



CALL Bulletin

CORE COMPETENCIES

Table of Contents

CORE COMPETENCIES

Core Competencies for Law Librarians: Background, Current Status and Future Directions Mary Lu Linnane & Susan Siebers	14	CALL Executive Board Minutes Patricia Sayre-McCoy	6
Working Smarter Joan Ogden	15	Business Meeting Roundup	10
Competencies for Librarians and Library Students Rebecca Corliss	16	People and Places Janice Collins	12
AALL's Core Competencies and What They Mean to Me Mary Lidd	16	Illinois State Library Advisory Committee David R. Bryant	22
Competencies Compendium Jean M. Wenger	17	UCITA Update, Illinois Richard Matthews	22
Core Competencies for Library Support Staff Naomi Goodman	18	Volunteer!	23
.....		Words from a New Librarian Deborah Rusin	23
Editors' Note	2	Whatever Happened to...? Spotlight on a Former Chicago Law Librarian Sally Holterhoff	23
Christmas Party	2	CALL Grants	24
President's Letter Frank Drake	3	Candidates for CALL Board Susan Siebers	25
CALL Officers and Committees	4	Professional Reading Jean M. Wenger	26
Calendar Christina Wagner	6	My First AALL Annual Meeting Elizabeth Larson	27



Editors' Note

With the Fall issue of our newsletter, we explore how core competencies are being defined in our profession, and how they can help us in our work. We thank the authors who contributed to this special issue. By sharing, their work exemplifies one of the general competencies—"Recognizes the value of professional networking."

We are pleased to continue many of the columns from previous years. In addition, we announce a new column, "Whatever Happened to...?" where we will visit former Chicago colleagues in their new jobs and locations.

We welcome opinions and comments from CALL members about core competencies in later issues of the *Bulletin*. We like to receive articles from all members; the more who contribute, the better the newsletter. Send us your ideas about our professional associations, your work, how you use the Internet on the job or at home...whatever interests you.

Thank you,

Naomi and Bob

The *CALL Bulletin*, the official publication of the Chicago Association of Law Libraries (CALL), is published four times a year and is provided to active members as a part of their membership dues. CALL does not assume any responsibility for the statements advanced by the contributors to the *CALL Bulletin*, nor do the views expressed necessarily represent the views of CALL or its members.

For membership information, contact the Chairperson of the Membership Committee.

Contributions to the *Bulletin* are welcome. Contributions submitted for publication are subject to editorial review. Please direct questions, articles or other items of interest to co-editors:

Naomi Goodman, Valparaiso University Law Library, Wesemann Hall, Valparaiso, IN 46383, (219) 465-7878, fax (219) 465-7917, naomi.goodman@valpo.edu.

Robert Winger, Neal, Gerber & Eisenberg, 2 N. LaSalle St., Ste. 2300, Chicago, IL 60602 (312) 269-8435, fax (312) 269-1747 rwinger@ngelaw.com

Deadlines for submission are as follows:

<u>Issue</u>	<u>Deadline</u>
Fall	August 15
Winter	November 15
Spring	February 15
Summer	May 15

Advertising matters should be directed to:

Christina Wagner, Foley & Lardner, One IBM Plaza, Ste. 3300, 330 N. Wabash Ave., Chicago IL 60611-3608 (312) 755-2552, fax (312) 755-1925 cwagner@foleylaw.com.

CALL/SLA Christmas Party 2000

The Joint CALL/SLA Christmas Party

will be held at the Union League Club

on Tuesday, December 5th sponsored by LEXIS/NEXIS.

Flyers will be mailed to CALL members.

Preliminary estimated cost: \$20

Watch for information about our participation in the Boys and Girls Club Book Drive

For more information, contact:

Mary Ann Lenzen

mlenzen@bellboyd.com

(312) 558-7371



President's Letter

Frank Drake, Arnstein and Lehr

This issue of the *CALL BULLETIN* is devoted to the concept of core competencies. The AALL Professional Development Committee has been working on a document which seeks to define the profession of law librarianship by the skills and practical knowledge we apply to the environment in which we work. The current listing of core competencies is still considered a work-in-progress, and much discussion certainly will ensue on the matter.

As the list stands, however, it is already a fine tool by which we may measure ourselves. We have all had substantial training in the library field, but we may not necessarily have received much coursework or other education in law librarianship. When I first began working as a law librarian — though I was already an experienced librarian — my knowledge of law was Perry Mason. My coursework in reference provided me with only one measly session relative to the law. Perhaps if I had looked then at the list of core competencies, I might have proceeded with considerably less foolhardy confidence than I did, but I still would have had a yardstick whereby I could see where my training was lacking and where it had stood me well.

Actually, the list of competencies, while referring to the legal arena, is an excellent set of guidelines for a librarian in virtually any area; still, they are naturally slanted toward supporting the legal profession. The list is both very general and very specific. The first group of competencies applies to anyone within the profession, while the next groups are more specific as to the function the librarian holds within an organization. For 'solo' librarians, the list can be daunting indeed, as virtually all groups include competencies which one must possess. However, a true librarian, regardless of how specific the area of assignment in the organization may be, should be prepared to address other skill areas in the event one is called upon to 'jump in' to fill a void or if one is considering changing jobs. Certainly an understanding of the skills required in other 'departments' is essential in truly understanding one's own area.

At last summer's AALL conference, the issue of core competencies was discussed at the session, "Core Competencies for Leadership in Law Libraries." At that session, Michael Saint-Onge on his slides provided an outline and a summation of the full set of competencies. I am indebted to him for his kind permission for me to use his excellent summary. At

the time I felt that his list might possibly be considered as a kind of set of statutes. The full list of competencies might be considered as regulations supporting them. Furthermore, the language is in a somewhat less formal style. As they have not yet been included in any formal document from the Professional Development Committee, I present them now for your consideration.

General Competencies

- Patron oriented
- Understands both library and legal environments
- Looks at big picture
- Can articulate value

Library Management

- Plans and executes Library Services
- Operates within budgeting constraints
- Understands current needs and anticipates future needs.

Reference, Research, and Patron Services

- Provides customized legal and non-legal reference services, finding aids, and access to resources

Information Technology

- Evaluates, implements, and maintains hardware, software, and systems
- Anticipates future needs

Collection Care and Management

- Evaluates, obtains, classifies, and maintains resources of the library

Teaching

- Identifies user needs
- Designs programs, materials, and services to meet those needs.

Whether we utilize core competencies as a self-evaluation tool, a basis for developing job descriptions, or as a guide for planning future formal or informal training, they provide a most useful means for reflection in this millennium year. They have already provided the theme for this issue of the *Bulletin*, and may they also spark lively discussion among us for some time to come. ■

CALL OFFICERS AND COMMITTEES 2000-2001

EXECUTIVE BOARD

Frank Drake, President 876-7170
 John Klaus, Vice-President/President Elect 435-5660 x2643
 Patricia Sayre-McCoy, Secretary (773) 702-9620, Scott Burgh, Treasurer 744-7632
 Lisa Davis, Director 443-1805, Jean Wenger, Director 603-2420
 Nancy Henry, Past President 876-7908

Standing Committees

Archives

Julia Jackson, chair 321-7733
 Nancy Henry, Liaison

Bulletin

Naomi Goodman, co-editor
 (219) 465-7878
 Robert Winger, co-editor 269-8435
 Christina Wagner, advertising
 manager 755-2552
 Sally Holterhoff
 Joan Ogden
 Deborah Rusin
 Jean Wenger, Liaison

Community Services / Public Relations

Elaine Dockens, co-chair 627-2535
 Michael Brown, co-chair
 (773) 702-9620
 Susan Boland
 Sandra Kay Jacobson
 Eric C. Parker
 Jean Wenger, Liaison

Continuing Education

Spencer Simons, co-chair 906-5662
 Dave Rogers, co-chair 853-7181
 Charles Condon
 Bryan Meyers
 Jamie Stewart
 Priscilla Stultz
 Lisa Davis, Liaison

Elections

John Klasey, chair 984-5222
 Michael Brown
 Camille Dzija
 Doris Nuding
 Theresa Ross
 Frank Drake, Liaison

Financial Advisory

Frank Drake, chair 876-7170
 Scott Burgh
 John Klaus

Grants and Chapter Awards

Nancy Henry, awards chair and
 liaison 876-7908
 Judith Gaskell, grants chair
 362-6893
 John Austin
 Jayne McQuoid
 Jeff Meyerowitz

Meetings

Nancy Faust, co-chair 739-6263
 Ann Werner, co chair 258-4719
 Rene Husak
 Leslie Lanphear
 Mary Ann Lenzen
 Deborah Rusin
 John Klaus, Liaison

Membership

Janice Collins, chair 269-8445
 Christine Kobucar
 Robert Winger
 Scott Burgh, Liaison

Nominations

Susan Siebers, chair 902-5675
 Susan Cochard
 Elaine Dockens
 Judith Gaskell
 Frank Drake, Liaison

Placement / Recruitment

John Fox, chair 558-6301
 David Bryant
 Bob Doyle
 Bryan Myers
 Patricia Sayre-McCoy, Liaison

Printing

Joanne Brady, chair 368-4000
 Lisa Davis, Liaison

Public Affairs

Richard Matthews, chair
 346-8380 x714
 Anne Abramson
 Pegeen Bassett
 Walter Baumann
 Susan Boland
 Connie Fleischer
 John Klaus, Liaison

Relations with Information Vendors

Betty Roeske, chair 577-8022
 Mark Giangrande
 Joann Hounshell
 Elaine Moore
 Lorna Tang
 Mary Williams
 Patricia Sayre-McCoy, Liaison

Salary Survey

Thomas Keefe, chair 578-6616
 Scott Burgh, Liaison

Union List

Denise Glynn, chair 362-8176
 Patricia Sayre-McCoy, Liaison

Website

Kay Collins, co-chair 751-4927
 Bill Schwesig, co-chair
 (773) 702-3731
 Christine Morong
 Julie Stauffer
 Nancy Henry, Liaison

Special Committees

Bylaws

Carolyn Hayes, chair 269-8947
 Lisa Davis, Liaison

Empowering Paraprofessionals in CALL (EPIC)

Michael Wilson, chair 558-6305
 Doris Nuding
 Dave Rogers
 Julia Wentz
 Scott Burgh, Liaison

All phone numbers are area
 code (312) unless otherwise
 indicated.



Advertisement

Calendar

Christina Wagner, Foley & Lardner

November 3, 2000

Copyright Law in the Digital Age. Chicago, IL.
www.chilibsys.org/CE/workshops/copylaw.htm

November 5-9, 2000

Internet Librarian 2000. Doubletree Hotel & Monterey Marriott, Monterey, CA.

November 7, 2000

Cataloging Internet Computer Files. Chicago, IL.
www.chilibsys.org/CE/workshops/catie.htm

November 10, 2000

CALL Luncheon. Chicago, IL

November 11-16, 2000

ASIS Annual Conference: Knowledge Innovations: Celebrating Our Heritage, Designing Our Future. Chicago, IL.
www.asis.org/Conferences/AM00/index.html

November 14, 2000

Just the Facts, Ma'am!! LegalTech, Chicago, IL. (Sponsored by CALL)

November 14, 2000

Everything You Wanted to Ask Internet Legal Information Providers...But Didn't Know Who to Ask. LegalTech, Chicago, IL. (Sponsored by CALL)

November 30-December 2, 2000

LAMA (Library Administration and Management Association) National Institute: Vision, Mission, Reality: Creating Libraries for the 21st Century. Wyndham Palm Springs Resort, Palm Springs, CA.
www.ala.org/lama/vision

December 4-8, 2000

AALL Professional Development ListServ Discussion: Cataloging Electronic Resources
www.aallnet.org/prodev/listserv.asp

December 6, 2000

Share and Share Alike: Creating Knowledge-Sharing Systems. Chicago, IL.
www.chilibsys.org/CE/workshops/share.htm

December 13, 2000

UCITA: A Guide to Understanding and Action – A Satellite Teleconference. Chicago, IL.
www.chilibsys.org/CE/workshops/ucita.htm and
www.arl.org/ucita.html

January 2001

AALL Professional Development ListServ Discussion: Taking Responsibility for Problems with Vendors
www.aallnet.org/prodev/listserv.asp

January 12-17, 2001

ALA Midwinter Meeting 2001. Washington, DC.
www.ala.org/events/mw2001

January 19, 2001

Joint SLA/CALL Luncheon. Chicago, IL.

January 25, 2001

Basics of MARC Coding. Chicago, IL.
www.chilibsys.org/CE/workshops/basicsmarc.htm

March 2001

AALL Professional Development ListServ Discussion: How to Augment the Bottom Line: Alternative Funding Sources for Law Libraries. www.aallnet.org/prodev/listserv.asp.

March 1, 2001

ALA/Division/Round Table Scholarship applications due.

CALL Executive Board Minutes

Patricia Sayre-McCoy, D'Angelo Law Library, University of Chicago

Date: July 27, 2000, 9:05 a.m.

Location: AALL

Board Members Present: Scott Burgh, Lisa Davis, Frank Drake, Patricia Sayre-McCoy

Committee Chairs Present: Janice Collins, Denise Glynn, Nancy Faust, Ann Werner

I. Tax matters

Unless there are objections, Frank Drake will sign the papers and forward them to Christina Wagner. She will send them and the check to the tax preparer.

II. Committee Reports

Union List: Denise Glynn, chair.

The Board discussed with Denise the responsibilities for financial requirements for the committee. The Union List is ready, and the letters notifying subscribers to pick them up are being sent out now. The cost for printing the Union List was \$3,965.50 (the final



Advertisement



CALL Executive Board Minutes *continued*

bill has not yet been received though). Postage was about \$100.00. Orders for the publication were: 5 non-member copies at \$125.00 each, 43 member copies at \$85.00 each and 9 second copies at \$65.00 each for a total of \$6,115.00. Several extra copies were printed, in case they were needed.

The price for first copies was increased \$10.00 over last time, second copies increased \$5.00. We have a total profit as of today of approximately \$1,000.00. There were nine fewer participants than there were last time, mainly due to organizations merging or folding. The committee annual report is in progress.

Membership: Janice Collins, chair.

Some renewal forms have arrived, but not very many. Janice will discuss the timetable for updating the database with Rachel, the database manager, at AALL HQ. All renewals were sent in batches to the firm/library instead of to individuals. The forms are not available on the website at this time. Janice is keeping a back-up copy of the database for all updates made this year—we probably won't need to do this next year. In order to get more renewals, the committee will post a message on the CALL listserv and make phone calls as necessary. The directory deadline was not known at the time of this Board meeting, but the directories must be ready for distribution at the first CALL business meeting of the year on the third Friday of September. Bob Winger will distribute them since Janice will not be able to attend this meeting. The directories will be spiral bound this year and probably won't include advertising because of the tight deadline. The Committee will probably include advertising next year. A proof-reading "committee" will be formed later this summer to proof the directories before they are printed.

During the year, as changes or new member forms are received, Janice will post the names and changes to the CALL listserv as well as notifying AALL. She will also email changes in addresses, titles, etc. to the Board. Last year a few new members accepted our offer to pay for their first meeting. Some declined because their library/firm paid for them. The Board asked for a count of how many new members there were for whom CALL paid. At the business meetings this year, we will ask the committee to be sure they are introduced and seated with a Board member.

Meetings: Nancy Faust, Ann Werner, co-chairs.

Copies of all forms or invoices should be sent to the committee so we can determine expenses and see if we break even at the meetings. Some members ask to pay at the luncheon meeting and then don't send the check

in. The Committee will keep track of these problems this year. The Treasurer can give the Committee a total amount paid for each business meeting. We plan another joint meeting with SLA this year and will be sure the announcements are better designed so it is clear that the meeting is for SLA and CALL members. This meeting will be the January or March 2001 meeting. It is CALL's turn to arrange the joint Christmas party. It will be scheduled during the first full week of December between Tuesday and Thursday. We are looking for a new venue this year. CALL will mail the flyers for the party.

There is good progress on obtaining sponsors for the CALL business meetings. The committee is concerned about higher prices if we have meetings other places than the Allegro, but people have expressed a desire to go elsewhere. It was decided that the luncheon price could go up to about \$21.00. Box lunches are okay too, but finding a meeting place big enough is a problem as there are very few places large enough that are also convenient.

Continuing Education: Spencer Simon, Dave Rogers, co-chairs, were unable to attend.

Spencer and Dave sent in a brief write-up about a proposed program in conjunction with Law.com for the upcoming LegalTech conference, Nov. 13-14, 2000. They have proposed that CALL present two sessions at LegalTech, which would include free admission for CALL members to the CALL sponsored sessions and also a dinner. These sessions could be counted as continuing education programs—we could do the public records information session from last year and a new session, maybe a Lois.law/Law.com "shootout," with an emphasis on comparing cites and retrievals.

The meeting was adjourned at 11:00 a.m.

■ ■ ■ ■ ■ ■ ■ ■ ■ ■

Date: August 10, 2000, 9:15 a.m.

Location: AALL

Board Members Present: Scott Burgh, Lisa Davis, Frank Drake, Nancy Henry, John Klaus and Jean Wenger. (Minutes were recorded by John Klaus.)

Committee Chairs Present: Naomi Goodman, David Rogers, Spenser Simons

I. Treasurer's Report

Scott Burgh reported that as of July 31, 2000 our balance at Harris bank is \$13,730.44. The Treasurer deposited a total of \$7,800 and wrote checks for



CALL Executive Board Minutes *continued*

\$5,800.04 for an actual balance of \$15,730.40. CALL also holds a \$3,500 CD that has matured to \$3,553.20.

The Treasurer reported that he has received a number of blank renewal application forms. He also asked that the "Payment Request Form" be revised to include a "Remit to the Following Address" section.

II. Committee Charges

Bulletin Committee: Naomi Goodman and Robert Winger, co-chairs.

The Board gave Naomi Goodman her charge as co-chair of the CALL Bulletin Committee. Naomi then spoke of the Committee's plans for the year. The Committee is planning on at least two special issues this year. The proposed subjects are "Core Competencies" and "The Virtual Law Library." They also plan on maintaining the same columns they had last year in addition to a new one called "Where Are They Now?" She also reported that we generated \$3,800 in ad revenue from the *Bulletin*. The Board and Naomi then discussed a target date for putting the *Bulletin* on the web. We also discussed the format and which issues to put up. Finally, the Board recommends that Naomi nominate the *CALL Bulletin* for the Outstanding Newsletter Award given out each year at AALL.

Continuing Education: David Rogers and Spencer Simons, co-chairs.

The Board gave Spencer Simons and Dave Rogers their charges as co-chairs of the Continuing Education Committee.

American Lawyer Media/LegalTech has approached the board about being partners for educational programs targeted to law librarians at LegalTech Chicago, November 13-14. CALL would be responsible for at least two programs at LegalTech. In return CALL members would receive a free one-day registration to attend all programs of LegalTech Chicago. They would also sponsor a luncheon at LegalTech Chicago. The first program planned is a "Bake Off" of all different dotcoms. This program would be very similar to last year's successful program comparing Keycite and Shepards. The other program would be a repeat of last June's program on Public Records.

The committee is also considering a program on Managing Library Staff

III. Old Business.

CALL Directory schedule and status—Frank Drake reported that he has spoken to the Membership Committee Chairman and that we are on schedule and that

the directories should be ready for distribution at the September meeting. They will not be spiral bound but stapled.

CALL Committees status—Frank Drake reported that he is still working on filling all of the positions.

AALL Board member visit—We have invited AALL Board member Ruth Fraley, Director of the New York State Unified Court System to speak at our November meeting.

Status of dues renewals—Scott Burgh reported that we have received \$6,395 in dues renewals as of August 10th.

IV. New Business

Committee Reports - Since most committees have not yet met, the reports from the committees liaison were postponed until the September 7th meeting.

The meeting was adjourned at 11:30 a.m.

■ ■ ■ ■ ■ ■ ■ ■ ■ ■

Date: September 7, 2000, 9:15 a.m.

Location: AALL

Board Members Present: Scott Burgh, Lisa Davis, Frank Drake, John Klaus, Pat Sayre-McCoy

Committee Chairs Present: Susan Siebers

I. Minutes

Minutes for the July meeting (taken by Pat) and the August meeting (taken by John) were approved with corrections.

II. Treasurer's Report

The balance in the Harris Bank as of September 7, 2000 is \$18,724.48. The August 31 statement was not yet received, but the totals for checks written and deposited were calculated. Total deposits were \$8,369.00 and total expenses were \$5,401.92.

IRS form: Did CALL file a form 990? Scott and Christina Wagner didn't know, but Frank said that we did. The form is in Frank's pack of handouts.

III. Committee Charges

Nominations: Susan Siebers, chair

Frank gave Sue a list of "active" members for the last four years to talk to about running for the Board. The Committee will also request nominations via the CALL listserv. It's too late to put an announcement in the *Bulletin*. As soon as the slate is finalized, Sue will send the information to the *Bulletin* editors. The

CALL Executive Board Minutes *continued*

candidates' biographies will appear in the next issue of the *Bulletin*.

IV. Old Business

Tax returns—They have been sent to the IRS directly from Frank.

Directory—The Committee worked with AALL staff to finalize the form of the directory, which is slightly different from LLAGNY's. The directory will be sent to the printer soon and be available for distribution at the September business meeting. Janice Collins will be there to hand them out. The proofing party was one of the best ever, according to participants. Having all the directory information in one place saved lots of time and made corrections easier and more accurate. The individual's address is only listed under the organization and not also with the person's name entry.

Committees status—All committee assignments for this year have been completed and the list was handed out to the Board members. We will have to rethink the rationale behind combining the Public Services and Community Services committees and may separate them again next year.

AALL Board Member visit—It is almost certain that Ruth Fraley will visit on November 10th.

CALL Annual Report (Illinois Secretary of State)—The report had been filed and the filing fee paid. The registered agent change went through.

CALL Answering Machine—Bob Doyle will buy one since he knows the dimensions necessary. We will make copies of the handbook for the answering machine and both the President and Secretary will have one.

V. Committee reports

Continuing Education: There are more papers to fill out for LegalTech and they were given to the Committee Chairs. The program is proceeding. The Committee is also working on a program on managing library staff. Frank asked if there will be any Technical Services programs this year.

Meetings: Most meetings now have sponsors. The Holiday Party will be scheduled for the second Tuesday in December, location yet to be determined. The November breakfast meeting will be held at the CBA and the January 2001 meeting will be a joint meeting with SLA. The Committee also has to get our meeting information into the Chicago Library System newsletter.

Long-Range Planning: This is a special committee to begin working on our next long-range plan. Bob Doyle will be on the committee. The committee's work for this year will be to design a strategy for the process of making the long-range plan. More committee members and a committee chair will be added later.

Printing: The chair is questioning the purpose of this committee since it had nothing to do last year. Most committees do their own printing, since they frequently don't have enough lead time to send it to the Printing Committee and AALL is now printing our mailing labels. Frank says we will drop this committee next year if it isn't used.

The meeting was adjourned at 10:50 a.m. ■

Business Meeting Roundup

The CALL May Business Meeting was held on May 19, 2000, at the Hotel Allegro, sponsored by CCH. The speaker was Patrick A. Tuite of Arnstein & Lehr, who gave details of the DuPage 7 trial. He had been the attorney for county Prosecutor (now Judge) Robert Kilander, one of the DuPage 7 defendants who were accused of framing Rolando Cruz for murder.

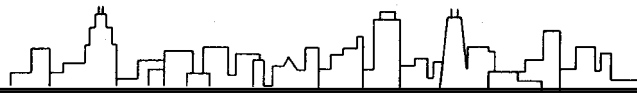
The chapter Awards Committee awarded the In-House Publications Award to the D'angelo Law Library (accepted by Bill Schwesig); the Lifetime Achievements in Law Librarianship to Laura Hyzy; and the Agnes and Harvey Reid Award for Outstanding Contributions to Law Librarianship to Susan Siebers. The CALL Grants committee awarded grants to attend the AALL meeting in Philadelphia to Elizabeth Larson and Naomi Goodman.

The meeting was attended by 63 members. Professionals Library Services Inc. donated door prizes.



The CALL September Meeting was held on September 15, 2000 at Nicolinas Cuchina in the NBC Tower. LEXIS/NEXIS was the sponsor, and the meeting was attended by 87 members. The speaker was the Honorable Brian Barnett Duff, Senior Judge of the U.S. District Court for the Northern District of Illinois. Speaking about his experiences on the editorial board of the *Chicago Bar Association Record*, he stated that the editors are always looking for new contributors, and encouraged law librarians to submit material.

see *Business Meeting Roundup* page 21



Advertisement

People and Places

Janice Collins

Neal, Gerber & Eisenberg

Please send any news you wish to share with other CALL members to Janice Collins, Chair of the Membership Committee, at jcollins@ngelaw.com

Therese A. Berkout is now Collection Management Librarian at Gardner Carton & Douglas.

Victoria Boylan, formerly at the Chicago Transit Library, is now Library Manager at Hinshaw & Culbertson.

Teresa D. Burgin is now a Law Librarian at Chicago-Kent College of Law Library.

Annette J. Cade, formerly Reference Librarian at Katten, Muchin Zavis is a Reference Librarian at Skadden Arps.

Therese A. Clark, formerly Reference Librarian at Latham & Watkins, spent a year as a Reference Librarian at the University of Colorado Law School Library, Boulder. She is now Assistant Professor, Law Library, Instructional Services/Reference Librarian, at Northern Illinois University College of Law Library.

Mary A. Hollerich, formerly at the Northwestern University Library in Evanston, is now Associate Director for Access Services at the Pritzker Legal Research Center of Northwestern University Law School.

Mary J. Koshollek, formerly Director of Research at Von Briesen Purtell & Roper is now Director of Library Services of Godfrey & Kahn.

Joe Mitzenmacher is now a Law Librarian at Chicago-Kent College of Law Library.

Cynthia Rosenberg, formerly at Hewitt & Associates, is now Technical Services Librarian at Takeda Pharmaceuticals America, 475 Half Day Road, Lincolnshire, IL 600069. Phone (847) 383-3460; fax (847) 383-3318; email, crosenberg@takedapharm.com.

Clyde Woods has joined the staff of the Cook County State's Attorney's Office as an Assistant Librarian.

Christopher M. Zammarelli is now a Library Assistant at Goldberg, Kohn.

News

Dave Bryant will be teaching Law Library Administration (LIS 788) for the Spring 2001 Semester at the Dominican University Chicago campus at the Chicago Bar Association. For information from Dominican call Marge Scanlon at (708) 524-6850.

Dave reports several presentations. He will be talking about "Workers Compensation Offset" at an IICLE program on "Secrets of Success in Social Security Litigation" on November 17th in Springfield and November 29th in Chicago.

His proposal for a paper on "Medieval Law Libraries: Evolution from Byzantium to Bologna; From Canon to Civil Cabinets," has been accepted. The presentation is part of a panel devoted to "Topics in Medieval Librarianship: Libraries and Their Materials" for delivery in early May 2001 at the 36th International Congress on Medieval Studies in Kalamazoo, MI. Any suggestions/help from CALL members would be most welcome.

Dave's review of Morris Cohen's *Bibliography of Early American Law* (Hein, 1998) was recently published in *Analytical & Enumerative Bibliography*, n.s. v.11, no.1 (2000), pp.72-78.

Congratulations to **Julie Magana**, Reference Librarian at Piper Marbury Rudnick & Wolfe, on the birth of her son, Noah Michael, who arrived on April 8, 2000 weighing 6 lbs. 6 ozs.

Megan Culich Butman, Reference Librarian at Katten Muchin Zavis, proudly announces the birth of her son, Eli Paul, born September 16, 2000 weighing 7 lbs. 5 ozs.

Congratulations are going out to **Samantha Whitney-Ulane** on two fronts. First, she has been promoted to Senior Vice-President, Knowledge Management, at Whitney Group. Second, she is proud to announce the birth of her son, Joshua Morgan, on July 13, 2000, weighing 8 lbs. 6 ozs.

Laura W. Story, Director of Information Services at Powell, Goldstein in Atlanta, was a workshop presenter at the Online World Conference & Expo held in San Diego, California September 17-20, 2000.

Christine Klobucar, Reference Librarian at Katten Muchin Zavis, proudly announces the arrival of her son, Jack Matthias, born on October 11, 2000, weighing 8 lbs 1.5 ozs. He is welcomed home by big sister Amanda.

Congratulations to **Ruth Bryan**, a Law Firm Account Manager at West Group, on her September 9, 2000 marriage to Glenn Martin.

Corrections to the CALL Directory

Scott Burgh's correct telephone number should be (312) 744-7632

Naomi Goodman's email address should be naomi.goodman@valpo.edu

Audrey McQuillan's phone number should be (708) 424-0956 and her email address should be audreym@hotmail.com. ■



Advertisement



CORE COMPETENCIES

Core Competencies for Law Librarians: Background, Current Status and Future Directions

Mary Lu Linnane & Susan Siebers

Mary Lu Linnane, Associate Director for Technical Services, DePaul University Rinn Law Library and Susan P. Siebers, Director of Library & Information Services, Katten Muchin Zavis are members of the American Association of Law Libraries (AALL) Professional Development Committee.

While discussions about “core competencies” of librarianship have been with us for years, it is only recently that the need has arisen for professional organizations, like CALL and AALL, to have a document detailing these competencies. Arriving at such a document is not an easy task.

AALL is not alone in struggling to identify core competencies. The American Library Association also has on its agenda the task of identifying these competencies for its members. This was one of the recommendations resulting from the Congress for Professional Education in 1999 (www.ala.org/congress). Although ALA has moved forward with the fifth draft of a document on core values, at present there are no drafts available for review on core competencies.

There are two good documents on library competencies that are of general interest. One is “Competencies for California Librarians in the 21st Century” adopted in November 1998 by the California Library Association (www.cla-net.org/pubs/Competencies.html). The other is “Competencies for Special Librarians of the 21st Century” prepared for the SLA Board in October 1996 by the Special Committee on Competencies for Special Librarians (<http://www.sla.org/professional/comp.html>).

In 1997, AALL produced a survey on credentialing done for AALL by the Center for the Study of Certification. This was in response to the periodic inquiry about continuing education credits for AALL sponsored programs. While the survey did not show a broad level of support for credentialing programs, it did reveal widespread interest in the competencies for law librarians. Thirty-one core competencies were identified on this survey. The President’s Briefing in v. 2, no. 7 (April 1998) pages 17-20 of the *AALL Spectrum* summarized the result of the survey and listed the competencies. Judy Meadows, then President

of AALL, appointed a committee to follow up on this project. In addition to Judy, former AALL Presidents Kay Todd, Dick Danner and Penny Hazelton were on the committee. Some time later, the competencies were grouped into six main categories. The categories identified were 1) reference, research, and patron services; 2) library management; 3) information technology; 4) collection care and management; 5) teaching; 6) special knowledge. It was the first step in formulating AALL’s official policy on the subject.

The current draft document on core competencies, dated May 1, 2000, is available through the Professional Development page on AALLNET (www.aallnet.org/prodev). In the current document, the number of competencies increased to 46 from the original 31 identified in the 1997 survey. This was done after deciding to expand some of the categories. In particular, the number of competencies under information technology, collection care, and management and teaching were increased. It should be noted that the very idea of a core competency could become a stumbling block in formulating a document. AALL hopes to avoid this by identifying competencies as general and specialized.

These categories are also reflected in the “AALL Guidelines for Graduate Programs in Law Librarianship” that is posted on AALLNET (www.aallnet.org/about/graduate_guidelines.asp). This document grew out of the results of the 1997 survey and was expanded and developed to include specific competencies grouped in the six categories mentioned above. The AALL Board approved this document in November 1998.

In May 2000 past AALL President Kay Todd served as moderator for a lively AALL sponsored listserv discussion on core competencies. One result of that discussion showed the depth of feeling that librarians hold regarding what they should be doing. It also showed the significant range of talents needed to succeed in the profession. In addition, it was impressive to note the attention to detail many respondents used while attempting to express precisely how the competencies should be worded. It was obvious that



CORE COMPETENCIES

Working Smarter

Joan Ogden, McGuideWoods LLP

Nope. I Don't Read Much. Hurts my Brain.

I guess this could be my motto. I found this phrase on a sticker that I have since attached to a bookmark that I have now pinned to my bulletin board. It's a harsh reminder that I don't really do much professional reading.

It's always good to get some perspective from another part of the world. The other day, I was talking on the telephone with one of my colleagues in Virginia. During the conversation, she just happened to mention that she was planning on doing some professional reading that afternoon. She said that she recently had resolved to devote one hour each week to professional reading. Glancing around my office, at the stacks and stacks of professional reading I had yet to tackle, I told her that I was very impressed by her commitment. She laughed and said that she originally had decided to set aside a couple of hours, three times a week for professional reading. After the first week or so, she found that she needed to revise her plan. She decided to go from three times a week down to once a week. And she wasn't even taking any bets she would be able to keep to that schedule, either. Shades of New Year's Resolutions made and broken....

Keeping up on professional reading is so very important. After all, we cannot be successful in a number of our core competencies without keeping current. We cannot stay one-step ahead of our ever-changing profession without keeping up with the professional literature. Yet, we always complain about how little time we have. It's true...we seem to have less and less time in the day, but why do we have so much trouble finding the time, indeed making the time to keep current?

Perhaps some of us are afraid – we fear that our employers will think that our reading on the job is tantamount to sleeping on the job – a waste of time. That's particularly understandable in a law firm setting, where time is money and everyone is always so conscious of billing time, or at least accounting for it.

Some of us who don't have an employer looming overhead with a stop-watch aren't afraid to do professional reading at work. No, instead we simply feel

guilty – guilty because we enjoy reading. Every time we try to do some professional reading during the work day, we hear a small inner voice nagging at us, “Hey, work is not supposed to be fun! There must be a hundred other things you could be doing that are much more tedious and unpleasant.”

Even if we manage to conquer our fear and our guilt, there still is the problem of not having enough time for professional reading at work. In our line of business, we are eminently interruptible. We often do not have blocks of time long enough to actually read an entire article all the way through. We have to stop and start too many times to make the effort worthwhile.

Going hand in hand with not enough time is having too much to read. Not only do we have our professional journals, newsletters, and bulletins, but now we also have all the email alerts and web site articles to read. I won't even get into signing up for free trials of products. Perhaps this isn't information overload, as much as it is resource overload!

Another problem is that our eyes get tired. Much of the day, we try to read the words created by the tiny pixels on the computer screen. We also squint our eyes to focus on the incredibly tiny print in some of our law books. And when we have an hour off for lunch or some free time before or after work, we do silly things like write articles for our professional newsletters. It's not surprising, then, if at the end of the day, all we can do is stare straight ahead at the moving pictures on the television screen (not that that's what I do, mind you...)

So, what would I suggest for keeping on top of things?

Well, first, I'd suggest that you try to do some reading early in the morning, before you go to work, while your eyes are fresh. That way, you won't be distracted by attorneys coming in to ask for help...unless of course they are in the habit of calling you at home. Warning! Don't try this at home if you have any children in the house!

My second suggestion is to live far away from where you work. That way, you can get in some good reading on the way to and from the office. The problem with this is that you have to lug all the literature and/or your laptop back and forth with you.

Finally, if you can only manage a small bit of professional reading, you might want to focus on all those articles about those newfangled e-lec-tro-nic books



CORE COMPETENCIES

Competencies for Librarians and Library Students

Rebecca Corliss
Schiff Hardin & Waite

Librarians know there are changes sweeping every type of library and that we need all the help we can get to keep us on the right road. The Special Libraries Association and the American Association of Law Libraries have created lists of competencies to assist us. Competencies can be defined as the interplay of knowledge, understanding, skills and attitudes needed to do a job effectively. They can be used both when starting out in the field of librarianship and when stretching into an expanded career.

Students make a receptive audience for lists of competencies that help them form a picture of the career they are approaching. I have taught a course in Special Library Administration at Dominican University twice, and each time have used the SLA "Competencies for Special Librarians of the 21st Century," at www.sla.org/professional/comp.html. Students want—and need—to know what is expected of them. There are always students who tell me that they are in library school because they love to read and love books. That is not the reality of today's libraries; a library is a business. It is good strategy for me to have a document to hand them when they won't take my word for it. It also helps to have a pile of AALL Resource Guides that I can refer to when an associate or partner asks, "What do your staff and you do all day now that everyone does their own research on the Internet?" (The Resource Guides, produced with assistance from the PLL-SIS and Lexis, are promotional booklets addressed to lawyers and administrators, setting out concisely who law librarians are and what they can do.)

In class I ask my students to read the SLA document on competencies and pick out the one that most intrigues them. I find that the students are challenged by the competencies that stress working as a team, forming an alliance or a partnership and providing leadership. They can see right away that they will not be working in a locked tower like the librarian monks in "The Name of the Rose."

My personal favorite is competency 2.3, "Sees the big picture," because it stresses the fact that I have to do more than just provide the best reference service to my

attorneys. I need to be aware of what obstacles and roadblocks they may face so I can adjust my services accordingly. What is demanded of librarians today is different than the demands librarians faced even five years ago. The competencies help us keep track not only of the changes within our profession, but also the direction of our profession. This is very important for students, for to be competent one must know where librarians came from, where they are presently, and where they are going.

They say that almost everything in life is a game and no matter what arena you play in, the rules are important. The SLA competencies, the AALL draft competencies, and the AALL Resource Guides are our "rules." Learn the rules and you will win. ■

AALL's Core Competencies and What They Mean to Me

Mary Lidd, Banner & Witcoff

After reviewing the draft competencies and listening to the speakers at this year's AALL conference session "Core Competencies for Leadership in Law Libraries," I am instilled with a sense of satisfaction and renewal about my career. I do feel a little overwhelmed too. Some of the competencies listed under both the general and specialized headings exemplify skills I have acquired and used in my past and current positions. (Good feeling.) Others listed encourage me to seek opportunities where I can improve less developed abilities. While learning opportunities are good, sometimes it's difficult to decide which skill to develop further, finding a source to develop this skill, and making time to achieve that goal. Like the writing of this article, things take time. I am glad, though, that the outline of competencies exists. The ability to have the list and review it will help me in the long run.

I would like to share an example of one recent achievement relating to the general competency, 1.1, "Is patron and service oriented" and the specialized competency, 3.3, "Is able to create research and bibliographic tools...on legal and related topics." In my present position, patents are needed frequently. I was fortunate to learn about web based providers of patents in my current position. Yet, I realized there was a need to compile a list and description of these sources to let new attorneys and staff know about them. Many staff order their own copies so this guide



CORE COMPETENCIES

has helped them to perform more efficiently. It has also improved my efficiency, because attorneys and their staff don't have to rely on me to obtain copies.

My present employer also gave me an opportunity to learn about the searching of patents and trademarks. I primarily use Dialog for patent searching and Saegis for trademark research. Each patent database on Dialog has its own individual characteristics. It has been a challenge to use some of these databases, but the exposure has developed my skills. However, there is more that I could learn and the competencies encourage me to do this. ■

Competencies Compendium

Jean M. Wenger

Cook County Law Library

Ad Hoc Committee of the American Association of Law Libraries, Online Bibliographic Services Special Interest Section. "Core Competencies for Law Library Support Staff" (1999/2000) users.law.capital.edu/ppost/Core/CoreCompetencies.htm

American Association of Law Libraries. "Core Competencies of Law Librarianship" (May 1, 2000 draft) www.aallnet.org/prodev/comp.pdf

American Association of Law Libraries. "Law Librarianship Core Competencies and their Place in AALL/PDC Program Development" www.aallnet.org/prodev/comp_bg.pdf

California Library Association. "Competencies for California Librarians in the 21st Century" (Adopted November 17, 1998) www.cla-net.org/pubs/Competencies.html

"Competencies for Leadership in Law Libraries" Program E-1, 93rd Annual Meeting, American Association of Law Libraries, Philadelphia, PA (July 17, 2000)

Handouts, including a bibliography, are available in the *Educational Program Handout Materials*. Audiotape of program also available.

"Core Competencies for Support Staff: Librarians as Departmental Leaders" Program G-5, 93rd Annual Meeting, American Association of Law Libraries, Philadelphia, PA (July 18, 2000)

Handouts, including a bibliography, are available in the *Educational Program Handout Materials*. Audiotape of program also available.

Cox, Caryl and Jack McKillip. "Certification: Context and Development" Vol. 2 *AALL Spectrum* (December 1997) p. 12.

An explanation of the benefits of a professional certification program and the requirements for implementing a certification program.

Danner, Richard A. "Redefining a Profession" Vol. 90 *Law Library Journal* (Summer 1998) p. 315.

As the information field evolves and grows, how do librarians relate to other information professionals, and how do librarians define their place within the electronic information revolution?

Jones, Rebecca. "Core Competencies Wherever We Go" Vol. 29 *Law Librarian* (March 1998) p. 28.

The author highlights the core competencies most frequently used in 18 years as a law librarian. In librarianship, humor, risk-taking, and confidence might also be considered separate competencies.

Nichols, Margaret T. et al. "Survival in Transition or Implementing Information Science Core Competencies" Vol. 22 *Bulletin of the American Society for Information Science* (December/January 1996) p. 11.

A critical analysis of core competencies for an information science professional.

Ojala, Marydee. "Core Competencies for Special Library Managers of the Future" Vol. 84 *Special Libraries* (Fall 1993) p. 230.

Ms. Ojala asks the important question: "Just what are the requirements for managing the library of the future?" In the context of a futuristic hypothetical, core competencies for information management and organization administration are presented.

Parry, Scott B. "Just What Is a Competency? (And Why Should You Care?)" Vol. 35 *Training* (June 1998) p. 58.

This article discusses tips on properly defining competencies and distinguishing them from skills, traits/characteristics, and styles/values.

"President's Briefing: Law Librarian Competencies" Vol. 2 *AALL Spectrum* (April 1998) p. 17.

Discusses results of the AALL survey on credentialing, and presents 31 core competencies for law librarians.

see *Compendium* page 20



CORE COMPETENCIES

Core Competencies for Library Support Staff

Naomi Goodman
Valparaiso University Law Library

This year's AALL meeting provided two programs on core competencies. "Core Competencies for Leadership in Law Libraries" presented the big picture, while "Core Competencies for Library Support Staff" provided details of how this concept can be made to work in our libraries. I was able to attend the second program, which was slanted towards technical services (which is where we use most support staff in law libraries) and found it very helpful.

The first speaker for "Core Competencies for Library Support Staff," Phyllis Post, is chair of the Online Bibliographic Services (OBS)-SIS Ad Hoc Committee [on core competencies]. She referred to the committee's work, available at users.law.capital.edu/ppost/Core/CoreCompetencies.htm. The final section of the program described an ambitious and interesting training program at a large academic (non-law) library. The first step of this training program was establishing core competencies for staff who had to learn a new library system.

Phyllis stated that core competencies are being identified for non-library fields as well as for librarians and library staff. Some of the items in her bibliography on page 55 of AALL's *Educational Program Handout Materials* (received at the annual meeting) refer to jobs outside of libraries. However, these articles help with understanding the history and uses of core competencies.

Core competencies can be defined as observable and demonstrable skill sets that contribute to the successful completion of a task or job. They differ from a job description, which describes the end result. Core competencies detail what an employee needs to know to achieve the end results.

There are different types of core competencies:

1. *Behavioral or Personal Competencies*, often called "soft skills", are most often included in upper level jobs. However, many are required to be successful in library support positions, e.g. "maintains courteous manner when dealing with difficult patrons" for circulation staff.

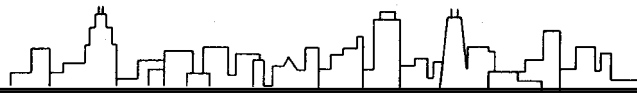
2. *Organizational Competencies*, or "professional competencies" describe knowledge needed by an organization to succeed in its work. Examples include "understands how legal information is organized" for a staff member who checks in serials, and "understands federal government documents depository rules" for a staff member working in the documents department of a law library.
3. *Work-based or Occupational Competencies*, or "hard skills" are usually more rigidly defined. An example is "creates or updates local records to indicate location of issues" for a staff member who checks in bindery.

Phyllis also described the stages of implementation: identify jobs, collect information, brief employees, create training, modify as needed. It is important that employees be included, so that they understand they are not being evaluated at this point. Input from staff is also needed, so core competencies can be described in ways to which they can relate and understand.

Training is the most important, and often, the most popular outcome of establishing core competencies. When core competencies are used for evaluation, both supervisors and staff have a specific knowledge of what is expected. In the best outcome, staff will feel pride in recognizing how much they have mastered to accomplish their jobs. (I hope that an important outcome can be that administrators in the parent organization can understand the complexity of much of the work done by technical services staff.)

The results of the OBS-SIS Ad Hoc Committee's work can be viewed at the URL given in the second paragraph. The committee based its work on functional areas rather than job titles, since job titles are not consistent from library to library. In job areas where libraries use different systems, e.g. inter-library loan services, and integrated library systems, descriptions of core competencies are generic. However, these can be expanded and tailored to specific libraries. Phyllis asked that librarians adapt these core competencies for their own libraries, then email her with suggestions at ppost@law.capital.edu.

The final section of the program described the core competencies and the resulting training program that was instituted at the University of Missouri-Kansas City when all U. of M. campuses moved to a new, shared, automated system. The speaker, Kathleen Schweitzerberger, in cooperation with the music librarian, developed a far-reaching training program that would enable *all* one hundred UMKC Library staff to



Advertisement



CORE COMPETENCIES

help patrons with basic searching and use of the OPAC. The program also aimed to give *all* staff a broad but fairly detailed understanding of the working of the shared system.

We were referred to examples of the training tools used at unofficial.umkc.edu/schweitzbergerk/AALL.htm. (However, as of mid-November, the site was under construction.)

The two speakers succeeded with an interesting presentation that made a lively and practical introduction to core competencies, and to the work of the OBS-SIS Ad Hoc Committee. The committee has provided a starting point for librarians who want to adapt and develop core competencies for use in their libraries. Many of the different libraries represented by CALL could use or adapt the competencies defined by the ad hoc committee.

A similar article appears in *Technical Services Law Librarian*. Vol. 26, no. 1 (September 2000). Reprinted with permission. ■

•••••

Compendium *continued from page 17*

Robbins, Jane. "Yes, Virginia, You Can Require an Accredited Master's Degree for That Job!" Vol. 115 *Library Journal* (February 1, 1990) p. 40.

Presents the case for requiring a formal professional library education for a professional librarian position.

Special Committee on Competencies for Special Librarians. "Competencies for Special Librarians of the 21st Century" (Executive Summary, October 1996) www.sla.org/content/professional/meaning/comp.cfm

Special Committee on Competencies for Special Librarians. "Competencies for Special Librarians of the 21st Century" (Full Report, October 1996) www.sla.org/content/professional/meaning/competency.cfm

Zemke, Ron and Susan Zemke. "Putting Competencies to Work" Vol. 36 *Training* (January 1999) p. 70.

Once competencies are identified and developed, the authors describe how they can be practically put to work in job interviews, turnover prevention, and enhancement of job performance. ■

•••••

Working Smarter *continued from page 15*

and palm-sized computers with wireless Internet access. That information could come in handy...

I was going to suggest reading during lunch or before or after work, but that of course is the time you need to devote to your other professional activities, like writing articles for your local professional newsletter.

You also could try reading at night, but if you are like me, you will soon be snoozing. I think I perfected this skill while I was in law school...Hornbooks and casebooks do wonders for insomnia! Try Nowak on Constitutional Law! That's my personal favorite! It also makes a great weight for pressing flowers or for gluing two boards together.

So, that's all I have...I have no other suggestions. Well...except for one. Don't fret too much about not getting to all that professional reading. Remember that bookmark on my bulletin board? The one with the little sticker on it? The sticker with my motto? Well, the bookmark has a few words of its own, and you might want to take those words to heart, as well – "The wise man reads both books and life itself." ■

Advertisement



CORE COMPETENCIES

Linnane & Siebers *continued from page 14*

this is a subject of great interest to AALL members. (The comments that were received during the listserv discussion can still be accessed at the AALL web site, at www.aallnet.org/prodev/listserv.asp, under "Completed ListServ Discussions.")

The most recent discussion of the competencies for AALL was the program at the 2000 Annual Meeting, "Core Competencies for Leadership in Law Libraries," that brought members up to date on the process.

Future Directions

What is the next step for the Core Competencies within AALL? Judy Meadows, current chair of the Professional Development Committee, is working with a committee consisting of Anne Matthewman, Darcy Kirk and Kay Todd to review the comments received to date from all these sources. Judy expects there may be some minor revisions of the draft version as well as some editing for style. The Committee's goal is to have the document completed in time for submission to the spring, 2001 AALL Executive Board for approval.

In the AALL Strategic Plan, the next step following the adoption of core competencies will be the initiation of a similar process to develop a set of advanced competencies for the profession. Exactly how this will be done has not yet been determined. It may involve the SISs or a new subcommittee, for example.

Uses of the Core Competencies

The entire set of skills is not expected to be held by any single individual. Rather, the competencies should be considered by each of us as a means to identify our strengths as well as skills that we need to develop, both for our current positions and positions we may wish to hold in the future. The competencies should be a useful tool for discussion during individual performance reviews as well as guides to establish both short and long term goals.

There are practical uses of core competencies for law librarians in any kind of library. In an academic law library the core competencies can be used to help write the library's job descriptions. They can be used as guidelines in reviewing job applications, as well as in the interview process. They can also be of great help in justifying to the administration the level of skill needed in current staff positions that could ultimately

involve favorable salary adjustments. They might even be appropriate for use in requesting an additional position. With a document approved by the Board of a professional organization, like AALL, an academic law library director has more ammunition with which to justify staffing needs. In addition, the individual librarian can use the core competencies to identify areas of professional growth and make decisions regarding continuing education.

The uses of the core competencies within law firms and corporate settings are similar. One additional use is to educate firm management about the skills and continuing educational needs of law librarians. Once formally adopted by the AALL Executive Board, this will be useful to share with management in whatever format is appropriate for that firm.

Court libraries would similarly make use of the core competencies. Submitting them to their administrators and judges would help educate them about law librarians' skills as well.

The AALL Professional Development Committee has already been using the draft core competencies as it plans educational opportunities in the wide variety of formats with which it works. For example, in selecting articles for the Desktop Learning Opportunities articles for the *AALL Spectrum*, a balance of articles is sought throughout the year to address the different categories of core competencies.

While the core competencies will not need to be adopted in any formal way by chapters, they can still be useful. For example, it is hoped chapters will use the core competencies in planning their educational programming to address the varied needs of members.

We will keep CALL informed of the progress towards adoption of the AALL Core Competencies. ■

• • • • •

Business Meeting Roundup

continued from page 10

The door prizes were sponsored by Professionals Library Service, Inc.

New members welcomed at the meeting were Leslie Lanphear of Lord, Bissell & Brook, Richard Matthews of Levenfeld Pearlstein, Audrey McQuillan, student member, at Commonwealth Edison, Deborah Rusin at Altheimer & Grey, and Chris Zammarelli of Goldberg, Kohn, Black. ■

Illinois State Library Advisory Committee

David R. Bryant, LEGIBUS

UCITA Update, Illinois

Richard Matthews
Public Affairs Chair

As a member of the Illinois State Library Advisory Committee (ISLAC), I attend quarterly meetings in Springfield to fulfill statutorily assigned obligations in advising the State Librarian. On September 12, 2000, ISLAC met. The following matters may be of interest:

1. The Illinois State Library (ISL) grants 15 scholarships annually of \$7,500.00 each to candidates for Masters in Library Science. Application forms are available from Pat Norris at (217) 524-5867.
2. UCITA (S.B.1309 – Sen. Dillard) will be re-introduced in the next Illinois General Assembly Session. Most library groups oppose this legislation. Sharon Hogan, Librarian at UIC, is coordinating opposition efforts in Illinois.
3. ISL has money to digitize State of Illinois publications to stream onto the Illinois Century Network and download on “FindIt” by June 30, 2001. The short list of old publications to digitize includes the *Illinois Bluebook*, *Illinois Government Manual*, the *House and Senate Journals*, and the *Illinois State Historical Society Journal*. As part of the project, “standards” for digitizing *all* State of Illinois documents by scanning will be established and posted on the ISL web site. At present, *all* State scanning projects are on hold until these standards are established. If your law library is contemplating digitizing records, you may wish to contact Anne Craig at (217) 785-5607, or Connie Frankenfeld (217) 782-5432 for additional information.
4. Special Libraries are considered a valuable resource to the businesses and residents of Illinois by ISL. *Many* benefits (ILLINET, training, OCLC, etc) are available to law librarians. If you would like to know more, contact me and I will forward your requests to the proper person or raise your concerns at the next meeting, December 6, 2000, in Springfield, IL. ■

UCITA – the Uniform Computer Information Transactions Act – is state-by-state legislation that validates terms in shrink-wrap and clickable licenses, restricting uses of electronic materials that are otherwise allowed under copyright law. (See www.ala.org/washoff/ucita.html.) The legislation, introduced in the Illinois General Assembly earlier this year as S.B. 1309, was tabled. But sources associated with the Illinois Library Association (ILA) and its paid lobbyist report that **the measure will be re-introduced in 2001** when the 92nd General Assembly convenes.

Illinois law librarians should be prepared to oppose this harmful legislation. An upcoming program will assist our efforts:

UCITA: a Guide to Understanding and Action

The Chicago Library System (CLS) is hosting this national teleconference. The program is a “primer” on UCITA and a guide to advocacy methods to oppose the legislation. Jointly sponsored by AALL, ALA, the Association of Research Libraries, SLA, and the Medical Libraries Association, it is presented by a panel of experts experienced in opposing UCITA in other states.

When is the teleconference? December 13, 2000 - 12:00 noon to 3:00 p.m., CST

Where? Chicago Library System, 224 South Michigan Avenue, Suite 680.

How much? It costs \$15.00 to attend.

How do you register? Contact Lisa Krueger, CLS. Telephone: (312) 341-8500, ext. 232; Fax: (312) 341-9272; or visit the CLS web site at www.chilibsys.org.

For more information, visit www.arl.org/ucita.html.

Another source of information on UCITA is the ALA Office for Information Technology Policy’s free email tutorial primer, held November 6th – 20th. For more information, go to www.ala.org/washoff/alawon. ■



Volunteer! Words from a New Librarian

Deborah Rusin, Altheimer & Gray

My decision to join CALL along with my commitment to the Bulletin Committee arose from my realization of the importance of professional organizations and volunteering.

Unfortunately, when I was in library school, I did not join CALL or any other library organization. As my grandmother used to say, “[I] already had too many irons in the fire.” I now think, however, that I should have found some time to join at least one library organization. I had found time for other volunteer work in my life prior to joining and volunteering for CALL, but not with an organization that was related to my profession

The importance of organizations such as CALL cannot be overstated. I quickly realized this just before graduating from library school. While I had worked very hard at juggling a full-time job and attending graduate school in the evenings, I had gravely underestimated the value and importance of professional organizations, networking and the personal satisfaction that comes with giving a little of my time freely.

Shortly after graduating from library school, I quickly came to realize that other former students, who were members of professional library organizations, seemed to have the inside scoop. These former students were some of the first to hear about recent job openings, upcoming seminars, and continuing education classes. They were meeting and becoming friends with other librarians. As members of professional organizations, they were being invited to luncheons and meetings where they were able to share their ideas with each other. They were given the opportunity to discuss what did or did not work in their own library with more experienced librarians, who often had some suggestions.

At these meetings, these new librarians were able to find out about future trends in law libraries, such as doing away with many print publications in exchange for web-based products, and how other librarians were preparing for these changes. But most importantly, these librarians were given the chance to come together with other librarians to simply share.

I have found no other avenue where one can meet, at any given time, so many others who share the day-to-day experience of being a librarian. It is because I realized that these professional organizations give us each so much that I decided to join. And it is because I want CALL to grow and flourish that I decided to volunteer a little of my time. ■

Whatever Happened to...? Spotlight on a Former Chicago Law Librarian

Sally Holterhoff

Valparaiso University Law Library

In an organization as large as CALL, people come and go. This article is the first in a series of short profiles of former Chicago law librarians who have moved on—to other locations, other jobs, even to careers in other fields. Since it seems that the CALL Bulletin budget doesn't have a travel line, my vision of interview trips to glamorous destinations has been scaled down a bit—to contacting people by phone or email. Though I have a list in mind of “gone but not entirely forgotten” individuals, I welcome tips and leads from Bulletin readers.

Michael Reddy is the subject of this issue's *Whatever Happened To?* column. Mike left the Midwest for the Southwest in 1996 when he took a job in Phoenix with Lewis and Roca LLP. He has maintained his CALL membership, so his location may not surprise careful readers of the CALL Directory. But now we can report on some other changes in his life and career in the past four years (besides Arizona license plates and a new zip code).

As Director of Library Services at Lewis and Roca (which also has a branch office in Tucson and recently opened a small Las Vegas office), Mike manages all aspects of this 125-attorney firm's print and electronic collections. He provides research assistance and training to lawyers and paralegals and also serves on the firm's technology committee. This year he assumed responsibility for the docket department and is now taking over the records department as well. His library staff includes a reference librarian, a reference assistant and a technical services assistant, and a Tucson branch librarian. In the past four years Mike



says he's become an advanced user of the Internet and he comments that "keeping up with web developments is a full-time job in itself."

Besides moving across the country, Mike's job change also meant leaving academia. (He had been Assistant Director for Public Services at John Marshall Law School Library.) Among the differences he has found in the law firm setting are a faster pace, the need for more non-legal research, and more concern for the bottom line. He has found the legal community in Phoenix to be small in comparison to that of Chicago and the attorneys generally to have a more relaxed outlook on life.

Making a major career and location change is a watershed event and one that some people avoid. A lot of thought and advance planning went into Mike's departure from the Midwest and he would advise others to weigh options and priorities before taking the plunge. As he says, "Decide what is important to you in your life now and for the near future. Be thorough in determining what your options are as far as where you can work and where you can live." Following his dream has worked out well for him, it seems. He mentions Arizona's great climate and beautiful scenery as benefits of (and reasons for) trading Chicago (his birthplace and hometown for 40-some years) for the Sunbelt. (Since CALL members may be reading this article on a less-than-pleasant Chicago day, I will refrain from elaborating on backyard pools, year-round camping, and amazing landscapes to photograph—but I am sure Mike would be glad to share details on these with you as well!)

In contrast to the faster tempo of his law firm job, Mike finds the pace of life in Phoenix generally to be more relaxed, with less traffic and fewer crowds, more recreational opportunities close at hand, and year-round natural beauty to enjoy. He confesses to missing Chicago museums and restaurants and keeps up on the (mostly sad) news of Chicago sports teams.

Mike became active in the AzALL chapter of AALL right away and has already served as President. The 80 members of this chapter are located mostly in the Phoenix area. A multi-session legal research institute, basic and advanced, is offered annually by AzALL. This institute, which is directed at paralegals, law students, and public librarians, works well as a community outreach while also raising money for the chapter. Another project that has profited AzALL financially is providing Internet classes for the Arizona State Bar.

Like many of us, Mike's career path led him to law librarianship in an indirect way. During his law student days at John Marshall Law School he wasn't

thinking of a law library career, even though he worked as a part-time library assistant at the Chicago Bar Association's old library and at Schiff Hardin & Waite. But after receiving his J.D., he ended up applying and being hired for a reference librarian position at John Marshall. He enjoyed the work and was persuaded to get an M.L.S. at Rosary College (now Dominican University). Law librarian mentors he mentions are Nina Wendt (he first met her when she was a reference librarian at Schiff Hardin & Waite) and Stephen Czike (long-time Head Librarian for the Chicago Bar Association).

Unfortunately, color photos to illustrate this article are also not covered by the *CALL Bulletin* budget. But I hope that readers now have a better picture of Mike Reddy—where he is now (under sunny skies, with scenic back-drops) and what he's been doing (working hard but enjoying the laid-back life style of his adopted state)—a Western success story who hasn't forgotten his Chicago and CALL roots. ■

CALL Grants: Come and Get 'em

It's no secret, but many CALL members don't know they can apply for a grant at any time during the year to attend a relevant meeting, institute, or workshop. Even though past grants have gone primarily to members attending the AALL annual meeting, grant money is available throughout the year. Those who apply early have a better chance at getting a grant to help them fulfil their continuing education goals.

If you have any question about or suggestions for grants, please contact me at (312) 362-6893, or at jgaskell@wppost.depaul.edu. Please apply early and apply often.

Judy Gaskell, CALL Grants Chair



Candidates for CALL Board

Susan Siebers, Nominations Chair

The CALL Nominations Committee is very pleased to announce the slate for the 2001-2002 year:



For Vice-President / President Elect:

- Joan M. Ogden (McGuireWoods LLP)
- Christina J. Wagner (Foley & Lardner)

For Secretary:

- Naomi J. Goodman (Valparaiso University School of Law Library)
- David P. Rogers (Sidley & Austin)

For Director:

- Pegeen Bassett (Northwestern University School of Law Pritzker Legal Research Center)
- Betty Roeske (Katten Muchin Zavis)



Continuing on the Board next year will be:

- John Klaus, President (William J. Campbell Library of the U.S. Courts)
- Frank Drake, Past President (Arnstein & Lehr)
- Scott Burgh, Treasurer (City of Chicago Department of Law Library)
- Jean Wenger, Director (Cook County Law Library)

According to the CALL Bylaws, Article IX Section 3: "Additional nominations may be entered by written petition of at least ten members of the Association. These nominations, accompanied by written acceptances of the candidates, shall be filed with the Secretary of the Association not later than January 1st."

The biographies of the candidates will be published in the forthcoming Winter issue of the CALL Bulletin. Ballots will be mailed in February.

CALL Nominations Committee:
Susan P. Siebers, Chair, Susan L. Cochard,
Elaine Dockens, Judith A. Gaskell

Advertisement

Professional Reading

Jean M. Wenger

Cook County Law Library

Ambriogi, Robert J. "Making the Criminal Case" Vol. 7 *Law Technology News* (October 2000) p. 60. Also at www.lawtechnews.com/october00/webwatch_p60.html.

Annotated listing of statistical criminal justice sources including the National Archive of Criminal Justice Data, www.icpsr.umich.edu/NACJD/home.html and the Justice Information Center www.ncjrs.org. Also gives links of interest to prosecutors and criminal defense attorneys.

Brown, Christopher. "Reference Services to the International Adult Learner: Understanding the Barriers" *The Reference Librarian* (No. 69/70, 2000) p. 337.

An examination of the linguistic (accent, lexicon), cultural (nonverbal language, levels of formality), and technological barriers (information literacy) that reference librarians face when dealing with international adult patrons.

Chapman, Bert. "Immigration: An Overview of Information Resources" Vol. 28 *Reference Services Review* (No. 3: 2000) p. 268.

A review of U.S. and British government documents, including GAO reports, select commissions; books; and web sites from national governments, international organizations, associations and interest groups.

Cullen, Rowena and Caroline Houghton. "Democracy Online: An Assessment of New Zealand Government Web Sites" Vol. 17 *Government Information Quarterly* (No. 3, 2000) p. 243.

The results of measuring the effectiveness of government sites in providing access present a useful list of assessment tools for web sites. To summarize, web sites need to provide a clear statement of purpose; solid meta-data; reliable contact information; availability of information in print and electronic formats; good search engines, indexes and site maps; accuracy; and current information.

Doering, William. "Managing the Transition to a New Library Catalog: Tips for Smooth Sailing" Vol. 20 *Computers in Libraries* (July/August 2000) p. 20.

If you thought picking out a new library catalog system was hard, wait until you actually migrate data into the new system. The author (who has directed several migrations over ten years) offers some strategies to make the migration successful and less stressful.

Jatkevicius, James. "Free Legal Resource Aggregators on the Web" Vol. 23 *EContent* (October 2000) (www.ecmag.net/EC2000/jatkevicius10.html)

Summary of meta-sites including Jurist, Jurisline, AllLaw, ALSO, Cornell LII and FindLaw. All sources discussed are included in a chart comparing features.

Meredith, Meri. "Doing Business Internationally: An Annotated Bibliography" Vol. 28 *Reference Services Review* (No. 3: 2000) p. 223.

A selection of business-oriented resources in print and electronic formats. Resources are listed under print reference works, books, serials and newspapers, and web sites.

Oder, Norman. "Cataloging the Net: Two Years Later" Vol. 125 *Library Journal* (October 1, 2000) p. 50.

This article takes the pulse of OCLC's Cooperative Online Resource Catalog (CORC) project, and other web directories. Includes list of sites discussed in the article.

O'Leary, Mick. "MEDLINEplus: MEDLINE for the Masses" Vol. 17 *Information Today* (July/August 2000) p. 20.

MEDLINEplus, www.nlm.nih.gov/medlineplus is the consumer health-information service from the National Library of Medicine, and is divided into three reference databases: health topics, drug database and an encyclopedia. MEDLINEplus is also a portal to other medical web resources.

Osif, Bonnie A. and Richard L. Harwood. "The Value of Information and the Value of Librarianship" Vol. 14 *Library Administration and Management* (Summer 2000) p. 172.

An intriguing article describing two things that we know so well – information and librarianship. Read and enjoy!

Sherman, Chris. "Google Introduces Web Directory Using Netscape's Open Directory Project Data" Vol. 17 *Information Today* (May 2000) p. 14.

Google's new Web directory, (directory.google.com), combines the capability of its standard search results with the editor-selected entries of the open directory project.

Yeung, Bick-Har. "The Internet and Chinese Law Materials" Vol. 28 *International Journal of Legal Information* (Summer 2000) p. 373.

Also at www.lib.unimelb.edu.au/collections/asian/Internet-Law-Chi-Resources.html.

Useful information on obtaining and using Chinese character coding system and Chinese softwares. Links for Chinese legal materials available via the web. ■



**My First AALL Annual Meeting -
Philadelphia, 2000**
**Elizabeth Larson, Indiana University
Law Library**

Liz Larson received a grant from CALL that helped her attend her first AALL Annual Meeting in July. She was then Reference Librarian at the John Marshall Law School.

My very first AALL Annual Meeting was educational, exhilarating, and—most of all—exhausting. On the day I was scheduled to fly to Philadelphia, terrible thunderstorms in that region resulted in the cancellation of most Philly-bound flights out of O'Hare. I sat in the airport for almost six hours but was fortunate enough to secure a seat on an evening flight. My good fortune proved illusory when my plane ended up sitting on the runway for more than two hours. When we finally took off, a bird was sucked into one of the engines and burned up there, which meant that the pilot had to turn around over Lake Michigan and return to O'Hare for a different plane. I finally arrived at the Philadelphia airport around 2:30 a.m. and went to bed at 3:30 in the morning.

I somehow managed to make it to the Convocation for Newer Academic Law Librarians (CONALL) the next morning, at 8:30. The morning session was very informative, but I decided to skip the entire second half of the program, the luncheon and social outing, as I was too tired to enjoy any of it. I returned to my hotel room and struggled to fall asleep. (I'm not much of a nap-taker.) About twenty minutes after I'd fallen asleep, someone from housekeeping called to ask whether I'd *really* meant it when I put the "Do Not Disturb" sign on my door and did I maybe want some fresh towels or something? After that rude awakening, I was unable to fall back to sleep, and I had to get up soon, anyway, because I was meeting my favorite cousin (a physician in Philly) for dinner. As a result of my lack of sleep, I spent the entire annual meeting in a fog of exhaustion.

But, while I was exhausted, I was glad to finally be part of the annual event I'd heard so much about over the years. Two highlights of the meeting for me were CONALL and the "Legislative and Regulatory Update." The organizers of CONALL must have realized how difficult it would be to hold the audience's attention for two hours early on a Sunday morning, as they came up with a presentation that was quite lively and humorous! They started out with a highly amus-

ing "Alice in Wonderland" skit, in which Alice is a new academic law librarian who finds herself in the strange new world of law school deans, professors, students, and library administrators. Each of the characters in the skit symbolized a member or group within the law school community. For example, the Queen was the law school dean. Everyone hushed and bowed whenever the Queen entered the scene. Tweedledee and Tweedledum were law students, dressed in backwards baseball caps and speaking a language limited to the all-too-familiar beer commercial phrase "Whassuuuuup?!"

The skit was followed by a period of questions and answers. The final segment of CONALL was a panel discussion featuring the editors of seven different academic law library journals. Each editor described his or her journal and the types of articles that would normally be found in each. They encouraged new academic law librarians to think about topics that they find interesting and to consider writing about them for one or more of their journals.

The "Legislative and Regulatory Update" was a very heavily attended and informative session. The highlight was Bob Oakley's (AALL's Washington Affairs Representative) discussion of UCITA, a uniform law I'd heard of but knew nothing about. It is a "model law" that could be adopted by any or all of the 50 states' legislatures, and it has in fact been adopted in both Maryland and Virginia. The bottom line is that UCITA would put too much power in the hands of database publishers and software manufacturers, leaving librarians at their mercy. Most (if not all) library organizations are opposed to UCITA, as are the attorneys general of 26 different states. Mr. Oakley encouraged AALL members to keep alert when UCITA is considered by each of the remaining 48 states' legislatures. We should write letters, make phone calls, and do whatever it takes to keep UCITA from spreading. [See also p. 22.]

The final highlight of my first annual meeting was the "Bender Babies" dinner, thrown by Lexis for current and past recipients of the Lexis-sponsored (formerly Matthew Bender-sponsored) AALL Annual Meeting Grants. (These grants cover each recipient's annual meeting registration costs.) The dinner was good, and the setting was very dramatic: we dined at the foot of the large statue of Ben Franklin located inside the Franklin Institute.

I left the annual meeting feeling more strongly affiliated with AALL than before. I hope to become more involved in the organization over time and to attend many future annual meetings. I am extremely grateful to CALL for the generous grant that allowed me to attend this one. ■



Advertisement