LRL Newsline | Winter 2021

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Welcome to the Winter 2021 issue of Newsline. I want to thank LRL members for the opportunity to serve as Chair of the LRL Staff Association for the 2021-2022 term. I intend to continue the outstanding work of previous chairs I have had the honor of working with including Eric Glover (Idaho), Teresa Wilt (Nevada), and Betsy Haugen (Minnesota). I have been working at the New Jersey Office of Legislative Services Library since 1996; first as the legislative librarian and since 2017 as manager of library services. I have been actively involved with LRL since 2004 as a judge on the Notable Documents Committee. I sincerely enjoy being a part of this
committee and each year look forward to reading outstanding documents geared to legislators and legislative staff. Thanks to Elizabeth Lincoln (Minnesota) who has been working for years coordinating the Notable Document Awards.

Being part of the LRL Executive Committee since 2019 has been a great honor and joy. When the pandemic hit in March 2020 and our office was informed to work remotely, the LRL officers continued to meet remotely each month. While working at home, I looked forward to these meetings as great opportunities to chat and exchange professional ideas with colleagues. As we were starting to make plans for Summit 2020 in Indianapolis, it was cancelled. It was also decided that Staff Hub ATL 2020 would be postponed to October 2022. There were no LRL in-person professional development seminars in 2020 or 2021. Nevertheless, thanks to Eric Glover’s outstanding leadership during this difficult time, the LRL staff association continued meeting remotely and was still able to provide networking and professional development opportunities to LRL members.

Another aspect of being a LRL officer that has been especially valuable is participating in the Legislative Staff Coordinating Committee (LSCC) meetings. It has given me the opportunity to further understand the operations of NCSL and the various LSCC committees. Until Summit 2021 in Tampa, Fla., I attended these meetings virtually. It was a great pleasure to attend and meet other members in person.

Although only a few members of LRL were able to attend the Summit, those who did attend, participated in the Stetson Law Library Tour and the Dutch Treat Dinner at the Columbia Restaurant in Ybor City. Future in person meetings include Staff Hub ATL in Atlanta Oct. 10-12, 2022, a joint PDS for LRL and RELACS in Minneapolis 2023, and the LRL PDS 2024 in Raleigh, N.C.

Since travel is still difficult for some members, I would like to continue to have virtual meetings as an opportunity for networking and professional development. LRL members are welcome to email me with any ideas for programs and projects.

I would also like to congratulate the 2021 LRL Legislative Staff Achievement Award recipient, Betsy Haugen (Minnesota). Betsy is a former LRL Chair and was a great mentor to work with. She was also an active participant in LSCC during her terms as Chair and Vice Chair. Thank you to LRL Liaison Megan McClure for her service. She has been extremely helpful during this unusual time in providing great ideas for virtual meetings. I would also like to thank the following LRL regional directors for their continuing assistance Christine McCluskey (Connecticut), Annette Haldeman (Maryland), Marva Coward (Florida), Nathan Elwood (Missouri), Elizabeth Lincoln (Minnesota), Joanne Vandestreek (New Mexico) and Jennifer Fletcher (Arkansas). I look forward to work with the other members of the LRL Executive Committee, Vice Chair Jessica Lundgren (Maine), Secretary Lindsay Pealer (California), and Immediate Past Chair Eric Glover (Idaho) in providing continuous service to LRL Members.

Mark Your Calendars

- Happening Now! Get Ready for Session Week
- Staff Hub ATL 2022: Oct. 10-12, 2022 in Atlanta, Ga.
Maine LLRL Librarians Pen Chapter in Book on Law Librarianship

by, Alex Burnett, Maine Law and Legislative Reference Library

In January 2020, two academic law librarians, Casandra Laskowski and Zanada Joyner announced they were editing an open access textbook and sent out a call for submissions. For anyone looking to learn more about the profession, the stated goal of the book was to discuss important issues such as accessibility, diversity, inclusion and access to justice as well as survey different law librarianship roles. In the call for submissions, the editors included a proposed table of contents covering every conceivable type of law librarian except for legislative librarians. To fill the gap, Alex Burnett and Jessica Lundgren, senior law librarians at the Maine State Law and Legislative Reference Library, proposed a new chapter on legislative law librarianship.

Working remotely throughout most of 2020 and into 2021, Alex and Jessica worked with each other and the editors to highlight the nature of legislative libraries. They used information gathered from their professional experiences as well as an LRL email survey to discuss the unique environment of legislatures. The focus of the chapter is on the session schedule, funding, nonpartisanship, service-orientation, varieties of patrons, and relationships with legislators and other government officials. It also explores the various research specialties of legislative librarians and the types of resources that might constitute a legislative library collection. This high-level overview of legislative librarianship celebrates the role of these librarians in our society and is meant to be a primer for anyone that wants to learn about this subset of the law librarianship profession.

Published online in August, 2021, Introduction to Law Librarianship is available for free here: https://lawlibrarianship.pressbooks.com/

Base Camp Session Reports

CLICK HERE to read short summaries of sessions of interest, written by LRL members who attended the second annual NCSL Base Camp virtual conference. Including the Legacy Knowledge Know-How session with LRL speakers, including former LRL chair, Teresa Wilt of Nevada.
Legislative Summit Impressions from a First Timer

By Elice Hubbert, Nebraska Legislative Research Office

Being a first-time attendee at the NCSL Legislative Summit, I was asked to share some of my impressions.

First, I have to say the entire experience was great and give kudos to the NCSL staff for all the work they did in putting it together. There was truly something for everyone. I picked up lots of excellent information and ideas on a variety of topics. The only downside was that it always seemed like there were multiple sessions occurring at the same time that I wanted to attend but since many of them were recorded and are available online, that turns out not to be a problem at all.

Of course, as they say, all work and no play can make things pretty dull, and the Summit provided ample opportunities to play—and work—at the same time. The social events were terrific chances to network and meet colleagues from across the country. The evening at the Florida Aquarium was delightful ... lots of good food and music topped off by a gorgeous fireworks display. Additionally, I especially enjoyed getting to visit the beautiful Stetson University Law School Library with the librarians.

A couple of things did surprise me. One of them was the number of personal development and career skills building sessions that were offered. And, second, the number of attendees who were associated with businesses, industries, and organizations outside of legislatures. I really enjoyed the opportunity to meet and interact with such a diverse group of participants.

Finally, the sheer number and variety of vendors and exhibitors was amazing along with all the “swag” they had to offer, including the little green foam man currently holding my cell phone.

I had a great time, learned a lot, and made many new friends. I am already looking forward to attending in Denver in 2022, and I will definitely make my hotel reservation much earlier.

Thank you NCSL!!

LRL at the 2021 Legislative Summit: Session Reports

Members of LRL who attended the 2021 Legislative Summit in Tampa, Fla., toured the local law library in Gulfport, had a Dutch Treat dinner at the 115-year-old Columbia Restaurant in Ybor City and were treated to a wide variety of sessions for legislative staff as well as world renowned general session speakers. CLICK HERE for reports of LRL activities and Summit sessions.
Library Questions

For this issue of Newsline we asked LRL members the following series of questions:

1. Over the last year and a half, has your patron base changed (legislators, staff, public, inmate, law offices, students, etc.)?

2. Has there been a decrease or increase in work (reference questions)?

3. If your office is working on a hybrid schedule, has/will there be training to manage a hybrid office (can you share any details/best practices)?

CLICK HERE to view the responses we received.

LRL Member News

Catch up with what's going on in legislative libraries across the nation. CLICK HERE for details.

Legislative Librarians Feel the Love!

This article, A thank you to the nation's research librarians, The Observer, by, Devin Humphreys, came across my desk multiple times the day that it was posted in October. It was wonderful to see legislative librarians hard work and dedication recognized and in such a public way in the student run newspaper The Observer for Notre Dame, Saint Mary's and Holy Cross. The praise is so well deserved and is a testament to the service leadership of legislative librarians and their willingness to take the time to build bridges between citizens and their legislatures.

Winter 2021 Legislative Staff Coordinating Committee

By, Angela Andrews, NCSL
The Legislative Staff Coordinating Committee (LSCC), is a 49-member legislative staff committee that serves in an advisory capacity to NCSL’s Executive Committee. Its purpose is to coordinate the work of the nine professional staff associations of NCSL, promote professional development opportunities for legislative staff and review and evaluate NCSL's services for staff. You can learn more about how the LSCC is organized here.

The officers of LRL, currently Ingrid Hernquist (N.J.) and Jessica Lundgren (Maine) are members of the LSCC and immediate past chair of LRL, Eric Glover (Idaho), served on the LSCC from August 2020 to August 2021.

The 2020-2021 LSCC, under the direction of immediate past staff chair Martha Wigton, concluded their business at NCSL's 2021 Legislative Summit in Tampa, Fla. Accomplishments of the 2020-2021 committee are many and below are just a few examples of the successes of this committee:

- Contributed to NCSL’s understanding about how legislatures continue to operate during the pandemic with the goal of creating summaries about how some legislatures functioned.
- The NCSL Legislative Video Resource Center is a new platform that houses recorded webinars and online meetings that are hosted by NCSL and the professional staff associations. This new online video archive and library will house, and highlight, all staff association programming (including all LRL programming).
- Created a document that provides an overview about the role of the professional staff association officers on the LSCC. The purpose of this document is to provide clarity to those that are interested in serving as an officer of a staff association (and share more about an officer's role on the LSCC).
- Assisted in the creation of the Excel at NCSL infographic. It showcases the many opportunities through NCSL that can help you advance your career in the legislature.

Resources for Staff Trainings

Introducing the new NCSL Legislative Video Resources Center!

- The Video Resource Center is a collection of recorded NCSL webinars accessible for on-demand learning.
- More than 150 videos are curated by Policy and Professional Development categories.
- Webinars produced by Professional Staff Associations or the Legislative Staff Coordinating Committee are identified with banners and can be found by category or the site's search field.
- Each video includes links to additional resources, such as bill databases, policy reports or the Professional Staff Association pages.

- The VRC is accessible to all users. NCSL members are asked to log in to their NCSL account. Using the same username and password used to register for NCSL events.
LegisBriefs

August 2021

- Accessible Transportation State Legislative Update
- Reducing the Burden of Cancer Among Women
- States Respond to COVID-19 and Health Disparities
- Rebuilding Children’s Oral Health Care
- State Higher Education Efforts Aimed at Adult Learners

September 2021

- The Promise of Summer Enrichment Programs and Policies
- The Growing Role of Energy Storage in Clean Energy Policy

October 2021

- Procedural Justice: Alternatives to Civil Contempt in Child Support Cases

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See below for short summaries of sessions of interest, written by LRL members who attended the second annual NCSL Base Camp virtual conference. Including the Legacy Knowledge Know-How session with LRL speakers, including former LRL chair, Teresa Wilt of Nevada.

Legacy Knowledge Know How

By Megan McClure, NCSL liaison to LRL

I had the pleasure to present a session on Knowledge Management along with Teresa Wilt, former LRL chair and Nevada librarian, Christina Finch of the Congressional Research Service and my NCSL colleague and liaison to the Research, Editorial, Legal and Committee Staff Association (RELACS), Kae Warnock. Knowledge Management (KM) as a topic is often mentioned when discussing strategies for succession planning and training, but less often explained and even more rarely discussed in terms of the legislative environment. We wanted to introduce and address KM in a more useful way geared specifically for those working in state legislatures. Our presentation was heavily inspired by this resource from the South Carolina Department of Administration. We defined KM as: “a discipline or technique meant to help individuals, teams and organizations capture, store, share and
apply their knowledge as well as a way to protect intellectual capital. It seeks to capture the hard data and research you develop but also the institutional knowledge and memory of long-time employees.”

KM practices can run a wide spectrum of investment, whether that be of time, money or staffing. Some examples of KM practices are central information database, agreed upon naming conventions for files, mentoring programs and onboarding programs.

Kae discussed some basic definitions useful in our discussion:

Three Basic Forms of Knowledge:

- ** Explicit** information is easily documented and understood. Examples include policies and procedures, facts that are generally known and well documented like written reports and tables. This information is preserved easily.

- ** Tacit** is what we learn by doing our jobs—conducting research, gathering information. This can be personal wisdom or insight. Or even intuition—you may be able to intuit that a particular requestor wants examples of statutes even if they didn't tell you that is what they wanted.

- ** Implicit** knowledge can be taught, but we don't often write it down. It is gained without our awareness that we learned something. This comes through experience—if you ask a member of your team how they gathered information for a specific project, their response may teach you that there are several ways to perform the same task.

Documentation and Sharing

- ** Retention**: The process of documenting both explicit and implicit knowledge contained within an organization.

- ** Transfer**: The implementation of a process to share knowledge among employees.

I analogized the practice of KM to a recipe for chocolate chip cookies: even when you have the recipe written down, to really make a cookie just like your grandma's, you need to watch and help her make them. This provides the little tricks and experiences she has compiled over years of baking her cookies, she measures with her hand, she knows her finicky oven. Legislative offices not only need the information and raw data of the research they perform, they need to context and experiences of those who worked on it: How they worked around challenges, where they found the information, what are the best resources?

We discussed possible roadblocks and limitations, whether it be cost, time/staffing restrictions or difficulty getting buy-in from stakeholders and realistic ways to approach and strategize in the face of these hurdles.
Teresa Wilt told us how they worked with their internal IT and web development team to adapt their preexisting library database software to create an internal database where staff from multiple offices could store and search for previously completed research and presentations, so they don’t have to re-do research that has already been done. This also allows for analytics on information asked for, from who and how it was provided to be gathered allowing the library staff to track and improve upon their work and processes.

Christina Finch described the very robust mentoring program at the Congressional Research Service along with a substantial overlap of outgoing and incoming high-level staff. Often the outgoing staffer will go down to part time hours and spend over a year mentoring the new staffer in their role. She also described brown bag sessions where staff presented interesting challenges and information requests they worked on, how they completed the request (like sitting down to bake cookies with grandma!).

The main takeaways from our session were:

- KM saves you time in the long run.
- You don’t have to have a comprehensive system in place to benefit from KM principles.
- Existing systems and technologies can be used.
- KM practices are a means to create mindful succession planning and keep decades of knowledge, memory and experience from walking out the door.
- Start small, build support, keep improving.

How to Keep Great Staff for a Stronger Institution

By Ingrid Hernquist, New Jersey Office of Legislative Services Library

Moderator: Natalie Wood, Director of NCSL Center for Legislative Strengthening

Presenters: Amber Clayton, Director Knowledge Center for Society for Human Resource Management (SHRM) and Trent Burner, VP of Research Society for Human Resource Management (SHRM)

SHRM conducted research concerning staff turnover and found that in the past six months 49% of U.S. executives indicated there has been a much higher turnover of employees than usual and that two out of five employees will be actively searching for a new job over the next months.

As businesses are reopening, there is a turnover tsunami. During the pandemic, there was a need for job security. Now however, due to different expectations than before the pandemic employees are looking for better compensation, better work life balance, career
changes, and different opportunities.

In order to prevent staff from leaving, supervisors need to recognize the following signs: major life changes, missed promotions, high department turnover, reduced communication, and absenteeism.

The presenters gave the following strategies to alleviate turnover tsunami:

Recruitment: Very specific job descriptions, during the interview both positives and negatives of the job should be presented, job preview so the candidate can understand workplace culture, and the types of communication used on the job.

Onboarding practices: Develop a formal program, training, meetings, evaluations, and new hire buddies/mentors.

Employee Engagement and Recognition: Job enrichment, recruiting, selection, training and development, strategic compensation, performance management, and recognition.

Stay interviews (to understand what keeps employees): Reasons to stay, questions why do you like coming to work, what you like most or least, what would you like to change, open ended questions, and any personal thoughts.

Empathy and Flexibility: Workload, mental health, physical health, childcare, school, flexible schedule, and remote and hybrid work schedules.

Communication: Needs to be open, honest, transparent, frequent and accessible.

Workplace culture: Needs to be welcoming, caring, and supportive.

What’s Up with the Census?

By Lindsay Pealer, Legislative Reference Bureau, Calif

The census takes 10 years to prepare and allows the federal government to send out $675 billion in appropriations to the states. The top programs funded by the census data are Medicaid, SNAP, highway planning, and wildlife restoration. The U.S. Census Bureau was able to resolve 99% of addresses in the United States, and collect data from them. In 2020 the census incorporated differential privacy, to ensure that household information remains confidential, to collect their data (please see the NCSL article on differential privacy here: https://www.ncsl.org/research/redistricting/differential-privacy-for-census-data-explained.aspx). The results of the 2020 census were formally released in August 2021.
Winter 2021 LRL Newsline: Library Questions

11/30/2021
For this issue of Newsline we asked LRL members the following series of questions:

1. Over the last year and a half, has your patron base changed (legislators, staff, public, inmate, law offices, students, etc.)?
2. Has there been a decrease or increase in work (reference questions)?
3. If your office is working on a hybrid schedule, has/will there be training to manage a hybrid office (can you share any details/best practices)?

Here are the responses we received:

ALASKA LEGISLATIVE REFERENCE LIBRARY

1. Our patron base has not changed.
2. Overall, about same level of work, but there are complicating factors that make it difficult to judge. Among them, we broke our state's record for total days in session in a calendar year.
3. We are on a hybrid schedule but have not arranged any training specific to hybrid offices.

ALASKA STATE LIBRARY

1. We’re getting much fewer walk-ins, who mostly used the public computers or Wi-Fi or read a newspaper. We’re getting somewhat more serious researchers, mostly doing historical research.
2. A little bit of training has been available from Personnel. There’s also a LOT of good free training available in small chunks (short webinars and articles) on the open web and from various library groups, which I've taken advantage of. However, I've found that a lot of what is suggested may work for some staff, but folks are very different in their responses to the pandemic and other events, so I've really had to feel my way through, person to person.

ALABAMA LEGISLATIVE REFERENCE SERVICE

1. The patron base for our library has not changed. Our library's primary users are agency employees and maybe a few House and Senate staffers.
2. We are not working a hybrid schedule.
3. I would say the work has stayed about the same.

CALIFORNIA OFFICE OF LEGISLATIVE COUNCIL

1. No, we are only open to the deputy attorneys who work for the Office of Legislative Counsel
2. Same. Things have just changed slightly.
3. We are actually completely remote, but I elect to come in one day a week. Managers are being given training on remote/hybrid management over the next three weeks (literally starting this week).
CALIFORNIA RESEARCH BUREAU

1. No
2. Not sure—there is always a fluctuation throughout the legislative session and cycle, and the work has not varied too widely out of the normal.
3. For the next four to five years, all CRB staff will be working from home as our Capitol Branch Office is part of the Capitol Building getting renovated, so all are in various stages of closing down their offices. After the renovation is complete, we anticipate we will continue to work primarily remotely, rotating in as needed.

CONNECTICUT LEGISLATIVE LIBRARY

1. Over the last year and a half, has your patron base changed (legislators, staff, public, inmate, law offices, students, etc.)? Our building is still not open to members of the public, so while we have always continued taking questions from the public by email and phone, we have had fewer questions from members of the public overall.
2. If your office is working on a hybrid schedule, has/will there be training to manage a hybrid office (can you share any details/best practices)? We are still on a hybrid schedule; there has been no training on how to manage a hybrid office. We try to check in frequently with each other by email and phone to keep the overall workload balanced.
3. Has there been a decrease or increase in work (reference questions)? We have had a decrease in the number of reference questions, but the total amount of time answering reference questions has increased due to our (and the entire legislative staff’s) continued working from home for three days out of the week.

FLORIDA STATE LIBRARY, CAPITOL BRANCH

1. The patron base has not changed at all.
2. We have experienced an increase in reference questions from legislative staff and law offices. Our next Legislative session starts on Jan. 11, 2022, so legislators, staff and their committees are in preparation mode which started during the summer.
3. We are working our normal schedule, 8 a.m. to 5 p.m., Monday through Friday.

IDAHO LEGISLATIVE LIBRARY

1. During the first six months we saw an increase in patrons from the Idaho Supreme Court and the Idaho Attorney General’s Office, and a decrease in patrons from the public sector. Since that time our patron base has returned to pre-COVID-19 numbers.
2. We do not have a hybrid work schedule.
3. We experienced an initial increase in research work since many people were not visiting the library in person. Our workload has since returned to normal.
KANSAS STATE LIBRARY

1. Most of our overall decrease (33%) has been legislators (16% decrease). The last two sessions were quite a bit shorter too. Overall, every category we measure saw a decrease: public (6%), state agencies (4%), other libraries (5%).

2. All staff at the State Library of Kansas have been physically in the library since June 2021. The Reference librarians returned to full staffing with spacing modifications in January 2021 for the start of the 2021 session. A few months ago the governor ordered remote work for those who could work remotely. Instead our staff relocated their workspace to the public areas of the library, which were closed anyway. This allowed us to spread out. So far, none of the staff at the state library caught covid at the state library.

3. The State Library of Kansas has been closed to the public for much of the last year and a half. We've seen a 6% decrease in questions overall, with a 33% decrease in walk-in questions. Our toll free number has seen an 8% decrease. My guess is that with people isolated at home, they didn't have the problems they normally have that would cause them to call us.

LOUISIANA POYNTER LIBRARY, HOUSE CHAMBER

1. No change

2. No

3. No

MARYLAND LIBRARY AND INFORMATION SERVICES

1. The patron base has stayed relatively the same, though we may have fewer public patrons than we had previously. The big change is that we receive more questions via e-mail than we do over the phones these days, as our phone lines were not available during the first few months of the pandemic and we referred callers to our library e-mail, which they got used to and started using more regularly. Calls have started to pick up a bit more over the past few months.

2. At first, there was a general decrease in reference questions, though the numbers have been climbing back up to more typical levels as time has passed. Much like before the pandemic, the work levels ebb and flow dependent upon the needs of the legislature.

3. Our office is not currently working on a hybrid schedule, but will likely be doing so in the future. We would be interested in hearing other libraries’ details and best practices!

MAINE STATE LAW & LEGISLATIVE REFERENCE LIBRARY

1. No change to patron base.

2. Saw a decline in number of reference questions at start of COVID, but level has increased slowly since then, though still below pre-COVID levels

3. We are not working on a hybrid schedule
MISSISSIPPI LEGISLATIVE REFERENCE BUREAU

1. Over the last year and half the patron base for our library has not changed. We still serve legislators, staff, members of the public, other state agencies, etc.
2. We are not on a hybrid schedule, but we have resumed our regular business hours of 8 a.m. to 5 p.m., Monday through Friday.
3. We have seen a slight decrease in work or reference questions due to several factors. One was the pandemic itself which required our office to close at various times and then access to our building was limited as well because we had legislators and staff member, who tested positive for the virus.

MONTANA LEGISLATIVE REFERENCE CENTER

1. Not much. We still see all of those listed reaching out for help in researching how certain laws came to be.
2. This is a hard question to measure for us, because for the past two years Montana Legislative Services has been engaged with the State Library and the Law Library to better coordinate our efforts and make it easier to find materials through online and digital collections. The work looks different (cataloging, scanning, digitizing) but with the increase of citizen engagement through online resources I would bet there are more reference questions being answered, just indirectly.
3. N/A

MONTANA STATE LAW LIBRARY

1. A broad generalization is that the patron base has expanded on the public pro se side. We've probably seen about the same level of usage from attorneys/legislators/etc. but definitely more questions from the public.

2. There have been more reference questions in the last year, not unsurprisingly many have involved questions on COVID-related topics, including lockdowns, mandates (masks and vaccines), employment, evictions, etc.

3. Generally, we are open and all staff is back in the Library. Staff is able to telework on occasion for various reasons both related and unrelated to COVID, but generally we are “here.” Part of that is because with such a small staff (seven total) we're a skeleton crew anyway and our administration sees the Library as an integral public facility and wanted the doors open; also because our state administration brought most government employees back in September. We are trying to create a safe environment for ourselves and our patrons through social distancing, disinfecting, most of the staff wear masks, and we encourage patrons to mask and make those and hand sanitizer readily available.

NEBRASKA RESEARCH OFFICE

1. No
2. Our office was responsible for staffing and providing technical support, including drawing maps, to the Legislature's Redistricting Committee. We held a special session in September for purposes of redistricting. Special kudos go to Tim Erickson who had the lead role and worked nonstop for six weeks.

3. Our office is fully staffed and no one works from home.

NEW MEXICO LEGISLATIVE LIBRARY

1. We haven't seen a change in patron base except for seeing fewer inmate requests.
2. We have noticed an increase in reference requests.
3. We had a hybrid work schedule for most of the pandemic but returned to a full office schedule Nov. 1, 2021.

OKLAHOMA OFFICE OF LIBRARY RESOURCES

1. Not really, we served state government (three branches), researchers from the public and public libraries.
2. Decreased in 2020, pick up to the same amount or even a little increase this year
3. My team is mainly for public services, so we have to work onsite. Other teams in the library have hybrid schedules, they keep up within their own teams and make it work.

TENNESSEE LEGISLATIVE LIBRARY

No, still staff, legislators, then public, in that order.
Increase, both in quick questions and in-depth research.
No hybrid here.

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Winter 2021 LRL Newsline: Member News

Catch up with what’s going on in legislative libraries across the nation. See below for details.

ALABAMA LEGISLATIVE REFERENCE SERVICE

After 39 years with the Legislative Reference Service/Legislative Services Agency, Helen Hanby will be retiring at the end of the year.

ALASKA STATE LIBRARY

We started a Virtual Alaska Story Hour for Adults. One hour a week, we read 1-2 chapters of an Alaskan book out loud over Zoom. Folks can connect by phone or computer. While inspired by the Talking Book community (folks with visual, physical, or reading disabilities that keep them from reading traditional books), this is open to all Alaskans.
CALIFORNIA OFFICE OF LEGISLATIVE COUNCIL

One of Our OTs (office technicians), Karen Benoit, retired on Sept. 29. She had 27 years of state service. Our Capitol office is being torn down in the Capitol renovation, and over the summer we weeded and moved the library collection that was housed within our Capitol.

CALIFORNIA RESEARCH BUREAU

A couple of new staff joined us: Pixie Pearl as project manager, the California Homeless Youth Project; and, Dana Nothnagel, program coordinator, California Grants Portal. CRB staff is involved in a variety of staff-driven initiatives shaping bureau’s programs, services and direction as well as in cross-bureau initiatives of the same for the State Library.

LOUISIANA POYNTER LIBRARY, HOUSE CHAMBER

Librarian Michael Smith resigned. Our new librarian is Christopher Melancon. He worked previously as a reference librarian for the Lafayette Public Library and as an attorney.

MAINE STATE LAW & LEGISLATIVE REFERENCE LIBRARY

We are in the process of launching our collection of digitized Maine AG opinions; we are also in the development stages of a new platform for the Legislator Biographical Database.

MARYLAND LIBRARY AND INFORMATION SERVICES

We have a lot of staffing and other news to share this time around.

Johanne Greer, longtime Maryland Department of Legislative Services Library Coordinator, retired on Oct. 29 after more than 30 years of service to the department. Johanne has been active in LRL during her career and has made numerous important contributions to the department over her career as both the library’s Coordinator and as a reference librarian. She has also served for many years as a proceedings clerk in the Maryland Senate. We thank Johanne for her dedicated service to the library, the department, and to the Maryland Senate and wish her well in retirement!

In light of Johanne’s retirement, Annette Haldeman has been promoted to the position of DLS Library Coordinator. Sandy Mueller has been promoted to Annette’s current position as the Manager of Reference Services in the library. Both stepped into their new roles on Nov. 1.

Various librarians in the library's cataloging/indexing department welcomed new family members recently! Cataloging and Indexing Librarian Liz Kupke, her husband John, and son Nathan welcomed baby boy Otto Theodore Cade Kupke; Otto was born on Aug 1. Cataloging and Indexing Librarian Beth Coale welcomed a new grandson, Ellington Owen Coale, on Aug. 21.
As well, happy birthday wishes go to reference librarian Rich Sigwald’s son Finn, who recently turned 1 in October.

MINNESOTA LEGISLATIVE REFERENCE LIBRARY

Library staff continue to work remotely and despite limited access to some print materials, librarians have been particularly successful in providing legislative history research assistance to patrons while working from home. And we continue to make additions and improvements to our historical resources online (e.g. legislative retirements, capital investment and bonding bills, Legislative Manuals, redistricting 2020 guide).

Several Minnesota Legislative Reference Library staff members are participating in a legislatively mandated working group to develop a plan to move the Legislature toward full digital accessibility by 2024.

MISSISSIPPI LEGISLATIVE REFERENCE BUREAU

In February of this year our office was also relocated to another building. We are now located in the Woolfolk Office Building located at 501 Northwest Street, Suite 209A, Jackson, MS 39201 instead of the New Capital Building located at 100 High Street. Our office hours and phone numbers are still the same.

MONTANA LEGISLATIVE REFERENCE CENTER

1. As stated in the Library Question section of this Newsline, Montana’s Legislative Reference Center has worked with Montana State Library, the Historical Society, and the Law Library to get as many materials as possible available online. Many resources that were only previously available in the Legislative Reference Center are now online. Please see the links and article below for one example. Other items now available include Senate and House Journals as listed below:

   House Journals 1864-1997 are now available here.

   Senate Journals 1891-1997 are now available here.

   Council Journals 1866-1889 are now available here.

MONTANA STATE LAW LIBRARY

Sarah McClain has left the law library for a new position within the Montana Judicial Branch. Christine Mandiloff is the new state law librarian.

Staff changes:
- Deb Lund, electronic services technician, is retiring in December after almost two decades with the library.

- Shane Cashin, a recent law school graduate and new attorney licensed in MT, was hired in September as the reference librarian.

- Cheyanne Hafer, the administrative assistant for two years, left in August for law school in Delaware.

- Sonya Amman, coming from work at a large health care provider, is the new administrative assistant.

- Christine Mandiloff was hired as the law librarian/director in June of this year, having previously worked for two years as the reference librarian.

The Law Library continues to house the Helena Self Help Law Center (SHLC). The SHLC, part of the Montana Court Help Program (a free service provided by the Montana Supreme Court to assist people with civil, non-criminal legal problems), is staffed by an AmeriCorps Member who typically volunteers for approximately one year. Also, effective this month, the law library will house the coordinator for the Court Help Program and the coordinator for the new Simplified Family Law Resolution Project (which will provide, in appropriate cases, online mediation and informal family law trials). The law library hopes the centralization of the coordinators for those projects, the SHLC, and references services will support more collaboration and grow more effective services for the public and pro se litigants.

**NEBRASKA RESEARCH OFFICE**

Our office and library were relocated for 18 months while our space was renovated. This is part of a 12-year project to replace the entire HVAC system in the State Capitol. Needless to say it was a major task to move the library (twice). We returned to our old space in August and are enjoying fresh paint, new carpet, and a fully functioning HVAC system.

Our librarian, Travis Moore, left the Legislature to pursue other career opportunities. Elice Hubbert now serves as the librarian.

**NEW MEXICO LEGISLATIVE LIBRARY**

Research Assistant Moya Melody retired in June, and Emily Thomas was hired as assistant librarian that same month.

**SOUTH DAKOTA STATE LIBRARY**

State Librarian Daria Bossman retired in June 2021. Brenda Hemmelman, access & development services manager, is serving as interim until a new state librarian is hired.
The digitization department at the state library digitized the 41-volume set of *SD Historical Collections*, a series published biennially by the Department of History from 1902 to 1982 to "collect and make available historical information and encourage the study of the state's history". This department has also digitized and placed online the entire collection of House and Senate Journals, as well as session laws. All can be accessed online at https://sdsdl-montage.auto-graphics.com/

**OKLAHOMA OFFICE OF LIBRARY RESOURCES**

We have had several retirements this year and several new staff joined our library.

**TENNESSEE LEGISLATIVE LIBRARY**

Tennessee is in its third Extraordinary Session of 2012; this is the first year in history with three EOS in one year.
Members of LRL who attended the 2021 Legislative Summit in Tampa, Fla., toured the local law library in Gulfport, had a Dutch Treat dinner at the 115-year-old Columbia Restaurant in Ybor City and were treated to a wide variety of sessions for legislative staff as well as world renowned general session speakers. See below for a few reports of LRL activities and Summit sessions:

**Session: Trends and Innovations in Staffing**

By Ingrid Hernquist, New Jersey Office of Legislative Services Library

The session Trends and Innovations in Legislative Staffing highlighted unusual, innovative staff roles and their legislatures.

Shane Bennett, legislative services supervisor of the Kentucky General Assembly, spoke about a two-day staff retreat. Management offered this retreat, approved by legislators, to show staff how valuable they were. Workshops included time management, customer service and working with difficult people. NCSL also hosted workshops. Follow-up and a counselor were offered to staff.

Caroline Hunt, HR director of the North Carolina General Assembly, spoke about the nurses unit that was reinstated due to numerous health modifications during session time. Their capital nurse is responsible for basic medical assistance. The benefits of having a capital nurse include professional medical knowledge, legislative knowledge, consistency and familiarity. The office hosts an Intranet site which is updated monthly and includes announcements like vaccine clinics.

Colleen Rust, director of civic education for the Washington Legislature, spoke about an internship program provided for 60 to 70 students per legislative session. They receive a monthly stipend. They work in members’ offices and receive professional training and mentorship.
Jennifer Jones, executive director of the Texas Legislature, said that each legislative agency has their own staff and in order to continue a Sunset Bill needs to be passed.

Raúl Burciaga, director of the New Mexico Legislature, spoke about how each house has to maintain their own video of sessions. When the legislature went to a hybrid schedule, Zoom was used. Legislators and moderators needed to be trained to use this technology. The challenge was that the House and Senate did things differently. More IT professionals will be hired.

Former U.S. Representative Dennis Ross created an internship program called College to Congress. The program is a six-month paid internship program working in the House or Senate. Mentorship for the interns is provided and the interns are trained for personal and professional success.

Session: Energizing Your Leadership Potential

By Ingrid Hernquist, New Jersey Office of Legislative Services Library

The session Energizing Your Leadership Potential was presented by Stephanie Gularte. During this session, she discussed how awareness and management of personal energy levels and creative mindset empower leaders, both professionally and personally. She shared tools and techniques to promote professional performance and personal wellbeing.

Stephanie defined energy as the ability to be active and make things happen and then shared with the audience various forms of energy:

Catabolic Energy - energy under stress such as when you are driving and get angry with another driver.
Catabolic and Low – energy output and resistance to change is low. Feeling burnt out, hopeless, depressed, lack of focus. It is best not to judge yourself, as this is a natural human feeling. During this time, it may be beneficial to get out of the situation and be alone.

Catabolic and High – you are on fire. Energy is high but focused energy is limited. Enthusiasm is blocked. Productive but at a cost. It is difficult to achieve long-term goals in this state. Some leaders pride themselves for being in this state as it creates fear around them.

Stephanie gave 10 Characteristics of Catabolic Energy Leadership:

1. Driven to win.
2. Impact achieved through fear.
3. Culture of chaos.
4. Short term success.
5. Us vs. Them dynamic.
6. Grinds out high productivity at a high cost because it burns out staff.
8. Generates divisive culture.
9. Resistance to change is perceived.

When good leaders go catabolic it creates fatigue, burn out, and prolonged stress.

More positive forms of energy include the following:

Anabolic Energy - constructive and better way to lead. This energy fuels others.

Anabolic and Low Energy - in this state of mind, the leader is peaceful and tranquil, open to receive new ideas, and is a time of great opportunity to build cooperation.

Anabolic and High Energy - positively charged. This is a productive positive state where solutions and goals are developed.

She next provided physiological strategies to transfer out of catabolic energy in under a minute:

1. Recognize you have gone there.
2. Power of the past – you know it is happening so just stop.
3. Reset your body – sitting does not generate energy. Stand up and stretch. If moving be still.
4. Hydrate – stop and drink a glass of water.
7. Breathe intentionally.
8. Smile
She also provided the following mindset strategies to build anabolic leadership energy:

1. Stay present.
2. Look for win-win.
3. Embrace progress over perfection.
4. Release judgement.
5. Get curious.
6. Search for the opportunity inside the “problem.”
7. Engage in the moment not outcome activities.
8. Engage in something out of yourself.
9. Develop the habit of choosing anabolic energy.

Tour: Dolly and Homer Hand Law Library

By Jessica Lundgren, Maine State Law and Legislative Reference Library

On Nov. 3., a small group of LRL members visited Stetson University's College of Law and toured its Dolly & Homer Hand Law Library. Stetson Law was Florida's first law school. Founded in 1900 in Deland, the law school moved to Gulfport in 1954. Built in 1925 in the Mediterranean Revival-style of architecture, the campus was originally a luxury hotel. From 1932 until the early 1950s, it was used as the Florida Military Academy. The current library was built in the late 1990s. Despite its modern workspaces, features of the library's interior and exterior follow the same design as the rest of campus—square towers, stucco façade, red-tiled roofing, and arched doorways. Patrons enter the library into a large atrium filled with interior windows and are greeted by the circulation desk.

The library's director, Roy Balleste, led a tour of all three floors of the building. The reference reading room, reference librarians, archives, administrative offices, and mailroom are located on the first floor. We were able to chat with several of the reference librarians.
Of note, the library serves the public and has in its collection legal materials from Florida’s Spanish Colonial period (i.e. the 16th Century). In addition to the law school’s own archives, its collections include objects and photographs from the Hotel Rolyat and the Florida Military Collection. Many of these items have been digitized and are available through the law library’s online archives. The second and third floors house large stacks, study carrels, and meeting or study rooms. Both floors also have small exhibit spaces featuring collection highlights and Florida Military Academy memorabilia.

After the tour, we had a little extra time to look around campus. We visited the Great Hall, where the school’s main event space and various administrative offices are located and climbed the Tower Building. We also strolled through the beautiful Banyan Courtyard and Plaza Mayor Courtyard. As the name suggests, the Banyan Courtyard has an enormous banyan tree at its center and is located at the south entrance to the law school. The Plaza Mayor Courtyard contains three ornate, mosaic-tile fountains.

Thank you, Stetson Law, for hosting LRL!