

**PROJECT TITLE:** New Pathways to the Legal Information Profession

**PROJECT SUMMARY:** This proposal is a 3-year project (Aug. 1, 2023 - July 31, 2026) to enhance and expand the Law Library Fellows Program at the University of Arizona (UA) Daniel F. Cracchiolo Law Library to address two ongoing problems in law librarianship: (1) the lack of growth in numbers of law librarians who are Black, Indigenous, and People of Color (BIPOC) and from historically excluded groups (HEG), and (2) an insufficient number of librarians entering the legal information field generally. We seek to be leaders in the development of a diverse workforce in law libraries by training diverse Law Library Fellows, creating and promoting new pathways to the legal information profession, and challenging our entire professional community to participate and collaborate in these efforts. The expansion of the Fellows Program under this proposal will include (1) the addition of a Project Manager for two years, (2) the training of two additional Fellows within our Program, and (3) the creation of a remote fellowship opportunity open to law libraries across the country.

**PROJECT JUSTIFICATION:** This project aligns with Goal 1 of the Laura Bush 21st Century Librarian Program as it will recruit, train, develop, and retain a diverse workforce of law library professionals in collaboration with diversity programs and initiatives on the University of Arizona's campus and elsewhere (Objective 1.1). We will improve and enhance our current Law Library Fellows Program through careful review of the state of the profession. We will create opportunities to fill training gaps and develop learning opportunities in specialized areas in law librarianship. We will also collaborate with all types of law libraries (academic, law firm, public, and government) across the country to develop and launch a Remote Fellowship Program which will expand access, reach, and impact of the Fellows Program to candidates and law libraries nationally (Objective 1.2).

This grant builds upon the many successful efforts funded by IMLS, Association of Research Libraries (ARL), Mellon Institute, and individual institutions to increase diversity in librarianship. Such programs include IMLS grantee Knowledge River and the ARL Initiative to Recruit a Diverse Workforce. As discussed in more detail below, while the diversity of librarians and students in Library and Information Science (LIS) programs has increased significantly in the last two decades, diversity in law librarianship largely has not. The ultimate, direct beneficiaries of this grant will be many, including: 1) BIPOC and HEG students who will become law librarians, 2) the profession of law librarianship, which is in desperate need of expanding its workforce; 3) law students, law professors, lawyers, and *pro se* (self-represented) litigants who will learn from these law librarians in the classroom, law office, and library; and 4) members of the public who will attend events and access resources created, hosted, and disseminated by these law librarians.

Law librarianship is a specialized field within librarianship. The profession is driven by the evolution of law practice, legal education, government, and law itself. Changes in these drivers are in turn influenced by factors such as technology, culture, law school and state bar admissions practices, client needs, faculty research, instructional trends, American Bar Association (ABA) Standards, and law school rankings. Law libraries take many forms: academic, law firm, government, and public. Except in a handful of cases, academic law libraries operate independently of university libraries. The director of the law library generally reports to the dean of the law school as required by ABA Standards. The academic law library team's primary mission is to support the research, scholarship, teaching, and learning of the law school's faculty and students. Academic public services law librarians work one-on-one with faculty and students on their research projects, and they teach credit-bearing legal research courses and other classes in law schools and in library science programs. Law firm librarians train attorneys on legal research tools, support the research of the firms' attorneys, and support the managing partners who run the business side of the firm. Government and public law librarians support the research needs of the judges, attorneys, and self-represented litigants.

Academic public services law librarian positions are the only positions that traditionally require dual-degreed (Juris Doctor (JD)/Master of Library and Information Science (MLIS)) law librarians. Technical services positions in academic law libraries generally require only the MLIS, as do law firm, government, and public law library positions. Nonetheless, librarians without law degrees rarely seem to consider a career in law librarianship, and LIS programs rarely promote careers in law libraries even though fewer than 20% of law librarian positions require a JD (AALL, 2023). Nonetheless, the myth that a JD is required for a career in law librarianship permeates librarianship and LIS programs. We aim to dismantle that myth.

Law librarians have been talking and writing about diversity in the profession since the early 1970s. Alyssa Thurston's 2012 article provides a close and critical look at changing demographics in the U.S. and the author's perceived slowness of law librarianship to diversify. The author examines American Association of Law Libraries (AALL) data on minority membership and concludes that AALL lags behind the country in its efforts and successes to diversify the profession. James Donovan's prize-winning 2017 article similarly concludes that AALL, by any measure, is lacking in racial and ethnic diversity, and that there has been only a slight but consistent increase in the rate of minorities in AALL. Donovan also finds that there are twice as many minority law librarians in academic law libraries than in other types, but that the addition of minority librarians in academia has plateaued. In 1993, there were more than 4,600 members of AALL, 205 of whom identified as members of an ethnic minority, for a membership percentage of 4.46%. This rate would not be equaled in the present data until 2003 (Donovan, 2017) (Table 1 in Supp.Doc.1). Donovan examines the number of minority law librarians compared with the number of minority lawyers, post-secondary teachers, and librarians generally. He also compares diversity among law students and LIS students. The Principal Investigators (PIs) updated this data for this grant proposal, and the data still show that law librarianship is lagging allied professions despite great leaps forward in diverse student enrollment (Tables 2 and 3 in Supp.Doc.1).

In addition to impacting the low level of diversity in our profession through our Fellows program specifically, we believe we can improve the overall number of law librarians entering the profession with our planned innovations and alternative pathways to law librarianship. Law librarianship is experiencing a two-decade-long inverse in the rate of job opportunities to people entering the profession. Data provided by AALL shows that there has been an increase in the number of job postings since the pandemic (Table 4 in Supp.Doc.1), and a steady decrease in the number of AALL members, from an apex of 5,193 members in 2002 to a nadir of 3,538 members in 2021. The rate of departure from the profession is exceeding the number of new members to the profession (Tables 5 and 6 in Supp.Doc.1). Even before the pandemic, pools of qualified candidates had been shrinking along with the number of law librarians in the profession (Letter of Support, Law Library Director Director, Lisa Goodman in Supp.Doc.6). AALL membership, which is the best indicator of the health of our profession, has declined by 22% in the last decade and by over 1,500 members or 31% since 2002. The pandemic has only exacerbated, accelerated, and highlighted the decline in the net number of law librarians.

Our profession has reached a tipping point: we are struggling to fill open positions. In 2021 and 2022, over 600 jobs for legal information professionals were posted to the AALL Career Center (Table 4 in Supp.Doc.1). Many of these searches failed due to the lack of qualified applicants, forcing many employers to augment the benefits offered or adjust the required educational credentials, such as making the JD or the MLIS optional, in order to attract candidates (Table 7 in Supp.Doc.1). Thus, while the current market is superb for the few law librarians new to the profession or mid-career professionals looking to make a change, the annual net loss of librarians will be devastating to the profession in the long run.

Compounding the problem is an advancing demographic "perfect storm" that will result in the number of graduate students shrinking relative to the country's undergraduate population. Some leading economists

expect universities to fall off the “demographic cliff” within three to four years due to factors such as smaller generations resulting in many fewer college-age children, the COVID pandemic, the skyrocketing costs of higher education, high school graduates questioning the value of a college degree, and the U.S.’s unfriendly immigration laws which push international students to choose universities in other countries (Fulk, 2023). Meanwhile, skills needed in law librarianship are evolving and becoming more technical and specialized. For example, doctrinal law faculty are increasingly engaged in more complex and non-traditional research and scholarship, including empirical, technological, comparative, and interdisciplinary work, and they rely on their law librarian colleagues to partner with them and support this work. Legal practitioners are seeing a proliferation of new and next-generation law practice technologies that are required in their jurisdiction or that incorporate artificial intelligence, and they rely on their legal information professionals for training and support.

UA College of Law is uniquely positioned to create pipelines of diverse and superbly prepared students, thereby transforming the legal information profession, by leveraging:

(1) *UA's diversity initiatives which include a generous financial aid component, and UA's programs that lower barriers to accessing education by HEG and BIPOC students.* For example, undergraduate Native American students from Arizona's 22 federally recognized tribes and nations attend UA tuition-free. UA recently opened a microcampus on the Pascua Yaqui Indian Reservation and offers the College of Law's Bachelor of Arts in Law. The UA School of Information (iSchool) Knowledge River Program recruits BIPOC students and “focuses on discussion and action to improve services for BIPOC communities” in information environments. Collaborations with students in the College of Law's and UA's affinity groups and cultural centers abound.

(2) *UA's innovative degree pathways and educational opportunities.* The Law Library, in collaboration with the College of Law registrar and the iSchool, has created new degree pathways for legal information professionals beginning Summer 2023. New pathways include (a) a **B.A. in Law with an accelerated M.A. in Library & Information Science (MLIS)** and (b) a **dual degree JD/MLIS**, and (c) in progress, a **dual degree Master of Legal Studies/MLIS**. The Law Library and the iSchool have a mutually collaborative and supportive working relationship (Letter of Support, Catherine Brooks, Director, UA School of Information in Supp.Doc.6).

(3) *The Law Library's pre-existing Law Library Fellows Program, revamped with intensive experiential and structured professional development components, and newly opened to library science students without a JD.* The Law Library Fellows Program is the only law librarianship program in the nation providing tuition remission for up to two years and a salaried, intensive, experiential component (Table 8 in Supp.Doc.1). The Fellows Program allows graduates of our program to “hit the ground running” when they enter the legal information profession, and many have become leaders in the profession. For example, Fellows Program graduate and current Fellows Program Director, PI Laskowski, was the only librarian in the country accepted to the 2022 Summer Conference on Applied Data Science, a national conference that addresses the challenge of leveraging machine learning technology to create tailored intelligence reports for stakeholders in the national intelligence community. This grant will allow UA to build and expand upon its traditions of excellence.

These three components address barriers to entering law librarianship, including educational costs such as time and money, which directly affect access to higher education. By reducing or removing those barriers, in combination with overt recruitment efforts particularly in HEG and BIPOC communities, we can increase the number of students entering the study of law librarianship, particularly from HEG and communities of Color.

**PROJECT WORK PLAN:** The current<sup>1</sup> Law Library Fellows Program is a one-to-two-year program that graduates up to two Fellows annually with the skills necessary to succeed in their law librarianship careers.

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<sup>1</sup> While this is an outline of our *current* Fellows Program, this highly- and individually-tailored experience is a new approach to the Law Library Fellows Program, designed in 2022 by the new Program Director, PI Laskowski.

Each year we recruit and provide foundational training for two new Fellows (Junior Fellows), while advancing the training for the two returning Fellows (Senior Fellows). Fellows already have a legal degree or legal experience, and they gain library experience working part-time (.5 FTE or 20 hours/week) in the Law Library. They also receive full tuition remission. The Fellows have individualized learning and working plans as they rotate through the Law Library's units (Law Library Rotation Program, Supp.Doc.3). They regularly meet individually with the Law Library Fellows Program Director to establish professional development goals and discuss career trajectory. We assign Law Library mentors and Fellows Program alumni mentors for Junior and Senior Fellows, respectively. This formal mentorship program follows a structured path in the first year and a more fluid, interest-specific path in the second year. (Mentorship Handbook Sample, Supp.Doc.4).

This grant will allow us to augment our current Law Library Fellows Program and increase its impact by providing an initial injection of funds to hire a Project Manager focused on program enhancement, expansion, and outreach, and to train two additional Fellows. The addition of a Project Manager manager to our team will allow us to: (1) advance our Fellows Program in light of research to be performed on evolving job skills needed in law librarianship, (2) enhance our Fellows Program with the implementation of best practices and a more bespoke experience, (3) create a Fellows Program Toolkit that will be made freely available and that can be used by anyone who wishes to create a fellowship program, and (4) develop a Remote Fellow Program, which will allow students interested in law librarianship to work as a Fellow at one of the Remote Fellow Host Institutions (RFHI) recruited through this project. Fellow Law Library directors have already expressed interest in the Remote Fellows Program (e.g. Letters of Support from Law Library Directors Roger Skalbeck (Richmond Law) and Todd Melnick (Fordham) in Supp.Doc.6).

## **Project Timeline**

### Year 1 (August 2023 - July 2024)

**Hire Project Manager (Aug. 2023)** We will hire Jennifer Bedier, currently a part-time Research and Instructional Services Librarian at the University of Arizona Law Library. She is spearheading the establishment of our Law/LIS dual-degree programs, mentioned previously, and is dedicated to advancing and diversifying the Fellows Program. She is an alumna of the Knowledge River and Fellows programs.

**Investigate procedures and costs for new remote-site Fellows (which is separate from our in-house Fellows Program) (Aug. 2023 - Jan. 2024)** The Project Manager will work with Law School's finance and human resources teams to identify and document the procedure and costs for hiring remote Fellows at RFHIs. All hosting costs will be borne by the RFHI as a way of ensuring sustainable expansion.

**Research law library training programs, positions, and jobs (Sept. 2023 - Feb. 2024)** The Project Manager and one Fellow will analyze the state of law library work nationally to understand the range of skills required and the training available for law librarians to gain those skills. They will utilize current data (Table 4 in Supp.Doc.1), gather additional job posting data, search library and employment literature, and conduct surveys. This project requires no IRB approval as all data will be collected from open sources and include no sensitive or personally identifiable information.

**Expand engagement with program alumni and enhance Mentorship Handbook (Sept. 2023 - Jan. 2024)** The Program Director recently created a rudimentary database for alumni to connect with each other for career advice and advancement. The Project Manager will expand the database to include information on each graduate's areas of expertise, research interests, and career goals. This will allow the Program Director to better match Senior Fellows with alumni mentors whose interests and expertise match the Fellow's career goals. The Program Manager will enhance the Mentorship Handbook as this work progresses.

**Establish connections with affinity organizations for recruitment effort (Oct. 2023 - Jan. 2024)** The Project Manager will connect with affinity groups, institutions, and initiatives, such as the Knowledge River Program, UA Hispanic-Serving Institution (HSI) student events, UA Pascua Yaqui microcampus, and HBCU

law schools and universities. From those, we will recruit candidates for the Fellows Program and for the new educational pathways to law librarianship, e.g. the dual degree MLS/MLIS. The Project Manager will create promotional materials for recruitment from the BA in Law, Master of Legal Studies, JD, and LIS programs.

**Develop comprehensive RFHI recruitment plan and administrative guide (Dec. 2023 - Mar. 2024)** The Project Manager will develop a recruiting plan, recruiting materials, and administrative guide for RFHIs. The RFHI Administrative Guide will contain, at a minimum, (1) an explanation of the administrative procedures and budgeting required to become a RFHI, (2) the communication process between UA and RFHI, including milestone check-ins between Program Director and RFHI coordinator, and (3) RFHI training materials and Fellows Program standards, objectives, and structure.

**Create digital presence for Fellows Program work product (Feb. 2024)** The Fellows Program Director will draft a webpage to host this project's work product and resources such as *Introduction to Law Librarianship*, an open-access textbook co-edited by the Fellows Program Director (Laskowski & Joyner, 2021). This foundational webpage will serve as our repository for all we create and share with law librarians and the public for the benefit of the legal information profession.

**Recruit four Junior Fellows for academic year 2024-25 (Feb. 2024 - May 2024)** The Project Manager will recruit four Junior Fellows: two funded by this IMLS grant and two funded by the College of Law under our pre-existing structure. One of the IMLS-funded LIS students will be a single-year fellow and has already been identified: she is a dual-degree JD/MLIS second-year law student who will graduate with both degrees in May 2025. She is Diné, raised on the Navajo Nation, with the ultimate goal to create the first law library on and for the Navajo Nation. The Project Manager will focus recruitment efforts on UA programs previously-identified in this proposal, affinity organizations (such as the HBCU Alliance and Reforma), and affinity groups within professional library organizations (such as the Latinx Caucus of AALL). Fellows apply to the program by submitting a letter of interest which answers the following questions: 1) Why do you want to be a Law Librarian? 2) Why do you want to join the Law Library's Fellows Program? 3) What background or experience will you be able to leverage in your law librarianship career? The Program Director will personally interview qualified applicants and select new Fellows using a rubric (Fellow Selection Rubric, Supp.Doc.5).

**Identify law libraries interested in becoming a RFHI (Mar. 2024 - June 2024)** With the help of the Law Library Director (PI Miguel-Stearns), the Project Manager will email program recruitment materials developed in an earlier stage to law library directors (academic, law firm, government, public, corporate) nationwide and gauge their interests in hosting a fellow at their institution. The Project Manager and Program Director will then arrange meetings with each interested RFHI director to understand their capabilities, discuss the program structure, and identify the necessary next steps for establishing the cross-institution collaboration.

**Submit first year narratives and financial reports to IMLS (May 2024 - July 2024)** The PIs, with assistance from the Project Manager, will create reports evaluating interim progress using the following metrics: number of law libraries interested in becoming a RFHI, overall student applicants to the Fellows Program, number of applicants self-identified from HEG, number of applicants that discovered the Fellows Program through our newly developed recruitment channels, and completion of the RFHI Administrative Guide, Fellows Program webpage, and other promotional materials.

#### Year 2 (August 2024 - July 2025)

**Hire & onboard four Junior Fellows (Aug. 2024)** The onboarding process includes short meetings with each member of the law library, overview of expectations and procedures, completion of university required training (such as FERPA and Information Security trainings), provision of a laptop, activation of university employee email, registration in professional organizations, and development of the Fellow's initial learning plan.

**Train Fellows (Aug. 2024 - July 2025)** The Project Manager and Fellows Program Director will work with Fellows to improve existing training and resources using assessment and feedback, and will create a more detailed Fellows Program plan which includes milestone check-ins and learning objectives tied to certain

activities. Surveys and checklists will be developed to track a Fellow's progress with their library mentor or an alumni mentor. Fellows will have the opportunity to be trained in specialty areas such as empirical research, GIS, legal technology, foreign, comparative, and international legal research, and special collections, all of which is possible due to the unique composition of our Law Library collections and the expertise of our team.

**Recruit RFHI (Aug. 2024 - Dec. 2024)** The Project Manager will secure commitments to host a remote Fellow from previously-identified institutions. Project Manager will collaborate with the law library director at each RFHI to create an initial plan to host a Fellow by identifying relevant institution-specific policies and procedures, advising on recruitment efforts, establishing a communication plan, and reviewing the RFHI Administrative Guide.

**Finalize administrative steps with RFHI (Nov. 2024 - Feb. 2025)** The Project Manager will work with RFHI to finalize any administrative procedures necessary for an institution to host a remote Fellow.

**RFHI training and coordination (Jan. 2025 - May 2025)** The Project Manager will schedule and conduct training of RFHI coordinators in preparation for their hosting of a Fellow the coming year.

**Recruit two Junior Fellows for the next academic year (Feb. 2025 - May 2025)** Recruitment procedures are the same as Year 1. Both Junior Fellows for 2025-26 will be funded by the College of Law through our current structure. The Junior Fellow hired under this IMLS grant for 2024-25 will continue in the Fellows Program as a Senior Fellow funded by this IMLS grant in Year Three, 2025-26.

**Design career advising handbook (Feb. 2025 - June 2025)** The Project Manager will design a robust Career Advising Handbook that will provide guidance to students and supervisors on course planning, documenting completed projects and awards, crafting resumes and cover letters, networking, interviewing, and other skills necessary to smoothly advance from the Fellows Program to a professional law librarian position. This Handbook will be incorporated into the Fellows Program Toolkit and be made publicly available on our project webpage. This Handbook will aid in retention of students interested in the field by illuminating and making transparent the path to successful transition from student to law librarian.

**Publish white paper on law library skills (Mar. 2025 - May 2025)** The Project Manager, Fellows Program Director, and Fellows will draft and publish a white paper on their law librarian skills, positions, and jobs research project. The paper will be made publicly available on our webpage.

**Submit second year narratives and financial reports to IMLS (May 2025 - July 2025)** The PIs, with assistance from the Project Manager, will create required reports evaluating interim progress using the following metrics: number of law libraries agreeing to be RFHI, applicants to the program, Fellows' feedback on quality of the program, completion of the white paper, and number of alumni interested in becoming mentors.

### Year 3 (August 2025 - July 2026)

**Hire & onboard two Junior Fellows (Aug. 2025)** Same procedure as in Year 2.

**Train Fellows (Aug. 2025 - Sep. 2026)** Same procedure as in Year 2.

**Publish all developed materials (Nov. 2025)** The Fellows Program Director will submit the Law Library Fellows Program Toolkit, including the Mentorship Handbook, Career Advising Handbook, and Law Library Rotation Program, to our institutional repository and link to them on our webpage for public dissemination and implementation.

**Collaborate with RFHI to Recruit Remote Fellows (Dec. 2025 - May 2026)** The Program Director will work with the coordinators at the committed RFHI to advise and assist with recruitment to their new program. We will utilize all recruitment avenues identified earlier in the project and begin the administrative process necessary to ensure the hiring process goes smoothly.

**Share the Fellows Program with the Library Community (Throughout 2026)** The PIs will present the successes and challenges of the Fellows Program and the Remote Fellows Program at the annual meetings of the Association of American Law Schools (AALS) (Jan 2026), the Southwestern Association of Law Libraries (SWALL) (Mar. 2026), AALL (July 2026), and the Association of Library & Information Science Educators

(ALISE) (Oct. 2026). These sessions will include information about current and future Fellows Program enhancements, expansion opportunities, and recruitment tools and materials.

**Submit third year narratives and financial reports to IMLS (June 2026 - July 2026)** The PIs will create required reports evaluating interim progress using the following metrics: qualitative and quantitative RFHI data, number of student applicants, download-metrics on white paper and other materials, and Fellows' feedback.

### **Project Resources**

The Law Library Fellows Program has been training law librarians for over two decades, amassing 64 Fellow alumni; and the Law Library team is uniquely positioned to advance the program to the next stage. We have law library team members with specialized skills, we can access new cutting-edge courses taught by experts in emerging areas at the iSchool, and we can leverage recent UA initiatives to recruit and support diverse student populations. We also have generous but limited financial support, and generous and unlimited moral support from the College of Law.

Despite our relatively small size, the Law Library team offers unique expertise and opportunities while providing training in specialized skills for sought-after roles. For example, the Fellows Program Director (PI Laskowski) is one of the few law library experts in the country on machine learning and geospatial analytics. Our Foreign, Comparative, & International Law (FCIL) Librarian works in five languages, is from and has expertise in Latin America, and is internationally known for his work in the region. Our Collections Management Librarian is a national vanguard in thoughtful curation of anti-racist and social justice resources. Our director (PI Miguel-Stearns) is bilingual and has expertise in Latin American legal systems, management and leadership, and aspects of law and LIS education. Five law librarians teach courses to law and LIS students.

As a land-grant institution, the Law Library actively seeks impactful partnerships in the community, which provides Fellows the opportunity to work on innovative projects. The Law School's *Innovation 4 Justice Lab* is a nationally recognized legal innovation lab with which the Law Library collaborated on the creation of the Medical Debt Policy Scorecard. Other forward-thinking projects include our collaboration with the Navajo Nation Department of Water Resources to digitize their working library of maps and documents related to water resources on the Navajo Nation; and a partnership with the International Dark-Sky Association (IDA) to develop an international database of light pollution laws for researchers and activists. Current Law Library Fellows have conducted user experience interviews, developed controlled vocabularies, processed sensitive materials for digitization, and created datasets while working on these projects. The addition of the Project Manager will allow us to better utilize these unique advantages of our Law Library to advance and expand the Fellows Program to have greater impact in the legal information profession.

**DIVERSITY PLAN:** The UA, the UA College of Law, and the Law Library are all deeply committed to DEIA. UA prides itself on being Arizona's first HSI and one of the few Research I HSIs in the country. HSI is defined by having greater than 25% undergraduates who self-identify as Hispanic. Further, 26% of UA graduate students are from HEG. UA has a Arizona Native Scholars Grant Program whereby Native American undergraduates from Arizona's 22 federally recognized tribes attend UA tuition-free.

The College of Law is home to the nation's largest Indigenous Peoples Law & Policy Program (IPLP) and the largest number of Native American law students in the country (UA College of Law, 2023a; UA College of Law, 2023b). The IPLP awards dozens of scholarships to Indigenous students every year. The Law Library has a liaison specifically assigned to the IPLP to support and partner with IPLP faculty and students. Two of the project PIs are lead researchers with IPLP faculty on a project for the UA Provost investigating how UA's land-grant history has affected Arizona's Indigenous communities since the 19th century.

College of Law Dean Marc Miller (Letter of Support in Supp.Doc.6) has transformed legal education in the name of making law school more accessible and diverse. Under his leadership, the LSAT is no longer required for admission to the UA College of Law and many other law schools in the U.S., and the ABA is now poised to rescind the requirement of a standardized test for admission to law school altogether (Charnosky, 2023). Dean Miller created the first Bachelor of Arts in Law in the country, which now has over 2,000 students enrolled online and on campus. Dean Miller championed the first-ever university campus on tribal land with the creation of the UA microcampus on the Pascua Yaqui reservation last year. Its first set of programmatic offerings includes the BA in Law (UA News, 2022).

The Law Library is well supported by the College of Law, with nine librarians, five support staff, and four Law Library Fellows (for which the College of Law generously covers salary, fringes, and tuition remission). As a student-to-librarian ratio, this makes us one of the most well-staffed law libraries in the country. The Law Library is deeply committed to DEIA. Two of the three PIs are Hispanic/Latina and have been in the profession for seven and 17 years. One of these two PIs is the Law Library Director who, together with another law library colleague, are Knowledge River Scholars. A second PI, together with another law librarian were Law Library Fellows. A third PI has worked in libraries over 25 years, including 17 years at a community college designated as a Hispanic-Serving Institution. The Project Manager is a Knowledge River Scholar and a former Law Library Fellow. The Law Library interacts with the Knowledge River program regularly. We guest lecture in each other's classes, we provide tours and mentors to Knowledge River students, and one PI sits on the Knowledge River Advisory Committee. (Letter of Support from Berlin Loa, Director of Knowledge River, in Supp.Doc.6.) The student advisor to MLIS students at the iSchool is an alumna of the Law Library Fellows Program. She regularly flags potential Fellows for us as they enter the iSchool and she has been a crucial collaborator in developing our dual-degree programs. (Letter of Support, Jennifer Rochelle, iSchool Professor of Practice and MLIS Advisor, in Supp.Doc.6.)

All members of the Law Library will be involved in this project, whether as mentor, supervisor, or colleague. Law librarians incorporate critical librarianship and concepts of DEIA into their many courses. The Law Library has intentionally diverse collections including tribal law, antiracist, and social justice collections. The Law Library collaborates with student affinity groups for special events and recognitions such as a Black History Month book display, a Murdered and Missing Indigenous Women display, and an *ofrenda* for Dia de los Muertos. The law library seeks partnerships in our community that empower HEG such as our collaboration with the Navajo Nation Department of Water Resources to preserve and digitize their library.

As mentioned in the Work Plan, we will collaborate with affinity groups both on and off campus to recruit BIPOC and HEG students to law librarianship. For example, we will recruit students from HBCUs, HBCU law schools (Letter of Support from Nichelle Perry, North Carolina Central University Law Library Director, in Supp.Doc.6; see, also, Perry's article on collaborating with HBCU law schools in Bibliography, Supp.doc.2), and tribal colleges, such as the UA microcampus on the Pascua Yaqui reservation and the Tohono O'odham and Navajo Nation colleges (Letter of Support from Eugenia Charles Newton, Diné, Knowledge River Scholar, and Navajo Nation Delegate). We will also promote law librarianship and recruit students from the Knowledge River program, UA's LIS program generally, and from Arizona's populous community colleges where the College of Law is already recruiting for our BA in Law program.

In his recent article focusing on pipelines for teachers of color, Thomas Gold notes that minority serving institutions, such as UA, educate and produce a higher number of teachers of color and increase the likelihood that those teachers will serve as heads of their departments, when compared to those trained at predominantly



white institutions (2020). This proposal will allow us to leverage the UA's status as a minority serving institution to similarly contribute well-prepared law library leaders from historically excluded groups to the profession.

One of the most significant barriers to entering the legal information profession, especially for BIPOC and students from HEG, is the cost of higher education and the time it takes to complete degrees. With this grant, we have the Fellows Program to alleviate cost for some students, and the alternative pathways to facilitate entry into the legal information profession in a shorter period of time. Studies show two additional barriers to the success of BIPOC and HEG students: (1) a lack of mentorship, and (2) the 'hidden curriculum', a term used to describe implicit cultural and societal expectations that disadvantage "women, working class students, and students of color who may lack the expected 'cultural capital'" (Margolis & Romero, 1998). The former can be addressed by developing mentorship networks. The latter requires training that fills knowledge gaps and provides the skills to meet these challenges successfully. Our Fellows Program already provides mentors and a learning plan that includes an introduction to the professional skills and expectations that might be unfamiliar to Fellows. The Project Manager will build upon this foundation, augment our current practices to fill-in curricular gaps, and create structures to evolve the mentorship program into a more robust sponsorship program—one that takes more active action to promote and support a Fellow during the program and throughout their career (Chow, 2023).

## **PROJECT RESULTS:**

### **National & Societal Impact**

IMLS funding for "New Pathways to the Legal Information Profession" will allow us to improve the Law Library Fellows Program and expand capacity in the short-term, and develop an innovative, sustainable Remote Fellows Program which will increase diversity and numbers of law librarians in the long-term. Together these expansions and improvements will increase our overall capacity to graduate more skilled, knowledgeable, diverse, and immediately-employable law librarians and future leaders.

Under the guidance of the Project Manager, we will concurrently develop: a white paper on the state of law librarianship skills, jobs, and training; a Fellows Program Toolkit that will include a Mentorship Handbook, a Career Advising Handbook, and a Law Library Rotation Program; and other necessary documentation for the successful implementation of our robust and unique Fellows Program. We will archive all documentation in our open-access institutional repository and publicize it through our Law Library website, Fellows Program webpage, and with national conference presentations. The electronic nature of these materials will increase the geographic reach of training and professional development programs by other law libraries. This will benefit the entire law library profession, giving law library leaders information about emerging trends, new librarians information about highly sought after skills, and stakeholders information about the deep value that libraries provide. By publishing all our materials publicly under a Creative Commons CC BY license, other law libraries and law librarianship training programs will be able to freely utilize the materials and, in turn, enable law libraries across the nation to contribute to an increase in number and quality of well-trained law librarians.

At the same time, we will develop a Remote Fellows Program which has the potential to exponentially increase the number of Fellows nationally, while giving law libraries across the country the opportunity to contribute to diversifying, educating, and training the next generation of law librarians. The University of Arizona's iSchool is constantly growing and innovating, adding data science, machine learning, and critical librarianship studies to its in-person and online curriculum. The Remote Fellows Program will allow students to learn from the experts at UA's iSchool while training in a local law library. The Remote Fellows Program will further reduce barriers to entering the profession by allowing Fellows to remain in place which will (1) reduce the financial burden of moving to Tucson, and (2) better ensure they have their support networks nearby, thus increasing their

chances of completing the program and securing post-graduation employment close to home (Roksa & Kinsley, 2019).

This project will benefit society well beyond those who enter the profession of law librarianship. Increasing the number, quality, and diversity of well-trained law librarians will improve attorney performance, advance law professors' scholarly contributions, enhance legal research education, bolster services to self-represented litigants, and increase community collaborations and impact. In sum, increasing diversity and numbers in law librarianship will improve the entire legal profession and expand access to justice for self-represented persons. Further, since law affects all areas of society, increasing access to legal information through the work of law librarians will enhance research and scholarship in all disciplines.

The University of Arizona Law Library has a history of developing leaders in law librarianship, and this project will allow us to raise our level of impact while encouraging our colleagues (including over 60 alumni) around the country to participate. Just a few recent graduates who are making a big impact and giving back to the Fellows Program include: Jennifer Rochelle ('20), Assistant Professor of Practice and advisor to master's students, University of Arizona School of Information; Sabrina Davis ('12), Harris County Law Library, AALL Emerging Leader Award winner and contributor to award-winning project STAN, Synchronous Touchless Remote Node, Robot; Cas Laskowski ('15), University of Arizona Law Library, FastCase 50 Award Winner for innovating law library services in response to COVID, co-editor of multiple award-winning book *Introduction to Law Librarianship*, co-lead on the Medical Debt Policy Scorecard, and AALL Minority Development Award/Scholarship winner; Jane Larrington ('06), University of San Diego, AALL Emerging Leader Award winner; Sarah Slinger, Florida International University ('17) and Nicholas Magnanelli ('17), Yale Law Library, both received the AALL Call for Papers Award; Megan Austin ('14), received the Univ of Oregon 2019 Faculty Excellence Award.

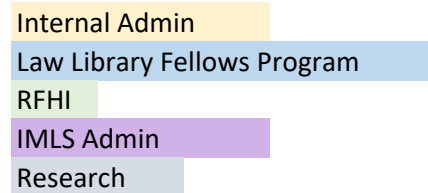
### **Sustainability**

Approximately three dozen law schools in the country are at institutions with MLIS programs (Table 9 in Supp.Doc.1). Of those three dozen, only a few affirmatively recruit and train LIS students in law librarianship, while a few law libraries without MLIS programs offer fellowships (Table 8 in Supp.Doc.1). Academic law libraries need to be more involved in educating and training law librarians. This grant will give us an opportunity to work with those three dozen law libraries to develop their own in-house Fellows Program utilizing the materials we will develop through this grant. The Fellows Program will serve as a model of how to recruit, educate, and retain BIPOC and HEG students to law librarianship.

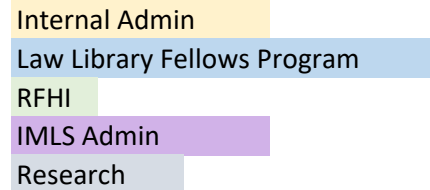
This grant will also give us an opportunity to invite all 200 academic law libraries plus hundreds of law firm, government, and public law libraries to become RFHs and contribute to the diversification and education of the next generation of law librarians through the Remote Fellows Program. Every law library director in the country will have this opportunity. The Remote Fellows Program will attract students of law librarianship around the country that our local Fellows Program would not be able to reach due to geographic and financial barriers.

Together, our enhanced Fellows Program, the Remote Fellow Program, and newly-instituted Fellows Programs at other Law/LIS institutions as a result of this project will increase diversity and increase the number of new law librarians entering the profession. The support we have already received from leadership at the University of Arizona and colleagues around the country, as exemplified in the Letters of Support, gives us confidence that we will be successful in sustaining these programs for years to come.

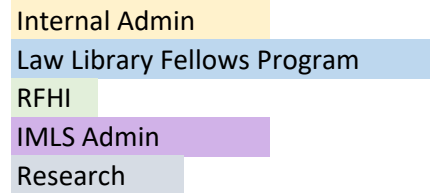
Activity	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Hire Project Manager	Internal Admin											
Investigate procedures and costs for new remote-site Fellows	RFHI	RFHI	RFHI	RFHI	RFHI	RFHI	RFHI					
Research law library training programs, positions, and jobs		Research	Research	Research	Research	Research	Research	Research				
Expand engagement with program alumni		Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program					
Establish connections with affinity orgs for recruitment effort			Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program					
Develop comprehensive RFHI recruitment plan and toolkit					RFHI	RFHI	RFHI	RFHI				
Create digital presence for Fellows Program work product							Law Library Fellows Program					
Recruit four Junior Fellows for academic year 2024-25							Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program		
Identify law libraries interested in becoming a RFHI								RFHI	RFHI	RFHI	RFHI	
Submit first year narratives and financial reports to IMLS										IMLS Admin	IMLS Admin	IMLS Admin



Activity	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Hire & onboard four Junior Fellows	Internal Admin											
Train Fellows	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program
Recruit RFHI	RFHI	RFHI	RFHI	RFHI	RFHI	RFHI						
Finalize administrative steps with RFHI				RFHI	RFHI	RFHI	RFHI					
RFHI training and coordination						RFHI	RFHI	RFHI	RFHI	RFHI	RFHI	
Recruit two Junior Fellows for the next academic year							Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	
Design career advising handbook							Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	
Publish white paper on law library skills								Research	Research	Research	Research	
Submit second year narratives and financial reports to IMLS											IMLS Admin	IMLS Admin



Activity	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Hire & onboard four Junior Fellows	Internal Admin											
Train Fellows	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program
Publish all developed materials				Research	Research							
Collaborate with RFHI to Recruit Remote Fellows					RFHI	RFHI	RFHI	RFHI	RFHI	RFHI	RFHI	
Share the Fellows Program with the Library Community	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program	Law Library Fellows Program
Submit third year narratives and financial reports to IMLS											IMLS Admin	IMLS Admin



**PRODUCTS CREATED:** This project will create three digital products by the completion of the program:

1. Law Library Fellows Program Toolkit
2. White paper on the state of law librarianship jobs and evolving skills
3. New webpage to host the products from this grant.

**The Law Library Fellows Program Toolkit**, published as a pdf, will include: 1) a generalized learning plan for training students in librarianship, 2) a Mentorship Handbook providing guidance on running a successful formal law librarianship mentorship program (see the Mentorship Handbook Sample in supporting documents), 3) a Career Advising Handbook (will provide guidance to students and supervisors on course planning, documenting completed projects and awards, crafting resumes and cover letters, networking, interviewing, and other skills necessary to smoothly advance from the Fellows Program to a professional law librarian position), and 4) a sample plan for semester long department training rotations (see Law Library Rotation Guidebook, Appendix C). The latter two of these will be adapted versions of our internal documentation, which are the samples included in this proposal, for use by any law library looking to establish a law librarian training program. Other libraries can also use this as a framework to build their own specialized training programs.

**The white paper**, also published as a pdf, will provide an overview of the current job titles in law libraries nationwide, the range of jobs posted in the past few years, law library training programs, and other relevant data from which we can discern necessary base skills, identify emerging job duties, and suggest ways the law library training programs can act to meet the current needs of the profession.

**The webpage** will be linked to from our existing Law Library Fellows Program webpage and will host all digital products produced by this grant and in the future by the program. The webpage will have a section for Fellows Program materials (e.g. the toolkit), research products (e.g. the white paper), and additional resources (e.g., *Introduction to Law Librarianship*, an open-access textbook co-edited by the Fellows Program Director). The exact design will be finalized during the project.

**AVAILABILITY:** Both **the toolkit and the white paper** will be uploaded to the publicly accessible University of Arizona campus repository and housed there permanently. The campus repository entry will include descriptive metadata including relevant keywords to maximize discoverability. The documents will also be referenced on the new web page which will link to the repository download page. The webpage is an extension of our existing web presence using the University's Arizona Sites platform. Arizona Sites are fully-developed Drupal sites managed by Campus Web Services ensuring the website meets accessibility standards and is secure.

**RIGHTS:** We will assert a Creative Commons CC BY license on the toolkit and the white paper to allow for broad reuse. The reason for limiting the license by requiring attribution is to increase awareness of our program and materials to a broader audience when they are reused. There will be no sensitive or personally identifiable information in either product. The white paper will only review and publish publicly available, open source information (OSINT) on the law library profession and will therefore not risk privacy concerns or cultural sensitivities.

**SUSTAINABILITY:** The documents will be uploaded to the institutional repository, which creates permanent links for all documents and back-ups on university library servers. The repository is a no-cost service of the UA Libraries and is a major component of meeting the Universities Open Access Policy that seeks to make "scholarship available to the people of Arizona and the world to maximize its impact." The webpage is a part of

University of Arizona Law Library

the Law Library's permanent web presence, serving to promote the material preserved in the repository. It will remain as a part of that web presence in some fashion so long as the Law Library has one.

## ***Mission Statement***

The University of Arizona Daniel F. Cracchiolo Law Library's mission is to:

- Develop innovative services and cultivate resources that benefit the current and future needs of our diverse Law Library community.
- Promote intellectual engagement.
- Train ethical, competent, and service-minded lawyers.
- Build inclusive community relationships to advance systemic equity and social justice.
- Invest in the professional growth of Law Library personnel.

For detailed information about the Library's mission and goals, please view the *2022-2027 Strategic Plan*, as approved by the Law Library Leadership Team, at <https://lawlibrary.arizona.edu/about/strategic-plan>. The Annual Reports also contain the Strategic Plan and extensive information about the Law Library's activities: <https://lawlibrary.arizona.edu/about/annual-reports>.

## ***Governance Structure***

The Law Library is wholly part of the James E. Rogers College of Law at the University of Arizona. The Law Library is administratively and budgetarily separate from the University library system. The Law Library Director is an Associate Dean for the College of Law and reports directly to the Dean. The Dean reports to the Provost of the University.

## ***Service Area***

The Law Library primarily serves the students and faculty of the James E. Rogers College of Law at the University of Arizona. As one of only two publicly accessible law libraries in Pima County, Arizona, our Law Library also provides service to the larger Tucson and Pima County communities, with a population of just over 1 million people.

## ***Brief History***

Legal education began at the University of Arizona in 1909 and the College of Law was formally established in 1925. Since its inception, the Law Library has always functioned autonomously from the University Library. For much of its early history, the Law Library was administered by a single librarian who employed law students as library assistants, marking the start of the long-tradition of training law librarians in various capacities. The Law Library has grown steadily over the years, along with the College of Law. Today, the College, ranked #45 among law schools by US News & World Report, is known for its expertise in Indigenous peoples law, health law, international business and trade law, tax law, environmental law, constitutional law, criminal law, clinical offerings, and legal writing and research. The Law Library supports faculty in those areas and many others with a team of nine librarians with faculty status (including the Director), two professionals, and three support staff. The innovative Law Library Fellows Program was started in 2000 and has prepared 64 graduates for careers in Law Librarianship. The Fellows program, under the leadership of PI Cas Laskowski since 2022, is undergoing profound change, primarily enhancing the training opportunities over the course of the Fellows residency.