AALL Committee Activities and Action Plan

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Committee Name: Economic Status of Law Librarians Committee

Committee Charge:
Monitor the work of other associations that share an interest in compensation and pay equity for law librarians and related professions, and where appropriate, convey ideas and suggestions on improving compensation and pay equity to the AALL Executive Board and to AALL members;

Maintain a compilation of "best practices" relating to improving compensation of law librarians including marketing, public relations, negotiating skills and advocacy;

Monitor scholarly developments in the fields of labor economics, human resource management and related fields for ideas, findings and developments relevant to advancing the economic well-being of law librarians;

Assist the Executive Board as appropriate in facilitating salary-equity studies to document law librarians' compensation as compared to other professionals in their work environments;

Serve in an advisory role to the Director of Publications for the compilation of the AALL Biennial Salary Survey.

Major Activities for 2012-2013:
The Economic Status of Law Librarians Committee (ESC) seeks to help each of us increase our visibility and recognition. For us, the path is to help educate librarians on career management. We must seek opportunities for professional and personal development and also be sure to promote what it is we do to our managers, directors, deans and other stakeholders. This year, the committee members include two directors, two mid-career librarians and two new librarians. Taking advantage of our diversity, we each set out to offer musings on what it is we have done in our own career to take advantage of opportunities and to make opportunities when necessary. The focus is on giving librarians information and perhaps confidence to advocate consistently over time for themselves and for the library. We are now in the process of organizing our musings into a series of three articles to be published in Spectrum. Our work falls under the AALL Strategic Directions of both leadership and advocacy.

Proposed Activities for 2013-2014:
In the coming six months, the ECS will complete a series of professional encouragement articles to be published in Spectrum. The articles are designed to help support the development of our colleagues in their professional environment, and to promote the value of libraries and librarians. Librarians on average could be more strategic about how they approach their careers. And we can be more assertive in promoting what it is we do and how that impacts the mission of our larger institutions. In addition, the ECS will organize and host a webinar on the topic of compensation and benefits. How to think about them and how to increase what you earn whether in salary or through other forms of recognition. Another theme that has come up in our conversations, and one that may also be pursued: Organizing a listserv forum discussion on the topic of keeping motivated and engaged at work. The target audience will be mid-range career librarians. We expect it will be helpful for all.