes.

3. **Work hard…but don’t forget to play hard.** The King of Cool gave it his all on set to get the stunt driving spot on. He would then often go home to work on other cars, motorcycles, etc. He spent a lot of his non-acting time racing. Sometimes we get so caught up in our work that working is all that we do. We don’t maintain a work life balance, and it has consequences in our personal lives. This doesn’t mean to neglect our professional lives after five or on weekends, but to find a balance.

2. **Flying too far under the radar screen.** The King of Cool definitely flew under the radar screen. He wasn’t the type to be followed by paparazzi. Technical services librarians also tend to fly under the radar. When it comes to budget time, the squeaky wheel usually gets the oil. While it is okay to keep a low profile and fly under the radar screen, try to let your voice be heard in meetings with your director or during staff meetings so that you have a better chance of getting what you need during budget time.

1. **Out of Sight...Out of Mind.** During gaps in Steve McQueen’s work, people in Hollywood in the movie industry sort of forgot about him until he made a comeback of sorts by taking on another series of roles. If you work in technical services, you do not want to be the forgotten department. You want to keep lots of statistics about what inputs you have and how many products you create that actually get used. This can go beyond circulation statistics. If you have digital collections, you can show items digitized versus number of items viewed and how long each page of each item was viewed. Remember to make sure the statistics are meaningful. You can very easily create charts, graphs, or just logs of inputs and outputs in Excel to send to your department chair or to your director. This will show that you are a thriving part of the library and not an invisible part limited to the catalog. You can run metrics on any number of items in technical services, but the goal is to always give meaningful statistics. These numbers are helpful no matter what type of library you work in. Keeping a monthly run of the numbers allows you to justify your department and its budget instantly if asked to do so. If you aren’t keeping up with the numbers, it is like asking to be forgotten.
This spring the “hot topic” was the subject heading “Illegal aliens.” Even Congress got involved, as the two “flavors” of political correctness in America faced off over a Library of Congress Subject Heading (LCSH) that is rarely used (at least correctly) because LCSH requires the most specific heading possible and books typically deal with a specific type of illegal alien such as unauthorized/illegal immigrants in the United States. However, in many countries, the controversies are over unauthorized/illegal alien temporary workers, and, in some countries, “illegal aliens” are usually native-born stateless persons who are ineligible for citizenship under the local implementation of jus sanguinis.

But while this is a problem for subject headings, it’s not a problem for classification. Subject headings require one preferred form and alternatives—Use For (UF) references—be visible only if a user looks for them. In all fairness, authority records are for all purposes invisible to non-catalogers. Classification is blessed with the option of including alternative forms where users can see them, through multiple captions and “including” notes. Thus KF3743 has a caption “Immigrants. Aliens. Including illegal aliens.” Note the American usage of the term “illegal aliens,” which in the United States usually refers to illegal immigrants. Another example is at KF4217.146 for the education of children of immigrants, which has an “including children of illegal aliens.” The captions and including notes reflect American “legalese,” and if Congress ever stops using the term, it would be a minor change to adjust the caption to reflect the new terminology. Catalogers can add new terminology if there is literary warrant and will not need to change bibliographic records. No records will be displaced, and the Policy and Standards Division (PSD) could even change the caption “off list” if they so desired. In Library of Congress Classification (LCC), there is no problem including obsolete and alternative terms reflecting the diverse and constantly evolving flavors of political correctness.

There are other politically charged areas, and looking at them suggests classification has a big advantage over subject headings in side-stepping “hot topics.” Plus, even when we can’t juggle the terminology to make everyone content (trying for “happy” might be too much), LCC leaves open the possibility of alternatives that pacify critics.

After the election of President Obama, PSD changed the subject heading “War on Terrorism, 2001-” by declaring that the war ended on January 20, 2009, and in fact never really existed but was merely a policy initiative of the Bush administration and not a war—meaning that one couldn’t use “—Law and legislation” for the many books written on the legal aspects of the “War on Terror.” Note that the Defense Department disagrees and still hands out medals for those serving in the “Global War on Terrorism,” and authors continue to write books on the legal ramifications of the “War or Terror.” It is not unreasonable to assume that if the political winds shift, LC will move to reflect the Defense Department’s perception of a war that continued throughout the Obama presidency, especially as people are still writing books on it as a war that has been going on for 15 years, rather than as a policy of a single president. While the subject heading for “War on Terrorism, 2001-2009—Law and legislation” is expressly prohibited (meaning it flunks automatic validation), LCC continues to have a valid number for the “War on Terrorism” in KZ6795.T47, and catalogers class books on that subject there. Note that works on the legal aspects of the war, if limited to American law, class either with terrorism in KF9430 or with laws pertaining to American wars in the post-1945 era, such as KF7225 or KF6051-6075.

Foreign relations can raise awkward questions of political correctness, especially if a foreign government might be insulted. Some could make a strong case to classify Turkey in the Middle East, but it is classed in KKK because most Turks insisted they were Europeans when the Library of Congress (LC) created the schedules. The republics of the former Soviet Union were all in the Eurasian schedule (e.g., KLP for Ukraine), but many were moved to the European schedule when the Soviet Union broke up (e.g., KKY), which reflects how these countries now perceive themselves (regardless of the fact the countries haven’t moved and are still in Eurasia, at least geographically).

Official American policy usually dictates how to deal with sensitive political issues (and to use an LC cliché, one “shifts responsibility” to the State Department to make the awkward decisions). Thus Jerusalem is in KML as if it were an independent jurisdiction (something proposed under the 1947 United Nations partition plan, but never implemented and not advocated by either side) because the official policy of the United States (at least of the Executive branch, which the Supreme Court has held decides such matters even if the Congress disagrees) trumps “literary warrant.” Any library that wants to put legal works on Jerusalem in KMK4981.2 for Israel or KMM990.9 for the West Bank is, of course, free to do so (giving them a bit more flexibility than LCSH offers). If the United States ever recognizes Israeli ownership of Jerusalem, it quite possible LC could cancel the KML numbers.
Similar problems arose with Hong Kong, which was classed in KNR as a 500 common law jurisdiction. When it transferred from British to Chinese rule, it was switched to KNQ9301-9399 and a 100-number table as a Chinese province (even though the legal system did not radically change, and the patterns of legal publishing continued as one of an active common law jurisdiction rather than the typically less extensive literature one expects of a Chinese province). Some libraries continue to use KNR, even though LC used the KNQ numbers to reflect the official policies of the United States government. Taiwan remains in KNP, reflecting the American government’s view of its status as a de facto country rather than a mere province (and coincidentally reflecting the Taiwanese view, though that probably doesn’t count for much, nor does the fact its legal publishing resembles a country rather than a Chinese province).

The new KI schedules for “Law of Indigenous peoples in the Americas” also reflect one political view versus another. The extent to which American Indians are “sovereign” is a topic of academic and political debate, with one side arguing that there are indigenous rights beyond any recognized under American law (supporting the need for a separate schedule for indigenous jurisdictions) versus those arguing that indigenous rights are dependent on national constitutional law (which would suggest that indigenous jurisdictions should be part of KE and KF, rather than separate). LC decided to follow the former opinion, which is why all indigenous jurisdictions are in KI. Separating “indigenous law” from the rest of the national law is very reasonable to those specializing in “Indigenous law,” but very inconvenient for anyone researching the law applicable in an American non-indigenous jurisdiction, because the law of the local Indians affects everyone’s rights in that jurisdiction. A legal practitioner focused on the law he/she needs to deal with in his/her practice may not want to see the law of the local tribals classes between Venezuela and European legal history. Of course, the solution is obvious: one can always shelve KIE+ next to KF or program the online system to display KI immediately after KF.

All persons working in the current environment have to be aware of the many flavors of political correctness, and they need to take them into account to serve all users regardless of their ideological orientation. The classification is actually more flexible than either subject headings or descriptive cataloging in this regard.

This reflects the author’s personal opinions and is not an official statement from the Library of Congress.

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**COLLECTION DEVELOPMENT**

They’re Here...E-Books and the Law Library

Adrienne DeWitt
Campbell University

I like to read. It is one of the reasons I became a librarian. Books, however, can be very heavy. I mean this literally. I’m not speaking about substance; I’m speaking about actual weight. Pick up the first volume of *Game of Thrones*. It is very heavy. I had a friend in college who could not bring a hardback edition of Stephen King’s *The Stand* into a secure facility because of the possibility that it could be used as a weapon. Now that’s heavy.

Therefore, when my public library invested in the OverDrive platform for e-books, I was genuinely excited. Now I could happily lie in bed and read all George R.R. Martin without overstraining my biceps. I could get drowsy from reading and not worry about having a 2,000-plus page book fall on my face.*

Even better, once I finished the 2,000-plus page book, I could easily select and download a new read without leaving my bed. WiFi and OverDrive have taken off the doors of my library. I have 24-hour/seven-day-a-week access to its digital collection. By the way, for those of you traveling to the American Association of Law Libraries (AALL) Annual Meeting in Chicago this summer, I heartily urge you to see if your library has a digital collection. That way, when your flight is delayed because of weather, you will be able to download a new read and wait it out like a pro.

In my opinion, OverDrive’s best feature is the elimination of late fees. On the date that the book is due, it simply disappears from my device. This is particularly helpful for people like me who cannot seem to return their books on time. I no longer receive emails of judgment reminding me to return my books. I no longer have to do the walk of shame to the circulation counter. Because of OverDrive, I am now the library patron I have always aspired to be.

Recently I was asked to evaluate a major vendor’s** new digital library to add to our law library’s study aid collection. After a week’s trial, I found some strong benefits that paralleled my experience with the public library’s version of OverDrive. The material was easy to access and to download through E-Pub or Kindle, 24 hours a day, seven days a week. It was also
easy to use the material after downloading it, and once the material reaches its due date, it simply disappears. No more late fees. Better yet, no more lost or missing content. This was of particular note because our study aids are among our most popular circulating materials.

Despite my overall enthusiasm, I found that I had some questions about hosting a law library digital collection. Essentially, OverDrive does not replace a print collection of my public library; however, if our library chooses to acquire a digital library, it is unlikely we would maintain a duplicate print subscription. This makes me wonder about accessibility—patrons may access a digital collection with browsers, but the best way to read an e-book is with an e-reader. Have any libraries that have acquired the vendor’s digital collection also added e-readers? Was this a cost factored into the purchase of the digital library? Finally, if libraries have added e-readers, is this a long-term or short-term addition?

Beyond accessibility, I was also concerned about the fact that there are two separate entities providing access to content. There is the vendor who originates the content and hands it over to OverDrive. Then there is OverDrive, who hosts the content and is the one responsible for access. I had to wonder what would happen if there were any contract or technical issues between the vendor and OverDrive. How would this impact our library’s access to these materials? Has this issue happened to other libraries, and if so, how did they handle it?

In the end, I am a fan of digital access and the OverDrive platform, but I am having a hard time picturing its use in graduate-level academia. I know there are libraries using OverDrive who have the vendor’s digital collection; I would love to hear from you. Do you consider your acquisition of the vendor’s digital library and the OverDrive platform a success? Did you purchase e-readers? What has been your major concern? Have you contracted separately with OverDrive and then acquired digital content? Would you recommend it to other libraries? I am happy to do a follow-up piece based on responses.

For those of you traveling to AALL this summer, I wish you all happy travels and an enjoyable conference. Until our next issue.

*This did not, however, mitigate the possibility of being hit in the face by my Kindle.
**The vendor shall remain nameless, although I figure everyone knows who it is.

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**Description & Entry**

Dates in the Authorized Access Points for Laws

Robert Bratton
George Washington University Law Library

Resource Description and Access (RDA) instructions for creating authorized access points (AAPs) for modern single laws of single jurisdictions is essentially unchanged from the Anglo-American Cataloguing Rules (AACR2). We use the AAP of the jurisdiction followed by the preferred title of the law, unless the preferred title is “the same as or similar to an access point representing a different law, etc.,” in which case we append the law’s date of promulgation (RDA 6.29.1.29). RDA 6.20.2 defines “date of promulgation” as the “year a law, etc., was promulgated or brought into force.” There is no mention of using the date of promulgation in the AAP except in cases of conflict.

Contrast this instruction with the ones for personal name and corporate name AAPs, which both allow optional additions at our discretion. For personal names (RDA 9.19.1.3), the gist is the same as the one for single laws: add birth and/or death dates if needed to distinguish the AAP from another that is the same or similar. However, this instruction has an optional addition: “Include the date of birth and/or death even if there is no need to distinguish between access points.” The Library of Congress Program for Cooperative Cataloging (LC-PCC) practice is to continue the longstanding Name Authority Cooperative Program (NACO) practice and always include dates if the cataloger knows them. There is also a similar optional addition of dates allowed in the instructions for AAPs for corporate entities if the addition “assists in the identification of the body” (RDA 11.13.1.5).

There is an LC-PCC Policy Statement for RDA 6.29.1.29, which states: “When establishing a new authorized access point for a law, etc., and there is an existing access point with the same or similar title without a date of promulgation, add the dates of promulgation to both the new and existing access points. If the date of promulgation of the existing undated access point is unknown and cannot be readily ascertained, or if there is evidence that the existing undated access point has been...
used for laws promulgated on different dates, add the date of promulgation only to the law, etc. being established.” This same Policy Statement gives us the option to add the date of promulgation to an AAP “even if there is no need to distinguish between access points.”

It is helpful that the Policy Statement for RDA 6.29.1.29 allows for the optional addition regardless of conflict, but why should this allowance not be in the text of RDA itself? I think the RDA instruction for adding dates to the AAPs for single laws should be changed. We should propose new text for an optional addition, borrowing similar language from the optional additions for personal names:

Optional Addition. Include the date of promulgation even if there is no need to distinguish between access points.

EXAMPLE

One reason to make this an option and not a requirement as it is for treaties (RDA 6.29.1.30) is the date of promulgation is sometimes grammatically present in the preferred title of the law. We wouldn't want AAPs like: “United States. Civil Rights Act of 1964 (1964).” Also, there are times when we simply cannot determine a date of promulgation despite our best efforts. If this option is added to RDA, the American Association of Law Libraries (AALL) should propose to update the language of the Policy Statement to always include the date of promulgation in the AAPs, unless the date is already present in the preferred title of the law.

LC practice-PCC practice for optional addition: Apply if the date is known and the cataloger considers it important for identification. Generally do not apply if the date of promulgation is grammatically part of the preferred title of the law.

The change proposal should also include a change to the instruction itself to replace “year of promulgation” with “date of promulgation” because “date of promulgation” is a defined data element within RDA.

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**THE INTERNET**

Dan Blackaby
Cornell University Law Library

...in the Digital Age Now

Q: Age is no guarantee of efficiency.
James Bond: And youth is no guarantee of innovation.

—Skyfall

Anyone that’s worked with me in the past few years has probably heard this from me, but it’s something that I feel bears repeating. It is a simple request. When approaching naming a program or article, please do not use the phrases “in the Digital Age” or “in the 21st century.” It’s so common as to be ubiquitous, but that’s not why I ask this favor. Please excuse any snark that may come through.

My reasons are as follows.

1. **“in the Digital Age”… as opposed to the Bronze Age?**
   **“In the 21st century”… as opposed to the 19th?**

   We have no choice but to be “in the Digital Age” or in “the 21st century” (which we’re 17 years into by the way, it’s kind of past being new; how long are we going to keep on with these titles?). “Law Librarianship in the 21st Century”—unless you’re writing a history, how about “Law Librarianship Now”? (Although I’d actually be interested in an historical work on law librarianship in say, the 12th century).

2. **The implication with those titles is that research is somehow fundamentally different now that we have computers.**

We still need to check the applicable resources. We still need to have a plan of attack. We still have to be current. I understand the idea that organization is may be different in the Internet age. The thing is, it kind of isn’t.

Our attention spans may be shorter, and we may hop around more, but one look at Westlaw will tell you that we’ve not really gotten out of the print/codex method of organization. Reporter citations are still based on page numbers, rather than URIs. Tables of contents still exist, as do indices, even though full-text searching is ostensibly available. Perhaps when the Semantic Web arrives and tools like Google’s Parsey McParseface are part of everyday lives, we can speak of research and organization working fundamentally differently (yes, that is its real name—http://googleresearch.blogspot.com/2016/05/announcing-syntaxnet-worlds-most.html). Last I checked, however, the research/argument process itself hasn’t changed fundamentally since the evolution of the printing press, and even then it was a change of tools rather than a change of method.

3. Fear.

Too often I read these articles and come away with the idea that the 21st century is so daunting as to be a source of fear. For me, this equates to “new = scary.” I understand this from an emotional point of view, but I also understand that fear is a choice, and for me, it’s not the choice to emphasize. Whether that fear is meant to be there when someone chooses a “Digital Age” or “21st Century” name or not, it’s there. Am I choosing to see it in a kind of confirmation bias as to my own annoyance with the phrase? Perhaps, but I don’t believe I’m always wrong on it occurring.

I don’t actually believe that the fear is drawn from people’s fear about their own ability to understand the changes that are occurring or even their ability to do the job, but rather the willingness to change. So perhaps it’s not so much fear, but annoyance. “New” does not equate to better, that is true. What it does equate to, however, is “here.”

4. The Need to Move Forward.

I believe that the concentration on being “in the Digital Age” or “in the 21st century” is indicative of an inherent resistance to the change that it implies. While the character of Don Draper on TV’s “Mad Men” may not be the best role model, I believe one of his quotes applies here: “[Life] only moves in one direction. Forward.” I would rather deal with the tools and problems in front of us rather than reflect on the change. Understand it, yes—but rehash it, no.

5. Digital Humanities/Website Design.

This is something the inherently conservative legal community, both in the private sector and in education, has been slow to adopt. Although we’re constantly talking about the “digital age,” we’re slow to take up its practices that actually are different, whether it be new ways of exploring texts via the digital humanities platforms or even websites more geared toward better user experiences.

One of the trends I found when looking to see if this kind of titling approach was present in other fields was that while there are a good many “Engineering in the 21st Century” and “Physics in the Digital Age” titles, they were all about the excitement of the challenges. Because I haven’t read, watched, or listened to every law librarianship program with “In the Digital Age” or “In the 21st Century” in the title, I can’t say that none of those programs didn’t take the same outlook. If they did, I’m excited to read or watch those. That’s all I’m asking, really. If you’re going to talk about the 21st century, talk about NOW, because it’s not waiting.

Library Metrics

Learn to Show Your Value to Leadership: A Guided Tour through the Wonderful World of Metrics, The Final Chapter

At long last, let’s finish our tour through the wonderful world of metrics, where we’re exploring ways to both define and communicate value to leadership using quantitative and qualitative factors. Our final stops include desk tracking, consortia and group sharing, using statistics to support specific initiatives, and gathering direct feedback about patron satisfaction.

Desk Tracking

During our pre-conference survey, 76% of our respondents indicated that they perform some sort of reference tracking and 34% indicated that they performed some sort of time tracking; 60% of respondents reported reference statistics to leadership
and 30% reported time statistics to leadership. Obviously, many of us already have these types of metrics on our radars, and we are using them to communicate value to leadership, so let us talk tools, tips and procedures for a moment.

At CharlotteLaw, we switched a few years ago from DeskTracker (http://www.compendiumlib.com/desk-tracker/) to Gimlet (https://gimlet.us/). Unfamiliar with Gimlet? It’s an encounter statistics collection program made by the creators of Libstats with an extraordinarily simple interface. While customization of the platform is somewhat limited and you have to put a controlled vocabulary in place to utilize the tagging feature to its fullest, Gimlet definitely serves its purpose at our school; most importantly, its inexpensive price tag has very little effect on our budget lines. As a web-based program, Gimlet allows all staff members in the library to have their own accounts and log in from anywhere with a Wi-Fi connection to track encounters. Want another option to explore? A significant portion of our survey respondents use ZenDesk (https://www.zendesk.com/), a ticketing system that allows flexibility in reporting, creates a searchable knowledge base, and emails information directly to end users.

CharlotteLaw currently uses Gimlet to track most aspects of library operations. While we all are aware of how days can run away in library land while your back is turned, it’s imperative to note that the first key to desk tracking is consistency in collection. In anything involving metrics, you’re only as good as the data you collect; gaping holes in your data, whether it be an empty date range or a lack of collection in a certain category, do absolutely nothing to help prove your value to leadership.

Be sure to consistently track your activities, whether it be specific interactions at the reference desk or time spent on other activities such as filing, updating, and shelving. These latter metrics give us incredibly valuable insight on the time investment we make in project and resources, and they help us make more informed decisions during the collection development process and the never ending print vs. electronic debate on various titles. These metrics also help us decide how best to invest our staff’s time when it comes to prioritizing projects and cutting certain initiatives.

We also added a specific category in our tracker for “Happy Patron,” where we collect qualitative data and anecdotes that help us tell our story of value. By running a search for this tag, we can find specific language and incidents that we can build into any presentation on value to leadership, which allows us to use more personal anecdotes to support the cut-and-dry numbers and to fill in blanks where numbers cannot adequately capture our value.

Try not to forget the power of your desk tracking software when trying to validate trends you notice in your day-to-day interactions. When you become aware of a potential trend, add in a field to your program and start tracking the trend immediately. In this way, you can use your desk tracking tool and the information it collects to prove the trend and thus support related decisions, such as pushing forward with new initiatives, rationalizing additional purchases, and explaining user behavior.

**Consortia & Group Sharing**

As you have heard me say before in previous columns, usage statistics are a difficult metric to collect and use effectively in law school libraries, as many of our commonly used databases are not compliant with Counting Online Usage of Networked Electronic Resources (COUNTER). With the lack of consistency in terminology and reporting in non-compliant databases, it can be challenging to make comparisons of user behavior across databases, so using these reports to prove the value of the resource and the investment is difficult at best.

But this is where consortia and group sharing can play a role, by turning those reports into something a little more valuable. Up until our recent downsizing, our consortia had a “Best Practices for Electronic Resources” group made up of representatives from each school’s library. The group met quarterly to discuss all things electronic, but one of our standard tasks was comparing usage of databases across all three schools. When putting together our reports, we would adjust the searches, sessions, etc., to compensate for our differing full-time enrollment numbers; the trends we observed oftentimes helped us determine the ways our own roles as librarians affected user preferences.

In cases where one school showed significantly greater usage of a resource by their patrons, we’d spend some time sharing the story behind the numbers. Almost invariably, we could link the increased usage to promotions, trainings, or integrating the resource into the curriculum in some way. Sharing this information as a group gave all of us a chance to learn new techniques, backed up by statistics, which increase usage of particular databases and electronic resources.

**Statistics to Support Specific Initiatives**

Using statistical comparisons across time or institutions that support specific initiatives—such as promotions, training, or integration of resources into the curriculum—can demonstrate and prove the value of the library staff and their work efforts.

For example, when CharlotteLaw first purchased West Study Aids for our students, it was considered a significant monetary investment by leadership, and library staff wanted to promote this investment effectively to our students and encourage them...
to use the product regularly. In that vein, staff divided up the major topics within the study aid resources among ourselves and created weekly blog posts highlighting specific aids of interest on each topic. We promoted the blog posts through all of the school’s social media channels, and we reused the content in the posts and archived them in a dedicated LibGuide promoting the West Study Aids collection. Additional marketing efforts included placing bookmarks promoting the online collection in all print study aids checked out at the circulation desk and having similar promotional materials posted in rotation on digital signage throughout school.

Once all was said and done, statistical reports showed that 99% of CharlotteLaw students accessed and used the product, while our sister schools who had also invested in the resources at the same time showed much lower access rates from their own student population. In this case, the access level metric of 99% showed the value of the resource and the budget expenditures, but the metric comparison to the other schools clearly and tangibly demonstrated the value of the concerted staff efforts promoting the resource.

**Direct Feedback on Satisfaction & More**

A final piece of the metrics and value puzzle is the oftentimes-more-difficult-than-expected task of gathering direct feedback from your patrons. As those of you in academia may already know, to be able to beef up your basic metrics with the anecdotes and specific data you want, you are going to have to practically trick your over-surveyed and overwhelmed students into participating. While I cannot speak for law firms, I am assuming there are at least a few partners in the firm who are less than likely to respond to your traditional feedback requests.

So how can we overcome this barrier? First, leverage the power of promotional events in the library where you are already expecting high traffic. For example, our library always ties our necessary surveys to events related to National Library Week and Love Your Library Month. The students are already there taking advantage of our free coffee and donuts and listening to our speakers, so why not give them a chance to fill out the survey on the spot by providing iPads or laptops already set to the survey homepage? Also be sure to send out a link via email so patrons can provide asynchronous feedback conveniently from off-site as well.

Offer prizes and incentives to individuals who participate in your surveys. If you’re low on money, offer incentives that are free to you but still valuable to your users. At our law school, the library offers incentives such as all-day access to a private study room of their choice for finals, prime parking spaces for limited periods of time, and fine and penalty forgiveness on their accounts. We’ve also given away donated recent editions of study aids and such to students who participate, and we have gone so far as to leverage our librarians’ personal skills for prizes. For instance, your skilled home gardening co-worker could have a hands-on session with a patron who is interested in starting his or her own urban garden, or your personal trainer co-worker could offer a free session to a lucky participant.

Also, take the time to educate yourself about other surveys that may be running throughout your organization, and be careful not to schedule your survey when another large survey is running. If there are other more commonly administered or required surveys in which your patrons participate, talk to the individuals who set up and administer those surveys and ask if you can add your own brief question to the line-up. Our students are required to participate in a particular survey for our Bar Passage Department; by adding a single question about library materials to the original survey, we are able to gain painlessly insights and feedback on bar preparation resources from all of our students that help guide our future collection development decisions.

**Back to Basics**

Now that we’re closing down the tour and winding our way back to the starting point, let’s take a moment to review:

- Your reports are only as good as the data you collect, so be sure to collect consistently.
- Anecdotal evidence is imperative to supplement your basic counts.
- Understand that different patron groups have different needs and define value differently.
- Be sure that your reports are tailored for your audience and speak to the factors that they view as important.
- Find opportunities to help other departments understand and prove their own value through metrics.
- Don’t forget the importance of communication and relationship building along the way.

Those stretched to capacity who find it difficult to spend time on extensive metric tracking, analysis, and presentation can start by identifying what the library or school is already tracking and what’s already in place and by providing staff members with an outlet for tracking encounters and time investments. Find some method to store your anecdotes, and don’t forget to use additional tracking for specific activities and trends. At this point, you’ll be ready to start using the data to support initiatives and expenditures of not only the library, but other groups or the school as a whole!
Driving in the Library

Beth Farrell

Cleveland-Marshall College of Law Library

I recently completed a two-day workshop offered by Cleveland State’s Monte Ahuja College of Business entitled “Motivation – Applications of Dan Pink’s Drive: The Surprising Truth About What Motivates Us” (RSAnimate offers a fun, brief introduction to Pink’s philosophy here: https://www.youtube.com/watch?v=u6XAPnuFjkE). Pink’s New York Times 2009 bestseller reveals that decades of research conducted by psychologists, sociologists, and economists consistently shows that employees are less motivated by financial and other extrinsic rewards than they are by intrinsic rewards.

Once employees earn enough money to cover their basic needs and compensation is fair within the workplace, Pink reports intrinsic rewards keep employees motivated and engaged at work. Pink also cites many studies that show that, for tasks requiring more than rudimentary cognitive skills, extrinsic financial rewards actually lead to poorer performance. Financial rewards are like shots of espresso: “Rewards can deliver an immediate boost—just as a jolt of caffeine can keep you cranking for a few more hours. But the effect wears off—and worse, can reduce a person’s longer-term motivation” (Pink, p.8).

Pink describes Motivation 2.0 as the classic “carrot and stick” approach, which developed alongside the Industrial Revolution. Motivation 3.0 instead acknowledges that employees perform best when their motivation is the “freedom, challenge, and purpose of the undertaking itself” (Pink, p.76). Can library managers encourage autonomy, mastery, and sense of purpose in our bureaucratic organizations, which often have rigid job descriptions, policies, and procedures? Yes, we can; in fact, I would argue that we actually have more control over intrinsic motivators than extrinsic motivators. Extrinsic financial incentives are very often tied to union contracts or university policies, both of which are usually out of our control, as are wage freezes, an all too often occurrence in our organizations.

Of the Motivation 3.0 factors, autonomy may be the easiest for us to provide (as long as we aren’t micromanagers!). Pink characterizes autonomy as the amount of control a person has over task, time, technique, and team—in other words, you work with a sense of direction over what you do, when you do it, how you do it, and with whom you do it (Pink, p.92). Offering flex-time and trusting employees to use their time wisely and efficiently, rather than, for instance, asking catalogers to keep a count of all the books they’ve cataloged during their rigid Monday-Friday 8 a.m.-4 p.m. shifts, will certainly encourage autonomy. Many organizations offer “genius days”—regularly scheduled times during the month/quarter/year when employees can work on whatever projects they want with whomever they want, as long as they report back on their progress. Finally, many formal evaluation cycles require annual goals for employees; allowing employees to set their own goals can help foster a sense of autonomy.

Pink describes mastery as “the desire to get better and better at something that matters” (Pink, p.109). Technical services work can be repetitive—serials staff manage subscriptions, catalogers catalog, and acquisitions staff pay invoices—so giving our employees the chance to get better at something that matters may involve job enrichment as well as skills training. Can you find tasks, perhaps working with other department managers, which stretch your employees’ skills a bit? For instance, the cataloger who manages MARC records for your HeinOnline subscriptions might be an excellent resource for a collection management project involving identifying print and electronic duplicates. Along with encouraging job-specific skills training, allowing staff to use work time to attend more general classes in areas of interest to them (such as time management, coping with change, stress management, and leadership training) can also significantly contribute to an employee’s professional skill set. Finally, in order to master anything, people have to have the space and environment to think. Allowing employees to design their workspaces as much as possible, close their office doors occasionally or wear headphones to block out noise, as well as giving them permission to turn off their work email (no annoying pings!) can help employees get into the flow at work, something which, according to Pink, is essential to mastery (Pink, p.118).

The final piece of Motivation 3.0 is purpose. By our nature, libraries help people fill their information needs—students, faculty, public patrons, and the legal community all benefit from our good work. So technical services workers experience a clear sense of purpose all day, every day—right? Wrong! A sense of purpose can easily get buried under a pile of unpaid invoices or cartful of American Law Reports (ALR) pocket parts. Helping technical services workers connect their “back-of-the-house” work to public services work emphasizes the importance of technical services to the library’s ultimate purpose. Cross-training technical services staff so they can take a regular turn at the public services desk (or even just having technical services staff shadow public services staff) can help reinforce this connection, as does the sharing of “patron success” stories and...
usage statistics. Also, many law school and universities have community outreach programs and allow staff to volunteer for these events on work time. This can reinvigorate staff and strengthen connections to the organization’s greater purpose.

Even within the confines of our often bureaucratic organizations, library managers can help employees achieve greater job satisfaction and productivity by focusing on intrinsic motivation. No small side effect of this focus on intrinsic motivation is that happier and more productive employees can make us look like much better managers!

Announcements from OCLC

OCLC Announces January 2016 Enhancements to WorldCat Discovery

OCLC announced new features that have been added to WorldCat Discovery Services in January 2016. New features include the display of library ownership and availability in records and additional information in emailed lists of records.


OCLC Announces FirstSearch Will Continue Separate From WorldCat Discovery

OCLC is reversing course in its move to discontinue FirstSearch in favor of WorldCat Discovery. Originally, OCLC had planned to move toward a single discovery service after the introduction of WorldCat Discovery. However, as implementation began, OCLC discovered that their users “valued the unique capabilities of FirstSearch.” After feedback from users, OCLC is now planning a new version of FirstSearch, in addition to WorldCat Discovery.

More detailed information can be found on OCLC’s Next blog at http://www.oclc.org/blog/main/the-future-of-firstsearch-and-worldcat-discovery/.

OCLC Update at AALL2016

Don’t forget to attend the OCLC Update at AALL2016! Rob Favini will be back to provide an update of happenings at OCLC. This year, we’ve scheduled the OCLC Update for Monday to provide more people with an opportunity to attend. We’ll be meeting at 7:30AM on Monday, July 18, in Hyatt-Acapulco for Rob’s update.

Since the update is pretty early in the morning, we’re planning to have some morning beverages (coffee, tea, and soft drinks) to help tide everyone over until the Exhibit Hall Breakfast Break that begins at 8:30AM.

Have you got questions you’d like Rob to try to address during the update? Send me questions ahead of time (at jason.lemay@emory.edu) and I’ll pass them on to him prior to the July meeting.

Thanks, and I hope to see you all in Chicago!

Archival Introductions

Greetings! As the new columnist for preservation, I am humbled, excited, and intimidated by the shoes I am attempting to fill. The reason why will be clear in a moment, but I wanted to state at the outset that my approach to this column is not from the perspective of a venerable and accomplished archivist or preservationist bestowing my vast knowledge on an eager audience, but from and through the eyes of a neophyte archivist who has just gotten his feet wet and is preparing to dive deep. This column will in part be a journal or diary of sorts, documenting my journey through the world of preservation and hopefully providing a trial and error template for other fledging archivists to follow. Who knows, I also draw on the valuable advice and experience of other New Hampshire archivists around me, so perhaps a nugget or two of information or advice might end up being of value to others as well.
I should add that, not unlike some of you, I wear multiple hats. In my “day job,” I am the Cataloging Librarian at the University of New Hampshire (UNH) School of Law. I juggle my time between the archives and cataloging new incoming books and materials upstairs (not to mention weeding, shifting, blogging, and numerous other projects). My heart, however, is always in the archives; that is my true calling.

While we do add treatises, monographs, and documents to our rare Kenison Room Collection occasionally (and sometimes the Main Collection), our main area of focus is the accession, arrangement, preservation, description, documentation, digitization, and (sometimes) display of our historical collection in the UNH Law Archives itself.

Our law library Director, Sue Zago, and myself proposed this new initiative in June 2015, and it launched on September 9, 2015. The original draft proposal/Mission Statement I wrote explains our goals:

The genesis of establishing an institutional and historical archives at UNH Law began by considering the needs of its numerous stakeholders, both past and present. UNH Law (formerly known as Franklin Pierce Law Center) is a law school and an institution rich in many things – Education, Knowledge, Scholarship, Tradition, Continuity, Diversity – but it is also a place and community which is the sum total of all the experiences, interactions and relationships of its Partners and Stakeholders – the Students, the Faculty, Staff, and Alumni of what is now the University of New Hampshire School of Law. That is what forms the basis for the formation of an institutional archives; to create a record and repository of the school’s history, culture, and identity, and all that they entail: Traditions, Experiences, Life Passages (graduation etc.), and Stories – those tales, mostly true, that combine to form the mythos and character of the law school. In this way the Archives becomes both a place for relevant stakeholders to connect and reconnect with an important place and time in their lives, AND it becomes a new and powerful marketing tool for publicizing the law school and all it has to offer to a wider world. In essence, the UNH Law Archives is the written and recorded identity of the law school, and a tool for communicating that identity to the outside world.

It’s a mouthful, but it explains our mission well. As of today (May 1, 2016), I have organized between 10-15% of our entire collection, but I have only arranged a small portion of that for more permanent storage. Digitization is in our future, and right now we are exploring some low-cost options that will meet our particular needs. Whatever the case, our ultimate goal is to build and create a fully functioning school archives, complete with proper preservation, organization, arrangement, description, digitization, and everything else that comprises a successful venture of this kind. In the course of documenting this creation, I will offer any insights I have gained and any “Aha!” moments I come across, including new discoveries in the fields of preservation and archiving. I will also offer any insights I gain from others, as I am part of a larger community of New Hampshire archivists, some of whom have a great deal of experience in the field. For those who would like learn a little more about our archives and see some of our more interesting offerings, please visit our blog at http://library.law.unh.edu/node/570. If you look at the highlighted keywords under the title, you will see one keyword that is common to all entries: UNH School of Law Archives. Click on this linked keyword, and you will have access to all our entries to date.

I look forward to joining and getting to know my archivist colleagues, including many of you, and becoming a part of what is to me a sacred practice and tradition – the Act of Preservation!

Private Law Libraries

Most of my recent columns have been about implementing and adapting to new technologies. From e-books to the Intranet to PACER changes, I have focused on the electronic resources side of technical services. All members of our technical services team have had to adapt to the shift, and the roles look very different from what they were just a few years ago. And while this is certainly the trend across the profession, our physical collection is still very much a valuable resource and a large part of our day-to-day responsibilities.

This spring, we’ve been working to clean up and weed out the print collection in our D.C. office. It’s a good time of year to tackle this kind of project because things slow down a bit after the winter rush of year-end billing and release of new
annual editions. Unfortunately, it is easy for tasks such as weeding to fall to the side when there are more urgent projects and deadlines. Unless we are running out of space in a certain section, there is no direct pressure to keep up a regular weeding routine. We can easily do some weeding during the shelving process, such as removing supplements or superseded volumes, but it often requires checking the catalog to confirm the retention policy for the title. This step interrupts workflow and requires leaving the stacks to check the catalog and then going back out to continue working.

We decided to structure this collection cleanup around a review of our retention policies. We recently updated the retention policies for some titles, but it had been several years since we did a comprehensive review. We have made many changes to our electronic subscriptions and access in recent years, and we set up many of our retention policies when our electronic content was very different. Updating the retention policies allows us to pare down the collection more easily than if we were to compare publications and have to select some to cut.

As a part of this process, we were also able to remove some canceled serials titles completely. In many cases, if we cancel a subscription, but the retention policy is to retain it a number of years, we will not immediately remove all issues at the time of cancelation. Instead, we leave the appropriate years on the shelf. It is harder to monitor these titles because we are not shelving new issues, so there were some cases where it had been several years since we canceled the subscription and what was left on the shelf was outside of the retention policy.

This retention policy review has also given us the opportunity to go through what we have in off-site storage, remove a number of items, and consolidate boxes to reduce our total boxes in storage. In the last few years, we have stopped sending new items to storage, and we are rarely asked to recall items that are currently there. The firm pays for off-site storage, so if we can reduce our box total, we can save money. With so many publications and journals being digitized or available through sites like Westlaw and Lexis, it is no longer necessary to store as many older materials off-site on the off chance that one of our attorneys will need an article.

Realistically, we all know that library floor plans are downsizing as firms need that real estate for other uses. We still have a relatively large library space, but that may not be the case in the future. The more we can stay on top of managing and weeding our physical collection, the easier consolidating the collection will be in the future. That will allow us to spend more time on making difficult decisions about what current materials to retain and less time working to remove the obvious items. Plus, our starting measurements of the collection size will be more accurate.

This physical cleanup also has positive implications for the library catalog. As records are removed for older, outdated items that we have discarded, search results lists are more concise and don’t contain materials that won’t be useful. As we reviewed what was on the shelf, we were also able to edit outdated holdings information. In some cases, the holdings field had incorrect information and still listed years or older editions that we had previously discarded. We certainly strive to make holdings changes like these when we actually remove the items from the collection, but with hundreds of titles, things can be missed. This retention review project gave us the opportunity to update our catalog records.

There aren’t as many statistics available on print materials, because we do not automatically track every view and visit. But time and effort spent on maintaining the print collection is valuable to the firm. We save the firm money by managing our use of off-site storage. Keeping our print collection organized and weeded and the information updated in the catalog makes it easier for everyone to find and use our resources. New technologies get a lot of our attention, but print still has an important role to play.

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**Research & Publications**

**Moving Beyond Disappointing Results**

*Hollie White*

*Duke University*

For the last three years, my colleagues at Duke and I have been working on a study that looks at the relationship between metadata elements and downloads in the law repository setting. In each of our tests, only the keyword-based metadata fields (structured-Library of Congress Subject Heading (LCSH) or unstructured) have consistently come up as having a negative statistically significant relationship to downloads. While the details of this study are meant for another, more formal paper, I will confess in this column that this is the first time my research has ever made me feel disappointed. Research is not a place for feelings, so experiencing disappointment is very unscientific. I know this and still feel this way.
Since the Cranfield studies of the 1970s, the library and information science community has long been debating the value of keywords and subject access. Proponents of keywords and controlled vocabularies argue that these systems “bring like things together” in order to help with access and discoverability. Critics fault these systems for being artificial or representing a biased view of how the world is organized, and they instead support the use of full-text search without the aid of an indexing language. I have always been pro-subject access, pro-keywords, and pro-controlled vocabulary. Part of me senses that if I reveal my study results, then I will be betraying what I believe are key technical services values.

Ultimately, research and publication are about finding and sharing truths with others. By making sure that researchers conduct studies without bias or fear of results and convey results honestly, our profession learns and grows to accommodate things that we may not have known earlier. I have realized that this truth about keywords in this one system is not a direct attack on all keyword systems or the way we perform technical services work. These results are from this one situation, which is why written research points out study limitations.

My colleagues and I plan to finish writing up our study in the next few weeks. We feel this research is important to share with the world, despite any personal feelings. Hopefully, with clear wording we will contextualize our results in a way that can be beneficial and honest. As much as I would like to see another “win” for keywords and subject access, I plan to be a professional who shares what she learns with others despite the disappointment.

Irreversibility: I wear a few different hats around here, and I’m sure many of you can relate. Teaching is one of my favorite parts of my job; so, in an effort to be the best possible teacher, I have researched different learning theories and tried a handful of different approaches. I’m particularly fond of the idea of threshold concepts, and I’ve been working on a couple projects that involve incorporating threshold concepts into teaching students to be effective researchers. A threshold concept is, as the name suggests, like a door that one must pass through. A student passes through this door from a place of little or no understanding to a whole new perspective. So, acquiring a threshold concept is attaining a fundamental understanding and having a whole new way of looking at the world.

Recently, we hired a serials assistant who is responsible for processing print periodicals. My job is to train her, and I’ve been wearing my serials and teaching hats at the same time, so I’ve had the opportunity to see threshold concepts in action. Threshold concepts are said to be irreversible, meaning that once attained, a learner cannot go back to that former, pre-threshold way of thinking. Training a new serials associate has brought to light some things about serials that I take for granted, such as the structure of serials and publication conventions. For instance, volume and issue enumeration is something I understand without even thinking about structure or publication schedules. And I can no longer occupy a mental space in which this does not make sense to me. This structure is obvious to me, and it can be frustrating when it isn’t obvious to someone else.

Noticing where these gaps exist between novices and experts can improve our work in the classroom with students and with training employees who are new to technical services. This is especially important as technical services librarians and support staff are called upon to develop policies and procedures for open access and institutional repositories or as they are required to step out of their comfort zones to take on new responsibilities. If you are interested in learning more about threshold concepts, there is an introduction and a continuously updated bibliography available at http://www.ee.ucl.ac.uk/~mflanaga/thresholds.html.

Is access to information a human right? According to a recent article in Information Today, neuroscientist and Sci-Hub founder Alexandra Elbakyan claims that access to information is a human right necessary for full participation in culture.1 Whether you agree with this sentiment or not, Sci-Hub is problematic because it is reportedly populated by way of stolen student and faculty login credentials for major subscription databases.2 Elsevier filed suit and won; however, Elbakyan’s exact whereabouts are unknown, so imposing any real consequences has been impossible. Sci-Hub continues to add research articles.

Not only does Sci-Hub give the open access movement a bad name, it is likely that libraries will pay the price, literally, in higher subscription costs. As law librarians, we may not deal often (or ever) with scientific research, but we should keep an
The acquisitions and cataloging staff of the University of California, Berkeley Law Library recently identified the following serial title changes:

Georgetown international environmental law review
(OCoLC 17997905)

**Changed to:**
Georgetown environmental law review
Vol. 28, issue 1 (fall 2015)-
(OCoLC 914233092)

King’s Inns student law review
(OCoLC 794911087)

**Changed to:**
King’s Inns law review
Vol. 5 (2015)-
(OCoLC 945553053)

North Carolina journal of international law and commercial regulation
Vol. 2, no.1 (winter 1977)-v. 40, no. 4 (summer 2015)
(OCoLC 4643761)

**Changed to:**
North Carolina journal of international law
Vol. 41, no. 1 (fall 2015)-
(OCoLC 936376668)

Sri Lanka journal of international law
(OCoLC 20127729)

**Changed to:**
Sri Lanka journal of international & comparative law
Vol. 01 (2015)-
(OCoLC 911399483)

The acquisitions and cataloging staff of the University of California, Berkeley Law Library identified the following serial cessations:

Archivum iuridicum Cracoviense
Ceased with: v. 42 (2009)
(OCoLC 1513976)

Arhiv za pravne i društvene nauke
Ceased with: 2010, no. 3-4
(OCoLC 1827297)

Basic instruments and selected documents / World Trade Organization
Ceased with: v. 12 (2012)
(OCoLC 52110729)

Bulgarian journal of international law
Ceased with: Vol. 5 (2013)
(OCoLC 688184854)

Chicano-Latino law review
Ceased in print with: v. 33 (2015)
(OCoLC 24476726)
Print available on demand from Lulu.com
Available online from HeinOnline and eScholarship

DAJV newsletter
Ceased in print with: 38. Jahrgang (Dezember 2013) = 4/2013
(OCoLC 145391564)
Available via HeinOnline

Digest: National Italian American Bar Association law journal
Ceased in print with: 2014
(OCoLC 25670273)
Available via HeinOnline, [http://www.niaba.org](http://www.niaba.org)
Imagine my embarrassment when, on March 22, 2016, just before the last “Subject Headings” column appeared, the Library of Congress (LC) announced its proposal to change the subject heading “Illegal aliens” to a combination of “Noncitizens,” presumably qualified by “Legal status, laws, etc.” and “Unauthorized immigration.” Case closed, we all thought. Interestingly, the matter came back to life in the United States Congress, where the term “Illegal aliens” is actually popular in some circles. Tennessee Representative Diane Black introduced legislation that would mandate continued use of the term by LC, and, by extension, the rest of us. The “Stopping Partisan Policy at the Library of Congress Act” has 33 co-sponsors now. In addition, the House Appropriations Committee’s Legislative Branch Subcommittee considered its own version of this matter, insisting that the Library of Congress keep terms such as “Illegal aliens” because they appear in the U.S. Code. Representative Tom Graves of Georgia complained that LC had not sought public comment on the change.

Hopefully, this matter will be resolved soon, and hopefully, in favor of the changes. In the meantime, the Federation for American Immigration Reform is a very persistent lobby. Perhaps some members of Congress will want to grant them a symbolic victory. It may be too early to scoff at the possibility of the retention of “Illegal aliens.” On Friday, May 20, 2016,
LC reiterated its proposed changes and sought comments via a link on Tentative List 1606a. Let’s all visit the Tentative List and support the change (or not?). The comments link is available at https://classificationweb.net/tentative-subjects/1606a.html.

LC has added a number of new and revised subject headings. New subject headings include: “Kufr (Islam) -- Qur’anic teaching,” which pertains to matters of disbelief in Islam; “Same-sex marriage (Islamic law)”; “Caricatures and cartoons -- Religious aspects” and “Caricatures and cartoons -- Religious aspects -- Buddhism, Christianity, etc.,” which will be useful in discussions of cartoons depicting Jesus, the Prophet Muhammad, and other religious figures. “Traffic cameras” and “Traffic monitoring -- Equipment and supplies” will be useful to practicing attorneys, especially as these systems become more commonly used. An interesting heading is “Streaming technology (Telecommunications) -- Law and legislation.” “Witnesses -- Protection -- Law and legislation” and “Convict labor -- Law and legislation” are new headings in the area of criminal law. “DNA fingerprinting -- Technique” sounds interesting, as does “Copyright -- Geographic information systems.” Two water-related headings are “Riparian restoration -- Monitoring” and “Water-supply -- Climatic factors.”

LC has made changes to subject headings that name the battles and wars waged against Native American tribes in the late nineteenth-century. These are summarized under the new heading “Black Hills War, 1876-1877.” It would be useful for catalogers who work with Native American legal materials to be generally familiar with these. LC canceled the headings “Dakota Indians --Wars, 1876” and “Cheyenne Indians -- Wars, 1876,” and a number of other battles of this period are now narrower terms for “Black Hills War, 1876-1877.”

Contributing authors: Marlene Bubrick, Jackie Magagnosc, Ashley Moye, Emily Dust Nimsakont, Lauren Seney

Acquisitions

To Weed or Not to Weed…

Much as a good garden may have some weeds, a good library may have some weeds as well. So let’s take a second to chat a little about the “anti-acquisition”—otherwise known as the “weed.”

Susannah Tredwell wrote about this very topic, offering readers a host of typical questions asked when weeding a collection, ranging from simpler questions such as “Do we own anything more current on the subject?” to more difficult questions that attempt to determine the value of the older book. Tredwell reminds readers that even in a law library, “a book can still be valuable even if the information that it contains is no longer current” (http://www.slaw.ca/2016/03/08/weeding-and-the-half-life-of-books/). The law is a field where incorrect materials can be fraught with danger to the professionals who depend on them in court, but Tredwell makes some wonderful points about ways older, even incorrect materials, can still be of value to patrons.

These points reminded me of an engaging post I read by Jeffrey Meyer, recounting his experience with a particular patron at the public library. This patron was challenging the decision to keep a particular book about climate change in the collection, which they claimed contained half-truths and propaganda. Meyer reminds us that the library is not the fact police, and that “the Fact Police are as dangerous as the Morality Police. If we start removing materials because they are ‘factually inaccurate,’ we will embark on a twisted Soviet-style purge of our treasured collections” (http://americanlibrariesmagazine.org/2016/03/01/the-fact-police-challenged-books/). Thanks, Jeffrey—I couldn’t have said it better myself.

But before you think I’m an anti-weeding kind of gal, let me point you to one more resource that promises to remind you that hoarding is not the same as collection development. Awfullibrarybooks.net (http://awfullibrarybooks.net/) is a site run by Mary Kelly and Holly Hibner, public librarians in Michigan. They state that their site is “a collection of library holdings that we find amusing and maybe questionable for libraries trying to maintain a current and relevant collection.” And amusing they are….One of my favorites is My Beautiful Mommy (http://awfullibrarybooks.net/mommy-needs-to-get-preetty/), in which Mommy picks her child up from school to take her along on a trip to the plastic surgeon.
Want a little more information on weeding or all things acquisitions? Karen Muller recently offered her list of essential resources for understanding acquisitions in libraries (http://americanlibrariesmagazine.org/2016/03/01/understanding-acquisitions-libraries/), including Rebecca Vnuk’s *The Weeding Handbook: A Shelf-by-Shelf Guide* (http://www.alastore.ala.org/detail.aspx?ID=11377).

**The Fact Police**
http://americanlibrariesmagazine.org/2016/03/01/the-fact-police-challenged-books/


**Understanding Acquisitions**
http://americanlibrariesmagazine.org/2016/03/01/understanding-acquisitions-libraries/

Muller, Karen. *American Libraries Magazine.*

**Weeding and the Half-Life of Books**
http://www.slaw.ca/2016/03/08/weeding-and-the-half-life-of-books/

Tredwell, Susannah. *Slaw: Canada’s Online Legal Magazine.*

**AwfulLibraryBooks.Net**
http://awfullibrarybooks.net/

Is it cost-effective to purchase print books when the equivalent e-book is available?
The aim of this study was to analyze and compare print and electronic book usage for equivalent core clinical titles at the University of South Alabama Biomedical Library collection from 2010 to 2014 to determine format preference and if it would be necessary to purchase identical books in both electronic and print formats. The purpose of purchasing print books that are also available in electronic format is to meet the preferences of some users who prefer to read print format. The study compared the use of 60 core books both in print and electronic formats. Researchers generated usage statistics from the library’s integrated library system for the print books, both those used in the library and checked out of the library. They used Counting Online Usage of Networked Electronic Resources (COUNTER) reports to generate electronic usage statistics of the same titles. Then they compared titles in both formats to determine format preference and whether it is cost-effective to purchase books in both print and electronic formats.

Li, Jie, *Journal of Hospital Librarianship,* Volume 16 Issue 1, 2016

**Cataloging**

**FRBR Library Reference Model and Community Responses**

In February of this year, the International Federation of Library Associations and Institutions (IFLA) released a draft of the Functional Requirements for Bibliographic Records-Library Reference Model (FRBR-LRM) (http://www.ifla.org/files/assets/cataloguing/frbr-lrm/frbr-lrm_20160225.pdf), a model that, according to the blog post about its release (http://www.ifla.org/node/10280), was developed “in response to the need to unify the three separately developed conceptual models (FRBR, FRAD, FRSAD) and consolidate them into a single, consistent model covering all aspects of bibliographic data.” Comments on the proposed model were due by May 1, 2016.

Many prominent library communities and organizations, including the Program for Cooperative Cataloging (PCC), the American Library Association’s Committee on Cataloging: Description and Access (CC:DA), and the National Library of Medicine, issued responses to the draft model. IFLA collected their responses, which are available for viewing at https://frbropencomments.wordpress.com/community-response/. It is interesting to read these responses and ponder what effect the new FRBR model will have on cataloging in the future.

**Meeting User Needs with Cataloger’s Desktop**

Bruce Johnson, Derek Rodriguez, Susanne Ross
ONLINE SEARCHER, v. 40 no. 2, March/April 2016

As part of its mission to provide services to the global library community, Library of Congress (LC) information professionals developed Cataloger’s Desktop (“Desktop”), a searchable cataloging, metadata, and library automation documentation system consisting of 300-plus resources (http://www.loc.gov/cds/desktop).
Librarians use Desktop in their daily work to find the instructions they need to create metadata to bibliographically control library resources. More than 10,000 librarians at approximately 1,000 subscribing institutions use it. Since its initial release in 1994, Desktop has evolved into a widely used and authoritative web-based service that allows professional catalogers to work more efficiently with the most up-to-date, authoritative cataloging information at their fingertips.

This article provides an overview of how the product has developed over the years.

**BIBFRAME vocabulary 2.0 available**

LC recently announced the availability of BIBFRAME vocabulary 2.0 ([http://www.loc.gov/bibframe/docs/index.html](http://www.loc.gov/bibframe/docs/index.html)). This new version of the vocabulary incorporates a broad range of community input and the LC’s own experience with their BIBFRAME 1.0 pilot. They have refined the definitions of “work,” “instance,” and “item” and defined three additional concepts: “agent,” “subjects,” and “events.” Specifications documents provide detailed explanations for each area plus examples of their use.

LC plans to experiment with this revised vocabulary later this year.

**A taxonomy of attacks on knowledge organizations**


It seems like technical services departments, cataloging practitioners, and the entire concept of knowledge organization are under continual attack. Technical services librarians and their functions are portrayed as outdated, rigid and expensive. Libraries can outsource the work of providing bibliographic description and access to resources or do it “automagically.” Someone else can do it cheaper/better/faster, and everyone uses Google to find things anyway, so who cares!

Tina Gross, Catalog Librarian at St. Cloud State University, has devised a taxonomy of attacks on knowledge organization grounded in the idea that naming and defining a concept gives us the power.

The terms in the taxonomy are:

- Embracing austerity
- Advocating parasitism
- Disregarding quality
- Imputing pedantry
- Trivializing
- Vender mystification
- Search technology mystification
- Distorting user behavior
- Change cudgeling
- Doomsaying

Gross defines each term, identifies variants and subcategories, and provides a brief narrative example.

Explication of our shared experience of attacks on knowledge organization can help us think through the arguments that support our work to better counter attacks and defend our collective value.

**Information Technology**

**Six Tech Tools That Can Help You Keep Your Cool This Summer**

The always changing face of tech tools and increasing number of methods for virtual communication and connection with others occasionally makes my head spin. But I also can’t deny that I “oooh” and “aaaah” at certain things that come across my virtual desk through the workweeks—technology is pretty cool sometimes, you know?

I thought with the summer heat moving in fast, it’d be a good time to pull out a few of my recent “cool” saves and share them with you:
First up is The Sheepinator (http://sheepinator.com/), a game that lets you zap negative tweets and turn them into something a little less offensive—in this case, sheep. With a super simple user interface and the ability to search for specific topics to blast, this game is surprisingly addictive.

Speaking of tweets, did you ever notice that ideas from those with influence tend to be shared more often, regardless of the quality of the idea? With Blind Twitter (https://chrome.google.com/webstore/detail/blind-twitter/ahnfpebnoqjnihkijkeibigochlohpge), which keeps tweet authors as well as like/retweet counts hidden from your view, you finally get to decide the quality of the tweet without being swayed by built-in biases and pressures.

In a “there’s an app for that” world, we have apps popping up every day to help ease pretty much any task we can dream up. For instance, UX Recipe (https://itunes.apple.com/us/app/ux-recipe/id1078077486?ls=1&mt=8) for iPhone is a checklist app where you can discover, choose, and estimate your next user experience design (UX) project tools and techniques, as well as explore curated recommendations and resources for each design tool. As a potential bonus to those who appreciate such things, its interface is full of gentle cooking puns.

Writing email copy for announcements and communication with your patrons can be a somewhat painful task at times. But in a world where everything’s kind of already been said before, crowdsourcing and curation are powerful tools. Take a look at Just Good Copy (http://www.goodemailcopy.com/), a site that allows you to search and browse quality email copy from other companies based on keywords (such as subscription renewal, email confirmation, and account update). Maybe you’ll find some inspiration there next time you’re tasked with drafting up another school- or firm-wide email.

I always enjoy reading people’s Twitter and website bios—the more absurd conglomeration of buzzwords and hipster lingo, the better. Just for fun, create your own “designer bio” using the Designer Bio Generator (http://lab.sulko.co/designer-bio/#7-1-2-3-6-14-2-4-5-7-11-8). It described me as a “Ukulelist and Eames fan who is performing at the sweet spot between simplicity and elegance to save the world from bad design.”

And finally, how strong is your website? Plug it in to the Website Grader (https://website.grader.com/), powered by HubSpot, to find out your scores in the categories of performance optimization, mobile traffic, search engine optimization (SEO), and security. Your site report also offers links to additional resources on the HubSpot blog that can help you increase your scores or, at the very least, understand more about them.

**LD4L (Linked Data for Libraries)**

To follow up on Emily’s post on the Linked Data Exploratorium (http://tslltechscans.blogspot.com/2016/04/linked-data-exploratorium.html), the Linked Data for Libraries (LD4L) (https://www.ld4l.org/) project is a joint endeavor between Cornell, Harvard, and Stanford University libraries that seeks to dramatically improve the experience of users in information/data discovery. These three institutions have developed unique, local projects (https://wiki.duraspace.org/display/ld4l/Previous+Partner+LD+Work) that work with linked data and saw the power of employing linked open data (in this case, library data) within the semantic web. This collaborative project has enabled them to work toward the ultimate goal of public access to a collection of software, ontologies, and user-facing services that are “capable of representing, discovering, and integrating human knowledge currently outside the confines of traditional library catalogs, web pages, and online information services.” As we look towards a replacement for MARC, be it BIBFRAME or otherwise, having a toolkit that can manipulate current descriptive formats to make resources more accessible should allow us to sleep a little better.

LD4L was funded in 2014 on a two-year grant from the Mellon Foundation. Recently, two additional related projects have received funding: LD4L Labs project (headed by Cornell) and the LD4P project (headed by Stanford). It will be exciting to watch these projects and see where they can take linked data libraries over the next two years.

**Management**

Refresh and Recharge and Live and Learn: A Round-Up of Recent Management Resources

Am I the only one that’s a little exhausted after this long Winter that seems to be so reluctant to actually leave and hand the reins over to Spring and Summer? Before the incessant sunshine of spring cleaning and creativity has to come out in full force, it’s best for all of us to refresh and recharge. For those feeling a little bit like me, the HubSpot marketing blog recently posted on how to motivate yourself when you’re absolutely exhausted (http://blog.hubspot.com/marketing/motivated-when-exhausted). With ten different strategies to get yourself moving and links to additional articles supporting these strategies, ranging from “just get started” to “talk to a coworker,” it’s a great starting point for finding your motivation.
If it doesn’t seem to be working, though, it’s important to remember that burnout is a very real thing, and it’s crucial to dedicate specific time to “time off.” The Creative Review posted recently (http://www.creativereview.co.uk/cr-blog/2016/april/creative-brains-need-time-off/) that creative brains need the time and space to process the ideas and stimulation generated throughout the workday. Silence and reflection are key components to a healthy balance in life, so be sure to encourage a healthy work-life balance in addition to true breaks from the “connectivity” that social media and technology provide.

Once we’re recharged, how can we feel less stressed and less exhausted in the future? One tangible way is to become more organized. The Chronicle of Higher Education’s blog Vitae recently posted (https://chroniclevitae.com/news/1355-organization-is-a-skill-not-a-trait) that organization is a skill, not a trait, and is made up of a variety of other skills, such as identifying priorities, breaking down large goals into specific tasks, and effective communication. These skills can be learned, and providing yourself as well as your staff with training on time-management and other related topics can help with stress levels.

In fact, promoting learning within your workplace culture helps give workers all sorts of tools for success. In a recent post on SHIFT’s eLearning Blog (http://info.shiftelearning.com/blog/building-learning-culture), Karla Gutierrez writes about the benefits of creating a learning-centered work culture and gives you four tangible low-cost actions your group can take, modeled after one of the current greats: Google. Get information to stick and be useful to your employees, create an environment where employees feel safe to talk about their ideas and ask questions, and promote continuous learning. My personal favorite, though, is learning from celebrated failure. Having the freedom to fail also gives you the power to learn from your mistakes, and as a result, it is integral to any successful team culture. In my opinion, the freedom to fail is especially important in environments going through major changes, like many libraries these days.

In the spirit of continuous learning and training, the eLearning Industry’s blog recently featured an article (http://elearningindustry.com/change-management-3-reasons-training-supports-organizational-change) showing how training supports organizational change and is an essential part of the change management process. Librarians are implementing and responding to changes in our strategies, structures, and systems, and our organizational culture has to respond accordingly. Training can serve as a piece of the puzzle that helps guide your employees through the change journey, increasing your rate of success, encouraging belonging in your staff, and promoting employee engagement—all of which are powerful wins for your team and your organization as a whole.

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**Change Management: 3 Reasons Why Training Supports Organizational Change**
Courtney, Fionnuala. eLearning Industry Blog.

**Creative Brains Need Time Off**
http://www.creativereview.co.uk/cr-blog/2016/april/creative-brains-need-time-off/

**The Google Way of Building a Strong Learning Culture**
http://info.shiftelearning.com/blog/building-learning-culture
Gutierrez, Karla. SHIFT’s eLearning Blog.

**How to Motivate Yourself When You’re Absolutely Exhausted**
http://blog.hubspot.com/marketing/motivated-when-exhausted
Kolowich, Lindsay. Hubspot Marketing Blog.

**Organization Is a Skill, Not a Trait**

**Creating solutions instead of solving problems: emerging roles for technical services departments**
As library services shift from a transactional to a transformational approach, the role of technical services is also changing from problem solving to solution creation. Solution creators recognize patterns, anticipate needs, and focus on skill sets and ability. It is a holistic approach that emphasizes creativity and innovation. By focusing on “what if” and the open exchange of ideas, leaders create a learning environment that encourages a growth mindset with a belief in potential. Individuals have the freedom to explore, question, and seek alternative solutions. Solution creators possess a combination of soft skills and technical ability and contribute to the library’s role of content creator.

**Metadata**

**An Introduction to RDF for Librarians**

If you have read anything about BIBFRAME, or linked data, or the Semantic Web, you have probably heard about Resource Description Framework (RDF). RDF is an important thing to understand, because it relates to the future of bibliographic data; however, it is often presented in a very complex manner.

I recently came across a blog post by Ruth Kitchin Tillman (http://ruthtillman.com/), the Digital Collections Librarian at the University of Notre Dame’s Hesburgh Libraries, titled “An Introduction to RDF for Librarians (of a Metadata Bent)” (http://ruthtillman.com/introduction-rdf-librarians-metadata/). I found this post to be a very accessible introduction to the underlying concepts of RDF. Tillman explains how to use RDF to describe resources, what serialization means (with a special focus on serializing RDF using Turtle), how to use RDF to link resources together, and how to encode meaning. She also offers suggestions for continued reading, should you want to learn more about RDF. Overall, in my opinion, this post lays out some very complex topics in clear, understandable language.

**Linked Data Exploratorium**

By now, most technical services librarians realize that linked data is a topic of importance when considering the future of cataloging. However, it is one thing to realize the importance of a topic and quite another to feel empowered to learn about a topic. There are many resources about linked data, but it can be overwhelming to figure out where to start in your professional education on the topic. The Linked Data Exploratorium (http://explore.dublincore.net/), a product of the Linked Data for Professional Education (LD4PE) project, is a comprehensive resource that can go a long way toward reducing that feeling of “Where do I start?”

The lead sponsors of LD4PE are the Institute for Museum and Library Services, the Dublin Core Metadata Initiative, and the University of Washington iSchool. According to the Project History page (http://explore.dublincore.net/about/ld4pe-project-history/) on their website, the goal of the project is to create “an online learning environment in support of instruction in the principles and practice of Linked Data – a ‘language lab’ of software-supported methods for data processing and analysis.” A distinctive feature of the Linked Data Exploratorium is its competency framework. One hurdle for me when trying to learn about linked data is the fact that I feel like I don’t even know what I need to learn. The Competency Index (CI) breaks down the many components of linked data into distinct competencies, or skills that people looking to get involved in linked data projects should master. The Linked Data Exploratorium website provides some information about the Competency Index for Linked Data (http://explore.dublincore.net/theory/competency-index-overview/), and the CI is also available as a Google document (https://docs.google.com/document/d/1i1k5kZLWncb3dJozb61SQiRS7hjiUAox-gEXs4gHs7o/edit?pref=2&pli=1), to allow for comments and feedback.

The Competency Index is a very detailed document, but the main competencies addressed (which each have their own sub-competencies) are:

- Fundamentals of Resource Description Framework (RDF)
- Fundamentals of linked data
- RDF vocabularies and application profiles
- Creating and transforming linked data
- Interacting with RDF data
- Creating linked data applications

The Competency Index informs the organization of the learning resources that the Linked Data for Professional Education project gathered for the Linked Data Exploratorium. It is possible to browse the resources by competency, so you can identify the resources that most closely relate to the skills and knowledge you wish to acquire. Overall, the Linked Data Exploratorium looks like a great jumping-off point for those looking to learn more about linked data.

**Preservation**

**What’s Your Library Doing for Preservation Week?**

Preservation Week this year was April 24th to April 30th, and in 2017 will be from April 23rd to April 29th. As the sponsor of Preservation Week, the American Library Association (ALA) has a toolkit of resources, from handouts (http://www.ala.org/alcts/preservationweek/tools#1) to free webinars (http://www.ala.org/alcts/preservationweek/webinars; with the bonus that previous years’ webinars are archived here as well) to bibliographies of resources (http://www.ala.org/alcts/preservationweek/resources). You can use all of these resources to promote preservation in your library at any time of the year, including during Preservation Week.
In addition to these resources, there is also a preservation expert willing to answer your questions. She also does a monthly raffle to give away a document preservation kit to one lucky individual who asked a question! Ask Donia (http://www.ala.org/alcts/preservationweek/advice/) is a great tool for seeing what some of the current concerns in preservation are. Topics include digitization, preserving fragile types of materials, displaying archival or fragile materials, and performing conservation tasks.

While some libraries are able to make Preservation Week a big event, it by no means needs to be. Start small—send a message to your staff with links to preservation resources (you can even use link to ALA!) or put together a small display to raise awareness with your patrons. And don’t feel like you must have an event during Preservation Week in April. Preservation is important year round, so events and awareness should always be on your radar!

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**2016 OBS-SIS and TS-SIS Annual Meeting Information Programs and Meetings**

Programs and meetings are listed in alphabetical order with content drawn from information available from OBS-SIS, TS-SIS, and AALL websites for the 2016 Annual Meeting, “Make it New—Create the Future” in Chicago, Illinois. Formatting is by Michael Maben. Times and locations are accurate as of June 10, 2016—double check locations with the Official Conference Program.

**Acquisitions Standing Committee and Serials Standing Committee (TS-SIS)**
Monday, July 18, 2016 – 5:00 p.m.-6:30 p.m.
Hyatt-Columbian

“Are People Even Using This Database?: e-Resources and Statistics (Program A4)
Sunday, July 17, 2016 – 11:30 a.m.-12:30 p.m.
Hyatt-Regency Ballroom D

**Business Meeting (OBS-SIS)**
Monday, July 18, 2016 – 5:00 p.m.-6:00 p.m.
Hyatt-Randolph

**Business Meeting and Awards Presentation (TS-SIS)**
Monday, July 18, 2016 – 3:30 p.m.-4:45 p.m.
Hyatt-Columbus AB

**Cataloging & Classification Standing Committee Meeting and Roundtable (TS-SIS)**
Sunday, July 17, 2016 – 12:30 p.m.-2:00 p.m.
Hyatt-Comiskey

**Classification and Subject Cataloging Advisory Working Group Meeting (TS-SIS)**
Monday, July 18, 2016 – 5:00 p.m.-6:30 p.m.
Hyatt-Acapulco

**Collection Development Roundtable (ALL-SIS)**
Sunday, July 17, 2016 – 12:30 p.m.-2:00 p.m.
Hyatt-Columbian

**Creating the Future of Discovery and Research: BIBFRAME 101 for Library Directors (and Everyone Else) (Program C5)**
Sunday, July 17, 2016 – 4:00 p.m.-5:00 p.m.
Hyatt-Regency Ballroom C

**Crowdsourcing: A Skill Set to Manage the Legal Information of the Future (Program A3)**
Sunday, July 17, 2016 – 11:30 a.m.-12:30 p.m.
Hyatt-Regency Ballroom A
Descriptive Cataloging Advisory Working Group (TS-SIS)
Sunday, July 17, 2016 – 5:15 p.m.-6:30 p.m.
Hyatt-Columbus CD

Education Committee Meeting for 2017 Annual Meeting in Austin (OBS-SIS)
Monday, July 18, 2016 – 6:00 p.m.-7:00 p.m.
Hyatt-Skyway 269

Executive Board Meeting, 2015/2016 and 2016/2017 (OBS-SIS)
Sunday, July 17, 2016 – 7:30 a.m.-8:45 a.m.
Hyatt-Addams

Heads of Cataloging Roundtable (TS-SIS)
Sunday, July 17, 2016 – 7:30 a.m.-8:45 a.m.
Hyatt-Toronto

Hot Topic: The Future of Our Digital Memory (Program E7)
Monday, July 18, 2016 – 11:15 a.m.-12:15 p.m.
Hyatt-Regency Ballroom C

Hot Topic Forum (TS-SIS)
Sunday, July 17, 2016 – 5:15 p.m.-6:30 p.m.
Hyatt-Gold Coast

Innovation Lab: Relevant Scholarship: A Conversation with Judge Richard Posner (Program I2)
Tuesday, July 19, 2016 – 2:30 p.m.-4:00 p.m.
Hyatt-Crystal Ballroom AB

Innovative Law Users Group Annual Meeting
Saturday, July 16, 2016 – 8:00 a.m.-2:00 p.m.
Hyatt-Michigan BC

Linked Data and BIBFRAME in Action: From Theory to Practice (Workshop W5)
Saturday, July 16, 2016 – 1:30 p.m.-5:00 p.m.
Hyatt-Columbus AB

Local Systems Users Group (OBS-SIS)
Tuesday, July 19, 2016 – 7:00 a.m.-8:15 a.m.
Hyatt-Michigan AB

Management Issues Roundtable (TS-SIS)
Tuesday, July 19, 2016 – 7:00 a.m.-8:15 a.m.
Hyatt-Columbus CD

Managing a Legacy Collection: What Do I Do With All These Microforms? (Program E8)
Monday, July 18, 2016 – 11:15 a.m.-12:15 p.m.
Hyatt-Columbus EF

Marla Schwartz Grant Fund Reception
Sunday, July 17, 2016 – 6:30 p.m.-9:00 p.m.
Offsite: Lou Malnati’s Chicago-Gold Coast, 1120 North State Street (intersection of State and Rush)
Separate advanced $30 registration fee

Metrics: Redefining and Proving Value (Program G5)
Tuesday, July 19, 2016 – 8:30 a.m.-9:30 a.m.
Hyatt-Regency Ballroom D

OCLC Update (OBS-SIS)
Monday, July 18, 2016 – 7:30 a.m.-8:30 a.m.
Hyatt-Acapulco
The Once and Future Presidential Library: From Lincoln to Obama (Program D9)
Monday, July 18, 2016 – 9:45 a.m.-10:45 a.m.
Hyatt-Columbus EF

Professional Development Committee (TS-SIS)
Tuesday, July 19, 2016 – 7:00 a.m.-8:15 a.m.
Hyatt-Toronto

Promoting the Value of Technical Services at Budget Time: Practical Advice for Directors and Managers (Program B3)
Sunday, July 17, 2016 – 2:30 p.m.-3:30 p.m.
Hyatt-Columbus KL

Rare Book Cataloging Roundtable (LHRB-SIS)
Monday, July 18, 2016 – 5:00 p.m.-6:30 p.m.
Hyatt-Skyway 272

Search Does Not Equal Research: Implications for Discovery Layer Design (Program D3)
Monday, July 18, 2016 – 9:45 a.m.-10:45 a.m.
Hyatt-Columbus IJ

Serials Standing Committee Meeting and Acquisitions Standing Committee (TS-SIS)
Monday, July 18, 2016 – 5:00 p.m.-6:30 p.m.
Hyatt-Columbian

Sustainable Planning for a Digital Repository (Program E4)
Monday, July 18, 2016 – 11:15 a.m.-12:15 p.m.
Hyatt-Regency Ballroom D

TS/OBS/RIPS/CS-SIS Joint Reception (Sponsored by Innovative Interfaces, Inc.)
Saturday, July 16, 2016 – 7:00 p.m.-9:00 p.m.
Hyatt-Columbus A-D

TSLL Editorial Board Meeting (OBS-SIS and TS-SIS)
Saturday, July 16, 2016 – 1:45 p.m.-2:45 p.m.
Hyatt-Skyway 260

Vendor-Supplied Bibliographic Records (TS-SIS)
Monday, July 18, 2016 – 7:30 a.m.-8:30 a.m.
Hyatt-Toronto
Ellen’s scholarly publications include authoring the monograph “Guidelines for Cataloging the Files Available Through Lexis” in the AALL Occasional Papers Series. Her 2014 Law Library Journal article, “A Century’s Worth of Access: A Historical Overview of Cataloging in Law Library Journal,” helped to raise the profile of cataloging and technical services activity within the AALL community. She had two articles published in Cataloging & Classification Quarterly. She also regularly contributes to the OBS/TS program reports and roundtable reviews in the Technical Services Law Librarian (TSLL). She has written more than 18 informative articles for the ALLUNY Newsletter, and she has written numerous book reviews for several library journals. She was a catalyst for the TS/OBS-SIS Research Roundtable in 1995, coordinated the roundtable from 1995-1999, and helped Brian Striman to convince TS and OBS to fund the Joint Research Grant, now known as FROG (Funding Research Opportunities Grant).

Ellen is the co-founder of the popular TSLL TechScans blog which began in 2007. She served on the TSLL Editorial Board from 1988-1990 and was a peer-reviewer for Journal of Library Innovation.

In addition to her academic contributions, Ellen is actively involved in volunteer and community projects. She has participated in the AALL Mentor Project for many years. She has served as an influential supporter to many budding librarians. She has supervised six library school students with their practicum or special projects at the University at Buffalo Department of Library & Information Studies.

Ellen’s willingness to share her knowledge with others is just one of her many admirable traits. She is never the loudest person in the room, and the majority of her work is often behind the scenes. She works efficiently and leads with organization. You could not find anyone better than Ellen to serve on your committee, or better yet, to lead your committee.

Ellen demonstrates an exemplary commitment and dedication to serving her profession and her colleagues. The TS-SIS Awards Committee is pleased to recognize Ellen McGrath with this award.

Congratulations, Ellen!

2015-2016 TS-SIS Awards Committee,
Ismael Gullon, Chair
Carol Morgan Collins
Cate Kellett
Kent Milunovich
George Prager
Akram Sadeghi Pari
Barbara Szalkowski

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TSLL EDITORIAL POLICY
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