



## ISSUE 262 – WINTER 2022

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### Featured Articles

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### CALL Executive Board Minutes

(provided by Secretary Sarah Andeen)

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# Chicago Association of Law Libraries

## 2021-2022 Executive Board

Jamie Sommer  
President  
Northwestern University

Scott Vanderlin  
Vice-President/President-Elect  
University of Chicago

Lindsey Carpino  
Past President  
BakerHostetler

Tom Keefe  
Treasurer  
Loyola University Chicago

Sarah Andeen  
Secretary  
Chapman & Cutler

Mandy Lee  
Director  
Chicago-Kent

Carrie Port  
Director  
Skadden Arps Slate Meagher & Flom LLP

## 2021-2022 Committees and Chairs

Archives  
Brittany Nichole Adams  
Lucy Robbins

Bulletin  
Emily Barney  
Emily Byrne  
Matt Timko

Bylaws  
Eric Parker

Community Service  
Lisa Winkler

Continuing Education  
Joe Mitzenmacher  
Todd Hillmer

Corporate Memory  
Therese Arado

Government Relations  
Sarah Reis

Grants and Chapter Awards  
Lindsey Carpino

Meetings  
Jill Meyer  
Philip Johnson

Membership  
Clare Willis

Mentorship and  
Leadership Development  
Stacia Stein

Nominations and Elections  
Jessie LeMar

Placement and Recruitment  
Julie Pabarja

Public Relations  
Sarah Walangitan

Strategic Planning  
Jean Wenger



## FROM THE EDITORS

EMILY BARNEY, EMILY BYRNE, MATTHEW TIMKO

Happy February to everyone! Though with how cold it is outside, “Happy February” may seem like an oxy-moron. Luckily the *Bulletin* is here to warm your spirits. See and celebrate how active CALL has been during these wintery months!

**President Jamie Sommer** kicks off the 75th Anniversary of CALL as an organization, describing our history and previewing the yearlong celebration. Heidi Kuehl explains why these volatile times call for **Adaptive Leadership**. We say hello to new CALL member **Julie Tedjeske Crane** who introduces herself to CALL, and take a look at the nominees for the upcoming Executive Board elections. Finally, congratulate fellow CALL members who volunteered at the **Greater Chicago Food Depository**.

We hope you enjoy hearing from your colleagues as much as we did, and use this time to celebrate all that CALL has done and will continue to do. But above all: STAY WARM! Take care.



## PRESIDENT'S LETTER

JAMIE SOMMER

Happy New Year! Or perhaps Happy Lunar New Year is more appropriate as we are already into the 2nd month of 2022 but we are just now welcoming the Year of the Tiger. In the zodiac tradition, the tiger symbolizes bravery and courage, and my new year wish for you is that this year brings you the strength and resilience needed to thrive during these challenging times.

Aside from celebrating the year of the tiger, 2022 also marks the 75th anniversary of CALL. A small group of librarians representing 10 law school, bar association, court and firm librarians gathered on Feb. 20, 1947 with the idea of creating a professional organization for law librarians. Later that spring, the Chicago Association of Law Libraries was formally established, and it was approved as the 3rd official chapter of AALL at the Annual Meeting in Santa Fe, New Mexico. It is a small source of personal joy that the first president of CALL was William R. Roalfe of Northwestern University Law Library. I am humbled and honored to be following in Mr. Roalfe's footsteps as another Northwestern University law librarian leading this organization during our 75th anniversary year.

This month kicks off the beginning of a year-long celebration of our 75th anniversary. The Board has voted to approve creation of a 75th Anniversary Special Committee for the purpose of celebrating the achievements of CALL and bringing the CALL community together in a series of events and initiatives over the next year. Thank you to the wonderful group of volunteers who stepped forward to serve on the committee, including many of my colleagues who have served CALL as former presidents. I am grateful for this opportunity to reflect on all that this organization has accomplished over the past 75th years. And if I am being honest, after two years of seeing your faces on Zoom, I am REALLY looking forward to celebrating with you all in person!

It feels appropriate that as we look backward to our founding, we also must continue to look forward. The kick-off of our anniversary celebration coincides with the start of our 2022-2023 elections. Beginning on February 15, elections will open for CALL's next Vice President/President Elect, Treasurer and Director. Thank you to our wonderful slate of candidates for volunteering to serve. I urge all members to review the candidate's statements that are available on the CALL website and cast your ballots.

Best wishes to all for a healthy and joyous 2022!





## NOVEMBER BUSINESS MEETING – RHEA BALLARD-THROWE

PHILIP JOHNSON

CALL convened on November 18, 2021 at noon via Zoom for our November Business Meeting. There were 54 registrants for this meeting. President Jamie Sommer opened the meeting and thanked Lexis for sponsoring the door prizes before handing it over to Vice President Scott Vanderlin, who introduced our speaker, Dean Rhea Ballard-Thrower.

### Speaker

Dean Ballard-Thrower was recently named the University Librarian at the University of Illinois Chicago. She was previously the Executive Director of the Howard University Libraries and a tenured professor at the Howard University School of Law. She has also served as Director of the Howard University Law Library, Associate Director of the Georgia State University Law Library, and as a reference librarian for the Tarlton Law Library at the University of Texas-Austin.

Dean Ballard-Thrower's discussion focused on leadership and diversity, equity, and inclusion (DEI). She noted that DEI efforts are very significant to her and that we all tend to struggle with them. Dean Ballard-Thrower's discussion of leadership focused on three things she's learned: you can only determine how to respond to things you can't control, it's important to recognize what you can control, and "nice is better."

## What You Can't Control

Regarding things one can't control, Dean Ballard-Thrower discussed privilege and one's relationships. "Privilege" is one of those words that is a trigger word for many people, but it's important to recognize how it can shape your perspective. For example, Dean Ballard-Thrower knows that she is privileged for growing up in middle-class Ohio at a time when her family could keep the windows and doors open at night. As for relationships, Dean Ballard-Thrower noted that her role models happened to be three accomplished moms. They set a high standard for her. She also mentioned her son, who has ADHD. He's helped her learn how people process things differently.

Consider the pandemic as something you can't control. We must ask, "What do we do about it?" "What can we control?" You can't control who's in your life, but "you can control what window you throw them out of." Dean Ballard-Thrower brought up the Great Migration. Six million African Americans left the south in the 1900s to get away from what they were dealing with. Twelve people in her family left everything they had in Texas to start over in Ohio. The way they were treated in Texas was legal, so what could they do? They could leave.

## What You Can Control

When thinking about what you can control, think about "home training": saying "please" and "thank you" and smiling when you meet people. As a leader, it's important to learn those things if they don't come naturally to you. Think of *Invisible Man* and consider how one might completely ignore a person. You can change that and acknowledge people—it can be as simple as saying "good morning." It's especially important for leaders to do that. People need to know they're seen.

Honesty matters as well. If you're a leader, the people you lead expect you to be truthful. Dean Ballard-Thrower will "rip the Band-Aid off" and give staff the reality of what they're dealing with. People need to know that you're giving a truthful and honest assessment. You can't lead a team without trust. It's also important to look behind you and lift people up. You can help improve diversity and get really good people more involved in the profession.

Consider three words from Dean Ballard-Thrower's mom: Nice is better. Treating people with respect, concern, and compassion will lead to a better work environment. She wants people to be happy to come to work and to leave a happy staff for the person who succeeds her.

Dean Ballard-Thrower wrapped with a quick summary of the three things she's learned as a leader: With things you can't control, consider how you respond; consider how you choose to act with what you can control; and nice is better.

## Question & Answer

**Q:** You mentioned honesty and building trust. What if you're dealing with conflicting interests, like upper management wanting to do something different than your team?

**A:** There have been times, especially with re-opening, that the only place open on UIC's east campus was the library because the chancellor said it needed to be open. That went over very poorly with the library staff and faculty. I gave the administration's reasons to staff but went back to the administration with the library's concerns. The library must be heard. It's important to have a discussion, but ultimately I have to make the call for the library.

**Q:** You mentioned the importance of DEI. How do you handle invisible diversity like religion, political views, LGBTQIA+ identity, and neurodiversity?

**A:** Many times people will talk about it with you—it's not a big secret. I always ask, "where are you from and how did you get here?" Asking about people makes them comfortable, and many people like to talk. You have to do the work, though, on DEI. It won't fall into your lap. Geographical diversity is also important.

## Committee Announcements



### ***Nominations and Elections:***

Jamie Sommer on behalf of Jessie LeMar: The slate of candidates is ready for 2022-23. Running for Vice President/President Elect are Mandy Lee and Jesse Bowman; director, Jill Meyer and Emily Barney, and treasurer, Todd Hillmer & Pat Sayre-McCoy. Congratulation and thank you to everyone running!



***Continuing Education:***

Joe Mitzenmacher: There are two events coming up. On December 8, we will have a demonstration from Petition AI, and on January 12 we will have a session on the media and information literacy presented by Kate Stockert of K&L Gates.

***Meetings:***

Jill Meyer: Clare Willis will run next session of our Media Club, which will be in January. We will watch Legally Blonde its 20<sup>th</sup> anniversary.

***Placement and Recruitment:***

Todd Ito: In an outreach effort for library schools, we are gathering info on communication methods. Look for an email asking you to share your iSchools communication methods

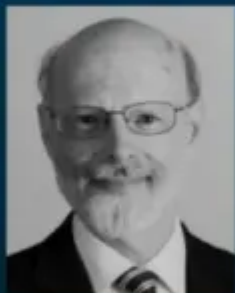
***Community Service:***

Lisa Winkler: We are holding a virtual food drive for the Greater Chicago Food Depository. You can make a monetary donation as well. We will have an in-person day of service on December 4 from 1:00 to 3:45 at the Greater Chicago Food Depository.

Robin Bienemann and Todd Ito won the door prizes from Lexis.



MAALL  
Mid-America Association of Law Libraries



## ADAPTIVE LEADERSHIP DURING VOLATILE TIMES

HEIDI KUEHL

The notion and concepts of adaptive leadership inspired me last year during the darkest times of the pandemic. Shortly after beginning my new position with the Seventh Circuit, I attended a judiciary seminar on the topic.

It was informed by the framework of adaptive leadership developed by Harvard business scholars, Marty Linsky and Ronald Heifetz, in a pre-pandemic world to manage change and often unanticipated changes in the workplace.<sup>[1]</sup>

It seemed especially timely midway during the pandemic and while beginning a new job. It reinvigorated me to observe structures and slowly effectuate changes to systems or habits or projects that appeared ready for change. Not “change for change’s sake,” but steady improvements and envisioning new projects and opportunities from the pandemic that brought such an upheaval to the workplace and constant change.

The notion and concepts of adaptive leadership inspired me last year during the darkest times of the pandemic. Shortly after beginning my new position with the Seventh Circuit, I attended a judiciary seminar on the topic.

Change management is difficult, so support from peers is essential and everyone in an organization can benefit from knowledge of the adaptive leadership framework and its strategies for challenging times.

## MALL Panel

The time was ripe to reflect and share ideas during the heart of the pandemic, so I organized the expert panel of speakers for the MAALL event. **Dean John Edwards** (Drake Law), **Professor Susan deMaine** (Indiana University Maurer School of Law), **Professor Therese Clarke Arado** (NIU Law), and **Professor Matthew Braun** (University of Illinois Law) joined me in a lively discussion of adaptive leadership by first setting the stage for literature on the topic and then engaging in a few library-specific adaptive leadership challenges.

## Top 5 Issues

We focused on five top law library issues that we had most acutely encountered during the pandemic and then applied the adaptive leadership strategy and principles to those challenges. The most volatile and enduring issues throughout the pandemic for leadership in law libraries based on our panel's consensus are:

1. Budget
2. Collections
3. Morale of Personnel and Communication
4. Teaching and Reference
5. Mental Health and Wellness.

The third and fifth categories require the most empathy by managers, but empathy could hypothetically be infused into each issue.

## Adaptive Leadership

Our MAALL panel began with an overview of the Heifetz & Linsky literature on adaptive leadership. Adaptive leadership is contrasted with the more fixed mindset or technical framework of leadership strategies. In a technical problem landscape, current rules and norms are applied to a known universe of problems and then a technical outcome is produced based on little or no change by the individuals.

This is contrasted with the adaptive leadership model where new problems emerge that have never been encountered (e.g., pandemic-driven changes or other unknown changes like new management) and then individuals must change their habits, known skills sets, ways of thinking, and even other loyalties within an organization. The biggest common denominator in an adaptive leadership framework is acknowledging the sense of loss that change(s) bring to the workplace or organization.

Adaptive leaders are active leaders and bring light to changes through gathering and analyzing data carefully (e.g., listening), actively participating and communicating with members of the community, regulating distress, and giving the work of creating new solutions back to the people and empowering resolutions through democratic solutions to new issues.

Finally, adaptive leaders also steer employees away from avoidance, hear leadership voices from below, connect to a purpose and vision for the organization during times of volatility, and are not afraid to experiment. The overall goal in an adaptive leadership framework is engagement of all employees during times of uncertainty and achievement of common goals through effective communication of common vision or strategic planning to assuage fears about the disruptive era.

## Yirka Method

Our panel addressed each of the five issues for law libraries with a few minutes of expert commentary and then additional thoughts by the panel. Another common theme for adaptive leadership strategy is finding opportunity during each challenge and using a growth mindset. For budget challenges, there was a revisiting of the Yirka question and library management decisions.

The Yirka method was posited in the 2008 *AALL Spectrum* “Article of the Year” by the same name, and Professor Karl Yirka bravely asked the questions about which services law libraries should re-envision or stop doing during periods of economic strain.<sup>[2]</sup> Dean Edwards also gave the sage advice that it is always wise not to “do it alone” and to confer with colleagues carefully before making budget or collection decisions.

We are in a wonderful group of professionals who are fortunate to share knowledge and advice during unprecedented times like the pandemic. I shared thoughts on law library collections once again being flipped again to more digital collection building and remote service models for delivery and posited a few articles for this reprise of tough economic times.<sup>[3]</sup>

## Proactive, Empathetic Leadership

We will have to be more proactive leaders within law libraries to fine-tune current collection development policies and re-envision collections for a digital age and curate more robust digital archival library collections. Professor deMaine shared thoughts about communication and pivoting to Zoom, Teams, and Slack and removing barriers of reporting lines for adaptive leadership purposes and bolstering staff morale during the stressful times of the pandemic.

Staff morale is often directly impacted by access to and adeptness with technologies, changing work-flows and workload expectations, and opportunities for growth and connection amidst volatile times. Finally, Prof. Arado and Prof. Braun addressed the vast array of teaching changes and need for wellness services during the pandemic to support students, faculty, and staff. Empathy is imperative for adaptive leaders and everyone within an organization, but it's a special opportunity for librarians to envision and plan for nontraditional services to bolster our communities.<sup>[4]</sup>

Librarians can help spark wellbeing, access to authoritative information, and infuse empathy in an often unkind and stressful professional setting for lawyers.<sup>[5]</sup> The adaptive leadership model strives to empower individuals to tackle strife and difficult problems, so implementing this leadership model widely during the pandemic era makes good sense.

As a continued effort to spread the Heifetz & Linsky literature and the adaptive leadership model, we are planning to convene a CALL panel in April on this topic. Please look out for this joint sponsored Continuing Education and Mentorship and Leadership committee group panel to join the conversation and share your ideas. Until then, be well and strive to embrace unexpected changes within your workplace and view them as opportunities for growth and change as Heifetz and Linsky would. Adaptive leaders unite!

## References

[1] See Ronald A. Heifetz and Marty Linsky, *The Practice of Adaptive Leadership: Tools and Tactics for Changing your Organization and Your World* (2009), [The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World: Heifetz, Ronald: 9781422105764: Amazon.com: Books](#). See also Ronald A. Heifetz and Marty Linsky, *Leadership on the Line: Staying Alive During the dangers of Leading* (2002), [Leadership on the Line: Staying Alive through the Dangers of Leading: Linsky, Martin, Heifetz, Ronald A.: 9781578514373: Amazon.com: Books](#) and Harvard Business School, *A Survival Guide for Leaders*, [A Survival Guide for Leaders \(hbr.org\)](#).

[2] See Carl A. Yirka, *Yirka Question and the Yirka Answer – What Should Law Libraries Stop*

*Doing in Order to Address Higher Priority Initiatives*, 12 AALL Spectrum 28 (2008). See also Cathy Hardy, *Applying the Yirka Question in Tough Times*, 16 AALL Spectrum 9 (2011) and Kristina L. Niedringhaus, *Leadership and Learning: Asking the Yirka Question*, 22 AALL Spectrum 1 (2017).

[3] Taylor Fitchett, James Hambleton, Penny Hazelton & Anne Klinefelter, *Law Library Budgets in Hard Times*, 103 Law Libr. J. 91 (2011) (stating that libraries should have a Plan A, Plan B, and Plan C during dire budgetary times to take control and advocate with administration); Ursula Gorham & Paul T. Jaeger, *The Law School Library or the Library at the Law School: How Lessons from Other Types of Libraries Can Inform the Evolution of the Academic Law Library in the Digital Age*, 109 Law Libr. J. 51 (2017).

[4] Melissa Beuoy, *A Case for the Empathetic Librarian*, in *Student Wellness and Academic Libraries: Case Studies and Activities for Promoting Health and Success* (Sara Holder & Amber Lannon eds., 2020).

[5] National Taskforce on Lawyer Wellbeing, *The Path to Lawyer Wellbeing: Practical Recommendations for Positive Change* (2017), [Lawyer-Wellbeing-Report.pdf \(lawyerwellbeing.net\)](#).



# New Member Profile



## NEW MEMBER PROFILE: JULIE TEDJESKE CRANE

JULIE TEDJESKE CRANE

Julie is the **Faculty Scholarship and Educational Technology Librarian** at Chicago-Kent.

I manage three full-time faculty support specialists, run the institutional repository, provide Blackboard assistance, and teach advanced Word skills and other technology-related topics.

**Where did you grow up, and where else have you lived before coming to Chicago? Do you have a favorite among those places?**

My favorite place among the places I have lived is Pittsburgh, where I lived most of my life. I went to college in Johnstown, Pa., and worked in New York City for a year. In addition, I spent a semester in London.

**What led you to become a law librarian?**

My first job out of graduate school was working as an academic librarian. After my library was merged into a larger library, I decided to go to law school. While in law school, I also finished up a second master's degree in information science. I always considered someday returning to an information field.

I worked as a lawyer for about 16 years. I wanted to find something a little less stressful after paying off my loans and saving a bit of a nest egg. Writing and research have always been my passions, so I decided to return to librarianship. It was difficult finding a job since I had been out of the field for so long. Eventually, I succeeded. My first job was at Duquesne University, and I started working at Chicago-Kent last year.

**What are some of your favorite hobbies?**

Photography, hiking, and reading.

Watching movies is another hobby. I recently became a member of the Music Box Theater. During this time of year, I like to watch all the Oscar Best Picture nominees and as many of the shorts and documentary nominees as I can track down.

Last year, I completed an online certificate in instructional design at Georgetown. I hadn't attended school for twenty years, but I loved it. I recently completed a couple leadership certificates at Cornell as well as certificate programs from Instructure (Canvas) and Quality Matters. Being an online student is an emerging hobby!

**Where's your favorite place to travel? Where have you not visited that you want to visit the most?**

I don't have a favorite spot. I got married last year, and I'm going on a delayed honeymoon to Prague and Budapest later this year. So maybe those would be my favorites.

I'd like to travel more in the U.S. I'd also like to go to St. Petersburg, Russia.

**What do you like most about living in Chicago (so far)?**

Living in Andersonville has been a great experience. Houses are beautiful, there are lots of creatively-decorated little libraries, and brunch options are plentiful. According to Time Out, Andersonville is the coolest neighborhood in the United States and the second coolest in the world.

My husband and I are both near family, which is another benefit of living in Chicago.



## CALL VOLUNTEERS HELP GCFD TO WRAP UP 2021

LISA M. WINKLER

The Greater Chicago Food Depository (GCFD) is Chicago's food bank and partners with over 700 local agencies and food assistance programs, including pantries, soup kitchens and shelters for children, older adults and veterans to fight hunger.

They rely on volunteers to repackage bulk amounts of food into smaller, shareable quantities that can be distributed throughout the Chicagoland area and Cook County.

On December 4, 2021, five (5) CALL members volunteered at the GCFD to do just that. According to GCFD, their work from that afternoon repack session helped prepare:

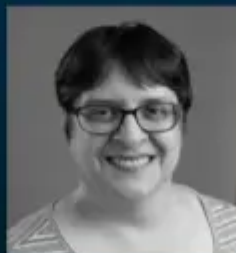
- 6,515 pounds of apples
- 9,690 pounds of oranges
- 5,712 pounds of rice
- 8,264 meals (254 meals per volunteer!)

In addition to the impact from the repacking session, CALL raised \$452 via the virtual food drive. That computes to an extra 1,356 meals donated. Our goal was to donate 900 meals (\$1 = 3 meals) through the virtual food drive, and we did it! The total amount of meals provided by CALL equals 19,620 for this event!

While we are not able to track the amount of any monetary donations that were made directly to the GCFD through their website, the Community Service Committee would like to acknowledge the consistent generosity we see from our members.

Thank you to all who donated your time and/or money to fight hunger in our communities. Despite a difficult year, we ended 2021 on a positive note.

# CALL CANDIDATES 2022-2023



## 2022-2023 EXECUTIVE BOARD NOMINATIONS

JESSICA LEMAR

The election for our 2022-2023 CALL Executive Board will open on February 15th, and voting will close on March 15.

Watch your email for voting instructions from AALL in the coming weeks.

### Slate of Candidates for 2022-2023 Executive Board Election

*Find the candidate statements on the CALL site under the Election page:*

- [2022-2023 Slate of Candidates](#) (members only access)

## Vice-President/President-Elect

Mandy Lee



Jesse Bowman



## Treasurer:

Pat Sayre-McCoy



Todd Hillmer

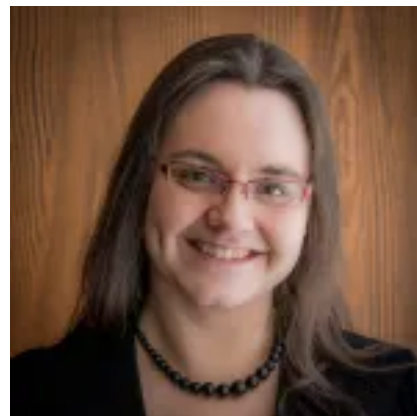


Jill Meyer



## Director:

Emily Barney





# CALL EXECUTIVE BOARD MEETING MINUTES – NOVEMBER 2021

SARAH ANDEEN

## CALL EXECUTIVE BOARD MEETING

Conference Call

November 9, 2021 9:08 a.m.

**Board Members Present:** Jamie Sommer, Scott Vanderlin, Lindsey Carpino, Sarah Andeen, Mandy Lee, and Carrie Port (Joined slightly late)

**Board Members Absent:** Tom Keefe

**Guests:** Julie Pabarja, Todd Ito, Sarah Walangitan, and Jessie LeMar called in for part of the meeting

## Significant Actions:

1. **Call meeting to order** – President Jamie Sommer called the meeting to order at 9:01 a.m.
2. **Approve agenda** – The agenda was approved.
  - **Approve Secretary's minutes** – The September meeting minutes were approved.
3. **Treasurer's Report** (Submitted via e-mail due to absence and reported by Jamie Sommer)
  - Harris Balances as of November 1, 2021: \$20,854.50 in our CD and \$17,569.85 in checking.
4. Membership numbers: 217 active members.
5. **Old Business**
  - No old business

## New Business

*September Committee Chair visits/call-ins*

1. **9:20 am Placement & Recruitment** – Julie Pabarja & Todd Ito– Managing job posting board. Focusing on recruitment. Focusing on library schools. 6 initiatives:

1. Reaching out to career service people at library schools in the Midwest and online programs to let them know when we have programs. Would that be a problem with Neon? Should not be a problem with Neon, but will double check that it does not create a new member and Jamie will check with CE to make sure speakers are ok or informed that library students will be joining
2. Make a referral list – people who are willing to talk to students about their area of law librarianship. Internal list only to be used if people asked.
3. Survey of CALL members as to if their library school has an alumni group and using those as channels for communication.
4. Career Pages on website – going to update them a little. Maybe give a little information from salary survey – maybe get permission from AALL to put a range. Jamie will reach out to CALL to talk to them.
5. Doing a similar to Day in a Life program, but focused at library schools.
6. Ask about virtual career fairs – figuring out how we can participate in those more.

## 2. 9:30 am Public Relations – Sarah Walangitan –

1. Exploring ways to share more with the wider legal community – such as media outlets, legal aid, legal departments. Still working on getting individual contacts in those groups and have not used the list yet – do not have events yet they think are appropriate for the larger group. If the board has ideas as to what to share please reach out.
2. Canva – wondering if the board is open to the idea. Want to use it for graphics. Wondered if they should try some using their free accounts first and see how it works out. Benefits they see to paid is more storage and ability to keep everything in one place. What they are going to do is finish out the year using free accounts and if needed we can move to paid.
3. Finding Illinois Law – Jessie Bowman has found PressBook and are wondering if that is a good format. Sent it to Sarah Reese to see if she is ok with the format. Wondering about how discoverable the content will be in that format. Benefits are it is a one time fee. Not too expensive. Maybe look into places to advertise.
4. Mandy filed in Sarah's update eBook pro – \$29.00 one time fee or eBook Pro which is a \$99 fee for larger space. Jamie said either would be fine.
5. Also since Placement asked we discussed maybe having a CALL Instagram account. Do we really have enough to post. Could it be folded into our other social media platforms. Verdict was probably could use the other platforms. If not we can reach out to other members for assistance.
6. Going to reach out to Leo to take over for Sarah as Chair when she is out on leave.

**3. 9:45 Nominations & Elections** – Jessie LeMar –. Slate if final and they will be announced at the next meeting

1. Jessie Bowman and Mandy Lee – President
2. Emily Barney and Jill Meyers- Director
3. Sarah McCoy and Todd Hillmer – Treasurer

4. Remaining Committee Chair visits/call-ins schedule

1. December: Gov Relations, Grants & Chapter Awards, Strategic Planning
2. January: Archives, Bylaws, Corporate Memory

## Committee Reports

1. **Archives** – Tom – No updates
2. **Bulletin** – Sarah – Plan is to publish the November issue before the Business Meeting.
3. **Bylaws** – Jamie – No updates
4. **Community Service** – Carrie -Information is in the November business meeting invitation. They got left off the first invitation – Some disconnect, but it all worked out and there is a procedure in place. Just make sure that there is a plan to communicate in advance.
5. **Continuing Education** – Tom– Sneaker Law event tomorrow. Two more lined up Patent AI. Kate Stackard from K&L Gates to talk about media relations. On track to have one a month.
6. **Corporate Memory** – Sarah – No updates
7. **Government Relations** – Mandy –. Updates included in public relations update above.
8. **Grants & Chapter Awards** – Lindsey – No updates
9. **Meetings** – Scott – We have a meeting next week and they are promoting.
10. **Membership** – Lindsey – Clare said they are sorting all the institutions and they are standardizing on names. Working with Neon to see if there is a drop down where people could choose their institution. Will make a video on how to pull an institutional list.
11. **Mentorship** – Mandy – No updates
12. **Nominations & Elections** – Jamie – Information provided by Jessie in her call in update
13. **Placement/Recruitment** – Carrie – Information provided by Sarah in her call in update
14. **Public Relations** – Scott – Information provided by Julie and Tod in their call in update.
15. **Strategic Planning** – Carrie –.Want the board to take more of a role in the plan going forward. Sent a detailed report. Similar to prior reports. Waiting for AALL to create some new policies so we can tag along as to what AALL are doing. Many parts of the plan are excluding things that were in there – such as becoming a CLE provider that the Board said was not feasible. Board should review the plan and the Board will discuss the plan in December.

**Adjournment** – The meeting adjourned at 10:04 a.m.

# CALL EXECUTIVE BOARD MEETING MINUTES – DECEMBER 2021

SARAH ANDEEN

## CALL EXECUTIVE BOARD MEETING

Conference Call

December 14, 2021 9:04 a.m.

**Board Members Present:** Jamie Sommer, Scott Vanderlin, Lindsey Carpino, Sarah Andeen, Mandy Lee, and Tom Keefe

**Board Members Absent:** Carrie Port

**Guests:** Sarah Reis called in for part of the meeting

## Significant Actions:

1. **Call meeting to order** – President Jamie Sommer called the meeting to order at 9:01 a.m.
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3. **Treasurer's Report**
  1. Harris Balances as of November 1, 2021: \$20,854.50 in our CD and \$17,188.22 in checking.
4. Membership numbers: 219 active members.

## Old Business

1. **Continuing Ed** – Can Non-CALL members attend? Jamie followed up with Clare to find out if non-members can use NEON to sign up or will that mess up membership. Answer is it is fine. They can use NEON to register for an event without becoming a member. So up to Continuing Ed as to how they want people to sign up and to let them know they can invite library students and other non-members.

## New Business

*September Committee Chair visits/call-ins*

### 1. **9:20 am Government Relations** – Sarah Reis

1. Sarah has chaired a committee before. Mandy had previously shared the report on their review of projects. That was done to help the committee discover what they might want to do this year. Big project is getting Illinois Law Online. Many other Chapters have not done much in the past couple of years. Many advocacy programs are down. Will check with Council of Chapter Presidents to see if the training will happen at the national level.
2. A project of interest was a UK based website – Legal Link – which links people up to how to answer questions. Want to reach out to more public librarians. Suggested reaching out to ILA about holding a training session or working more with them.
3. Still trying to upload Illinois Law Online to the CALL site. Would like to be able to export the documents via WordPress to the website. Still trying to get it freely available on the CALL website. Reaching out to Emily Barney again.
4. Working with continuing ed to try to come up with an advocacy program for the members in the spring. Working on details. Some frustration with getting speakers and ideas as a number of people are tied to AALL and might be limited to only doing events that AALL only members. Lindsey said the Council of Chapter Presidents is also doing advocacy training in the spring and will pass along that information.

### 2. **9:30 am Corporate Memory** – Theresa Arado –

- Had a conflict and was unable to attend
3. Remaining Committee Chair visits/call-ins schedule
    - January: Strategic Planning – Jean Wenger – Please make sure to review the strategic plan before the meeting and the questions Jean has before the meeting. We will start a discussion before the meeting via e-mail so we can discuss with Jean.
  4. CALL New Year/Holiday Card – Do we want to have one
    - Yes we do. Asking PR to create the card for us via Canva or some other kind of clip art for an electronic only card.
  5. 75<sup>th</sup> Anniversary of CALL – 2022 – what do we want to do for the year? Asking Corporate Memory as to what we did for our 50<sup>th</sup>.
    1. Plan A is a big event in May at the Union League Club with a cake and photos
    2. Form an Ad Hoc to oversee the 75<sup>th</sup> party. Voted on and approved the foundation of the committee. Jamie will reach out to the membership to see who might want to attend.
    3. Ad in the Law Bulletin or banners around town.

## Committee Reports

1. **Archives** – Tom – No updates
2. **Bulletin** – Sarah – Update from Matt: We will be modifying the publication schedule for the Bulletin to align with the Business Meeting, so the next two issues will be published on the Monday before the Thursday meetings (on February 7 and May 9) rather than the posted schedule of February 1 and May 1.

3. **Bylaws** – Jamie – No updates
4. **Community Service** – Carrie via Jamie –
  1. Day of Service was a success. 5 people came. Some photos and the food drive has raised \$152 so far. Will do an article. Food drive open until the end of the year.
  2. Looking ahead: Maybe a day of service in Feb or March? Looking if there is anything else on the books yet.
5. **Continuing Education** – Tom – Moving along with their events. Have one on the books for Jan 12<sup>th</sup> on Media and Information Literacy.
6. **Corporate Memory** – Report from Jamie – Hoping to have meeting in January and wondered if we had any thoughts as to what they could work on.
7. **Government Relations** – Mandy – Update from Sarah in meeting
8. **Grants & Chapter Awards** – Lindsey – No updates No one has applied for anything.
9. **Meetings** – Scott – Request for clarification from Phillip and Matt – as to if the secretary is supposed to be doing a full re-cap of the business meeting. Clarify the handbook to state this is the role. Wondered when movie night was going to be. No information.
10. **Membership** – Lindsey – No updates
11. **Mentorship** – Mandy –
  1. New member breakfast in February;
  2. Mentorship program – wide range of roles – during the new member breakfast they will have cohort networking breakout rooms via various roles. So hopefully the group networking will go better. Suggest to expand the invite list to anyone who has joined within the past two years
  3. Mentorship page on website will be updated. Links to oral histories on YouTube will be added
  4. Program planned for April 2022 5) Members of the committee will be publishing articles in the Bulletin.
12. **Nominations & Elections** – Jamie – Election will open on Feb 15<sup>th</sup> and run through March 15<sup>th</sup>.
13. **Placement/Recruitment** – Carrie – No updates
14. **Public Relations** – Scott – No updates
15. **Strategic Planning** – Carrie – No updates. Visiting in January.

**Adjournment** – The meeting adjourned at 9:55 a.m.



# CALL EXECUTIVE BOARD MEETING MINUTES – JANUARY 2022

SARAH ANDEEN

## CALL EXECUTIVE BOARD MEETING

Conference Call

January 11, 2022 9:06 a.m.

**Board Members Present:** Jamie Sommer, Scott Vanderlin, Carrie Port, Lindsey Carpino, Sarah Andeen, Mandy Lee, and Tom Keefe

**Board Members Absent:** None

**Guests:** Jean Wenger called in for part of the meeting

## Significant Actions:

1. **Call meeting to order** – President Jamie Sommer called the meeting to order at 9:06 a.m.

1. **Approve agenda** – The agenda was approved.

- **Approve Secretary's minutes** – The November meeting minutes were approved.

## 1. Treasurer's Report

- Harris Balances as of November 1, 2021: \$20,854.50 in our CD and \$16,982.74 in checking.

1. Membership numbers: 210 active members.

## Old Business

1. Strategic Plan Review – Reviewed plan point by point

1. Goal I A(2) we agreed to up the deadline to 18 months

2. Goal II – Heard that maybe the U of I might be doing a joint MLS – JD, but no proof. Plan will remain the same, but it is something to keep an eye on. Maintain relationships.

- Goal III -A(1) Hot topics – do we still need? Now that they are monthly regular CE programs. Many years ago stopped doing the institute day and started doing mini-AALL meetings. Local presenters would do their presentations early. This was popular because it was not a full day. Getting people to commit to a full day in person is just too much time away. Mini AALL is much more popular. Either in person or online. How about changing the strategy to host Hot Topic to host mini AALL or Hot Topic (AKA anything of interest to members)
1. Goal IV A(2) – should we change longer term members to something else. Original meaning might have been to engage longer term members, but that is covered. Develop training and education as they progress through their careers.
  2. Goal V A(2) – Pushing the outreach with ILA and maybe other public libraries and then also maybe legal clinics as well to support Goal IV helps to cover corresponding with leaders in the legal community.
  3. Goal VI – Should we be the leader in a DEI plan or let AALL take the lead? AALL has formed a committee. Maybe we could form a committee as well to follow AALL using their ideas and then it will be ongoing and more of a commitment rather than a simple statement. What would they do? Monitor what AALL is doing and other Chapters are doing. Come up with ideas for events, generate content for the newsletter. Maybe put out an announcement in the next meeting that we are coming up with a special committee. Hold off creating a policy until we form the committee and get a sense of the landscape. As far as the diversity training for board members go – everyone is getting a lot within their institutions and we do not have a strong formal onboarding process. Scratch the line item and roll it into the DEI section and make one of their charges is to advise the board as to DEI training for the organization. Meeting policy section should be ok and may just need updating on the website and the handbook.
1. 75<sup>th</sup> Anniversary of CALL
    1. Call for volunteers was not a success. One volunteer. Jamie will send out another plea today. Maybe reaching out to former board members or retired people. Personal pleas. Also putting together as summary of what is in the CALL Bulletins as to what was done in the past.
  2. **New Business**
    1. September Committee Chair visits/call-ins: 9:40 – Jean Wenger for Strategic Planning
      1. Went over proposed changes outlined in the Old Business section. Changes were agreed to with discussion held on the following points – as far as removing items from the plan, leave it in, but put in a note that board decided not to pursue – this allows for better historical memory. As far as the planning and outreach for the 75<sup>th</sup> – Corporate Memory has some ideas and will be updating the board. We may have to do more in the Fall rather than the Spring. Jean views committee as an advisory committee and then the Board should edit, change as needed – with regards to policies and timing. Board will revise the plan, but just wanted to make sure that there was nothing we were missing in terms of what the strategic planning people were thinking when they drafted the plan. Answer was these strategies are just guides or assists to the

board as to what they should be considering to make sure that the goals and objectives of the plan get met. Plan to roll in the DEI training for the board into a special committee charge makes sense according to Jean. Gives a good framework, but also provides flexibility. The committee charges have been updated – so how do we reflect this accomplishment. Jean says leave it in the plan, make a note that it was done, and modify the charge slightly to say committees should always be looking to make sure they are up to date.

2. How do we track what has been accomplished? Two parts – Strategic Plan and then day to day operations. Maybe a spreadsheet – Goals and Objectives and then Strategies. This gives you a way to have the information available for the members. Maybe have a section at each Board meeting where the strategic plan was updated if needed. Maybe do it as a Google Doc. If everything is not accomplished by the end of the plan in 2023 it is not a failure, just knowing what happened is a success.

- Jamie will send around a revised version of the plan to formally approve the document at the next meeting.

- **Committee Reports**

1. *Archives* – Tom – No updates
2. *Bulletin* – Sarah – No updates
3. *Bylaws* – Jamie – No updates
4. *Community Service* – Carrie – No updates
5. *Continuing Education* – Tom – event coming up on Wed. Nothing planned beyond that.
6. *Corporate Memory* – Sarah – A late e-mail from the Committee outlined the following: There are currently no additions to the policy log. The committee is wondering if when the Board is actively making a policy change that the minutes highlight that in some way. Currently members read the minutes and make determinations of this, however it is better determined/indicated by the Board at the time. Also some suggestions for the 75<sup>th</sup> celebration: Working with the city to have street banners put up recognizing the anniversary; Creating a special 75th anniversary logo for use this year; Depending upon health/safety measures, have a celebration outside the business meeting. Outdoor locations or university locations may be best to avoid cancellation fees. It was mentioned that the DePaul building on State Street has an indoor/outdoor rooftop space that might be a good location.; For the 50th the Bulletin did an issue that focused on each decade of the organization. This would be a good thing to do again.; Several special speakers (virtually) throughout the year.
7. *Government Relations* – Mandy – Managed to export Finding Illinois Law to Pressbooks and some formatting issues, but mainly good. Also promoting the AALL advocacy training.
8. *Grants & Chapter Awards* – Lindsey – No applications as yet.

9. *Meetings* – Scott – Finalizing details for the speaker and Claire Willis has agreed to do the next media meeting.
10. *Membership* – Lindsey – No updates
11. *Mentorship* – Mandy – Feb 17<sup>th</sup>, all new members since fall 2020 will be invited. New mentoring cohorts will be rolled out at the breakfast. CALL website has been updated and will continue to add new materials and some oral histories from HEIN. Planning on an adaptive leadership program in April and have a CALL bulletin coming up in the next one.
12. *Nominations & Elections* – Jamie – All good to go for Feb 15<sup>th</sup>.
13. *Placement/Recruitment* – Carrie – No updates
14. *Public Relations* – Scott – Change in leadership due to maternity leave.
15. *Strategic Planning* – Carrie – Discussed in meeting

- **Adjournment** – The meeting adjourned at 10:20 a.m.