

TALL Quarterly

The background of the cover features a stack of three books with red and dark brown covers on a dark surface. A blue pen and an open notebook are visible in the background to the right. The text is overlaid on this scene.

Volume 37 Issue 1

Autumn 2017

Professional Development



TALL Executive 2017-2018

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Submission and Deadline Dates for Volume 37

We welcome contributions to the TALL Quarterly in the form of an article, opinion piece, or a theme for a forthcoming issue. Upcoming themes include:

Vol. 37, no. 2 – January 26, 2018 - Cataloguing / Solo Librarian / Technical Services Best Practices

Vol. 37, no. 3 - March 23, 2018 - Communication Skills

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Editor's Message

Do you have a professional development plan? Read further to gain insight on what TALL members have been doing to boost their competency in areas like competitive intelligence, securities, and library services.

This is a common theme for after the summer—to reflect on what we have learned from various courses, conferences, or networking events. We also have some networking tips to help you the next time your confidence needs a boost, such as for the upcoming TALL Season Social.

TALL is a friendly, collaborative group, and we can try out new things in a safe environment. Our lunch and learn program allows us to keep participating in professional development opportunities. We can also learn by contributing to the library dialogue, conveying our ideas to others, or serving on a committee.

We can adopt new technologies such as using the apps that Martha profiles in her column or those from the latest Appapooza. We can experiment with visualizations, manipulate data, or develop project management skills. From Jon's report, we know that TALL members are great at mentoring the upcoming generation. This leads to interesting dialogue about library issues.

Our themes for the TALL Quarterly have been about building and improving on our core competencies. We will continue with this theme as it remains critical for our professional career.

Kay Samuels and Kate Shearer
Editor and Associate Editor

President's Message

Welcome to the Autumn 2017 issue of the TALL Quarterly. Congratulations to Kay and the team for another fantastic issue. Reading the articles in this issue on professional development, I am reflective on how thankful I am that we have such a great and strong TALL community. Professional development is a skill that isn't second nature. It is something that must be worked on, with sacrifices to personal and professional time. Whether you are a recent graduate, established in the field, or close to retirement, it is important to meet, socialize and learn with your colleagues in the legal information field. I am continually impressed at the effort our volunteers put forth to provide opportunities for these to occur. Hopefully all of you in the TALL community are taking advantage of the opportunities presented, and are making suggestions on how to improve our activities as we grow together!

In that spirit, with the holiday season fast approaching, I hope to see all of you at the TALL Holiday Social on November 30th at 6pm, at East Thirty-Six. Space is filling up fast so if you haven't already, please remember to register. Let's raise a glass together with our friends, colleagues and sponsors to a great 2017, as well as a happy 2018 ahead!

One thing I am very much looking forward to is the launch of the new TALL website! The IT Committee has been hard at work migrating to the new website and it looks fantastic! We will be having a soft launch soon, keep an eye out!

Finally, our association has finally joined the Millennials. We are live on social media! Thanks to Melissa Williscroft on spearheading this initiative. I invite all of you to follow TALL on Instagram ([toronto.assoc.law.libraries](https://www.instagram.com/toronto.assoc.law.libraries)), LinkedIn ([TOR Assoc of Law Lib](https://www.linkedin.com/company/TORAssocofLawLib)) and Facebook ([@TorontoAssociationOfLawLibraries](https://www.facebook.com/TorontoAssociationOfLawLibraries))! We hope to be active and look forward to you spreading the word!

Happy holidays,

Robert Keshen
TALL President

Debriefing CALL: Unconference Through the Fishbowl

By Victoria Baranow

Private Law Libraries Special Interest Group

The 2017 CALL Conference in Ottawa was interesting all around — great keynote speakers, fun opening and closing events, and a productive President’s Roundtable to brainstorm ideas for improving future conferences. From my biased perspective, chairing the Private Law Libraries Special Interest Group (PLL SIG) for the first time was a success! Attendees were asked to sit on one side of the room or the other in order to create teams for a heated debate of the statement, “We should encourage our collection development to move into the future and go online as much as possible; it’s what our younger users want anyway.” The teams were evenly split as they formed their arguments, presented their cases, and failed to persuade anyone to change sides. Nonetheless, it was a fun and lively activity, and I hope to see more TALL members at the 2018 PLL SIG meeting in Halifax!

“Unconference through the fishbowl: the changing role of law librarians in the mix of an evolving legal profession.”

As chair of the PLL SIG, I also proposed a PLL SIG-sponsored session. The proposal was successful: Shaunna Mireau and I ran the fishbowl session at the conference,

garnering great contributions and feedback from participants. If you haven’t heard of the session or the fishbowl format (I hadn’t until Cyndi Murphy suggested it to me), here is the session description.

Session Description

The legal profession is constantly evolving from the consequences of mega-mergers, increasing competition and client demands, advances in technology, and more law schools but fewer articling positions, to the on-the-ground budget constraints, heavier emphasis on electronic resources, and reworking of training to suit the needs of a new generation of lawyers and learning expectations. As this new legal environment demands our adaptation, there are many challenges: merging databases and cultures, expectations of staffing structure, and even the range of services. For example, we might grapple with a ‘head honcho’ forging ahead with big ideas of technological advances that make for great press but are sometimes at odds with the realities of implementation on the ground where library staff already struggle with the logistical consequences of budget cuts.

Fishbowl Format

This session is a fishbowl format. Instead of advising attendees what they should do

based on the speakers’ experiences, the attendees will be asked to share their wealth of experience, knowledge, and analysis to propose what future law librarianship should look, act, and think like. Two moderators will tag-team with a set of questions to move the conversation forward, but the content will come from the attendees.

As this new legal environment demands our adaptation, there are many challenges: merging databases and cultures, expectations of staffing structure, and even the range of services.

The first moderator sits in an inner circle of chairs with attendees who volunteer to contribute to the conversation, while the rest of the attendees sit in the outer circles. One chair is always left vacant in the inner circle. When someone wants to join the conversation in the centre, they sit in the vacant chair and one of the other inner circle attendees self-removes in order to create a new vacant chair. While one moderator takes part of the inner circle conversation, the other observes the wider group to judge when they should

enter and move the conversation onto the next question, allowing the first moderator to then observe from the periphery until such a time they deem appropriate to enter with a new question.

Shaunna and I had brainstormed a number of key themes that we wanted to use as a means of exploring our questions, with numerous potential sub-questions corresponding to each theme to pose to participants, depending on the direction that developed in the conversations.

Three Major Questions

How should librarians change their role in response to these wider legal industry changes?

1. What are some of the positive things that library staff have done in the past that they should be carrying into the future?
2. What are the new things that we can do to ensure that our roles move from being precariously set on the chopping block to viewed as essential and core to the heart of the legal profession?

Four Exploratory Themes

1. Services that offer value,
2. Skills we have or can learn,
3. Staying relevant by looking at or for change, and
4. Storytelling.

We dove into our questions and, toward the end of the session, we were barely able to cover the storytelling theme as participants

eagerly delved into deep conversations about the profession. Thankfully, Jennifer McNenley was able to take notes throughout the session. (This article was considerably easier to write having them handy. Thank you, Jennifer!)

Adding to our repertoire of services in the future might include process improvements that make a tangible change as a new product to successfully sell to our clients, or other services that clients need.

The following is a play-by-play summary of the conversations that our participants had within the fishbowl; I hope they provide some food for thought on our role in law firms!

Services that Offer Value

Asking the room to think about the services that they offer and how librarians can change their role in response to legal industry challenges was followed by the first question:

What is your core work, and why?

Responses spanned from traditional library research advisory and training to knowledge management tasks. The “why?” part of the question elicited one participant’s observation that the culture of

a firm dictates what its library does for their users. For example, departments work in silos at some firms, whereas others work more collaboratively, conducting research for business development, conflicts, records management, auditing processes, or even matter openings and closings.

New Services

Adding to our repertoire of services in the future might include process improvements that make a tangible change as a new product to successfully sell to our clients, or other services that clients need.

Another possibility could be more librarians embedded in practice groups. This removes librarians from the library and their like-minded information peers, but it also allows for greater understanding of the practice group. The possibility of embedded librarianship will be determined by the culture of a particular firm, and the culture of lawyers in general. The well-known librarian who has been with the firm for years will have an easier time integrating into a group of lawyers who are accustomed to what is usually an insular group of professionals. A more siloed or conservative law firm will make embedded librarianship a more daunting task for the librarian.

Always a Balancing Act

When adding new tasks — whether that entails offering newer services, adjusting roles, or direct-to-client services — something else will have to go, or the previous work will

need to become much more efficient. Current awareness presents an opportunity for automation, while in the course of working with other departments, such as knowledge management, you may find that work is being duplicated, so a task can be dropped

When adding new tasks — whether that entails offering newer services, adjusting roles, or direct-to-client services — something else will have to go, or the previous work will need to become much more efficient.

or merged.

Practicum students offer the possibility of getting temporary help on lingering projects that keep getting put aside and delayed. Finally, questioning everything before automatically doing a task or filling a role helps us to prioritize — when someone leaves the firm, does the role need to be filled? Can a vacant technician position be transformed into a librarian position?

Skills We Have or Can Learn

Our Skills Have VALUE

Part of this efficiency is also showing our value, which is strongly linked to the theme of staying relevant. A major selling point for

our skills is that we are a cheaper resource and can free up lawyers' billable hours.

Advertise your skills as a way to improve the bottom line! Make sure that lawyers know what our skills can do for them; they should not be wasting research time frustrated with their search results, thus wasting money, when we could help them within a much shorter time as they work on other high-value work products.

Database skills need to be kept sharp. Librarians have access to tools that lawyers do not, enabling our time spent on research to generate more comprehensive answers to legal questions, and in the most effective manner. That said, it was well noted that we have to be mindful that we cannot do everything for everyone.

Staying Relevant by Looking at or for Change

Creating Relationships

The question of how to manage public relations came up frequently — how should librarians market their services?

Wendy Reynolds noted that personality and approach can make a huge impact: be a problem solver who is friendly and helpful when approaching colleagues in other departments rather than a punitive taskmaster.

Kristie Robertson shared her experience of working with the IT department in which she

reached out and showed that she was willing to help.

Another librarian shared their disappointment of working with a marketing department that took credit for library work; thereafter, they worked with marketing to brand reports with the library researcher's contact details, raising visibility for the library team across the firm.

One of the best statements we heard was, "I think the library should take credit all the time," when putting forward their services. Don't be shy in claiming your contributions or sharing your part in the success of the firm! Keep track of requests in a reference database and track the big wins of the firm to talk about what the library worked on in reports to the higher-ups.

Be the (Social) Butterfly

It was suggested that many librarians are not the most outgoing people — and even those who are more outgoing are still classic introverts. Being more social and attending work events helped some of our participating librarians promote themselves and remind lawyers of their existence as well as the tools and resources available to them.

While many of us prefer email, we have to start forcing ourselves to more actively seek out face-to-face interactions, phone our users, or come up with an elevator pitch for those brief coffee break or social event interactions. Collaborating with the marketing department

can also help here — make friends and enlist them to help you with promotional ideas!

The Big Picture

As we reassess our default interactions with our coworkers and try to realign our behaviour for increased visibility and value, we should also make sure that we are aligned with the institution's bigger picture.

But, how do we balance our institution's changing demands with traditional basic services, especially when our budgets are already tight? First, find out what the bigger picture is. Who should you talk to and ask about this? Is there a published long-term strategic plan? From there, we can prioritize what is most important while aligning with the priorities of the higher-ups.

One participant gave an example of how to align the core values and strategic initiative of your firm with your own goals: if the firm is concerned with putting clients first with value-added services, then show off — and carry out — library initiatives that fulfill this goal; demonstrate that library services relate to clients at every opportunity.

As a result, we must constantly assess what we are doing and whether it is relevant for the wider goals of the firm. It was also noted that this is what we do for collection development anyway, so should we not also do this with our services?

Librarians as Champions and Dabblers

Several participants provided examples of how their library served as a champion. One county law association librarian noted that, in the history of the association, the library was the only constant, serving as an ever-relevant service upon which members could rely.

Wendy Reynolds noted that the *Accessibility for Ontarians with Disabilities Act (AODA)* and other requirements are coming to internal organizations — this is an opportunity for librarians to champion these initiatives to help the firm or organization stay compliant. Shaunna noted that she was asked by her firm to lead process improvement because she asked the right questions around governance. Dabbling in another area can help broaden our skills as well, and may help

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with collaborative efforts.

One Alberta court house librarian noted that they demand to 'sit at the table' for meetings, and when projects seemingly outside of the library's responsibilities that would greatly

benefit from our skills, they pipe up: “You know who would be really good at that? A librarian.”

Plan and Prioritize, Again, and Again

At the Calgary Police Service, there is a strong culture of assigning levels of urgency to tasks, similar to how the police respond to calls from the public for their services. For the Calgary Police Services library, their services focus on circulating information across the entire organization, including to systems analysis to see how the library offerings best align with the police service. They also contemplate how the library supports risk management. If something does not fit within the overall goals of the Police Service, it is dropped. Technology updates “for looks” are not their strong suit nor a high priority, so if someone complains that the library portal should be updated to look nicer, they can note that it's not a high-level priority, and this response is understood and accepted. Instead, the library prioritizes their services to get results, as they do not have time to do everything.

Project management plans were also suggested by attendees as a great way to make sure that the right items are prioritized and keep everyone on track.

Storytelling

As noted earlier, the storytelling theme got the short end of the stick during our session, while the bulk of the discussion focused on staying relevant and looking for change. We

did ask about whether anyone had successes and especially failures to share, as failures offer great learning opportunities for us to improve our services and skills.

Some of the successes have already been highlighted, and not a lot of failures were shared. One failure was a near-miss in which a large number of documents were almost shredded due to lack of institutional knowledge and communication in a processing plan.

Another participant shared the challenges of an embedded librarian project for which there was a lack of support due to the firm culture and hierarchical structure even though there were visible gains and longer-term success as a result of the endeavour.

Wrap-Up

In all, the session was productive and attracted some very enthusiastic participants! Admittedly, the percentage of those who

actively participated and shared within the fishbowl was small, but we hope that everyone gained something from the exercise. Should a fishbowl run at CALL in the future, perhaps more of our colleagues will take the leap and add their thoughts.

Thank you to everyone who came out! The session and the experiences shared will give us much to think about for a long time to come.



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Gaining a Competitive Edge through Summer Learning

By Kathryn Kingston

Ever since I can remember, I have always loved learning. The mastery of new skills has always been a fascination of mine and I suppose, in a way, that is why I have chosen the library profession to make a living. This spring, I applied for the James D. Lang Professional Development Award and, with TALL's help, this summer I was able to continue my passion and enroll in a course at U of T's School of Continuing Studies. In the past, I had taken and completed a [certificate in Project Management](#), but this year I wanted to try something different: competitive intelligence.

When I was in library school, competitive intelligence was a topic that piqued my interest, but there was never a dedicated class devoted to the practice. I had learned bits and pieces through other classes and through some of my job requirements, but I wanted more formal training on the subject. Through the opportunity provided to me by TALL, I enrolled in the [Foundations of Competitive Intelligence](#) class.

Heading into the first lecture, I didn't know what to expect. I was quite surprised: the students in the classroom came from a greater diversity of backgrounds than I had anticipated. I had imagined that many librarians or research specialists like myself

would be in attendance, but there were also students there from HR, construction, and health sciences backgrounds, all wanting to learning about this popular topic.

The instructor, Ronald Purcell, comes from a more strategic background. His perspective

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on the subject was a fresh take on the way that the librarian community can consider CI. At my firm, our team helps out with CI work but more from a media and competitor monitoring side of things. I was surprised by the various ways that CI can truly impact an organization when you are taught about the bigger picture. Ron was a big-picture thinker and made that clear in every lecture that he

taught.

Thinking Outside the Box

The exercises he assigned got students thinking outside the box because this really is a topic that must be looked at from many angles. Although theoretical concepts were taught, this was by no means a theoretical class. Students were expected to dive in and get their hands dirty with projects and assignments because the only way to get good at CI is to practice.

What I Learned

The most surprising thing that I learned from this class was that CI, although often thought of as an offensive skill, needs to be applied defensively towards your own company. Management buy-in is more likely if you not only provide information on your competitors but also provide ways to protect your own company from competitors trying to find information.

Overall, I had a very positive experience with this class and I am very thankful to TALL for providing me with such an opportunity. I would recommend this class to anyone looking to expand their skills in CI. I plan on taking the remainder of the classes in the certificate once they are offered.

My Summer of TALL – Networking Tips

By Jonathan Leroux

I've aspired to be a law librarian since my tenure as a library technician for Public Safety Canada and coming to Toronto to pursue a Master of Information degree. This spring and summer I got my chance to become more involved with Toronto's community of law librarians through TALL.

Tip # 1 – Start Small

I've been a member of TALL since late 2015, but was not very active aside from attending a few Lunch and Learn events and a holiday party. Introducing oneself to a large group of people and networking can be daunting when new to a scene. In 2016, I decided to start small and boost my confidence by volunteering as a registrar for SLA. I'm very grateful that the SLA provided me with a great opportunity to volunteer on a piecemeal basis with individual events and start building a group of contacts and friends.

My passion is for law, specifically public policy. I worked as the registrar for the SLA's Leadership & Management Conference. The event was co-sponsored in part by TALL, and there were many law librarians in attendance. Fellow member Leah Strudwick suggested that I ask the Administrative Coordinator Laura Knapp about the upcoming formation of a new Social Committee.

Tip #2 – Volunteer

I was very interested in getting involved with TALL on an ongoing basis, and got in touch with the Social Committee Chair Meg Carruth. I attended my first meeting as a social committee planner in May, and the

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world of TALL has continued to open up for me. I have since attended numerous social and educational events over the spring and summer, and met many more of our colleagues who have provided me with a wealth of helpful information and tips.

Tip # 3 – Approach Potential Interviewers

At the TALL Volunteer Appreciation Night in May, I spoke with TALL's then President Eve Leung who provided me with great advice on how to network with more confidence and

approach library managers who might be potential interviewers in the future. That night I also met TALL Quarterly's Editor-in-Chief Kay Samuels, who described the work of the newsletter committee. I was later invited to join this committee as a general reporter and I attended my first meeting in September. This is my first submission, and I'm looking forward to participating more in the future.

Tip # 4 – Develop Your Skills

Attending many recent TALL events has also provided me with invaluable extra knowledge to plan my career. During the TALL Annual General Meeting in June, I spoke to Katie Thomas about continuing education courses that could enhance my skills. I also reconnected with Past President Eileen Lewis and the current Treasurer Laura Chuang at the AGM. They were both kind enough to meet with me for information interviews where they offered input that helped me plan for upgrading my legal research skills.

I've learned a great deal about networking, and offer this advice to other law librarians new to their career. Approach the friendly and knowledgeable people in our organization, ask lots of questions, and get to know TALL! You never know what kind of interesting places it might take you once you get involved.

Networking Tips

1. Get out of the house and attend events.
2. Relax and take a deep breath. Networking doesn't have to be scary and can be fun if you approach it with the right attitude.
3. Make the first move. Remember that everyone else is just as shy/awkward as you and wants you to initiate the conversation.
4. If crowds make you nervous, coordinate a pre-amble. Use the TALL Directory to invite someone for a bevy beforehand. You'll get to know the person and have a peer to enter the event with.
5. Be *your* most positive self – not by pretending or being 'fake', but by choosing to focus on the positive for that initial impression.

Canadian Securities Course

By Ashleigh Graden

I am currently in the process of taking the [Canadian Securities Course](#) as a JD Lang Award recipient – which has been both a wonderful and challenging experience. It's always difficult balancing a course when it's entirely self-directed and so many other demands come up – but the challenge has been worthwhile. The course has both a textbook for self-learning as well as interactive, online modules.

Course Basics

For anyone interested in the Canadian Securities Course, the course is tailored to professionals looking to enter into the financial services sector and is a regulatory requirement for performing securities and mutual fund transactions. The course focuses on economic and market basics and goes into extensive detail about financial instruments ranging from equities to structured products to derivatives. Researching transactions and deciphering prospectuses becomes a lot simpler with the in-depth knowledge acquired in the course. While the second half of the course focuses more heavily on transactional work, it is still excellent contextual knowledge as an information professional.

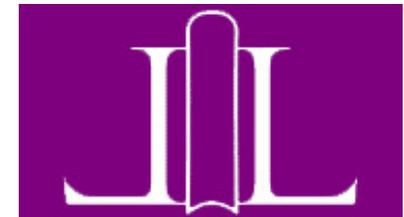
Relevance for the Law Librarian

I'll be writing my first exam next month and it's been eye-opening to see how closely related

the course has been to my day-to-day work. So many aspects of the course are exactly what we work with in law libraries all the time – learning the basics of prospectuses, bonds, IPOs and beyond. Everything that doesn't relate directly to my daily work – including some rather interesting bond calculations – have still been great learning experiences. I really recommend taking courses outside the standard information professional courses – I think it's extremely valuable to give yourself a competitive edge. I have been able to build up a strong rapport in securities law research that has helped me to develop in my current role.

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TALL Appapoolooza

Session by John Bolan, Martha Murphy, and Joanna Kozakiewicz

Reported by Erica Friesen

TALL Appapoolooza returned in July with a fresh new batch of app recommendations. Panel members John Bolan, Martha Murphy, and Joanna Kozakiewicz reviewed their favourite apps in a variety of categories including productivity, health and wellness, and current awareness.

A note from the panelists before purchasing an app: please do not forget to skim the user agreement and check where the app's server is located — that country has control and their laws govern your data. Panelists also encouraged users to turn off sharing features (e.g. location, photos) before using an app unless absolutely necessary to its function.

Productivity

Evernote

Free or up to \$12/month – iOS, Android

Store notes, PDFs, photos, checklists, and other information all in one place. Syncing allows you to access content on your computer, phone, and tablet.

Evernote Scannable

Free – iOS, Android

Use your phone to take pictures of receipts, business cards, papers, and anything else.

The app automatically crops your photos, converts them to PDF, and uploads to Evernote.

Adobe Scan

Free – iOS, Android

Another scanning app. Converts pictures to PDF, detects paper edges, and allows you to annotate documents.

Wunderlist

Free or up to \$4.99/month – iOS, Android, Windows

Keep tasks organized by creating and sharing to-do lists, assigning tasks, and setting reminders.

Zotero

Free – Mac, Windows, Linux

This app helps generate your bibliography by integrating with your web browser to recognize bibliographic information on a webpage. Download the Office plug-in to easily insert citations in whatever style you need. (Note: does not integrate with Westlaw or Quicklaw.)

Swype

\$0.99 – iOS, Android

Type faster by never lifting your finger from

your phone's keyboard.

Google Drive

Free – iOS, Android

Store up to 15GB across Google Drive, Gmail, and Google Photos.

Dropbox

Free or up to \$27.50/month – iOS, Android, Windows

Store pictures, documents, videos, and other files. More intuitive and less clunky than Google Drive, with up to 2 GB of free space.

Health/Wellness

7-Minute Workout

Free – iOS, Android

Fit a quick workout into your day with an app that coaches through different difficulty levels and durations.

MyFitnessPal Mobile

Free – iOS, Android

Keep track of your daily exercise and nutrition to stay on top of your health goals.

Migraine Buddy

Free – iOS, Android

Add data that helps identify patterns and

track potential triggers that may be causing your migraines.

Twilight

Free – Android

Adjusts your screen in the evening by filtering the blue spectrum on your phone or tablet to protect your eyes and improve sleep.

Buddhify

\$6.99 – iOS, Android

Meditate on the go with over 11 hours of mindfulness-based meditations designed for specific parts of the day, like travelling and going to sleep.

White Noise Free

Free – iOS, Android

Improve your sleep with this app that plays over 40 different ambient sounds to help you relax and block out distractions.

Travel

Map My Ride

Free – iOS, Android

Download maps that show terrain difficulty and transit routes (including bike lanes), or enable your GPS to track your route.

Transit

Free – iOS, Android

Plan your route, view real-time arrivals for nearby buses and trains, and receive notifications for service disruptions in 37 cities across Canada and many more worldwide.

FlightView Flight Tracker

Free – iOS, Android

Track your flight and receive push alerts for any delays. The app tracks your plane from its actual origin so you know about delays far earlier.

Hopper

Free – iOS, Android

Find the lowest fares for your next flight by monitoring Hopper's predictions for whether you should buy now or wait until the price drops.

Current Awareness

Feedly

Free – iOS, Android, Windows

Centralize all the content you monitor (e.g. publications, blogs, YouTube channels, etc.).

Guardian News App

Free – iOS, Android, Windows

A news app featuring beautiful design, offline reading, and minute-by-minute coverage of sports events.

Reddit

Free – iOS, Android

Access all of Reddit from your phone – discussion boards, image sharing, AMAs (Ask me Anything) by famous people. Learn what's going on in the city with the Toronto subreddit.

Flipboard

Free – iOS, Android, Windows

Subscribe to newsfeeds based on topics such as technology, productivity, travel, and food. Easily read, collect, and share stories.

Privacy

Deseat.me

Free – Google or Outlook email accounts

This app runs across your email and provides a list of all the accounts you've ever created along with direct links to de-register.

Lookout Personal

Free to \$9.99/month – iOS, Android

Mobile security, identity protection, and theft prevention all in one app.

Dashlane

Free to \$3.33/month – iOS, Android, Windows

Generates unique passwords and stores them on your device.



The poster for the TALL 2017 Holiday Social event features a light pink background with various logos at the top, including CERTENT, emond, LexisNexis, and THOMSON REUTERS. The event title 'TALL 2017 Holiday Social' is prominently displayed in a large, black, handwritten-style font. Below the title, the date and time 'Thursday, November 30th - 6pm-Late' are listed. At the bottom, there is a registration fee table and a note about complimentary hors d'oeuvres and drinks. The event location is listed as East Thirty-Six - 36 Wellington St E, Toronto, ON M5E 1C7.

Registration Fee:	Delicious Hors D'oeuvres and One Drink Ticket are Included in the Registration Fee.	Attendees Will Also Celebrate With a Toast Compliments of LexisNexis
Student/Unwaged/Retired: \$25		
Member/Vendor Partners: \$35		
Non-Members: \$45		

East Thirty-Six - 36 Wellington St E, Toronto, ON M5E 1C7

Bibliographic Notes

By Ashleigh Graden

“Leader Profile: Forming Valuable Connections” (2017) 21:5 AALL Spectrum 36.

In this article, Paulina M. Aranas, past chair of the AALL Awards Committee, discusses the importance of networking and continuing education. After completing a law degree, Aranas moved on to pursue her MLIS. She moved from a position as a reference librarian and head of public services to a directorial role, all within the first decade of her career. One of the key questions that Aranas responds to in this profile is, “How do you stay abreast of changes in the field?” Aranas discusses the importance of keeping a network of close contacts and reading blogs and newsletters. She also talks extensively about technology in law schools and the slow adoption process, which is far outpaced by the private sector where many students end up. Much of the article is rather high level, glossing over upcoming changes in the profession, including the impact of AI and other changes in the field of law librarianship. Overall, it is an eloquent account a veteran in the field with AALL experience dating back to 1984 who highly regards networking and continuing education and the role that associations play in both.

Tiziana Casciaro, Francesca Gino & Maryam Kouchaki, “Learn to Love Networking” (2016), online: *Harvard Business Review*.

This *Harvard Business Review* piece details what to focus on in networking situations. The article is targeted towards all professionals and lays out the following four strategies to overcome the aversion to networking:

1. Focus on learning,
2. Identify common interests,
3. Think broadly about what you can give, and

Most of the strategies focus on ways in which mutually beneficial relationships can be formed in networking situations such that it becomes less self-serving and more productive and authentic.

4. Find a higher purpose.

Most of the strategies focus on ways in which mutually beneficial relationships can be formed in networking situations such that it becomes less self-serving and more productive and authentic.

The first strategy is basic: telling the networker simply to change their view and

embrace networking rather than viewing it as a chore. Strategies two and three reinforce developing a productive, mutual relationship. The fourth strategy is rather unique. In the study done of a law firm, the lawyers who sought a higher purpose in their networking typically looked upon networking more favourably. These were individuals who saw the benefit of networking for their clients and their firm rather than just to advance their own careers.

Dorie Clark, “Plan Your Professional Development for the Year” (2016), online: *Harvard Business Review*.

This article discusses how to strive for professional growth beyond what is laid out in a performance review, and reminds readers to ask themselves the fundamental question, “How can I ensure I’m more valuable at the end of the year than I was at the beginning?” The author emphasizes three key aspects of professional development: learning, connecting, and creating.

Learning

Learning is typically where most emphasis is placed—finding gaps in one’s own knowledge and ways to fill those gaps, whether through coursework, additional reading, or any other number of ways to expand one’s own knowledge once opportunities have been

identified.

Connecting

However, professional development is far more robust than simply taking a course. In emphasizing the necessity of connecting to enhance professional development, Clark lays out the concept of a power map. Clark recommends mapping out all of the individuals in the organization that can have

...professional development is far more robust than simply taking a course. In emphasizing the necessity of connecting to enhance professional development, Clark lays out the concept of a power map. Clark recommends mapping out all of the individuals in the organization that can have an impact on career growth and colour-coding them based on those that are highly productive versus those that require further development.

an impact on career growth and colour-coding them based on those that are highly productive versus those that require further development. Then, focus on relationship-building and connecting throughout the entire year.

Creating

Finally, the author adds a unique perspective to professional development: the necessity of creating. Individuals need to continuously engage in active personal development — creating, inventing, and continuously sharing insights. Creating content and writing provides an opportunity for individuals to reflect and continue their own development. Sometimes individuals have a lot that they can teach themselves.

Dustin Green, “After the Diploma: The Job Search is On” (2017) 21:3 AALL Spectrum 28.

This is a useful article for new graduates entering the professional world of law librarianship. While the article focuses on the job search process, it also emphasizes the importance of networking and professional development throughout. The author makes an interesting point, stating, “One of the simplest ways to stand out amongst other applicants is to maintain contact with the chair of the search committee or another person at the library.” This is something that can be achieved most effectively through networking.

While the article walks readers through the process of creating applications and other invaluable skills, one of the first aspects of job searching it emphasizes is joining a regional association. This is because of how tightly knit the law library community is — something that everyone in the TALL community will be able to relate with.

In the Loop

By Frances Wong

Victoria Baranow, Research Librarian at Norton Rose Fulbright Canada LLP, returned from her 8-month maternity leave on October 16th. With her husband at home with baby boy Brixton for the remaining 4 months of parental leave, she is slightly less sleep deprived than previously and happy to be back at work. Brixton arrived almost two weeks early on February 4th at 10:12 am after a movie-like scene where her water broke quite unexpectedly at work the previous day. Brixton is a tenacious little guy and already turning the pages to his story time books on his own, when he’s not trying to chew on them.

App Advice: Spotlight on Reddit

By Martha Stortz

What is it?

[Reddit](#) is a website as well as an app. It operates as a news aggregator and message board website. Members can submit content, and other members can “upvote” or “downvote” submissions. Submissions with the most “upvotes” receive higher visibility on the site. Content is organized by topics into “subreddits,” which are individual pages dedicated to specific interests. There are thousands of subreddits for every topic, from television shows, geographical location, and yes, libraries.

How do you use it?

Anyone can sign up for a free Reddit account. When logged in, users can vote on both submissions and comments, either upvoting to denote agreement or support, or downvoting to express disagreement or dislike of the content. Users can also submit their own submissions and comments. Users can earn “karma,” which are like points, for submissions and comments. Users with enough karma can start their own subreddits.

What’s the history behind Reddit?

Reddit was created in June 2005 by Steve Huffman and Alexis Ohanian. “We built Reddit in three weeks. It was just Web links and text submitted by users, with Interesting

or Uninteresting buttons that you could click on underneath. Simple: That’s all it was. After a contentious debate, we added Comments. We knew our business was in our user base, that that was the most important part,” Ohanian told *Inc. Magazine*. In October 2006, Reddit was acquired by Conde Nast. Their official app became available in 2014.

How many people use Reddit?

Reddit is the ninth most visited website in the world with 542 million monthly visitors.

Who uses Reddit?

Users are mostly from the US, and the majority (87%) are under 35 years old. Reddit users are mostly male (69%) and tend to have some post-secondary education (82%). They’re also more likely to identify as a liberal (43%) or moderate (38%) in their political beliefs.

Are there any issues to be aware of?

Reddit functions as an online community with a lot of in-group cultural values. When outsiders infiltrate the community without proper knowledge of the etiquette, it can backfire (see Woody Harrelson’s Rampart Ask Me Anything, for example).

Should law libraries use Reddit?

For libraries that serve the public, Reddit can

also be a good tool to engage users (Toronto Public Library has a great presence on the Toronto subreddit as TPL_On_Reddit). For law libraries that don’t serve the general public, Reddit can still be a useful tool to connect with other law librarians and talk about relevant issues. Check out [reddit.com/r/Libraries](https://www.reddit.com/r/Libraries) for general discussions on libraries, and [reddit.com/r/Librarians](https://www.reddit.com/r/Librarians) for discussions for and by librarians. There isn’t currently a subreddit for law librarians, but with the growth of communities on Reddit, it’s only a matter of time before one is created.

Are there any apps you’d like to know more about? Suggest an app by emailing mstortz@mccarthy.ca

