



Scuttle Newsletter

Special points of interest:

- Observations on the leadership skills of a 3 year old!
- Results to BRAG about!
- Our Brown Baggers suggest change ... and get it!
- Learn what's new at the National Indian Law Library!

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CoALL President's Message—January 2008

The start of a new year is always a good time to reflect on the old. In CoALL's case, 2007 was a wonderful year, with some major milestones: the 2006 Spotlight on Your Career educational program won the AALL Chapter Professional Development Award, and in October our membership celebrated the [30th anniversary](#) of our founding as the Colorado Consortium of Law Libraries (CCLL).

2007 was also the first full year of the extremely popular monthly Brown Bag educational and networking gatherings. In February, CoALL sponsored another successful Spotlight on Your Career educational program, which is also being nominated for an AALL Chapter Professional Development Award. The popular annual AALL Chapter Visitor program



CoALL Past Presidents at the 30th Anniversary

continued in May with a visit from AALL Board Member Ann Myers. Early summer brought another popular and successful [BRAG program](#). In addition, COALL began to collaborate with CLE in Colorado during the summer of 2007 to create a program on legal research for non-law librarians. Appropriately, this well-received program, [Legal Research Bootcamp: Finding the Law for Your Patrons](#), was presented on Constitution Day (September 17). CLE in Colorado is allowing CoALL to sell DVDs of this program, and our customers include a Wyoming law librarian who plans to use it as a model for a similar program in her state's prison library system.

In October CoALL joined other Denver area legal professional associations (Association of Legal Administrators, ARMA, etc.) to sponsor a local celebration of Professional Legal Management (PLM) week. While the 2007 inaugural event was small, these organizations hope to make a PLM week celebration an annual event and expand its scope. In November CoALL learned that CLE in Colorado intends to offer [online access to CLE homestudy affidavits](#) as a direct result of feedback received at a CoALL Brown Bag gathering. Congratulations to Mary Farner for arranging the discussion with a representative from CLE in Colorado. Congratulations also

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*Membership in CoALL is
open to anyone
interested in law
libraries. To apply or
renew your membership,
visit the CoALL web
site: [http://
www.aallnet.org/
chapter/coall/](http://www.aallnet.org/chapter/coall/)*

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President's Message, cont.

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to Matthew Elisha, who spearheaded the application process for an AALL/BNA Continuing Education Grant for the 2008 Spotlight educational program. [In late November, the Spotlight committee learned that the Grant committee awarded \\$1,000 for this exciting program.](#) In December CoALL members enjoyed yet another festive and fun annual [holiday party](#), this year hosted by Margi Heinen at Sherman and Howard.

I also had the opportunity in December to assist the AALL Involving All Our Members Special Committee with two surveys. In early December I posted three questions about barriers that prevent members from participating in chapter and AALL activities to the CoALL listserv. As I suspected, the barrier mentioned by every CoALL member who responded was **lack of time**. On an ironic, although I am sure quite related, note I received 6 responses to this three question survey from the 99 members of CoALL. I think in this case, the numbers add up – I think the low response rate was due to adding yet one more task to an already full schedule during one of the busiest times of the year. [A fuller summary of the survey responses is included in this issue of the Scuttle.](#)

However, the second survey from this Special Committee casts a much more positive light on CoALL members and how involved we are in our chapter's activities. The Special Committee asked "the number of people who do volunteer work for your chapter in a typical year." My answer was:

"I scanned the spreadsheet of CoALL members as of mid-October 2007 and of the 96 members on that list, I found 45 who I know participated as a volunteer in at least one CoALL activity in the past year or so. I have to admit, I knew we had an extraordinarily active group, but this really reinforced it for me -- nearly half of our members "give back" to our chapter by volunteering in some way in the activities that we sponsor."

Thanks to each of you who volunteered on behalf of CoALL. As you can see from the list of 2007 accomplishments, your collective efforts have created wonderful and worthwhile programs that are recognized regionally (Legal Research Bootcamp: Finding the Law for Your Patrons) and nationally (Spotlight on Your Career programs), and that have practical impacts in our own firms and organizations (BRAG and online access to CLE homestudy affidavits). To those of you who already make the time to be involved with CoALL, I extend a sincere thank you. To those who have not had a chance to volunteer yet, please consider helping in 2008. CoALL is a wonderful organization full of wonderful people – you won't regret the time you give to CoALL and spend with CoALL colleagues.

Here's to another year of continued success for CoALL and each CoALL member!

Karen Selden, CoALL President 2007-2008



... nearly half of our members "give back" to our chapter by volunteering in some way in the activities that we sponsor.

Thank You



Kathy Stroh

Kathy Stroh
"Juggling Master: A
Hands-on Lesson
Dealing with the Most
Difficult Obstacle in
Your Path to Success—
You"

Kim Dority
"Putting Yourself in the
Path of Opportunity"



Kim Dority

Spotlight on Your Career 2008: Travel Tips for the Road to Success

On Saturday, February 23, 2008, the Colorado Association of Law Libraries (CoALL) and the Rocky Mountain Special Libraries Association (RMSLA) will present Spotlight on Your Career 2008: Travel Tips for the Road to Success. In its third year, the annual conference on career development is a wonderful opportunity for library students, librarians, and other information professionals to network, meet new friends, and learn about opportunities to improve and develop their careers. Made possible by a grant from the AALL/BNA Continuing Education Grants Program, this year's event will feature two remarkable key speakers.

Kathy Stroh, an accomplished speaker, writer, and teacher with over 20 years of experience, will present "Juggling Master: A Hands-on Lesson Dealing with the Most Difficult Obstacle in Your Path to Success—You". Using juggling as a metaphor for life, Juggling Master is an interactive and exciting program that identifies and addresses the self-defeating beliefs and behaviors which prevent individuals from embracing opportunity.

Kim Dority, renowned author, teacher, and president of Dority & Associates, will present "Putting Yourself in the Path of Opportunity". In this program, Ms. Dority reveals the steps one must take to get on the "path of opportunity," including getting visible, monitoring your environment, being prepared to act, and taking the initiative. To register, download, complete, and mail in the registration form located below. Early registration is advised as space is limited.

Please mark your calendars for this exciting program. See the [program flyer](#) and [registration form](#) at <http://www.aallnet.org/chapter/coall/spotlight.asp>.

Thanks to the entire Spotlight Committee for putting together a wonderful program, as well as for securing this grant. Special thanks go to Committee Chair Tracy Leming and to our grant writer, Matthew Elisha.

Summary of Responses to AALL Involving All Our Members Special Committee's Barriers Survey

Compiled by Karen W. Selden, 2007-2008 CoALL President

Note: the text of this summary is slightly edited for clarity and context.

I'm responding to this survey on behalf of the Colorado Association of Law Libraries (CoALL). I sent the three questions to the CoALL list to get some feedback from our membership. Out of 99 CoALL members, I got 5 responses. My views make the response rate 6. However, in a short involvement survey earlier this month from another member of the AALL Involving All Our Members Special Committee, I discovered that 45 of our members have volunteered in some way for at least one CoALL event during the last year, so I have to admit the poor response to these particular questions is not indicative of the typical response we get from this group.

1. What do you think are the barriers to your association's members participating in association activities (serving on a committee; running for office; attending meetings, etc.)? Please list all.

As I suspected, the answers to this question all mentioned lack of time. As

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Barriers Survey, cont.

(Continued from page 4)

one respondent put it: "Time that we spend on association activities is time that we are not spending on work and/or our families."

Other factors mentioned include:

- Location of meetings is not convenient
- Time of day for meetings (usually after work hours) is not convenient
"Too busy at the office"
- "Outside involvement not supported by the office"
- Family responsibilities
- Shy personality
- Complaints and negative comments from other chapter members about what went wrong at events (too disorganized; food too hot or too cold, etc.).
- Too emotionally draining to try to help when encounter negativity from those who aren't willing to help.

2. What do you think are the barriers to your association's members participating in AALL activities (serving on a committee; running for office; attending the annual meeting, etc.)? Please list all.

The same factors that apply to question 1 also apply here. In addition, below are some observations from the respondents. Interestingly, all of the comments below come from Law Firm Librarians:

- "I am limited by my firm's policy of paying for only one national-level library association membership each year and requiring that at least one of the librarians in the firm choose SLA, rather than AALL. I am also limited by my firm's policy that only one of four professional librarians may attend a professional conference each year."
- "Same as above. In addition, I have trouble determining how valuable AALL is for me. I want to participate in valuable endeavors, but am not sure if AALL is it."
- Such participation not encouraged/supported by office
- Lack of funds

3. What can AALL do to address your concerns?

While AALL can't create more time in a person's day, and AALL does offer some scholarships to attend the annual meeting, I think the comments below from 3 Law Firm Librarians really hit the nail on the head. As an academic law librarian, I have specific service & scholarship requirements to meet in my job, so my institution supports my involvement in CoALL and AALL both philosophically and financially. Because AALL service needs and academic law librarian service requirements mesh so well, I feel that AALL has an academic library "orientation/bias" in membership base, research agendas, and membership services and benefits. Here are some very valid



Barriers to AALL Participation

Time

Money

Support

(Continued on page 6)

Involving All Our Members Special Committee

- Explore what barriers may exist to full participation by under-represented segments of the membership, and how AALL might help members overcome them
 - Develop and publicize materials on the value of participation that librarians might provide to their employers
 - Investigate methods used in comparable organizations to encourage member participation and compensate for financial or time restraints
 - Consider and recommend whether there is a need for grants, scholarships, or honoraria targeted to specific groups, and if so, how they might be funded and administered
 - Explore and recommend ways for members who do not attend the annual meeting to actively participate in committees, special interest sections, and other activities
 - Review the extent to which members find that annual meeting or continuing educational programming does not adequately meet their needs, and suggest ways this situation could be improved
 - Prepare a Members' Briefing reporting the Committee's findings for the April, 2008 AALL Spectrum (deadline February 7, 2008)
 - Develop other strategies to encourage participation by all segments of the membership in annual meeting attendance, committees, special interest sections, and running for office
-

Barriers Survey, cont.

and interesting suggestions for improving AALL's significance for all law librarians:

Law Firm Librarian 1:

"A list of the ways law firms benefit from sending their librarians to the conference would be a nice tool for me to use to try to change this policy.

The time issue can't really be erased, but it would help if there were more opportunities to participate at the national level that did not require a huge investment of time."

Law Firm Librarian 2:

"I feel I really need an organization that can speak to vendors about our concerns. Too often I feel the vendors have the best of us because we have "confidential agreements" with them and we rely on the vendors for goodies and conference fun, etc."

Law Firm Librarian 3: "build 'bridges' between law firm administrators and AALL."

Note: The AALL Involving All Our Members Special Committee hopes to create a focus group to explore these issues more fully. If a focus group is created, I highly encourage CoALL members, and especially law firm librarians, to participate.

Principles and Core Values Concerning Public Information on Government Web Sites

*Submitted by Karen W. Silber, 2007-2008 AELIC Member
November 26, 2007*

At its March 24, 2007 Executive Board meeting, the American Association of Law Libraries adopted the Principles and Core Values concerning public information on government Web sites developed by AELIC (Access to Electronic Legal Information Committee). AELIC and AALL believe these Principles and Core Values are essential guidelines that all government agencies should follow when developing websites that provide information to their citizens, the legal community and other users. The Principles as adopted by the AALL Executive Board are available at http://www.aallnet.org/committee/aelic/AELIC_Core_Values.pdf.

Why is this important to law librarians? Because equitable and permanent public access to legal information is the heart of law librarianship. However, changes in technology and the way legal information is recorded, distributed and authenticated are affecting permanent public access to official government pronouncements of current and past statutes, court decisions, administrative actions, etc. The Principles and Core Values address these issues.

Accessibility

Information on government Web sites must be accessible to all people without charge. Government Web sites should provide guidance documents issued by the agency. Web site navigation should be intuitive and easy to follow and the information should be easily searchable.

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Principles and Core Values, cont.

(Continued from page 6)

Reliability

Information on government Web sites must be reliable and trustworthy. Safeguards should be established to protect the integrity and authenticity of materials published in all formats. Government Web sites must provide users with sufficient information to make assessments about the accuracy and currency of legal information published on the Web site. Persistent URLs (PURLs) should be developed for essential information.

Official status

If an electronic version of legal information is official, it should be designated as such by statute or rule. A certifying mark on each item must be used to designate official information. If the electronic version of legal information is not official, the government Web site should name the official version and direct the user to the official version.

Comprehensiveness

Information should be in full text, or instructions should be provided on how to obtain full text.

Preservation

Government entities must ensure continued access to all their legal information including superseded laws, regulations, and other official rulings. The archives storing or housing the information must be comprehensive, including all supplements. Snapshots of the complete database content should be taken regularly and archived in order to have a permanent record of additions, changes and deletions to the data. Lastly, governments must plan effective methods and procedures to migrate information to new technologies.

Three of the core values AALL identified in its 2005-2010 Strategic Directions - the role of the law librarian in a democratic society, equitable and permanent access to legal information, and continuous improvement in the quality of justice - are reflected in the "Principles and Core Values Concerning Public Information on Government Web Sites".

AELIC is committed to these principles and is working hard to establish these core values.

You can help too - read and share information included in AELIC's Authentication Survey; help AALL monitor government Web sites that provide legal information; communicate your discoveries of exemplary Web sites to AELIC; and attend program C-4 "Official But Not Authentic: The Future of Electronic Legal Information" to be held on Sunday, July 13, 2008 during our annual meeting in Portland. We invite you to comment on our draft guidelines for evaluating a legal Web site at http://www.surveymonkey.com/s.aspx?sm=dyUaYL8sHNbDz5mCOW_2fyjQ_3d_3d. You can also request from AALL headquarters brochures containing the guidelines which can be distributed at meetings, events, and exhibits.

Accessibility

Reliability

Official Status

Comprehensiveness

Preservation

A Grandma's View of Leadership

*by Kaye Waelde, Regional Information Resources Manager at
Faegre & Benson LLP, Boulder, Colorado*

As I have been enjoying my little 3 year old grand daughter, Agnes*, it became apparent to me that she was demonstrating some very good leadership qualities. And, that we as librarians might look to children to see how simple leadership might be.

Show enthusiasm for your projects.

When Agnes decides it is time to play knee tag she joyfully shouts - "Knee tag, you're it!" and promptly begins the chase. She engages everyone in the room with her enthusiasm.

Accept your responsibilities.

I allowed Agnes to play with my watch and noticed the next morning that it was missing. Her mother called me the next day to explain that it was found, tucked inside of one of her shoes stored in the closet. Agnes asked to talk to me and when she had me on the phone, said - "Hi, Nan. I did it." Of course with her prompt assumption of guilt, I forgave her and admitted my responsibility to make sure that I had my watch back when she had finished playing with it.

Be wise enough to make people work for your trust.

Agnes doesn't accept that everyone that approaches her with "You're such a cute little girl" is anyone that she wants to have a conversation with. Trust is a valuable commodity and in the adult world, salesmen and vendors should work for it.

Share your expectations.

Agnes has let me know that she expects that I will have treats in my bag for her any time that the two of us attend events. It only took one time of her showing her sadness at my forgetfulness to enforce to me that the treats are important and expected.

Know when to let someone else take the lead.

When we make cookies, Agnes always lets me crack the egg into the bowl, because she knows that egg cracking is not a strength of hers and that I do it very well.

Communicate

Whether it is showing appreciation for a Christmas gift - "I love it!", sharing events - "The vacuum cleaner exploded.", or sharing expectations - "Are you coming to my house?", Agnes is keeping an open line of communication.

*Name changed to protect the innocent.

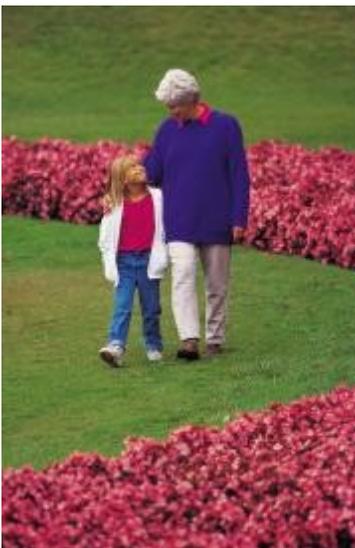


Photo changed to protect the innocent

BRAG-ging Rights

*by Andrea Hamilton, Research Librarian at Faegre & Benson
LLP, Boulder, Colorado*

On Thursday, May 31st, 2007, CoALL held their sixth annual BRAG (Bridge the Research and Analysis Gap) at the Colorado Bar Association. This program is aimed toward new associates and law clerks, is presented by law librarians, and aims to help attendees "bridge" what they learned in school and apply it to their new work environments. Fifty-six participants attended the four-hour morning session.



Mariann Storck, Legal Information Specialist from the U.S. Attorneys Office, emceed the event, ably ushering attendees through the following sessions:

- "The Research Assignment: Effective Communication & Smart Research", presented by Margi Heinen, Manager of Library Services, Sherman & Howard L.L.C.
- "KM and Beyond", presented by Holly Pinto, Director of Library Services, Holland & Hart, LLP
- "Bridging the Gap – Colorado Practice Materials", presented by Alan Pannel & Alicia Brillon, both Reference Librarians, University of Colorado Law Library
- "Casemaker 101", presented by Wanda McDavid, Vice President, Business Development and Network Operations, Access/Information
- "Colorado Legislative History", presented by Andrea Hamilton, Research Librarian, Faegre & Benson LLP
- "When to Stop Researching", presented by Megan Jens, formerly Senior Research Specialist, Greenberg Traurig (now Reference Librarian, Holland & Hart, LLP)
- "Apply What You Have Learned: 3-5 Research Questions", presented by Mariann Storck
- "My Experience as a Summer Clerk", presented by Sania Anwar, JD, University of Colorado, 2007

This year's BRAG was a success, both as a CoALL fundraiser, as well as a worthwhile educational session for attendees. Revenue from attendee registrations combined with generous contributions from LexisNexis, LexisNexis Courtlink, and Westlaw added \$2233.17 to the CoALL treasury. Attendees were asked to complete a post-event evaluation (43 responded) and some of their responses are as follows:

This session gave me valuable information to better function in the law firm or court

Strongly Agree: 14 ; Agree: 29 ; Disagree: 0 ; Strongly Disagree: 0

The presentation introduced me to new sources

Strongly Agree: 28 ; Agree: 14 ; Disagree: 1 ; Strongly Disagree: 0

The program booklet is useful

Strongly Agree: 26 ; Agree: 15 ; Disagree: 2 ; Strongly Disagree: 0

My research skills will improve now that I have attended this program

Strongly Agree: 10 ; Agree: 30 ; Disagree: 1 ; Strongly Disagree: 0

*Fifty-six participants
attended the four-hour
morning session.*

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BRAG-ging Rights, cont.

(Continued from page 9)

Comments included:

- The most useful BRAG presentation was: "All"
- "Very good program. Thank you for putting this on."

The 2007 BRAG committee, comprised of Andrea Hamilton, Margi Heinen, Megan Jens, and Holly Pinto, wishes to thank the following CoALL members who assisted with making the program possible: Theresa Baker, Alicia Brillon, Goldie Burton, Matthew Elisha, Jennifer Hammond (former member), Rachel Kuipers, Tracy Leming, Wanda McDavid, Alan Pannell, Esti Shay, Caryl Shipley, Mariann Storck, Ann-Marie Wills, Frank Wilmont, and Michelle Wollmann. Additional thanks goes to the Colorado Bar Association and Continuing Legal Education in Colorado, Inc. for donation of equipment and space for the program, *The Colorado Lawyer*, for donation of advertising space, and Jones McClure Publishing, for donating copies of *O'Connor's Federal Rules, Civil Trials, 2007*, to every attendee.

Anyone interested in participating in 2008's BRAG program, please contact Andrea Hamilton at ahamilton@faegre.com or 303-447-7755.



Tracy Leming, Ann-Marie Wills,
Jennifer Hammond, Tom Duggan

CoALL 30th Anniversary Celebration

Did you know that October 25, 2007 was proclaimed Colorado Association of Law Libraries Day? Our anniversary celebrated 30 years and one very special day!

Colorado Association of Law Libraries Day — [see the proclamation!](#)

Check out the 30th Anniversary page on the CoALL website. It includes photos of the event, and an [audio file of the presentations](#).

Thanks to Caryl Shipley and Robert Linz for the photos, and to Wayne Rust (DU Law) for the audio recording.

<http://www.aallnet.org/chapter/coall/30thAnniversary.asp>

Past Presidents



BRAG 2007—Final Tally

by Jennifer Hammond

Attendees

CoALL participants and speakers	15	\$ 0
Scholarships granted	3	\$ 0
Sponsor attendee	1	\$ 0
Attendees at \$35	42	\$ 1470.00
Attendees at \$40	5	\$ 200.00
Paid post-BRAG \$40	6	\$ 240.00
Purchase of booklet only \$20	1	\$ 20.00
Pre-paid but did not show	6	\$ 210.00
 Total from attendees		 \$ 2140.00

Sponsorship

Lexis – Michael Saint Onge		\$ 100.00
Courtlink – Keith Nolte		\$ 100.00
Lexis – Nancy Armswood/Tami Hubbard (not yet arrived)		\$ 100.00
Westlaw – Tom Duggan (not yet arrived)		\$ 500.00
 Total from sponsorship		 \$ 800.00

Costs

Udi's – cost of breakfast food and delivery		\$ 605.00
Einsteins – bagels		\$ 23.98
Costco supplies		\$ 77.85
 Total costs involved		 \$ 706.83

2007 Total revenue \$ 2233.17

Approximate 2006 total revenue: \$1800



Janet Ellen Raasch is a writer and ghostwriter who works closely with lawyers, law firms and other professional services providers – to help them achieve name recognition and new business through publication of articles and books for print and rich content for the Internet. She can be reached at (303) 399-5041 or jeraasch@msn.com.

“Traditionalists were formed by hard times – the Great Depression, the New Deal, World War II and the Korean War.

...

Boomers were formed by Vietnam, the civil rights and women’s liberation movements, and the space race.”

Have You Been “Duded” Yet? Bridging the Generation Gaps in Today’s Law Firms

by Janet Ellen Raasch

Just 100 years ago, law firms were composed mostly of members of a single generation. Why? Lawyers were all men, and the average life expectancy for a man was just 47. The attitudes, values and outlook of all members of the firm were influenced by the same key lifetime events. As a result, there was no generation gap.

Thanks to great improvements in health care, today’s average person lives to be almost 80. As a result, law firms can include members of as many as four different generations – Traditionalists in their 60s and older, Boomers in their late 40s and 50s, Gen Xs in their 30s and early 40s, and, in the most recent associate classes, Generation NEXT.

The key events shaping the attitudes, values and outlook of each of these generations are vastly different. As a result, there can be wide gaps that affect the ability of members of a law firm to communicate effectively and achieve common goals.

“In order to succeed in this multi-generational environment, law firms and other businesses must learn how to understand these gaps – and bridge them,” said Mary Crane.

Crane discussed understanding and bridging generation gaps at an educational meeting of the Rocky Mountain Chapter of the Legal Marketing Association (www.rockymountainlma.com), held in Denver Jan. 8 at The Oxford Hotel.

Crane is a former lawyer and White House chef who speaks and coaches at law firms and businesses across North America on business life, communication skills, diversity and ethical issues. Mary Crane & Associates (www.marycrane.com) is based in Denver.

Generational characteristics

“Generally speaking, older generations expect Gen X and Gen Y to stay quiet and learn while they earn their stripes,” said Crane. “Gen X and Gen Y, on the other hand, expect immediate involvement as equals. This can lead to conflict.”

Traditionalists were formed by hard times – the Great Depression, the New Deal, World War II and the Korean War. In their formative years, they got their information from the radio. “In the opinion of traditionalists, Boomers are too willing to talk about private matters and are too self-absorbed,” said Crane. “They consider Gen X to be poorly educated, not respectful of experience, unwilling to follow procedures and lacking a solid work ethic.”

Boomers were formed by Vietnam, the civil rights and women’s liberation movements, and the space race. In their formative years, they got their information from the television. “When I say television, I mean one black and white television,” said Crane. “Family members had to negotiate over what they would watch. Gen X and NEXTers had televisions in their own bedrooms and had no need to negotiate.”

In the opinion of Boomers, Gen X is rude, lazy and lacking in social skills. Boomers believe that members of Gen X always want to do things their own way and do not want to “wait their turn” to ascend the traditional law firm ladder. They feel that

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Generations, cont.

(Continued from page 12)

Gen Xers spend far too much time on email and the Internet.

Generation X was shaped by Watergate, Iran-Contra, Desert Storm and the energy crisis. “It is the first generation to face rampant divorce and restructured families – which Gen X blames in large part on the workaholic lifestyles of their parents,” said Crane. “They want work/life balance, which is why their elders have been known to call them slackers. They are tech savvy and grew up with home computers.”

What does Gen X think of its elders? Common descriptors are self-righteous, workaholic, talk the talk (but don’t walk the walk) and clueless. They think that the previous generations should “lighten up, it’s only a job” and “get out of my face.”

“When it comes to Generation NEXT, no one knows exactly what to think,” said Crane. “Let’s try to explain it.”

Generation NEXT

Generation NEXT has many names, including Millennials, Generation Y or Echo Boomers. With more than 100 million members – a full 30 percent of the population – it is the largest, healthiest and most cared-for generation in this country’s history.

“The critical events of their lifetime (so far) are 9/11 and the Iraq War,” said Crane. “Like Gen Xers, half of these individual have been affected by the dissolution of their parents’ marriages. They turn to friends and peers for much of their social structure.”

NEXTERS are culturally aware and their peer groups are culturally diverse. “Just look at the overwhelming support this generation has provided for Barack Obama’s campaign for president,” said Crane. “They are volunteering and voting in unprecedented numbers.”



In addition, this generation of new associates is environmentally ‘green’ and 100 percent comfortable with all aspects of diversity. “In order to bond with your new associates,” said Crane, “be prepared to respect their opinions – even if these are not your own opinions. It is possible to respectfully disagree.”

The electronic device of the NEXTER is the cell phone – which is used more for text-messaging than calling. They grew up on the Internet. They have personal profiles on Facebook and expect to listen to their iPods while working. “If these activities are not allowed at your firm, be sure to make this very clear,” said Crane.

(Continued on page 26)

“Generation X was shaped by Watergate, Iran-Contra, Desert Storm and the energy crisis.

...

Generation NEXT ... Millennials, Generation Y or Echo Boomers. ... The critical events of their lifetime (so far) are 9/11 and the Iraq War.”

A CoALL Library View: News From the National Indian Law Library

David Selden, Law Librarian, National Indian Law Library/NARF, Boulder, Colorado



This Fall NILL added several key research tools and made improvements to the NILL/NARF web site.

Publication on ICWA Launched in Electronic and Print

At the beginning of October, NARF/NILL launched *A Practical Guide to the Indian Child Welfare Act* at <http://www.narf.org/icwa/>. This 3-year project resulted in

the formation of publication that is intended to answer questions about the ICWA by people of all levels of familiarity with this important law, and to provide a comprehensive resource of information on the ICWA. The entire publication can be viewed for free on the NARF/NILL web site and an abbreviated version of the publication can be purchased or downloaded for free in book format (including the Introduction to the ICWA, answers to Frequently Asked Questions, and a few of the appendices). The web site version collates hundreds of resources for those researching this important law -- primary research documents (federal and state laws, regulations, court cases, legislative materials) and secondary research documents (reports, guides, links, bibliographies, forms, and contact information). To use the *Guide*, purchase or download a copy, go to <http://www.narf.org/icwa>



New NARF/NILL Search Engine was Launched

During December, NILL/NARF launched a new search engine for our web site, donated to NARF by [ISYS Search Software](#). The search interface is still under development, but still offers great improvements over our previous search engine. Now you can search parts of the NARF web site in addition to the entire site, with a powerful search engine that lets you select search screens, search terms within proximity of each other, and preview highlighted results. Especially helpful to web site users is the ability to isolate large segments of our site, such as the tribal law collection or the ICWA web guide to conduct research. From any NARF page, click on "Search". <http://document.narf.org/> Note that the Library's collection of materials must still be searched using the catalog at <http://nillcat.narf.org/>. As we continue to customize ISYS to fit our web site, we welcome suggestions for improvement or general comments. Send emails to dselden@narf.org.

Indian Law Research Tips Articles Updated

The two articles NILL wrote for *The Colorado Lawyer* in 2005 were updated in September 2007:

[Basic Indian Law Research Tips -- Part I: Federal Indian Law](#)

[Basic Indian Law Research Tips: Part II: Tribal Law](#)

Part I focuses on federal Indian law research. Although hundreds of pages could be written on researching federal Indian law, this article focuses on providing basic tips related to common questions received by the Library and the best sources of information to answer those questions. Part II focuses on tribal law research. Tribal law is law developed by the tribes, which applies within their territories and to their members. Tribal law can be a difficult area of law to research, because few primary and secondary resources are published or distributed to the public. Despite the lack of commercial publication, tribal law resources have become more accessible in the

Learn about a CoALL library in this new Scuttle column!

A CoALL Library View: News From the NILL, cont.

(Continued from page 14)

past six years, primarily on the Internet.

NARF/NILL Web Site Face Lift

During the Fall, we gave our site a new look and some enhanced navigation choices. Let us know what you think.

NARF/NILL Sets Up Blogs Using Blogspot

News about the Native American Rights Fund and its National Indian Law Library is available at the News Blogs. Go directly to the blogs, or subscribe by using an RSS feeder. These blogs are currently functioning as informational resources, but if you have a question about the content please contact Monica Martens.

Go to the blogs

<http://narfnews.blogspot.com/>

<http://nilllibrary.blogspot.com/>

Subscribe to the feeds:

NARF news blog: copy/paste the following link into your preferred RSS reader:

<http://narfnews.blogspot.com/feeds/posts/default>

NARF news blog: copy/paste the following link into your preferred RSS reader:

<http://nilllibrary.blogspot.com/feeds/posts/default>



Legal Research Boot Camp DVD

by Theresa Baker, CoALL Webmaster

This past September, in celebration of Constitution Day, CoALL and CoBar offered the program "Legal Research Boot Camp: Finding the Law for Your Patrons". The seminar was aimed at non-legal librarians who find themselves dealing with legal questions from their patrons.

Thanks to Martha Campos we now have DVD's of this seminar available for sale. E-mail Martha at martha.campos@hro.com if you would like to purchase a copy. The cost is \$10. More information about the seminar is available on our website at <http://www.aallnet.org/chapter/coall/LegalResearchBootCampDVD.pdf>.



Please share this information with anyone you think might be interested in the DVD.

Congratulations!

Shannon Vicie of Holland & Hart authored the most recent Legal Research Corner article for The Colorado Lawyer, "Researching Corporate Relationships." It appears in the November 2007 issue (v.36, n.11, page 103) and has been posted on the CoALL Web site: <http://www.aallnet.org/chapter/coall/lrc/lrc1107.pdf>.

Patty Wellinger, Chair of the Grants and Scholarships committee, would like to announce the newest recipient of a CoALL grant.

Megan Jens was awarded a library school scholarship in the amount of \$1000. Megan is a DU SLIS student and a Reference Librarian at Holland & Hart.

The **CoALL 2008 Spotlight Committee** received a \$1,000 grant from the new AALL Continuing Education Grant Committee to help defray speaker and videotaping costs for the 2008 Spotlight Program: Spotlight on Your Career 2008: Travel Tips for the Road to Success. Congratulations to grant writer, Matthew Elisa & the entire Spotlight Committee for putting together a wonderful program, as well as for securing this grant.

The **University of Colorado School of Law's Wolf Law Building** received a gold rating for its exceptional energy and water efficiency, recycling of construction debris and use of "green" building materials from the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) program. Check out the article in [The National Law Journal](#).



'Tis the Season for CLE Compliance

*by Tracy Leming, Reference Librarian, Brownstein Hyatt
Farber Schreck, Denver, Colorado*

Last month, Mary Farner hosted a brown bag on CLE and invited Karen Bradley of the CLE board to be our guest speaker. We had an enlightening and dynamic discussion about the CLE system, and Karen listened carefully to our concerns about homestudy affidavits, the list of accredited programs, etc.

As a result of that conversation, Colorado attorneys can now access their CLE homestudy affidavits online.

To print an affidavit, go to the transcripts page, <http://www.coloradosupremecourt.com/CLE/Transcripts.asp>, enter the bar number and birth date of the attorney, wait for the transcript to appear, and then click on "Print New Affidavit Form" at the top of the transcript.

Thank you, Mary Farner!

P.S. The affidavit still cannot be submitted electronically--it has to be printed and mailed in.

Brown Bag Lunches

The Colorado Association of Law Libraries hosts a series of brown bag lunches. Most of the brown bags are hosted by downtown law firms, and most are in a go-round format, which means that each attendee will have an opportunity to comment on the topic of the day. Topics will include project planning and management, communicating the value of your service, the value of corporate libraries, library intranet pages, criminal records searching, library statistics, following up, marketing library services to other offices within the firm, and other topics. The brown bags will generally be scheduled for noon on the second Wednesday of each month, but some exceptions will be made to that schedule. For more information, contact [Tracy Leming](mailto:Tracy.Leming@bhfs.com), 303-223-1368.

Date	Time	Host Name	Host Firm	Topic or Speaker
Jan. 16, 2008	12:00—1:00	Mathew Elisa	Holme Roberts	Preparing for National Library Week
Febr. 20, 2008	12:00—1:00	Mary Clifton RSVP: 303-223-1368 or MClifton@bhfs.com	Brownstein Hyatt Farber Schreck	Law Firm Mergers from the Librarians' Perspective
March 12, 2008	12:00—1:00	Holly Pinto	Holland and Hart	TBA
April 16, 2008	12:00—1:00	Margi Heinen	Sherman & Howard	Preparing for Summer Associates
May 14, 2008	12:00—1:00	Patty Wellinger	Westminter Law Library	TBA



Typical brown bag lunch?
Looks way too healthy!

Library Technical Services: Enhancing Your Catalog or Intranet

by John Moss, Library Technical Services at Holme Roberts & Owen LLP Law Library, Denver, Colorado

This 2nd column will focus on enhancing your catalog and intranet. Many Library ILS vendors offer products that feature fields that you can use for hyperlinks, the MARC 856 field. Enhancing your catalog records with hyperlinks and email links is one way to present the most current information to your users

Linking to the Table of Contents

Many current MARC records downloaded from OCLC contain a reference to the Table of Contents and a link to the Library of Congress website. The links are usually in this format;

Table of contents <http://www.loc.gov/catdir/toc/ecip052/2004025371.html>

This can be better formatted by adapting the following HTML:

```
<a href="http://www.yourwebsite.com">Table of Contents</a>

<a target="_blank" href="http://www.yourwebsite.com">Table of Con-
tents</a>
```

The first line of code will open the link in the same browser window. The second will open the link in a new browser window. I use the second with links that are external

to the website I am working on. For example, the HRO Intranet opens any link that is outside of the HRO Intranet in a new browser window. This enforces the sense that you have navigated away from the HRO Intranet. Some policies strictly forbids this practice. Check with your IT department if not you're sure.

You can also go as far as to specify the size and location of the new browser window that opens with a link.

```
100: 1 : Randolph, Mary.
245: 10 : Every dog's legal guide :|ba must-have book for your owner /|cby Mary
Randolph.
250: : 6th ed.
260: : Berkeley :|bNolo,|c2007.
263: : 0709
300: : p. cm.
505: 0 : Dogs and people -- State and local regulation -- Buying
and selling dogs -- Landlords and dogs -- Veterinarians --
Traveling with your dog -- Barking dogs -- Assistance dogs
-- If a dog is injured or killed -- Providing for pets --
Dog bites -- Dangerous dogs -- Cruelty.
650: 0 : Dogs|xLaw and legislation|zUnited States|vPopular works.
650: 0 : Dog owners|xLegal status, laws, etc.|zUnited States|vPopular works.
856: 41 : |3Table of contents
only|uhttp://www.loc.gov/catdir/toc/ecip0714/2007013010.html
```

```
<SCRIPT LANGUAGE="JavaScript">
<!--

// Copyright (c) 2000 internet.com Corp.
// http://www.webreference.com/js/
// License is granted if and only if this entire
// copyright notice is included. By Tomer Shiran.

function launch(newURL, newName, newFeatures, orgName) {
var remote = open(newURL, newName, newFeatures);
```

(Continued on page 19)

Library Technical Services, cont.

(Continued from page 18)

```

if (remote.opener == null)
remote.opener = window;
remote.opener.name = orgName;
return remote;
}

function launchRemote() {
myRemote = launch("http://www.mysite.com", "myRemote",
"height=400,width=110,channelmode=0,dependent=0,directories=0,fullsc
reen=0,location=0,menubar=1,resizable=1,scrollbars=1,status=1,toolba
r=1", "myWindow");
}

// -->
</SCRIPT>

```

This will open a new browser window 400 pixels in height and 110 pixels in width. The new browser window will have the following :

- Menubar
- Scrollbars
- Statusbar
- Toolbar

It will also be resizable. Change the variables to suit your needs. For more information, go to <http://www.webreference.com/js/tutorial1/open.html>.

For more information on the MARC 856 field, go to <http://www.loc.gov/marc/856guide.html>.

Linking to Outlook folders

We have several email addresses in use in the HRO Library. One of those is for Publishers alerts. I have setup several Outlook folders and created rules that dump these emails into their respective folder. If an attorney wants to see the latest books from the ABA, they simply open the HRO Intranet page and link to the Outlook folder.

```

<a href="outlook:\\Folder Name\\All Folders\\Target Folder\\ABA\\BNA
Lawyers Manual on Professional Conduct">ABA/BNA Lawyers Manual on
Professional Conduct</a>

```

The link will be just the words "ABA/BNA Lawyers Manual on Professional Conduct". Clicking on the link will take you directly to the Outlook folder. There you can browse all the latest emails.

Email link with Subject and Body filled-in

Many legal publications, books and treatises, arrive with an accompanying CD. These usually contain forms on disk that are referred to in the publication. Some of these have single-user licenses. One way to deal with requests for these forms is to create an email link:

```

<a href="mailto:my.email@here.com?body=Please%20send%20me%20form%
20number%20.%20.%20.&subject=Request%20101%20sample%20write-ups%
20for%20documenting%20employee%20performance%20problems:%20Forms%
20on%20Disk">Request 101 sample write-ups for documenting employee
performance problems: Forms on Disk</a>

```

(Continued on page 20)

Library Technical Services, cont.

(Continued from page 19)

This email link will appear on the page as follows:

Request 101 sample write-ups for documenting employee performance problems:
Forms on Disk

The email message will contain the following:

Email address: my.email@here.com

Subject: Request 101 sample write-ups for documenting employee performance problems: Forms on Disk

Email body: Please send me form number . . .

To...	my.email@here.com
Cc...	
Bcc...	
Subject:	Request 101 sample write-ups for documenting employee performance problems: Forms on Disk
Please send me form number . . .	

This saves the attorney time by filling out the email for them. All they have to do is to supply the form number. HRO also uses this for it's CLE collection. Click on the link and hit the Send button. The CLE Program will be sent to the attorney with no further interaction from the Attorney.

```
<a href="mailto:email@yoursite.com?subject=6th Annual Business Law
Institute 2005">Please Send me this CLE Program</a>
```

You can also link directly to the folder for forms on disk with no specified license.

```
<a href="\\folder\subfolder\DISKS\101">101 sample write-ups for
documenting employee performance problems: a guide to progressive
discipline & termination: Forms on Disk</a>
```

This will open a window with a directory listing of all files in that folder. The attorney can simply open the file they need..

IFrame to display PDF files on a web page

There are times that linking to a PDF file won't fill the bill for various reasons. Losing the sites navigation is one that comes to mind. The IFrame will cure these woes.

```
<iframe src="PDF-file.pdf" width="100%" height="100%"></iframe>
```

OR

```
<iframe src="../pdf_files/PDF-file.pdf" width="100%"
height="100%"></iframe>
```

OR

```
<iframe src="http://www.loc.gov/catdir/toc/ecip052/2004025371.html"
width="100%" height="100%"></iframe>
```

(Continued on page 21)

Library Technical Services, cont.

(Continued from page 20)

Be sure you have permission before you use the IFrame to link to an external page.

No Cache

To ensure your web pages present the user with the most current version, place this metatag inside the <head> tag.

```
<meta http-equiv="pragma" content="no-cache">
```

This forces the browser to fetch the page from the server and not the browser cache.

Redirect page

I use this metatag when I need to track the number of hits on an external link. Most web site statistic software cannot track how many times an external link is used, since once the link is clicked, the user navigates away from your server to another site. To use it, create the link you want to track. Link it to an empty HTML page. Put this inside the <head> tag on the empty HTML page.

```
<meta http-equiv="refresh" content="0; url=http://www.loc.gov/">
```

This is a zero milli-second re-direct to an external site. I put all my redirects in a separate folder. When analyzing the web site stats, I can clearly see how many times a link is used.

Linking to internal documents using a Document Control system

HRO employs PC Docs for it's Internal Document Control System. There have been several instances where linking to a document from a web page was the only way to have attorneys access the file. Linking directly to the document by-passed required security. With a little help from our friendly programmer, we are able to open a document, be it Word, Excel, Power Point, simply by using a Hyperlink.

```
<a href="http://yourwebsite/Link.aspx?
Lib=yourlibrary&DocNum=123456">Name of Document</a>
```

The web page runs a javascript that executes a program located on each machine that IT pushed down that accepts parameters that the web page passes to it; 1) Document Library 2) Document #. The program that sits on each users computer then will execute PC Docs API calls to open the document through PC Docs with the proper security applied.

I hope these tips will prove useful. Any or all these methods can enhance your catalog or intranet. Be creative with how you use these. Please feel free to contact me with any questions. 303-866-0432, john.moss@hro.com



2007 CoALL Holiday Party

by Margi Heinen, Manager of Library Services at Sherman Howard, LLC, Denver, Colorado

If you missed the good times, check out the pictures [courtesy of Robert Linz] on the [CoALL website!](#) On December 6th 38 people gathered at Sherman & Howard L.L.C. for food and conversation. The conference room glittered with the festive decorative touches provided by Megan Jens and Michelle Wollmann. The catering and beverages were arranged by Holly Pinto and Margi Heinen. Thanks to everyone who brought a dessert to share! The centerpiece was the chocolate fountain that Kaye Walde contributed—a conversation piece as well as yummy dessert.



Organizer, Holly Pinto, and Hostess, Margie Heinen



Matthew Elisha, Rachel Kuipers, Andrea Hamilton

Thanks to the efforts of Esti Shay, we were also able to greet new CoALL members with a little gift and a hearty “Welcome”! One of the best parts of our holiday parties is the opportunity to chat with old friends and meet new ones. We have a terrific group of newcomers this year and getting to meet some of them at the Holiday party was a real treat.

We were able to sip our beer, wine or other stimulating beverages from the champagne flutes that Tom Duggan and Thomson/West contributed to CoALL’s October anniversary celebration. (Yes, we have a few available still—so you may see them at the Spotlight program in February!)

We were so glad that so many members could stop by – some from across the street and some from as far away as Wyoming! We hope you will watch for the holiday party announcement in 2008 and plan to attend a lovely evening with friends.

Hello CoALL Partiers!

Thank you for your generous and warm welcome (with gifts) at the Holiday party hosted by Margi Heinen and her happy holiday helpers in December. Your reception made it well worth the trip from Cheyenne.

Ok, ok, so it wasn’t ALL about CoALL, we also visited the Botanic Gardens and did a little shopping too, but hey – that’s allowed, right? It’s ecologically responsible for us to have combined business and pleasure.

Thanks again for the warm welcome and we look forward to future fun and educational events.

Meg Martin & Katie Jones, Wyoming State Law Library

Minutes, CoALL Board Meeting, August 13, 2007

Colorado Association of Law Libraries

Board Meeting

August 13, 2007; 12:00 p.m.

Holland and Hart and University of Colorado (video conference)

In Attendance: Karen Selden (President), Martha Campos (Vice-President/President-Elect), Tom Seward (Past President), Tracy Leming (Secretary), Tamara Tureson (Membership Chair), and Alan Pannell (Member-at-Large), Holly Pinto (Member-at-Large), Rachel Kuipers (Public Relations Chair), Madeline Kriescher (Government Relations Chair).

I. President Karen Selden called the meeting to order at 11:50 a.m.

The June 2007 Board Meeting Minutes were approved.

II. Officer Reports

Treasurer: Karen Selden spoke on behalf of Catharine Cott, who was not present. Catharine plans to submit a report soon.

Vice-President: Martha gave an update on the Association of Legal Administrators' plans for Professional Legal Management Week, October 1-5, 2007. CoALL has been invited to participate. Martha submitted a written report, which is attached to these minutes (2007 08 PLMW Report). After some discussion, the board decided that Holly Pinto and Martha Campos would continue to work with the organizers of this event, focusing on having a table and/or producing a panel discussion on the value of libraries during the day of events now scheduled for Friday, Oct. 5, at the DU law school.

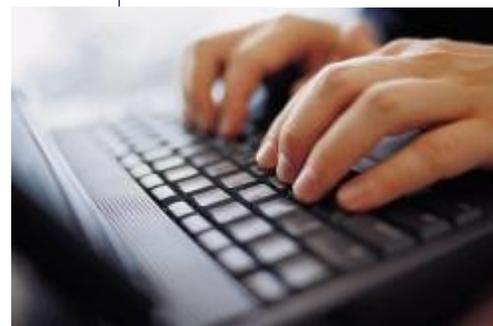
President:

- Karen asked about the current status of the bylaws revision project and noted that, during her leadership training at AALL, she learned that there are sample bylaws on the website and that AALL must approve changes to chapter bylaws. Holly and Tom agreed to continue with the bylaws revision project. Tom said he might have documents relating to the last round of bylaws revision.
- Karen said that she is working with leaders of other chapter to negotiate with AALL about allowing chapters to use AALL's electronic-voting software for less than the current fees, which are too expensive for small chapters.
- Karen moved that CoALL purchase two copies of Sturgis' Standard Code of Parliamentary Procedure, to be kept by the president and the secretary, because this is the guidebook recommended by AALL. This motion was seconded and approved. Karen will ask Catharine Cott to make the purchase.

III. Committee Reports

Government Relations: Karen introduced Madeline Kriescher as the new government relations chair. Madeline said she will meet soon with Scott Matheson, chair of the AALL Government Relations Committee, to start gathering the information she needs in her new role. Tom Seward, suggested that Madeline contact the gov-

Typing...



(Continued on page 24)

Minutes, cont.

ernment relations person at the Colorado Association of Libraries.

Grants and Scholarships:

- Karen spoke on behalf of Patty Wellinger.
- Madeline left the room while her application for a grant was discussed. A motion to award Madeline a \$500 grant was moved, seconded, and approved.
- The board agreed that future applications for conferences other than AALL would continue to be considered on a case-by-case basis.
- The board agreed that this committee could continue to consist of one person unless and until the work load gets to be too much for one person.

Membership:

- Tamara's report on this summer's renewals was heard and is appended to these minutes.
- Tamara provided an updated list of members to Reba Nance at the Colorado Bar Association, who used that to send updated information about bar membership to CoALL members.
- Martha Campos presented charts illustrating characteristics of CoALL members, which are appended to these minutes.

Public Relations:

- Rachel was introduced as the new chair of this committee.
- The status of the marketing committee was discussed. It was concluded that, for now, the committee will continue to be just one person who will work with the person on each event committee who is doing public relations work for that event.
- Rachel discussed planning a social hour with library students at the University of Denver, which is now offering more law-related classes.

Scuttle: Karen reported on behalf of Mary Killoran that a Winter 2007 issue of the Scuttle will be issued soon, consisting mostly of minutes, and that a Summer 2007 issue will be produced soon after that. The board discussed the need to redact personal information from documents appended to the minutes in the future.

Typing...



IV. New Business

Constitution Day: Martha Campos reported on CoALL's cooperation with the Colorado Bar Association to produce a Legal Research Boot Camp on Constitution Day. She presented drafts of the flyers for that event. Holly suggested that we make sure that CoALL retains copyright to this presentation so that we can use it in the future. Several board members made suggestions for reaching the target audience, public librarians. Martha announced that she plans to solicit donations of year-old sets of the Colorado Revised Statutes from law firms so that these can be offered to any attendees from libraries that do not currently have the statutes.

CoALL's 30th Anniversary: Karen announced that Patty Wellinger is planning an event to honor CoALL's 30th Anniversary at the DU law school on October 25th.

Minutes, cont.

(Continued from page 24)

Holiday Party: Karen announced that we need a venue for this year's holiday party.

Spotlight: Karen plans to start putting together a Spotlight committee soon. The board agreed that we should invite SLA to participate again this year, and that we should ask again for formal participation with a financial contribution.

VII. The next meeting will be on October 25, probably an hour before the 30th Anniversary celebration at DU.

Meeting Adjourned at 1 p.m.



And more typing...

Membership Report

Submitted by Tamara Tureson

Membership renewal began on June 1st. The membership coordinator sent two reminders to the CoALL listserv. The last week of July, non renewing members were reminded with a personal e-mail.

- 12 members did not renew
- 11 new members
- 94 current members

- 28 Academic (30%) (3 institutions)
- 10 Court/Gov't (11%) (6 Institutions)
- 40 Private (43%) (19 Firms)
- 8 Vendor (9%) (6 Vendors)
- 8 Misc (9%) (non profit, general members, students)

(numbers were rounded and therefore do not add up to 100%)

- 4 student members
- 8 states are represented in our membership

I have also been in contact with Reba Nance of the Colorado Bar Association and we have worked out a system by which I will notify them of new members and any changes to the current membership so that they can continue to offer CoALL members a complimentary CBA membership.



Esti Shay welcoming Madeline Kriescher as a new CoALL member at the 2007 holiday party

NEXTERS

“... want constant feedback regarding their performance on work assignments. What did they do well? How could they improve? They want continuous learning opportunities and flexible working options.”

Generations, cont.

NEXTERS bring some real assets to the workplace. They are smart, natural multi-taskers, technologically savvy and collaborative.

In the workplace, they understand the need to perform. “After all, they were pushed by their parents to attend the best schools and take the most accelerated classes,” said Crane. “However, many of them have never held a ‘real’ job before. Their parents told them to study and do high-profile volunteer activities instead.” They need and want to know what the rules of the workplace are.

Special considerations

“I like to call them the ‘T-ball’ generation,” said Crane. “In T-ball, which most NEXTERS played as young children, there are no runs and no outs and no losses. At the end of the season, everyone wins a prize – just for showing up. All of their lives, they were told they were special. They feel empowered and confident.”

They want to hear “please” and “thank you” and they want constant feedback regarding their performance on work assignments. What did they do well? How could they improve? They want continuous learning opportunities and flexible working options.

“If they are not happy, they will soon leave,” said Crane. “You must understand that NEXTERS are absolutely repelled by the idea of a job for life. As a result, job security is not a big deal like it was for previous generations. They are secure with being insecure.”

As strange as it may seem, law firms will want to keep their eyes open for ‘helicopter’ parents. Helicopter parents are hovering in college and professional schools, and starting to show up in the corporate and law firm worlds as well.

“NEXTERS remain very close to their parents – who have coached them from birth to achieve success,” said Crane. “Eight out of ten of them speak with their parents daily.

“I have heard reports of helicopter parents accompanying their offspring to job interviews at law firms and calling to complain about performance reviews,” said Crane. “Brace yourselves for their continued involvement.”

When it comes to working with NEXTERS, be T-ball coaches – not drill sergeants. “Teach them the rules,” said Crane. “Be respectful. Be flexible with some rules in order to leverage their natural skills. Show them how to win. Praise them – in person and publicly – when they win. Reward them with good salaries.”

By building on cross-generational values like family, integrity and love – and by understanding the key events that shape the attitudes, values and outlook of each generation – law firms can bridge gaps and achieve common goals.



Wretched Sisters: Examining Gender and Capital Punishment

Book review by Alicia Brillon, Reference Librarian at the University of Colorado, Boulder Law Library

Wretched Sisters [by Mary Welek Atwell] analyzes the cases of the 11 women who have been put to death since the reinstatement of the death penalty in 1976. The first two chapters discuss some background issues. Chapter one delves into theories that link abuse and victimization in a patriarchal society to women who commit crimes, and the various ways that the criminal justice system holds men and women to different standards. Chapter two discusses a number of United States Supreme Court decisions that touch on the issue of equal protection for women, as well as the Court's general death penalty jurisprudence.

While these first two chapters held my interest, I found the remaining eight chapters fascinating. They focus on the individual trials, appeals and eventual death of the 11 women, grouping some of them in the same chapter due to similarities such as Domestic Offenses (Chapter 5, Judias Buenoano and Betty Lou Beets) or Aggravating Circumstances, Killing Children and Cops (Chapter 7, Christina Riggs and Lynda Lyon). Many women are discussed in their own chapters, including Aileen Wournos in Chapter 8, The "Monster."

One of the central themes throughout the book is how gender definitions (what it means to be female) come into play during trial and sentencing, and the extent to which the women's violation of those gender definitions was an element in how their crimes were defined at trial. From characterization at trial as a "black widow spider" or "creature," to simply being a "bad mother," *Wretched Sisters* contends that by using such terms, a "psychic distance" is created between the women and the average person. Such distance makes it easier for the death penalty to be applied with little or no outcry from the public.

Although the subject matter is very heavy, *Wretched Sisters* was easy to read as well as informative. This book would appeal to anyone interested in the death penalty in general, or gender issues as they influence the criminal justice system specifically.

CoALL's 2008 AALL Chapter Visitor

by Karen W. Selden, 2007-2008 CoALL President

CoALL's 2008 AALL Chapter Visitor will be Janice Henderson, a Research Librarian with Lovells LLP in New York City. Janice has served as an AALL Executive Board member since July 2006, and will visit with us on April 24 and 25. More details will follow, but Janice will give a presentation to the CoALL membership in the late afternoon on Thursday April 24 and would like to have breakfast and lunch with CoALL members on Friday April 25, as well as tour some law libraries in the Denver area. I hope many of you will take advantage of these various opportunities to meet with our AALL leadership. If you are willing to give Janice a tour of your library, let me know and I'll pass that information on to her CoALL host.

CoALL 30th Anniversary Celebration

Honorary Proclamation



BILL RITTER, JR.
GOVERNOR

COLORADO ASSOCIATION OF LAW LIBRARIES DAY
October 25, 2007

WHEREAS, the Colorado Association of Law Libraries (CoALL) promotes law librarianship throughout Colorado; and

WHEREAS, the members CoALL support the work of the legal community through the administration of private law firm libraries, court libraries, and law school libraries; and

WHEREAS, the members of CoALL work to help disseminate reliable legal information to the public; and

WHEREAS, the members of CoALL continually examine ways to facilitate better access to legal information and to improve access to justice for all Coloradans; and

WHEREAS, on October 25, 2007, the members of CoALL will gather to celebrate its 30th anniversary; and

WHEREAS, the State of Colorado recognizes the members of the Colorado Association of Law Libraries for their efforts on behalf of the state's citizens, and appreciates their continued dedication to promoting justice and equality for all throughout the state;

Therefore, I, Bill Ritter, Jr., Governor of the State of Colorado, do hereby proclaim October 25, 2007, as

COLORADO ASSOCIATION OF LAW LIBRARIES DAY

in the State of Colorado.

GIVEN under my hand and the Executive Seal of the State of Colorado, this twenty-fifth day of October, 2007



Bill Ritter, Jr.
Governor

The Colorado Association of Law Libraries (CoALL) is an organization of law libraries dedicated to promoting librarianship, developing and increasing the usefulness of law libraries, cultivating the science of law librarianship, and fostering a spirit of cooperation among the members of the profession, particularly those in Colorado.

CoALL is a member of the [American Association of Law Libraries](http://www.aallnet.org/chapter/coall/).

**Colorado Association of
Law Libraries**

P.O. Box 13363
Denver, CO 80201

<http://www.aallnet.org/chapter/coall/>

2008 CoALL Nominations & Elections Committee

by Karen Selden, 2007-2008 CoALL President

Martha Campos (Chair), martha.campos@hro.com

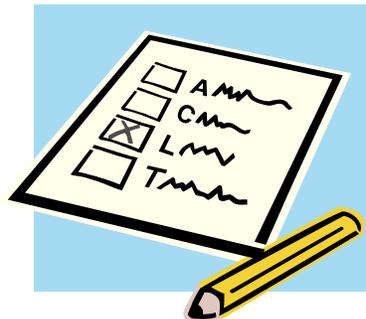
Rachel Kuipers, RKuipers@faegre.com

Meg Martin, mmartin@courts.state.wy.us

If you would like to nominate yourself or someone else to run for a CoALL office (Vice-President/President-Elect, Secretary, Treasurer or Member-at-Large), please contact any member of the committee ASAP. If you are interested to learn about the duties of any of the positions, Martha has a list of duties that she will be happy to share.

On a related note, CoALL is investigating the feasibility of holding electronic elections. Stayed tuned for further developments in the coming weeks.

Please consider running for a CoALL office. From personal experience (I've served in every position except Treasurer), I can tell you that it's fun, rewarding, and an excellent way to meet the many wonderful law librarians in our region!



Upcoming Events

Spotlight on Your Career

February 23, 2008

AALL 2008 Chapter Visitor

April 24-25, 2008

Brown Bag Lunches

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