NOVEMBER 30, 2023

FEATURED

APPLICATIONS FOR AALL’S 2024 LEADERSHIP ACADEMY ARE DUE DECEMBER 7

The deadline to apply to become a fellow of the 2024 AALL Leadership Academy, to take place April 9-10, 2024, in Chicago, is quickly approaching. The Academy fosters the professional growth of legal information professionals in the early stages (less than 10 years of professional experience) of their careers. Participants will have the opportunity to develop, enhance, and hone their leadership skills and competencies.

- Registration Cost: $799 (does not include travel expenses)
- If accepted, all selected fellows are expected to attend in person
- Application deadline: Thursday, December 7, 2024

ATTENDEE BENEFITS
Participants will be subscribed to a private online community, be matched with an AALL mentor for one year to support continued growth, and receive ongoing leadership development opportunities. The application process is open to current AALL members only.

Don’t miss out—the next Leadership Academy will not take place until 2026! If you know an AALL member who would be a great candidate for the Academy, please let them know about this opportunity.

LEXISNEXIS RESEARCH GRANT APPLICATIONS ARE DUE TOMORROW

The AALL LexisNexis Research Grant Jury is accepting grant applications through this Friday, December 1. If you have a research project that may benefit from this grant, please review the complete guidelines and apply. For inspiration, review the list of topics awarded grants in past years.

2024 AALL ANNUAL MEETING & CONFERENCE

AALL ANNUAL MEETING PROGRAMMING UPDATE

The 2024 Annual Meeting Program Committee’s team leaders will meet in Chicago next week to select and schedule programs for this summer’s Annual Meeting & Conference to be held July 20-23 in Chicago. The theme for this year’s Annual Meeting is Lead.Innovate.Transform.

PROFESSIONAL GROWTH

GROW YOUR LEADERSHIP SKILLS / VOLUNTEER FOR A 2024-2025 AALL COMMITTEE OR AWARD JURY

Gain valuable leadership experience serving on a committee or award jury by completing the volunteer application for the 2024-2025 leadership year. AALL Vice President Cornell H. Winston encourages members from all library types and all levels of experience to volunteer. Please review the committee and award jury charges you are interested in before applying. If you currently serve on an AALL committee or award jury, you are eligible to apply for a 2024-2025 committee or award jury if your term ends in July 2024. To confirm when your current appointment ends, please go to your AALL profile.

Applications must be submitted by 11:59 p.m. (PST) on December 13, 2023. If you have any questions, please contact leadership@aall.org.

LEARN MORE
You may still register for this afternoon’s AALL Virtual Coffee Chat: Learn More About Volunteering for...
AALL from 3:00 p.m. - 3:45 p.m. (CST).

**ACCESS THE VOLUNTEER FORM**

**2023 AALL LEGISLATIVE ADVOCACY TRAINING / DECEMBER 4**

Legislative advocacy is about making your voice heard and taking action that may impact legislation. **Join us next Monday, December 4 from 1:00 p.m. - 2:00 p.m. (CST)** for the **AALL Legislative Advocacy Training**, which will teach you the skills needed to advocate for public policy issues. Learn how to build effective partnerships and influence lawmakers while contributing to solutions for current information policy issues.

**Cost: Free and open to all AALL members**

**LEARN MORE & REGISTER**

**DIVE INTO AALL'S MICROLEARNING VIDEOS**

Free to AALL members, **AALL's Microlearning Videos** are short-form videos designed to cover an individual skill pertinent in the law librarian's world. Recent topics include **jumpstarting your foreign legal research**, **using Headings in Microsoft Word**, and more. Videos are available on **AALL eLearning**; simply search "microlearning."

**LEADER IN YOU**

Each month the Leadership Development Committee highlights a librarian leader and asks them a few questions about their leadership journey.

**Bianca Anderson**  
Director of Research & Information Services  
Shutts & Bowen  
Miami, FL

**What does leadership mean to you?**  
To me, leadership is all about service. It is a deliberate choice where an individual embraces the responsibility and risks associated with guiding others. A leader offers their unique talents for the betterment of an organization and serves as a guide, mentor, and strategist. A leader will learn from setbacks and celebrate success. They will take the time to get to know their teams and possess an awareness of their diverse talents and strengths, and actively foster an environment where these qualities can flourish and contribute to collective achievements. At the heart of their role lies a clear vision for the future, and how the path there will not only contribute to their organization, but to the personal and professional growth of their team.

**Is there a particular AALL product/program/article that was especially helpful for you as you developed as a leader?**  
I particularly enjoyed Anne Klinefelter's **AALL Spectrum** article "Leadership…From A to Z." I admire and respect Anne Klinefelter, whom I consider one of the great leaders in the profession, and I strive to follow her example. I found this article to be accessible and insightful; it offers some great advice that resonated with me. She discusses the importance of relationships, communication, patience, and being open to new ideas. One insight that has stuck with me is to practice staying quiet. It really is amazing what you see when you stop for a second, cease talking, and look around. You can avoid a misstep but also take stock of where you are and look at things from a new perspective.

**What resources do you recommend for those looking to build or improve their leadership skills?**  
Working with people, staff, and your administration and patrons is a large part of leadership. I think learning and understanding how people work is essential to good leadership. Empathy and understanding will get you far. There are two resources I would recommend for this. First, **The Hidden Brain** podcast which delves into the why and how of human behavior. Second, I follow the Leadership and Managing People topic section in the **Harvard Business Review**. There are always great articles on a wide variety of topics on office culture, productivity, innovation, and human psychology.

**What is something you wish someone had told you about leadership early on in your career?**  
Reflecting on the early stages of my career, I often wish someone had told me that things will go wrong, and that it is completely OK. Striving for absolute perfection stifles forward momentum. The truth is that everything is a work in progress, and becoming a leader is no different. It is easy to get caught in the mindset that you aren't ready to take on a leadership role because you “don’t know everything” or “aren’t perfect.” No one is. The journey of leadership is as much shaped by our failures as it is by our successes.
What advice would you give someone going into a leadership position for the first time?
First, attend conferences, network, connect with mentors, and find friends. Know that asking for help is not a sign of weakness, but a testament to the strength of knowing one's limits and seeking collective wisdom. Learn to lean on others and be there when others need to lean on you. Second, be kind, civil, and supportive. Third, celebrate others’ successes, and don’t forget to celebrate your own. Share your achievements and acknowledge those who helped you get there. Fourth, to borrow from Taylor Swift, consider saying "yes" instead of "no" sometimes. You never know what you will learn about yourself when you push your boundaries.

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 Jenny Silbiger, chair of the Leadership Development Committee.

ON-DEMAND LEARNING

ADVANCE YOUR SKILLS WITH AALL’S SELF-PACED COURSES

Proficiency in legal research, strategic thinking, and budgeting are critical skills for law librarians and legal information professionals. AALL’s self-paced courses will help you master the fundamentals of these skills.

- Introduction to Law Library Budgets covers the concepts of managing a law library budget.
- Strategic Thinking for Law Librarians discusses the essentials of strategic thinking and project implementation success.
- Foundations of Legal Research arms you with the right tools to successfully approach legal research.

Cost for each course: Members $99 / Nonmembers $149 *Discounts are available for AALL student members ($49) as well as nonmember students* ($79) for the "Foundation of Legal Research" course.

LEARN MORE & REGISTER

UPCOMING WEBINARS

AALL has exciting webinars planned for next month, including the Bloomberg Law Partner Webinar: How Do You Spend Your Time? Attorney Workload & Hours Trends, Tuesday, December 12 from 1:00 p.m. - 2:00 p.m. (CST). Visit AALL eLearning to stay up to date on future topics and to register.

Is there a topic you want covered in an AALL webinar? Please submit the webinar proposal form or email elearning@aall.org.

SUGGEST A FUTURE COFFEE CHAT TOPIC

Help enrich AALL’s community of experts by sharing trends, best practices, and innovations across a wide spectrum of topics that will inspire your colleagues throughout the profession. Do you have ideas or topics for future coffee chats? If so, please share your ideas with Ashley Laverty at alaverty@aall.org by Friday, December 22.

WEBINARS NOW AVAILABLE ON-DEMAND

- Rightsizing Law Library Collections
- Making the Invisible Visible and the Unfindable Findable

PICK OF THE MONTH

Selected by AALL’s Continuing Professional Education Committee

WHISKEY AND THE LAW: A LEGAL HISTORY OF WHISKEY IN AMERICA FROM THE WHISKEY REBELLION TO TODAY’S CRAFT WHISKEY DISTILLERIES

Whiskey distillation diversified during the 18th-century immigration of Scots-Irish and German distillers who overtook the rum business in the 19th century, and has been an interesting component of U.S. statutory and regulatory law for 200 years. This 2023 Annual Meeting program reviews the history of whiskey in America and demonstrates historical statutory and regulatory research methods with "whiskey" as a topic.

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

Several of AALL’s special interest sections (SISs) feature webinars every month that are open to all AALL members. Be sure to visit the AALL Calendar of Events page to stay up to date on future topics and to register. Upcoming webinars include Thursday’s December 7 ALL-SIS webinar "Stats Chat: A Coffee Chat on the Collection and Use of Library Statistics."

QUICK LINKS

AALL Events Calendar | AALL eLearning | AALL Education on AALLNET | AALL Body of Knowledge | AALL DEI Resources

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AMERICAN ASSOCIATION OF LAW LIBRARIES | [www.aallnet.org]