EDUCATION UPDATE
MARCH 25, 2021

AALL’S 2021 VIRTUAL INNOVATION BOOTCAMP / MAY 6-7

REGISTER TODAY TO TAKE ADVANTAGE OF EARLY-BIRD PRICING

This year's Innovation Bootcamp will be held virtually May 6-7, 2021. The disruptions of the past year continue to reveal new challenges and opportunities to rethink the way we work. This is the perfect event to attend if you are looking to innovate in your library.

- May 6-7, 2021 / Day 1: 1:00 p.m. - 4:00 p.m. (CDT)
  Day 2: 10:30 a.m. - 4:30 p.m. (CDT)
- Members $399 / Nonmembers $598 (Price increases $50 for members & $77 for nonmembers after April 15)
- Registration deadline is Friday, April 23
- Space is limited

This virtual course is designed specifically for legal information professionals to create new value, gain momentum for ideas, and foster a culture of innovation—whether you’re early in your career and ready to give your solutions wings or a decision maker committed to maximizing the talents of your team. We’ve assembled a dynamic lineup of presenters comprised of AALL members and other thought leaders to deliver a customized learning experience.

This continuing professional education opportunity is sponsored by the American Association of Law Libraries in partnership with Thomson Reuters.

THOMSON REUTER

REGISTRATION IS OPEN FOR AALL 2021 / LEADING WITH WISDOM & INSIGHT

Register today for for AALL’s second Virtual Conference, to be held July 19-23. AALL 2021 will offer more than 45 educational sessions, as well as a virtual exhibit hall where conference participants and vendors can interact and discuss marketplace innovations—many of which were developed in response to the COVID-19 pandemic. On-demand sessions will be released ahead of the Conference with opportunities for live Q&As with presenters during the week of July 19.

At only $99 for members—retired members pay a reduced rate and student/unemployed members are free—the AALL Virtual Conference is an affordable way for you to enhance your professional skills and knowledge, network with thought leaders, and connect with marketplace partners—all from
MORE THAN 80 ATTENDED AALL’S VIRTUAL MANAGEMENT INSTITUTE

The 2021 Virtual AALL Management Institute took place this week on Tuesday, March 23 and Wednesday, March 24. Attendees took a deep dive into management & leadership approaches, and learned solutions for handling evolving workplace dynamics, exploring topics including implicit bias, inclusive communication, managing multi-faceted team environments, and more. Thank you to Jessica Swenson (University of Wisconsin-Madison); Maureen Sullivan (Maureen Sullivan and Associates); Cynthia Brown (Littler Mendelson P.C.); Joseph Lawson (Harris County Robert W. Hainsworth Law Library); David Mao (Georgetown University Law Center); Aya Taveras and Jessica MacFarlane (Perception Institute).

UPCOMING COFFEE CHAT & WEBINARS

MENTORSHIP MATTERS
- Tuesday, April 6, 2021 / 3:00 p.m. - 3:45 p.m. (CDT)
- Members only; space is limited

Could you benefit from the advice of a more experienced colleague as you consider your next career steps or face new workplace challenges? All you need to become a mentor is the eagerness to help someone else and the knowledge to be able to do so. Join us for an informal conversation, co-moderated by student member Alexis Rae Branham, Sean Harrington (Arizona State University Ross-Blakley Law Library) and Allison C. Reeve Davis (Littler Mendelson, P.C.).

UPDATES TO LEGAL RESEARCH TECHNOLOGY COMPETENCIES
- Tuesday, April 20, 2021 / 3:00 p.m. - 3:45 p.m. (CDT)
- Members only; space is limited
The Principles and Standards for Legal Research Competency were recently updated to include standards for technology competency. What does this mean for you and your library? Join us for an informal conversation, co-moderated by Susan Azyndar (Notre Dame Law School) and Theresa K. Tarves (Penn State Law). The discussion will be an opportunity to learn more about the updates, ask questions, and get tips for assessing technology competency.

RECOGNIZING AND RESOLVING DISCRIMINATION IN THE WORKPLACE

- Thursday, April 29, 2021 / 11:00 a.m. - 12:00 p.m. (CDT)
- Members - Free / Nonmembers - $60

Are you facing racial or other types of discriminatory practices in your workplace? While workplace provisions may be in place, it can be challenging for those impacted to navigate the process. This webinar will provide attendees with an opportunity to learn about the personal, practical, and legal aspects of dealing with discriminatory practices in the workplace. Moderators include Errol Adams (Hofstra University Law School Library), Andrew J. Christensen (Washington and Lee University School of Law Library), and Gail Mathapo (University of Florida Levin College of Law Legal Information Center). The speaker will be Afaf Nasher (New York Chapter of the Council on American Islamic Relations). This webinar is being offered in collaboration with AALL’s Diversity & Inclusion Committee and the Black Law Librarians Special Interest Section (BLL-SIS).

THOMSON REUTERS PARTNER WEBINAR / SUCCESSFUL TACTICS TO DEMONSTRATE VALUE TO YOUR ORGANIZATION AMIDST COVID

- Tuesday, May 18, 2021 / 2:00 p.m. - 3:00 p.m. (CDT)
- Members - Free / Nonmembers - $60

Continuing the conversation from December's session, "State of the Legal Market in 2021," we dive deeper into the tactics your forward-thinking peers are using to drive additional value for their organizations. Walk away with tips on how to get a seat at the decision-making table and proactively create a strategy to earn the seat. In addition, learn the mechanics of how these leaders proactively communicate the continuous value they create. Speakers include Camille Broussard (The Mendik Library at New York Law School), Molly Hagen (Robins Kaplan LLP), Saskia Mehlhorn (Norton Rose Fulbright), and Kristina Niedringhaus (George State University College of Law).

CALL FOR WEBINAR PROPOSALS

SHARE YOUR IDEAS

Do you have an idea for a webinar? Are you, or is someone you know, an expert on a subject important to legal information professionals? We want to hear from you! We are looking for programs on relevant and emerging topics, as well as current or cutting-edge best practices in legal information and library services. Webinar proposals should fall into one of the six AALL Body of Knowledge (BoK) domains. Submit a proposal today.

APPLY FOR AN AALL LEXISNEXIS RESEARCH GRANT
The AALL LexisNexis Research Grant Jury is accepting applications through May 1 for grants from the AALL Research Fund (an endowment established by LexisNexis). The jury may allocate a maximum of $5,000 between one or more applicants seeking funding for research that advances AALL's research agenda, which seeks to stimulate "a diverse range of scholarship related to and supportive of the profession of law librarianship."

If you have a research project that may benefit from this grant, review the complete guidelines and apply. As the guidelines state, the research should be completed within one year and the final product published.

**APPLY FOR AN AALL SCHOLARSHIP OR ENCOURAGE A FRIEND OR COLLEAGUE TO APPLY**

AALL is committed to providing opportunities for your professional growth. Each year, the Association awards thousands of dollars in scholarships to law school and library school students as well as to AALL members. The following scholarships are now open for applications:

- Library School Scholarships (for those with or without JDs)
- Law School Scholarships (for those with MLS/MLIS and those seeking dual JD/MLIS)
- Scholarships for Library School Graduates Seeking a Non-Law Degree
- LexisNexis John R. Johnson Memorial Scholarship
- George A. Strait Minority Scholarship & Fellowship
- Marcia J. Koslov Scholarship for members to attend continuing education programs for state, court, or county law librarians

The deadline for applications is May 1, 2021. For additional questions, please contact AALL at scholarships@aall.org.

**AALL/BLOOMBERG LAW CONTINUING EDUCATION GRANT**

Does your chapter, special interest section, committee, or caucus have an educational event that needs funding? If so, consider applying for an AALL/Bloomberg Law Continuing Education Grant. Grant requests are accepted at various times throughout the year. The next deadline for grant applications is May 13, 2021.

**RAISE YOUR BUDGETING IQ / REGISTER FOR AALL'S SELF-PACED COURSE**

AALL's new self-paced course, "Introduction to Law Library Budgets," provides fundamental skills that will help you address important issues such as identifying and managing competing priorities, explaining day-to-day operations, and connecting financial resources to meet goals.

Developed by subject matter experts who are your colleagues and fellow members, this course will provide you with the skills you need to become more confident when it comes to making and maintaining a budget within your organization.

Members - $99 / Nonmembers - $149

[REGISTER NOW]

To register for the budgeting course, visit the AALL eLearning platform. If you have any questions, please contact AALL at elearning@aall.org or 312.939.4764.
AALL PROGRAMS ON DEMAND

WEBINARS NOW AVAILABLE ON-DEMAND

- AALL Virtual Career Connection Webinar
- The Ferengi Mindset: Library Leadership Under the Rules of Acquisition
- Live Interview Series: So You Wanna Learn to Manage Up
- State of the Legal Market in 2021 (Thomson Reuters Partner Webinar)
- Law Librarians & Legal Information Professionals as Partners in the Access to Justice Movement
- The Law, Librarians, and Brown V. Board of Education

PICK OF THE MONTH
Selected by AALL’s Continuing Professional Education Committee

ANYONE CAN BE A LEADER - EVEN THOSE WITHOUT (ACTUAL) AUTHORITY
From the outside looking in, those who have titles of authority are often seen as the sole leaders within an institution. This is far from true in practice as there are almost infinite opportunities for informal leadership and mentorship within our places of employment as well as the professional organizations we belong to. This session is packed full of good advice for those who are in positions that lack authority, as well as those who have authority-bearing roles.

Find many more continuing education programs and webinars on AALL eLearning.

COMMUNITY WEBINAR

GLL-SIS WEBINAR: SYSTEMIC RACISM, IMPLICIT BIAS & PRIVILEGE: CULTIVATING CHANGE IN OUR WORKSPACES AND COMMUNITIES

- Thursday, April 8, 2021 / 2:00 p.m. - 3:30 p.m. (CDT)
- Open to all AALL Members

Join the Government Law Libraries SIS (GLL-SIS) for a 90-minute webinar/training that will provide an overview of structural racism, implicit bias, and privilege, including how these themes affect working institutions and spaces. Then, through a combination of presentation and audience participation, this webinar will provide insight on how participants can address and cultivate a positive difference around these challenges with colleagues/peers, stakeholders (i.e., patrons who come into respective library spaces), and also provide an opportunity to think about how awareness around implicit bias and privilege can affect the wider systems within which we work.

FOR THE LEADER IN YOU

Each month the Leadership Development Committee will highlight a librarian leader and ask them a few questions about their leadership journey.

LEADER PROFILE
Kristina Alayan
Director & Assistant Professor of Law
Howard University Law Library

What does leadership mean to you?
Effective leaders are self-aware and have a clarity of vision and purpose that is tempered by
humility. They're confident enough to take opposing views in stride and humble enough to consider and integrate feedback from others. As essential as it is for a leader to have vision, they need to be able to convey its value and cultivate buy-in when possible. They must be comfortable making difficult (even unpopular) decisions when necessary. The leaders I admire most build diverse teams made up of individuals that complement each other's strengths. None of this is possible without a genuine commitment to diversity, equity, and inclusion. The best leaders will not only build teams that reflect these values, but will also foster a culture that ensures these teams can thrive.

**How do you help others develop their leadership skills?**

In some cases, it's about pairing people with opportunities that will leverage their interests and talents, and simply getting out of the way. In others, it's about identifying stretch projects that will be uncomfortable but will help them refine (or develop) skills in critical areas.

Above all, I don't think any of us can learn how to be the best version of ourselves as individuals (or leaders) if we aren't able to assess our abilities accurately. Consider soliciting input from trusted colleagues and friends. Personality tests, while never determinative, can also provide insight into strengths, motivations, and tendencies.

**What resources do you recommend for those looking to build or improve their leadership skills?**

This year, a number of AALL chapters have hosted online programming that colleagues across the country have been able to access remotely and at no cost (e.g., MAALL, SEAALL, LLNE). LLSDC, LLAM, and GPLLA have been sharing programming, workshops, and social networking events every month since October through their Project 20/20: From Transition to Transformation series. Develop as a leader by attending relevant programming. Better yet, when you see an organization doing something exciting, get involved. They'll welcome the enthusiasm and support. You'll benefit from potential opportunities to take the lead and will make connections with established leaders doing the kind of work you're interested in.

**What is one thing you've read about leadership that stuck with you? Why?**

I'm currently reading *Lead from the Outside: How to Build Your Future and Make Real Change* by Stacey Abrams. Abrams outlines a roadmap for outsiders who are interested in leadership. It's a fast read and compelling.

**Is there a particular AALL product/program/article that was especially helpful for you as you developed as a leader?**

AALL offers a number of webinars, programs, and formal training (e.g., Management Institute) that can offer valuable insight to members who are interested in further developing these skills. A recent AALL program that I think gets at some of the thornier issues leaders are required to navigate skillfully is, "Getting to 'No': Setting Boundaries and Pushing Back Strategically." The recommendations outlined in "Active Steps to Increase Diversity & Address Racism" are an excellent resource for anyone interested in taking the lead in these areas. (Full disclosure: I helped coordinate and/or participated in both programs!)

**What is the best advice regarding leadership or being successful in your work that you've ever received?**

Failure is part of the process. I was fortunate to see this modeled early on in my career. This approach gave us permission to try new things without fear that we'd be penalized if it didn't work out. It also fostered better outcomes since bumps in the road were perceived as opportunities to reassess and make adjustments.
Do you know a great leader? Recommend a leader for us to spotlight in the Leader In You column. Send your recommendation with a brief description of why you think they are a great leader to Kris Niedringhaus, Chair, Leadership Development Committee.