

Q&A PERSPECTIVE

Get to Know Your 2019 AALL Executive Board Candidates

When it comes to forward thinking and extensive legal expertise, AALL's membership runs deep. Every year, AALL seeks out new leaders from its extensive pool of industry professionals to serve as Executive Board members who offer fresh ideas, skills, and perspectives to lead the Association forward. AALL spoke with this year's group of Executive Board hopefuls to go beyond the basics and provide members with a more in-depth perspective of who the candidates are and what their goals are for the Association. Learn more about each candidate before the election begins October 1.

AALL is grateful to everyone who volunteers to serve and to those who participate in electing our Association officials. Best of luck to all the candidates!

CANDIDATES FOR VICE PRESIDENT/PRESIDENT-ELECT



EMILY R. FLORIO
Director of Research & Information Services
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP
WASHINGTON, DC

Q What are the most important issues facing law, our members, and the profession?

We are in a period of constant fluctuation, showcased by the ever-present decreasing law school enrollment, fewer—yet also more competitive—associate jobs, and continued staff reductions impacting law firms and government libraries. As information professionals, we must constantly stay ahead of the curve and adjust our offerings, skill sets, and positions to remain relevant and crucial to our organizations. In addition, we need to further advocate for ourselves and our peers to elevate our impact and highlight our specialties.

Q What do you think AALL's top priority should be in positioning the profession for the future?

We need to advocate for our members and prepare them for the changing and increasingly dire legal climate and outlook. AALL needs to continue positioning itself (and its members) to be the leaders in legal information, with continued boots-on-the-ground efforts, collaboration with other legal associations, top-notch educational offerings, and commitment to developing current and future leaders.

Q What's the best advice you have ever received?

Never become complacent in your job or career, because the moment you become complacent, you are letting yourself, your colleagues, and your institution down by not providing the best you can offer. There is always room to grow, whether it is in a new skill or new growth opportunity for your department. Always having this thought in the back of my mind keeps me engaged and striving to be a better director, leader, and librarian.

Q What is the greatest opportunity available to law librarians right now?

Our greatest opportunity is our active involvement in shaping the profession to be future-ready. I cannot stress enough how crucial it is that we unite

to showcase our growing and adaptable skill sets in order to ensure we remain critical and irreplaceable gears in the legal industry machine.

Q Who is your personal hero?

My Mom. I followed in her footsteps and became a librarian, even though I pushed back against that idea for a long time. She retired as a children's librarian, but in retirement works as a public librarian at the library where I came into my own and realized I too wanted to be a librarian. She is truly a lifelong learner and continues to give back to the profession (and offer me guidance along the way).

Q If you could have any superpower, what would it be, and why?

I would love to be in more than one place at any given time. Wouldn't it be nice to be both in the office and on vacation in Sicily or New Zealand?

Q If you could master one skill right now, what would it be?

This is a tough one, but ultimately I would love to be a master of *all* technology—past, present, and future. I love the idea of being as efficient as possible, while also being able to quickly adopt whatever technology comes along to help my personal and professional life.

Q What is something we don't know about you?

I have played a musical instrument since the fourth grade when I started with the recorder. Throughout middle school and high school, I played the alto sax and then in high school switched to the bassoon. In college, I played in the orchestra and was lucky enough to perform at Carnegie Hall.



MARLENE GEBAUER

Director of Knowledge Solutions
Greenberg Traurig, LLP
FLORHAM PARK, NJ

Q What are the most important issues facing law, our members, and the profession?

When I read this question, I immediately remembered the John F. Kennedy quote, "There is a Chinese curse which says: 'May he live in interesting times.' Like it or not, we live in interesting times. They are times of danger and uncertainty; but they are also the most creative of any time in the history of mankind." I thought about how applicable this statement is today. Transparency, accuracy, retention of information, technology, diversity, and inclusion—AALL members and the rest of the world are grappling with these critical issues and we all have to be creative in offering solutions to them.

Q What do you think AALL's top priority should be in positioning the profession for the future?

I think AALL is in a unique position to bring a diverse group of people into the organization, thereby strengthening its members and its membership. Having members from different backgrounds who possess a variety of skill sets will encourage learning and growth among the membership. AALL also plays an important role in highlighting the need for access and transparency of information, and must continue educating and influencing in this area.

Q What's the best advice you have ever received?

Thankfully, I've had lots of good advice from wise people over the years. One

example that I have to regularly practice is living in the moment. I am a planner, organizer, and strategist by nature and through opportunity, so I am often looking toward the future. It is important though, to take time to recognize the here and now. It helps you focus and plan more effectively, and most importantly, it allows you to pause and appreciate the good and the beauty in life.

Q What is the greatest opportunity available to law librarians right now?

Law librarians have such a diverse set of skills that can be used in so many roles, which is part of the reason I got my degree! I think opportunities outside the "library" space are exploding. I know of law librarians successfully working in pricing, project management, information and database design, knowledge management, and marketing research roles. Law libraries themselves are also expanding their focus to include these sorts of roles.

Q Who is your personal hero?

My sister. She was able to transform lives through her work in Outward Bound. She was able to touch people with severe emotional problems, many of whom were able to turn their lives around. She inspired her co-workers with her example. Many of them said she had a gift, and perhaps that's true, but I know she worked at it too. She read countless therapy, theological, self-help, and philosophical books to understand the higher meaning of life and used these messages in her wilderness survival classes. She also scared away a brown bear from camp her first week on the job—badass!

Q If you could have any superpower, what would it be, and why?

I always wanted to be Jean Grey from *X-Men* and manipulate my

environment with my mind, but Jean went a bit crazy, so I am choosing teleportation so I can very easily visit places, friends, and family.

Q If you could master one skill right now, what would it be?

Singing or playing an instrument (well). I think music brings the performers and the listeners so much mutual joy. And we all need more joy in this world.

Q What is something we don't know about you?

I'm studying voice-over acting as a side career. I have found the experience very rewarding, not just in learning a new skill, but because it has made me more comfortable taking risks.

CANDIDATES FOR TREASURER



JOY SHOEMAKER

Branch Librarian
U.S. Court of Appeals Library
PASADENA, CA

Q What are the most important issues facing law, our members, and the profession?

Providing access to justice and legal information in a time of ever-evolving technologies is extremely important. As librarians and information professionals, keeping up with information solutions and finding new roles for ourselves is critical. We must be proactive in finding new methods to maintain and improve services expected in today's world.

Q What do you think AALL's top priority should be in positioning the profession for the future?

Our priority should be to find new ways to align our skills with the needs of our organizations. We need to ensure we are vital to our organizations by volunteering for new roles that highlight our varied skills.

Q What's the best advice you have ever received?

You are capable and can do this. There is no issue too great or overwhelming for you to resolve. You may not have the answer today, but you do not need to, and if you do not experience some failures along the way, then you aren't working hard enough.

Q What is the greatest opportunity available to law librarians right now?

There is a general expectation that our jobs will change. We can explore and embrace new roles and skills sets, as we are expected to think outside the box. We can find new roles in our institutions through new technologies, data analytics, information security, and other avenues to best serve our clients and move our professional roles forward.

Q Who is your personal hero?

My parents. I did not fully appreciate their lives until I became a parent myself. The quiet heroes are usually the ones I admire most.

Q If you could have any superpower, what would it be, and why?

I wish I could read minds. I would like the ability to turn that power on and off as needed because I am sure there are many thoughts I do not want to know, but in general, I would like to be able to know your thoughts.

Q If you could master one skill right now, what would it be?

Big data crunching. I wish I understood all the tools and programs to effectively manipulate and analyze big data.

Q What is something we don't know about you?

I played the violin, flute, piano, and percussion as a kid.



CORNELL H. WINSTON

Law Librarian & Records Center
Supervisor
United States Attorney's Office
LOS ANGELES, CA

Q What are the most important issues facing law, our members, and the profession?

For our members, how do we maintain our respect and professionalism in a world that caters to quick answers and the notion that everything is available for free on the internet, and that the internet is never wrong? As to the law, I believe the most important issue is whether the law will be applicable to everyone.

Q What do you think AALL's top priority should be in positioning the profession for the future?

We need to do what is necessary to ensure respect for our members and the library profession.

Q What's the best advice you have ever received?

The first law firm I worked at had a saying, "the best source of new business is the work that is currently on

your desk.” If we do a good job on the assignment currently before us, it can position us for other responsibilities and play a pivotal role in our organization’s success.

Q What is the greatest opportunity available to law librarians right now?

The greatest opportunity for law librarians is to work in non-traditional jobs and to think outside the box. We have many different job titles and can morph into roles that people do not traditionally view as “library-related.”

Q Who is your personal hero?

My maternal grandmother. She did not attend school past the eighth grade, but was endowed with wisdom that she instilled in her grandchildren. She would often tell me, “one day they are going to call you Mr. Winston.” I have tried to live up to the standards she set for me.

Q If you could have any superpower, what would it be, and why?

It would be the ability to have speed. There are so many projects on my “to-do list” that I need extra speed to finish gardening, painting, fixing sprinklers, cleaning my office, etc.

Q If you could master one skill right now, what would it be?

Making sure my time management is on par. During the workday I respond to crises and several “oh my god” moments that can make you lose focus. I need to ensure I am keeping the main thing, *the* main thing.

Q What is something we don’t know about you?

I have visited 40 U.S. presidential gravesites. They tell an interesting story about their times and their lasting legacies. (Side note—it helps to die in office. You get a much grander grave.)

CANDIDATES FOR EXECUTIVE BOARD MEMBER



ANGELA T. BALDREE
Director
Franklin County Law Library
COLUMBUS, OH

Q What are the most important issues facing law, our members, and the profession?

Unfortunately, librarians must continue to justify their importance. Organizations that use public money will always need to uphold their fiduciary responsibilities so that they don’t become easy targets for those holding the purse strings to claim they are no longer necessary. In addition to practicing responsible spending, we must continuously re-evaluate our purpose, services, and patrons. Law firm librarians are becoming experts in competitive intelligence, academic law librarians are doing more teaching, and public law librarians are managing self-help clinics. Some of us may not like this evolution, but in order to stay relevant, we must embrace it and continue to grow.

Q What do you think AALL’s top priority should be in positioning the profession for the future?

Without a doubt, it should be advocating for law libraries and law librarians. The early part of this century was fraught with uncertainty for the entire country, but especially libraries and librarians. Most of us faced steep budget cuts, unwanted moves into smaller spaces, and even closure. When Ohio’s county law libraries faced their own struggle in 2005, AALL and

the Government Relations Committee were indispensable. AALL member Mary Alice Baish, and Emily Feltren, AALL’s director of government relations, taught me how to advocate effectively—a skill I brought home to Ohio. Those early struggles seem to have eased a little, but AALL, its leadership and its members, need to be ever vigilant for the next disturbance.

Q What’s the best advice you have ever received?

The practical answer is that when I started my first full-time library job, my friend advised me to always use the restroom during my circulation desk time, not during my project time. However, the socially acceptable answer is that I try to live by Dr. Wayne Dyer’s words, which were recently used as a precept in the film *Wonder*: “When given the choice between being right and being kind, choose kind.” I always try to live by this, but librarians are in a unique position to do both.

Q What is the greatest opportunity available to law librarians right now?

Given today’s political climate, we need to seize being the arbiters of truth. At the AALL Annual Meeting in Austin last year, I heard Michelle Lee from *The Washington Post* discuss “Finding Truth in the Age of Fake News and Alternative Facts.” She said she was surprised to be speaking at AALL since the first thing she does as a fact checker is consult a librarian. Many libraries and associations are taking advantage of the opportunity to tout their librarians. The Albuquerque and Bernalillo County Public Library have a great webpage devoted to fact checking. Westerville (Ohio) Public Library is also offering how-to classes on “How to Spot Fake News.”

Q Who is your personal hero?

While it may be a little controversial, Hillary Rodham Clinton is still my personal hero. I grew up with a history teacher for a father. He taught history more like a literature professor than a lecturer. While my mother read me bedtime stories, my father told me of soldiers, pioneers, and first ladies. I was a junior in college in January 1993, and suddenly the first lady story I'd heard all my life was different. I love stories of first ladies—Jackie Kennedy, Mary Todd Lincoln, Dolley Madison, and Eleanor Roosevelt. These women were their husbands' companions and left their own mark on our country. But Hillary created history on her own. Watching her work tirelessly for healthcare, travel the globe, plan state dinners, give her daughter a normal life, and still be a supportive wife made me realize how wide open the world is. I may not agree with her 100 percent of the time, but she made an impression upon me when I was at my most impressionable.

Q If you could have any superpower, what would it be, and why?

Teleporting, I work to travel. After visiting four continents, 24 countries, and 36 states, I am sick of air travel. I don't care if I use Harry Potter's disapparate or Captain Kirk's transporter device. I want instant gratification travel.

Q If you could master one skill right now, what would it be?

As my retirement from law libraries gets closer, the plan formulating in my head is to spend an extended period of time in Europe. Ideally, that would be my ancestral home of Italy. In order to make that transition easier, I would need an immediate grasp of the language. All of my grandparents spoke Italian fluently, but only when they didn't want us kids to know what

they were saying. How I wish I could teleport back in time and make them teach me.

Q What is something we don't know about you?

The book *Havana Lost* by Libby Fischer Hellmann is dedicated to me. We met on a trip to Cuba in 2012. She was there researching for her next book and I was there on an educational tour. We became instant friends who now travel together frequently. In 2016, we placed a friendly bet on the World Series (she's a Chicagoan and I'm a Clevelander). The winner got to pick our next travel destination. We ended up on a two-week tour of Denmark, Norway, and Sweden. Check her fiction out at your local public library!

**EMILY M. JANOSKI-HAEHLEN**

Associate Dean of Academic Affairs & Institutional Excellence
Director of the Law Library
University of Akron
AKRON, OH

Q What are the most important issues facing law, our members, and the profession?

The most important issues facing the law library profession are maintaining our identity while adapting to new legal technologies, authentication, and preservation of *all* information, and supporting and creating leaders to ensure our future success.

Q What do you think AALL's top priority should be in positioning the profession for the future?

We need to help members succeed in their careers as law librarians and legal

information professionals—whether that means providing education on new topics and trends, supporting initiatives for change in libraries, or supporting and training the leaders of tomorrow.

Q What's the best advice you have ever received?

Surround yourself with good people and travel the world with your kids!

Q What is the greatest opportunity available to law librarians right now?

Being the experts in information knowledge and legal technology! We need to toot our own horns, for lack of a better phrase, and make sure our stakeholders know how invaluable we are.

Q Who is your personal hero?

My mom. She is a hardworking, successful, dedicated college professor who also happens to be a super mom and grammy!

Q If you could have any superpower, what would it be, and why?

It's hard to choose, but either flying or shape shifting! With shape shifting I could change into anything that flies and have the best of both worlds!

Q If you could master one skill right now, what would it be?

Cooking! I am a terrible cook.

Q What is something we don't know about you?

I was a competitive figure skater.



JOSEPH D. LAWSON
Deputy Director
Harris County Law Library
HOUSTON, TX

Q What are the most important issues facing law, our members, and the profession?

The most important issue currently facing the profession is digital information literacy. We now live in a world where information rides at lightning speeds to professionals and laypeople who are ill-prepared to handle it. What a dangerous time! If you don't believe me, just ask Siri about Cambridge Analytica or watch C-SPAN coverage of senators asking questions they don't understand of technology CEOs unwilling to admit they don't fully grasp the ramifications of their creations. The legal community will certainly be tasked with sorting the mess caused by a lack of understanding on all sides about the way in which information is disseminated and consumed online. I foresee a role for folks in the legal community who have a penchant for finding, organizing, and sharing information according to rigorous standards, so long as we are prepared for that role.

Q What do you think AALL's top priority should be in positioning the profession for the future?

A top priority should be outreach and recruitment. We have thousands of talented librarians and information professionals who bring expertise to the table that no one else can. We operate on the cutting edge of legal technology and that is reflected in AALL's education offerings. We teach and train, find and facilitate, organize and advocate. As the collective voice of

law librarianship, AALL should always strive to raise awareness of our efforts in the communities we serve and we should especially focus on outreach to the next generation of talented professionals. By actively recruiting diverse candidates and touting the accomplishments of all law librarians, we bolster our ability to serve the legal information needs of all our communities and position ourselves to continue that service well into the future.

Q What's the best advice you have ever received?

Be responsive.

Q What is the greatest opportunity available to law librarians right now?

There is a great need for digital information literacy across the legal community, which equals opportunity for law librarians. Just last year, legal tech guru Bob Ambrogi blogged about how the AALL Annual Meeting is one of the leading legal tech shows nationwide. At the same time, we hold fast to the skills and principles that make us information professionals by helping our communities find and use relevant, current, and authoritative information. Applying the same rigorous standards to digital information that we applied to printed information in the last century will become increasingly needed as digital information proliferates and information consumers become more aware that it's not all good. The solution to the problem is teaching and advocating for digital information literacy and I am excited about the possibilities for law librarians in this area.

Q Who is your personal hero?

My dad. He is the ultimate handyman. Throughout my childhood, he fixed plumbing, electrical, you name it, and he always asked me to hold the flashlight. At the time, I thought I was doing him a favor. Turns out I was the unwitting apprentice and he taught me

not only how to fix plumbing and electrical, but also how to break down large tasks into component pieces for implementation. Most of my successes thus far have relied heavily on that ability.

Q If you could have any superpower, what would it be, and why?

The ability to channel "The Force" sounds pretty good. In the latest iteration of *Star Wars*, that's a superpower that gets Rey into and out of a lot of trouble. Occasionally, when exasperated attorneys visit my law library after researching for several non-billable hours, I pull the exact database they need seemingly out of the air and, to their amazement, they have the right document and are on their way in record time. I assume that's how The Force works on a macro level, so I'd be happy with that.

Q If you could master one skill right now, what would it be?

I wish I could wake up one morning and be able to cut perfect dovetails. In fleeting moments of free time, I enjoy woodworking, especially building furniture. Dovetails are a hallmark of fine furniture building, in part because a joint using dovetails is strong and long-lasting, but also because they're so darn hard to cut. It would be great to snap my fingers and avoid the wasted material.

Q What is something we don't know about you?

In the mid-1990s, I convinced my mom to spend \$120 on a brand new pair of Nike Charles Barkley's that I grew out of in about two months. I felt so horrible that I had done this to my working-class family that I didn't spend more than \$30 on a pair of shoes for many years. To this day, I don't like to spend too much on shoes, and when I occasionally apologize to my mom for the "Charles Barkley's," she knows exactly what I'm talking about.



JASON R. SOWARDS

Law Librarian & Director
Nevada Supreme Court Library
CARSON CITY, NV

Q What are the most important issues facing law, our members, and the profession?

We are all aware that the legal profession is evolving at a pace and in directions that are both new and unpredictable, and every institution finds itself at a different place in that evolution, with no one ever feeling comfortably ahead of the curve. Law schools are changing the way they prepare future lawyers to enter the new legal landscape. Firms are implementing new business models to account for technological disruptions and service expectations of their client base. Public law libraries are creating ways to make navigating the legal system easier for those who do not know how to access (and pay for) legal services. Securing and preserving reliable access to the legal information we all rely on continues to be a challenge. As legal information experts, we serve and exist within a profession that must meet many disparate needs with time and money as ever-present limitations. None of this is new, of course, but the reality is that these issues are not going away. We must continue to be innovative and nimble in our responses.

Q What do you think AALL's top priority should be in positioning the profession for the future?

The answer to this question, broadly, is to focus on educational opportunities that will help the membership learn how to articulate their value and relevance (and indispensability) to their institutions. This involves the leadership and management training already available to us, but

more specifically, how do we learn to identify opportunities within our own organizations and communicate the role we can play in bringing those ideas to life? How do we stay abreast of whatever is “next” so that we may better position ourselves to be the ones to bring the ideas to the table, thereby establishing credibility and taking ownership? How do we transition from being considered a passive entity to an active/proactive entity that helps effect change?

Q What's the best advice you have ever received?

“You miss every shot you don't take.” Until I Googled this, I could never have told you this was a variation of a quote attributed to Wayne Gretzky, but it has become my mantra. I think about this every time I feel unworthy of something I want, and I am too afraid to ask for it because I'm not ___ enough (filling in the blank with whatever self-limiting belief seems most detrimental in the moment). But I have gotten better about asking myself, “Why not me? The most anyone can tell you is no.” So I ask. This approach portrays you as invested and engaged, and there are definitely worse ways others can perceive you. In addition to this nugget of wisdom, my first director always advised me to never fry bacon naked. That seems like pretty solid advice as well.

Q What is the greatest opportunity available to law librarians right now?

I think our greatest opportunity is capitalizing on what has made us invaluable for millennia: our expertise in finding, organizing, evaluating, and preserving information. The volume and quality (or lack thereof) of information produced daily is staggering. In an information-based profession, we are uniquely qualified to be the sieve to ensure our organizations get the best information they can, as fast as they can, organized in a manner that makes sense to them, to achieve their respective goals. While this is

hardly groundbreaking news, we need to do a better job with marketing our skills and quantifying our value. We know Google hasn't replaced us, but we are not who we need to convince.

Q Who is your personal hero?

My dad. His wisdom, patience, quiet confidence, and sense of humor are virtues I didn't even recognize and appreciate until the past 10 years or so, but hindsight now provides me so many instances of these traits throughout my life. I am blessed he is my dad, and I hope I am meeting the high bar he has set.

Q If you could have any superpower, what would it be, and why?

There are *X-Men* superpowers, and there are everyday-hero superpowers. For the *X-Men* superpower, I would love to be able to fly. I should have had my flying car by now if *The Jetsons* were to be believed (and why couldn't we trust *The Jetsons*?). As for my everyday-hero superpower, I wish I had the ability to be patient and empathetic in every interaction I have with my fellow human beings. I do pretty well on average, but I truly admire anyone who is able to summon grace and compassion (effortlessly and consistently) with everyone they meet.

Q If you could master one skill right now, what would it be?

Home brewing. I love beer and making my own is as close to being a chef as I am ever going to get.

Q What is something we don't know about you?

I own every John Grisham novel in first-edition hardcover, several of which are autographed. I also try to buy a tacky refrigerator magnet from every city or state that I visit. Finally, at karaoke, I never sing the same song in front of the same people. I may or may not have a database devoted to keeping track of these details.