Q&A

PERSPECTIVE

Get to Know Your 2020 AALL Executive Board Candidates

When it comes to forward thinking and extensive legal expertise, AALL’s membership runs deep. Every year, AALL’s Nominations Committee puts forth a list of candidates for various positions on the Executive Board.

This year’s group of Executive Board candidates goes beyond the basics and provides members with a more in-depth perspective of who they are and what their goals are for the Association. Learn more about each candidate before the election begins on October 1.

CANDIDATES FOR VICE PRESIDENT/PRESIDENT-ELECT

ELAINE M. EGAN
Director, Global Library & Information Services
Cleary Gottlieb Steen & Hamilton LLP
NEW YORK, NY

Q What are the most important issues facing the legal information industry and AALL members right now?

Issues for our members are not dissimilar to those of our employers. We are challenged to reimagine access to trusted content, support budget and procurement goals, and adapt to changing organizational priorities. In other words, we are working within the complexities of organizational sustainability.

Q What should AALL’s top priority be in positioning the legal information profession for the future?

AALL always supports our community by being nimble in its approach to serving and supporting our membership. Our professional requirements are far-reaching and include leveraging our collective influence, education, and employment opportunities. However, no issue is more imperative than talent development. If academic library and information programs are not thriving, new members are not entering our profession and we are at a standstill.

Q Who or what has had the greatest impact on your professional life?

There are several individuals and opportunities that have influenced my professional life, but one opportunity truly cemented my career. During my MLS program I was hired as an intern with a law firm library, and to this day I am so grateful to that firm and the support they offered me.

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

Listen with empathy.

Q What is the greatest opportunity available to law librarians and legal information professionals right now?

Creating synergistic information initiatives. We excel in connecting people, process and technology, and leveraging relationships and knowledge. These are opportunities that exist everywhere, every day.

Q Who is your personal hero?

My hero will always be my mother. Professionally, my mother taught me to be resilient and to love what I do. After graduating from college in the 1950s she started her career with accounting and
If you could have any superpower, what would it be, and why?
If I could travel into the future that might be fun, or perhaps a very big regret.

If you could master one skill right now, what would it be?
It would be fantastic to be able to make my husband a Tarte Tatin; it is shameful that I keep buying them for his birthday.

What is something we don’t know about you?
I believe solitude is a luxury. I like to wander off to be alone sometimes.

Who is your personal hero?
Iggy Pop is my personal hero. I admire his perseverance and positive attitude through more than seven decades of adventure in rock and roll. He is always trying something new and reinventing himself. Every week he turns me on to new music on his BBC6 radio show. I love how devoted he is to promoting new artists. He is a master of his art, exudes confidence with humility, and is one of the happiest people on Earth.

What’s the best advice you have ever received?
Don’t get too attached to the physical collection or a set way of providing services. Stay open to opportunities to change and adapt.

What is the greatest opportunity available to law librarians and legal information professionals right now?
Getting involved and volunteering in local and national professional associations provides the greatest opportunity to law librarians and legal information professionals right now. I can’t say enough about the power of meeting your colleagues and building a network where you can ask questions and share information. Whether it is a new resource, a service, or delivering a new service, there is a colleague out there who either has the same question or knows something about it. We all have so much to share and learn from one another.

What are the most important issues facing the legal information industry and AALL members right now?
Advocacy and access to justice are two of the most important issues facing the legal information industry today. AALL works hard to advocate for preservation and freedom of legal information, but technology, government policy, and the business of data are evolving so rapidly it is challenging to stay ahead of the curve. Not only must we remain vigilant in monitoring these issues, we must continue active engagement with the legal industry and government, using our expertise to help guide solutions and ensure accessibility and preservation for all.

Regardless of library type, facilitating and promoting access to justice is a top priority. Attorneys, judges, students, and the public all require access to authoritative legal materials and professional guidance. AALL members are access to justice leaders and this fact needs to be promoted and recognized by the legal industry and beyond. I would like to see AALL broadly recognized as the access to justice authority.

What should AALL’s top priority be in positioning the legal information profession for the future?
Outreach to new and nontraditional legal information professionals is a priority to position AALL for the future. Many seasoned legal information professionals are retiring. As a result, there are many available positions announced, but I am hearing from my colleagues that it is difficult to find qualified applicants. I would like to see AALL boost outreach to students to promote awareness of the legal information profession and to offer a mechanism to promote mentorships and suggested curriculum to succeed in our profession. Such a program could be promoted nationally and through AALL chapters at the local level. We must recruit members into the profession to remain vital.

I also see legal information positions announced with new titles such as Research Attorney, Competitive Intelligence Analyst, Knowledge Resource Specialist, and Digital Collection Manager. The qualifications and educational requirements for these positions are as diverse as the titles. Are we reaching these new legal information professionals? I would like to see AALL broaden our reach to include all possibilities of legal information professionals. As legal information services evolve, so must AALL to reflect these trends.

Who or what has had the greatest impact on your professional life?
My memberships in the Northern California Association of Law Libraries and AALL have had the greatest impact on my professional life. Having a forum in which to network with colleagues and participate in continuous learning opportunities, from informal brown-bag lunches to formal educational programs, has been invaluable and fun.

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If you could have any superpower, what would it be, and why?
I would like to have the power to time-travel. I read a lot of biographies and I wish I could go back and see some of the amazing times I only read about.

If you could master one skill right now, what would it be?
I would like to learn how to cook Indian food. I enjoy the flavors and ingredients, but it seems rather complicated to make.

What is something we don’t know about you?
I am a huge fan of live music, attending one or two live shows a week. I love to see musicians, working together to push energy and creativity from the stage into the crowd. There is nothing like dancing with my partner and a crowd of fans and friends, all reacting to the beat and melody separately, yet together. The energy is intoxicating and inspiring.

What should AALL’s top priority be in positioning the legal information profession for the future?
As a membership organization, AALL is, and should continue to be, focused on fostering and promoting its members and our capabilities. To do this, the Association needs to know and respond to members’ professional development needs, in terms of skills, topics, and delivery modes, and the evolving needs of the organizations and communities we serve. And, concurrently, AALL, as our champion, is uniquely positioned to demonstrate our collective talents and the value of the profession.

Who or what has had the greatest impact on your professional life?
I give credit to the directors, deans, and other stakeholders who had confidence in me and challenged me early in my career. Lately, I’ve been reflecting on the powerful impact of my peers, the example they’ve set, and the impact we’ve made collectively. The county law librarians of Ohio, for example, demonstrated the power of collective action, strategic alliances, and individual strengths as they pushed back against regressive legislation and, as a secondary result, lifted each other up and improved law libraries statewide. Hats off to my former colleagues in Ohio.

What's the best advice you have ever received?
It’s okay to say “no.” Or, to put it more positively, say “yes” thoughtfully, selectively, and intentionally.

What is the greatest opportunity available to law librarians and legal information professionals right now?
As legal service provision and legal publishing break out of traditional molds, face disruption, and become more fragmented and diversified, we legal information professionals, who are deeply connected to and aware of our users’ needs and the environments in which we work, are especially well positioned to take on interesting leadership roles and solve problems in our workplaces.

Who is your personal hero?
I don’t identify with one particular person as a hero but I greatly admire those people who, despite being in the midst of conflict of varying degrees, make every attempt to engage thoughtfully with, to understand, and even to love their adversaries; such individuals seek to understand the other’s point of view, and believe fervently in the power of listening and dialogue.

What's the best advice you have ever received?
It’s okay to say “no.” Or, to put it more positively, say “yes” thoughtfully, selectively, and intentionally.
What are the most important issues facing the legal information industry and AALL members right now?
I feel that the legal industry is always in a constant state of change. What this means to us as information professionals is that we need to be flexible and able to quickly adapt as the environment continues to change. Our skill set and our toolkit of resources needs to be updated to stay ahead of the curve. Downsizing and outsourcing still face our industry. Exploration of blockchain technology and artificial intelligence (AI) are hot issues and buzzwords within the industry. Blockchain promises a new way of recording and storing data. San José State University School of Information received an IMLS grant to explore whether blockchain can be useful in libraries. This could be a game changer within law libraries when it comes to authenticating primary sources, tracking rights and ownership, intellectual property, or even relationships among networks of libraries. AI is a trend (or is it?) that we are learning more about as information professionals and vendors. Many law firms are using AI tools to help them with legal research. Within academia, open educational resources, data science, and analytics are also issues facing our industry.

Who or what has had the greatest impact on your professional life?
I have so many to thank for where I am today—David Hames, my undergrad employment law professor who was the first to introduce me to law librarianship. He knew I worked in a public library and that I was very interested in the law. If it wasn’t for him, I would have never gone into law librarianship. Dr. Yvonne Chandler at UNT has been my mentor since I was a baby librarian-to-be. Elizabeth Black Berry supported me in my first professional position and Shannon Burdett took a risk on me being a first-time manager. My dad and my husband, who are my biggest fans, always giving me words of encouragement or letting me fly with what I want and need to do.

What’s the best advice you have ever received?
To not give up and to go after what you want. With every door that closes, many windows open. Always pay it forward and help others.

What is the greatest opportunity available to law librarians and legal information professionals right now?
The future is very bright! Law librarians and legal information professionals have the opportunity to develop their vast skills even further with artificial intelligence, data analytics, and blockchain. We have the chance to be the change and make an impact by being ready and ahead of the curve. Regardless of the segment you work in, these areas influence and impact each of us. We should continue to join in efforts to help one another to adjust and develop!

Who is your personal hero?
My dad. There was never a day I saw someone work so hard to put a roof over my head and food on the table. He taught me what it means to have a strong work ethic, to be nice to others, and to appreciate what you have and what you can give.

If you could have any superpower, what would it be, and why?
Cloning or replication. Wouldn’t it be great to present your research at a conference in person halfway around the world AND be able to work that same day in a different location at the same time to not get behind or feel overwhelmed when you return? Or to enjoy a vacation as relaxing clone … while working clone is working!

If you could master one skill right now, what would it be?
To learn as many languages as possible! We live in a global world, work with very diverse individuals, and assist diverse patrons. This would increase my socio-linguistics cultural intelligence knowledge and offer the opportunity to further interact with those who may speak or write in other languages.

What is something we don’t know about you?
I was married in a fourteenth-century castle in Spain.
What should AALL’s top priority be in positioning the legal information profession for the future?

Law librarians and legal information professionals are most successful when we are well informed and knowledgeable in diverse areas, but especially information technology, before our constituents ask about them. This means we need educational resources that are effective, relevant, and current. This should be AALL’s priority for positioning us all for the future. I would like to see courses developed that align with the Body of Knowledge (an effort that is getting underway) as well as specialty courses and even certifications. Personally, I would like to learn more about metadata, electronic resources management, encryption, and knowledge management.

Who or what has had the greatest impact on your professional life?

My colleagues, both here at Indiana University and throughout AALL, have had a tremendous impact on my professional life. I work or have worked with a variety of people—people who are smart, experienced, intellectually hungry, driven, dedicated to teaching, visionary, and/or excellent at the day-to-day tasks that keep an institution running—and I have learned so much from all of them about what goes into being a law librarian. When I think back on how little I knew when I started, I am astonished, and I am so grateful that I am part of this community of remarkable people.

What’s the best advice you have ever received?

Never let your boss be taken by surprise. It has done me a world of good to follow this advice. Even when something does not seem important, I fill my boss in on what is happening. As a result, we have a trusting and resilient relationship.

What is the greatest opportunity available to law librarians and legal information professionals right now?

We need to develop and exert our expertise over not just legal research but information generally. Of course, we know the traditional legal research resources, but we also “get” (or can learn) knowledge management, document automation, business intelligence, client management, information governance, web and social media presence, authentication and security, and so on. We are poised to spot new information needs and opportunities and to expand our expertise to master them. As a profession, we need to seize this potential and make it our own.

Who is your personal hero?

When I think about heroes, no single person stands out. Instead, I have tremendous admiration for all the women who have been willing to fight for social change, to break barriers, to broadcast that they are smart and brave and eminently capable. I think of women like Madeline Albright, Sandra Day O’Connor, Septima Clark, Helen Keller, Ada Lovelace, and Abigail Adams. I have particular admiration for women who have managed the intricate balance of mothering while also pursuing professional interests. There are many heroes, both sung and unsung, and I continue to learn from them.

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

In this busy life, I have always thought it would be handy to be in two places at the same time. I could accomplish more, sleep more, have more fun, and just be better at everything.

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

Time travel would be amazing, but I’ll settle for speaking Mandarin.

What is something we don’t know about you?

I told Woody Harrelson that he could not smoke marijuana in my car. When this happened, in 1998, he was in the passenger seat of my less-than-glamorous Mazda 626, as I drove from the Kentucky Court of Appeals in Frankfort, where I had
attended a court hearing on charges against Woody for planting hemp seeds, back to Lexington. I went to the hearing that day because I had published an article in the *Kentucky Law Journal* about industrial hemp as a replacement crop for tobacco for Kentucky farmers (back in the days of big tobacco litigation).

As I stood back to observe the media circus, Woody came over and asked who I was. We spoke about my article for a few minutes, and then he suddenly declared to his entourage that he was riding back to Lexington with me. About 10 minutes into the drive, the smoking conversation happened, and I had nightmare visions of getting pulled over for speeding (which I was, since I was more than a little nervous with Woody Harrelson in the car), only for the cop to discover Woody Harrelson with pot in my vehicle. I suspected that the cop was going to find Woody Harrelson (only for him to discover Woody Harrelson with pot in my vehicle. I suspected that the cop was going to discover Woody Harrelson with pot in my vehicle. I suspected that my protestations of innocence, although completely true, would have fallen on deaf ears. That would have made for a great story now, but at the time I was thankful that no police were patrolling the road that day. All in all, it was a surreal afternoon.

If anyone is interested, I have Woody’s signature on a reprint of my article.

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**STACY ETHEREDGE**  
Interim Law Library Director  
Associate Professor of Law  
University of Idaho College of Law  
BOISE, ID

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**What are the most important issues facing the legal information industry and AALL members right now?**

To me, the most honest answer, the reality that cuts across all workplaces, is shrinking budgets, limited resources, and being told to “do more with less.” And, I believe, the resultant depressive zeitgeist in our profession that has developed because of that reality. You have to think about where your industry is going in the long run in order to prepare for changes. But my immediate challenge, what faces me every day when I walk into work, is staying relevant, proving worth, “doing your best with less,” continuing to serve the patrons with as few bumps as possible, and finding the energy and spirit to keep coming back.

**What should AALL’s top priority be in positioning the legal information profession for the future?**

Continuing to champion the importance of legal information professionals and legal research in every facet of legal education, every facet of legal practice, and every facet of law making. We are indispensable to the functioning of the American legal system. We know it and others know it too, but we just have to keep reminding them of it. Constant advocacy, by us and for us, is going to be key with law school administrations, law firm partners, state legislators, local legal communities, legal aid services, and the public. We’ll have to keep our face out there all the time. But it’s a friendly face, so it shouldn’t be a problem.

**Who or what has had the greatest impact on your professional life?**

Penny Hazelton. I was living in Seattle (I’m from Washington), middle-aged, “down-sized” one time too many (early 2000s), and at a pretty low point. I had wanted to be a librarian since I was a little girl and I had the law degree and so I thought, “Well, I wonder if I can get into the University of Washington program?” Penny gave me a chance when nobody else would and changed my life. I used to sit there and think, “I can’t believe I’m being taught all of this by Penny Hazelton herself!” Sixteen years later and I’m still grateful and loving this profession.

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

My mom, who had a bit of a rough life growing up, used to say to us kids, “In this world, you have to learn how to take care of yourself, because no one is going to take care of you for you.” She didn’t mean this to be negative or cynical, and she didn’t mean that no one was ever going to be there to love, help, and support us. She just meant “Know who you are, find your inner strength, and be happy being with yourself. It’ll make the peaks of life more enjoyable, and the valleys easier to get through.”

**What is the greatest opportunity available to law librarians and legal information professionals right now?**

I would say the greatest opportunity available right now is this generation of law students. I really think we are seeing a resurgence of interest in the richness of library resources (beyond Google and Wexis), the nuances of legal research (beyond Google and Wexis), and the value of consulting with information professionals (you know what I’m going to say). My Advanced Legal Research students seem increasingly open to and interested in learning about the whole universe of legal information. If we keep tapping into this and building up a new generation of sophisticated legal researchers, it can only be good for all of us.

**Who is your personal hero?**

Well, it changes all the time, because it’s really every person, everywhere, who had to be the “first” at something previously dominated by another powerful group. The courage that it takes to do something like that is astounding to me—having to be perfect, having to be gracious, all eyes on you and maybe most of those eyes hoping you’ll fail, some trying to sabotage, some full of hate. So it changes, because all the time I’m learning about someone new, past and present, big and
small. It makes you wonder if you could do it. (PS: Also, always, Mr. Lincoln.)

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

I think there should be a new superhero named “Empathy Woman.” You’d have the ability to walk around through life, zapping a little jolt of kindness and empathy into those around you who need it. For instance, Empathy Woman would zap the angry driver who is about to flip someone off into the smiley, wavey, “that’s okay, all’s fine!” driver. Even if your power was very limited in range and level, think about how much good you could do in just one day. That’s power!

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

Playing an instrument, such as the guitar or the piano. I have loved music all my life, really feel it to the depths of my being, but have no skills whatsoever in that area. I did play alto sax growing up but, honestly, I was mediocre at best and wouldn’t have gone as far as I did if I hadn’t been living in such a little town. I would love to know how it feels to be able to express yourself in that way, even if no one else is around.

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

That I’m actually an introvert. I know, even over these magazine pages I can hear people phasing all over the place, but it’s actually true. I love being around people in small groups, where I mostly know everyone. Then, I have to admit, I can be pretty gregarious. But inwardly, I still have to both build up for it and come down from it. And in big gatherings where I really don’t know anyone, well, I find that agonizing. The AALL Annual Meeting is always a contradiction for me—I’ll spend one whole week panicking about going to it, and then I’ll come home saying, “Gee, that was fun!”

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

“It’s not all about you.” I think about this often when I’m planning a new resource rollout, conducting new hire orientations, and dealing with colleagues. Everyone processes information in different ways. Everyone has a different agenda. The trick is to try and put yourself in their shoes and think about what would be the best way to approach the situation from their perspective.

**Q** What is the greatest opportunity available to law librarians and legal information professionals right now?

Innovation. So much is happening in our industry with regards to technology. I know that a lot of librarians are like me and love learning, which means we’re uniquely situated to take advantage of the situation, expand our knowledge, and communicate the value of these new resources and services to others.

**Q** Who is your personal hero?

It sounds cheesy, but probably my dad. He grew up extremely poor in west Texas and essentially had to fend for himself from the time he turned 13. Despite these challenges, he served in the military, put himself through college and graduate school, traveled extensively throughout Europe and the Middle East with my mom, and helped to raise three kids without much of a fuss. He reminds me on a regular basis that sometimes you just need to keep moving forward, no matter what’s behind you and not knowing what’s ahead of you.

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

Teleportation, because there are so many places I want to visit and there’s so little time. Wouldn’t it be nice to instantly be transported across the world without worrying about how to get there, how long it will take, and what issues might occur along the way? Plus, if it was truly a superpower and not
aided by technology, you wouldn’t have to pay for it!

If you could master one skill right now, what would it be?
I’d love to become more proficient at data analysis, including learning R (data mining software).

What is something we don’t know about you?
I hiked the Grand Canyon rim-to-rim 20 years ago, lost five toenails (one permanently), and have been itching to do it again … minus the foot trauma. If you haven’t been there, the Grand Canyon truly deserves its reputation as one of the Natural Wonders of the World!

What should AALL’s top priority be in positioning the legal information profession for the future?
Continued progress on what we do to promote ourselves and the value we bring to our organizations as law librarians and legal information specialists in the digital age. Also, we should conduct an inward-look at our organization as a whole, with an increased focus on recruitment, retention, opportunities for newer members, and more engagement from the overall membership.

Who or what has had the greatest impact on your professional life?
I have been so fortunate to be mentored and supported by some truly amazing colleagues along my career path, starting on the front lines serving the local legal community at the Bowen School of Law/Pulaski County Law Library alongside a team of talented and selfless librarians, including former and current directors Mike Beaird, June Stewart, and Jessie Burchfield. I was lucky to cross paths with AALL’s former president Greg Lambert early in my career and have been so grateful for his advice and friendship along the way. I have also been incredibly lucky to work with some great people during my time involved in the leadership of the Southwestern Association of Law Libraries, and have a whole chapter of people I consider friends that I am grateful I can turn to in my professional life. Lastly, the relationships I have built over my two visits teaching in Poland are some that I truly value.

What’s the best advice you have ever received?
Don’t strive to be the best around you, strive to be the best you can be.

What is the greatest opportunity available to law librarians and legal information professionals right now?
Becoming more involved in the planning of the future of legal education.

As we take on more diverse roles and increased responsibilities for formal instruction, we should have a bigger voice in the development of curriculum, both in traditional courses and in new areas such as online classes, skill practicums, and opportunities in international legal education.

Who is your personal hero?
My father, George “Buster” Woodmansee, who at 81 is still the most brutally honest fellow I know. He continues to push me to be a better man and father to my own children. Also, as someone who grew up in Missouri as an avid baseball fan, I’ve long been inspired by the life and career of Albert Pujols, and I enjoy watching him achieve career milestones now with my L.A. Angels and the work he does for the Down syndrome community through his family foundation.

What’s the best advice you have ever received?
Definitely the ability to travel in time! I would love to go all "Forrest Gump" and place myself at a few key moments in history and have the ability to improve the course of the world somehow… and maybe even place a "Grays Sports Almanac" in my hands.

Who is your personal hero?
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What is something we don’t know about you?
I have a twin brother, Joe, who was born with Down syndrome. Despite the challenges for him and our family, growing up together gave me an empathy toward others and a “can do” attitude outlook toward the life that I am blessed to have.