

NELLCO Symposium 2014

Shifting our Focus: From the Rat Race to Results



March 13 -14, 2014
Albany, NY



Symposium Agenda

Thurs. March 13, 2014

- **8:45 - breakfast—Gym**
 - **9:30 - Plenary Session—Room 200**
 - **11:30 - book signing/vendor visits—Gym**
 - **12:00 - lunch—Gym**
 - **1:00 - R.O.W.E. in action in the Minnesota Courts—Katie Schurrer—Room 200**
 - **1:45 - Scenario Planning for results—Suzanne Wones—Room 200**
 - **2:30 - break—Gym**
 - **3:00 - Topical Group Session breakouts - Achieving Results in a Collaborative Environment—Cafeteria**
 - **3:00—NELLCO Board meets—Room E-117**
 - **6:30 - reception—Albany Law School Foyer**
 - **7:00 - dinner—Daniel Lewis, CEO at Ravel**
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Fri. March 14, 2014

- **8:15 - breakfast—Gym**
- **9:00 - Reference Interest Group meeting—Room 200**
- **9:00-12:30—NELLCO Board meets—Room E-117**
- **11:00 - break—Gym**
- **11:30 - ILL Interest Group meeting—Room 200**
- **12:30 - lunch—Gym**
- **1:30 - Acquisitions and Collection Development Interest Group meeting—Room 200**
- **3:30 - break—Gym**
- **4:00 - IT Interest Group meeting—Room 200**
- **5:00 pm—Adjourn**

NELLCO Symposium 2014

Shifting Our Focus: From the Rat Race to Results!

Welcome! You're in for a two days of thought-provoking exploration, reflection, conversation and fun.



We'll start the conference this year with a provocative plenary session led by Jody Thompson (wielding the clock above) of Culture Rx. Jody and co-founder Cali Ressler (fleeing above) created the **Results Only Work Environment** (ROWE). Their groundbreaking work has been covered by NPR, Time Magazine, WorkForce, Forbes Magazine, USA Today, The New York Times, HR Magazine, Business Week, Huffington Post, Inc., Hybrid Mom, American Executive Magazine, Governing Magazine, and many more.

What exactly is ROWE? According to Jody and Cali:

ROWE goes beyond telework. It's a management strategy where employees are evaluated on performance, not presence. In a ROWE, people focus on results and only results – increasing the organization's performance while cultivating the right environment for people to manage all the demands in their lives...including work.



Be prepared to challenge old patterns and habits and consider new ways of viewing your working life. Learn how to identify sludge and understand its harmful effects in the workplace. Ask questions and get answers about how ROWE concepts can change the way we work.

Immediately following the session Jody will sign your books in the exhibit area. Stop by and share your thoughts!

ROWE: A Real-Life Implementation in the Minnesota Courts—Katie

Schurrer



Now that we've heard from Jody, the creator and an unwavering champion of ROWE, I hope you're thinking about how it might apply in your unique environment. Each workplace is different, and is subject to its own set of opportunities, challenges, and obstacles to the implementation of ROWE concepts and principles. So now that we have an introduction to the theory behind ROWE, we're going to hear from Katie Schurrer about her experience with an actual implementation.

In late 2011, the Minnesota Judicial Branch decided to pilot ROWE in one judicial district (4th Minneapolis/Hennepin County) and in the State Court Administrator's Office. Approximately 100 employees, in 8 divisions, were trained and started working in a ROWE. The divisions included operational employees (e.g. court/case processing) as well as administrative support (e.g. Human Resources, Court Services). One year after implementing ROWE, the State Court Administrator's Office, in conjunction with the Fourth Judicial District, conducted a multi-method evaluation of the pilots by conducting focus groups, interviews, deploying surveys, and analyzing quantitative data on productivity and sick/vacation leave. Results of the evaluation are currently being shared with MJB stakeholders. Human Resources & Development is creating an implementation plan, including a toolkit of resources for managers and staff, for continued use of ROWE and possible expansion within the Minnesota Judicial Branch.

Katie Schurrer has been with the State Court Administrator's office in the Minnesota Judicial Branch since 2006. Katie was a Research Analyst for seven years and recently joined Human Resources & Development as a Human Resources Specialist. As a researcher, she was the principal researcher on several evaluations, including the Minnesota Statewide Adult Drug Court Evaluation and ROWE Pilot Evaluation.

ROWE: A Real-Life Implementation in the Minnesota Courts—(cont'd.)

Katie is currently developing a toolkit of resources for managers and staff to assist employees in making ROWE as effective as possible where currently implemented, and for others within the Minnesota Judicial Branch interested in implementing a results only environment. Katie also has experience in market research, legal work as a law clerk, student attorney and summer associate, and background in Restorative Justice, both as a practitioner and member of non-profit boards. Katie holds a J.D. from William Mitchell College of Law and is a licensed attorney in Minnesota. Katie has a B.A. from Augsburg College where her course study focused on sociology, communities, and crime.



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Thurs. evening — Join us for cocktails at 6:30, dinner at 7:00 in the law school foyer.



Daniel Lewis- CEO, Ravel Law



On Thurs. evening at dinner we'll be joined (virtually) by Daniel Lewis. Ravel co-founder and CEO, Daniel Lewis has a JD from Stanford Law ('12) and a BA from Johns Hopkins. Prior to law school, he worked as a national energy and transportation policy analyst at the Bipartisan Policy Center in Washington, DC.

Ravel Law is a new legal search, analytics, and visualization platform for federal and state case law. Ravel enables lawyers to find, contextualize, and interpret information that turns legal data into legal insights. Ravel's array of powerful tools – which include data-driven, interactive visualizations and analytics – transforms how lawyers understand the law and prepare for litigation. In today's global and increasingly digital world, Ravel empowers attorneys to benefit from this huge influx of information and find value in it.



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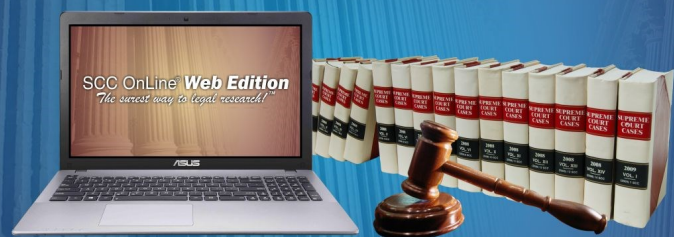


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REFERENCE INTEREST GROUP

Fri. March 14 — 9:00 am — Room 200

Start Fri. morning off by joining the Reference Interest Group, led by **Brian Flaherty (New England Law|Boston)**. Come and learn from your colleagues, and find out what's going on in the reference departments of your fellow member libraries. This session will begin with an unconference, where the participants set the agenda.

Following this, we'll hear from our colleagues about things that they're excited about, projects going on in their schools or libraries, or things they're working on. Come prepared to share and learn!

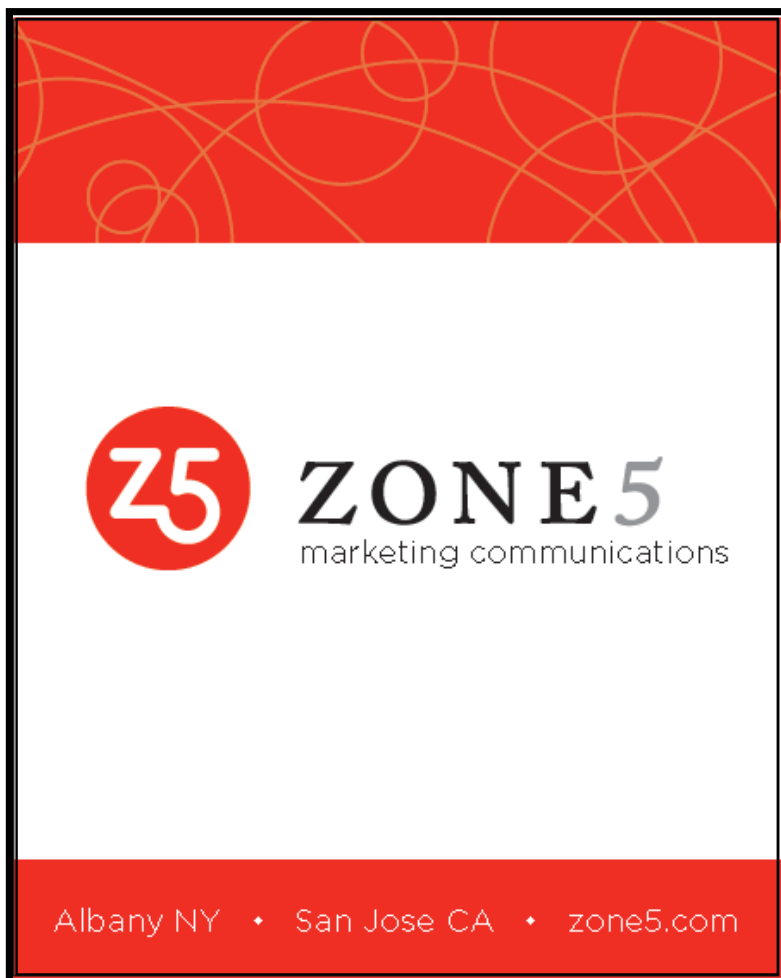


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ZONE5 has been engaged to help NELLCO achieve one of our ‘results.’ Through the Board’s planning work, the Executive Committee recognized an unmet communication need; a formal Annual Report.

ZONE5 is going to help us design a template that we can adopt each year for this purpose. They will be on hand during the Symposium to gather intel. Please take some time to share your insight and ideas!

INTERLIBRARY LOAN INTEREST GROUP

(AKA: Why the ILL Interest Group Sucks and How to Fix It)

Fri. March 14 — 11:30 am — Room 200

Join the ILL Interest Group session, led by **Jessica Randall Panella (UConn)**, to share tips, best practices and the future of resource sharing at your institution.

11:30 - 11:50—The Future of Resource Sharing and Library Consortia- Jessica Randall Panella

11:50 - 12:30—Resource Sharing Discussion

Discussion of the future of interlibrary loan in NELLCO member libraries. Participants will brainstorm how the Interlibrary Loan Interest Group can assist member libraries maximize their resources and support the missions of their institutions moving forward.

We take this stuff way seriously.

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ACQUISITIONS AND COLLECTION DEVELOPMENT INTEREST GROUP

Fri. March 14 — 1:30 pm — Room 200

Interest Group leaders **Caroline Walters (Harvard)** and **Gilda Chiu (Brooklyn)** have put together a great session.

- ⇒ Guest Speaker: **Jamie Keller**, Reference Librarian, Florida Coastal School of Law
“Consumer Advocacy: Where are We & Where Do We Go from Here?”
- Brain storming ideas and Q & A
 - Lexis Overdrive program: two perspectives: Albany Law School and Harvard Law School
 - Concerns and questions regarding law book e-book platforms and business models
 - Ownership models, perpetual access models, and leasing models
 - The problem of format and technology migration (ownership)
 - Distribution rights, archival rights,
 - DRM and First Sale Doctrine
 - Patron Driven Acquisitions Pilot updates from Roger Williams and New England Law
 - Discussion and Q & A
 - How are schools notifying faculty about e-book purchases, if they are at all?
 - How does PDA affect your Collection Development Policies
 - Joint Task Force on Vendor-supplied Bibliographic Record Creation and Distribution Models Report (subject to change)

Be sure to join your colleagues for an energetic exchange and return to your library with new ideas to share!

INFORMATION TECHNOLOGY (IT) INTEREST GROUP

Fri. March 14 — 4:00 pm — Room 200

Join **Larry Flynn (Suffolk)** and your peers for this meeting of the NELLCO Information Technology Interest Group.

There will be a demonstration and discussion of NELLCO's new order and renewal process to be rolled out in May. With the new platform all NELLCO members will be able to login and view their library's currently held subscriptions and order history. Members designated by their library as authorized purchase agents will be able to login to place new orders or renew existing subscriptions.

The second part of the IT interest group meeting will be an informal conversation concerning IT related matters raised during the earlier interest group meetings. Please come to listen and share, and to shape the IT Interest Group so that it can serve your library in the years ahead!



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Legal Information Preservation Alliance

Librarians around the world are exploring models for the retention of and persistent access to print materials in an increasingly digital world. A number of different print archiving projects are currently underway, and include both centralized and distributed models. For information about other efforts in this area, google *Print Archive Network*.

PALMPrint, a joint effort of NELLCO and LIPA, is a law-focused print retention pilot project. A collection of primary, U. S. legal resources has been contributed by 4 donor law libraries: Cornell, University of Pennsylvania, Quinnipiac and Vermont Law School. These materials are now jointly owned and accessible by more than 60 participating law libraries in the U.S. and Canada, and are centrally housed at the W.B. Meyer Library Storage facility in Windsor, CT.

NELLCO and LIPA hope PALMPrint will serve as a model for collaborative print retention, allowing libraries to make different decisions about library space at the local level. In this way, libraries can continue to be responsive to the changing needs of their users secure in the knowledge that primary print materials are within reach, and under the stewardship of the collaborative.

Thank you for coming!



Don't forget:

- Complete your reminder cards and drop them in the box on your way out.
- Fill out the online conference evaluation form when you receive the link from NELLCO.
- Come back next year!

