

# ORALL NEWSLETTER

OHIO REGIONAL ASSOCIATION OF LAW LIBRARIES

DECEMBER, 2016

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## ***President's Column – Angela Baldree***

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Thank you to everyone who contributed, organized, and attended this year's Annual Meeting in Dayton. Maureen, Susan, Caroline, Elizabeth, and Paul did a phenomenal job on Local Arrangements. Even with the hotel under construction, the rooms and conference facilities were outstanding! And, as usual, the food was delicious and in abundance. I can testify to how hard the Education Committee worked on the programs. Ashley, Jennifer, Carol, Laura, Catherine, Ingrid, Sara, Michelle, and Erin did such a great job coordinating with each speaker to make sure they had all they needed in order to share their message with each of you. Finally, a huge thank you to our speakers. I put out a call for proposals in the spring and we had such a great response that we were able to offer one more program than was offered last year. Having the wealth of knowledge that this group possesses made my job as Chair of the Education Committee that much easier. Please start

brainstorming how you can contribute to next year's meeting. I know Ingrid will greatly appreciate it.

For those of you in attendance, I appreciate all your feedback on the evaluation forms. If you forgot to drop them off and still want to comment, feel free to email those to me. The same goes for committee sign-up forms. Even though assignments have been made, we can still fit people in. ORALL currently has eleven committees – Education, Member Survey, Membership, Internet and Social Media, Publications, Newsletter, Nominations, AALL Arrangements, Bylaws and Guidelines, Government Relations, and Grants. Information on the committees can be found in the [ORALL Handbook](#) beginning on page 26.

[http://orall.org/?page\\_id=1254](http://orall.org/?page_id=1254)

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# ORALL

## Ohio Regional Association of Law Libraries

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### Membership

**Members: 285**  
**Dues: \$20 per year**

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### Newsletter

**The ORALL Newsletter is the official publication of the Ohio Regional Association of Law Libraries. Published quarterly in March, June, September, and December.**

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### *Profile*

ORALL is a 4-state chapter of the American Association of Law Libraries [Ohio, Indiana, Kentucky, Michigan]. It was formed in 1949 "to further the development and usefulness of law libraries and to stimulate a spirit of mutual helpfulness among law libraries of this region." An annual conference is held each fall. ORALL publishes or sponsors the following publications: *Core Legal Collection* [bibliographies for Ohio, Indiana, Kentucky, Michigan], ORALL Membership Directory, ORALL Newsletter, Ohio Legal Resources Annotated Bibliography & Guide 3rd.

**Unsolicited contributions are encouraged; contributions submitted for publication are subject to editorial review. For extra copies, contact the editor.**

**Deadlines for submissions: Feb. 28, May 30, Aug. 30, and Nov. 30**

**Advertising (per issue) : \$150 for full page, \$90 for half page, \$55 for quarter page, and \$35 for eighth page.**

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## **President's Column *continued***

I've spoken to Joseph Custer and Kathy Dugan, who are serving as Co-Chairs of next year's ORALL Local Arrangements Committee, and Ingrid Mattson, Chair of the Education Committee, and it sounds like preparations are already underway. Join us next year from October 18-20 at the Tinkham Veale University Center on the Case Western University Campus in Cleveland. More information can be found on the [ORALL Website](#). Don't forget to be on the lookout for grant announcements. Each year ORALL awards grants for members to attend the annual meeting, and many times we have more grants than people who apply. This will also be the first year for the George Baker Distinguished Service Award. Colleagues who provide exceptional service to the legal community are eligible for nomination for this award, and information on the nomination process will be available early next year.

As Vice President of ORALL, I was honored to attend AALL's Leadership Training and a Chapter Summit in August. These two training sessions for chapter VP's and presidents helped us examine our chapters. Two important topics were discussed during the Chapter Summit: *What Are We Doing to Engage Our Members?* and *What Are We Doing to Support Our Members?* During the Leadership Training, we discussed legal considerations for association leaders.

After these two days, I decided to ask our Immediate Past President, Rob Myers, to head a committee to review our current committees to see if they are being utilized to their fullest potential. I've had conversations already with several committee chairs who have some great ideas on how to improve upon the great work they're already doing. I look forward to Rob's report next year. If you have suggestions, I'm sure he'd love to hear from you.

I wish each of you and your families the very happiest of holidays!

\* \* \*

### ***Time Management: What Would Derek Jeter Do?***

**by Laura Ray, Cleveland-Marshall College of Law**

Supervisor: I think you do a good job managing your time and projects. Would you periodically meet with our colleague ... during the year and talk about time management?

Me: Many thanks! Sure. Maybe talking about what works for me will help, or spark some new ideas for both of us.

I believe time management is totally tied up with the how you feel about work. I am an Outreach & Instructional Services Librarian in an academic law library. I love doing innovative special projects, teaching, writing, guiding students in one-

on-one research consultations, and digging deep into resources to find answers to seemingly impossible questions. My penchant for time management and thorough planning is a big component of being able to get a lot done during work hours, and being able to thoroughly immerse myself in my work.

When planning how to accomplish my work and responsibilities, I often consider “what would Derek Jeter do?” Call me crazy, but I find a lot of life lessons in baseball. Most of you know baseball. Most of you also know who Derek Jeter is, and how successfully he accomplished his job as a shortstop. Even Derek Jeter recognizes the importance of time management to accomplishing objectives and doing the best job you can do. In numerous interviews and articles,<sup>1</sup> Derek Jeter talks about the values he learned from his parents and baseball: integrity – how you conduct yourself doing your job; appreciate people, and be with honest people; and, work ethic – get the most out of your abilities, appreciate opportunities, and learn from mistakes. You may not be as talented as another, but you can work harder. Set schedules, pace yourself, and prepare – plan the time you need to stay sharp and effectively do your job.

Studies on time management and work engagement also recognize their intimate association. One recent study<sup>2</sup> examined time management and work engagement in relationship to the Five Factor Model personality paradigm. Agreeableness, conscientiousness, extraversion, neuroticism, and openness/intellect are factors of this paradigm. Each paradigm factor also has aspects. For example, conscientiousness has industriousness and orderliness aspects, and neuroticism has volatility and withdrawal aspects. The study revealed time management was positively associated with both aspects of conscientiousness, as well as lower neuroticism. Time management and work engagement shared the industriousness aspect of conscientiousness. Students who scored high on either work engagement or time management did not waste time, postpone decisions, or find it difficult to finish work. Interesting.

As I prepared to talk with my colleague about time management, I reflected upon what works for me, and suggested these tips. I use a year-long print planner. I make weekly plans that include specific work on projects and general daily task work. As needed, I block out multiple weeks for projects, as well as schedule projects throughout the course of a semester. As semesters go by, the scheduling of recurring monthly and semester projects – such as releasing TWEN-based versions of our in-person student research seminars – changes, based on feedback and evolving needs. While adhering to my plans and schedules, I know to expect the unexpected. Over the years, I’ve learned to keep one “free” week per month, with only general daily tasks for that “free” week. More times than I can count, this trick has saved me from working crazy hours when an unanticipated project arises or after an unexpected illness. I also know, no matter how well you plan, the need to work crazy hours can occasionally arise.

I have met scores of conscientious work colleagues that exhibit industriousness and orderliness, but many of them have something more, something that pulls them through those times of crazy hours. More is going on with their work engagement, and I see that same something more in Derek Jeter. [As a Cleveland Indians fan, perhaps that something more is in Francisco Lindor too!] Their example is my benchmark when I reflect upon my responsibilities and how I might be able to do what I do better. Time management absolutely helps me feel conscientious about my work. I also recognize time management is based upon integrity and work ethic.

<sup>1</sup> For example, see Dan Barry and Ken Schwencke, *With His Words and Deeds, Derek Jeter Never Entered Foul Territory*, New York Times, September 27, 2014.

<sup>2</sup> Heather E. Douglas, Miles Bore, and Don Munro, *Coping with University Education: The Relationships of Time Management Behaviour and Work Engagement with the Five Factor Model Aspects*, 45 Learning and Individual Differences 268 (January 2016).

\* \* \*

### **ORALL 2016 – Dayton, Ohio**

***Rising From the Ashes and Dust: Building Better Library Services While They're Literally Building You a Better Library – Ameila Landenberger, Outreach Services Librarian and Beau Steenken, Instructional Services Librarian, University of Kentucky College of Law***

**by, Rhonda Wiseman, Marx Law Library, University of Cincinnati College of Law**

In their presentation during the ORALL Annual Meeting, Ameila Landenberger and Beau Steenken, discussed the renovation of University of Kentucky's Law Library and the impact it has had on library services to faculty, students and public patrons. The myriad of challenges associated with the project include providing quiet study space for students, collection access and easing the burden of transition for librarians and patrons.

The first step to “building better library services” begins with utilizing the Law School Survey of Student Engagement (LSSSE). The LSSSE survey provides beneficial information about student behaviors in law school environments that allows law librarians to identify services and resources most targeted by users. The challenge for UK's Law Library is continuing to provide those targeted services while being temporarily housed in a location with little to no access to their physical collection during the renovation process. Maintaining consistent circulation and reference services is problematic in an environment with limited space and collection access. In order to combat disruption of those services, Landenberger and Steenken suggest centralizing print services and digitizing

collections as well as training students to search for inter-library loan items themselves.

Additionally, limited space not only effects collection access, but student usage of library study areas. It is important to be able to provide group study space within the temporary location as well as quiet areas for those preparing for the bar exam. The goal is to ease the burden of transition between the temporary housing location of the law library and the new facility that is being built. Communication between librarians and patrons outside the student body is also important. Law firms, for example, who frequently use library materials and services would benefit from early announcements of the upcoming renovation and brief change in services. In an effort to keep students in the library, incentives such as a coffee corner are decidedly popular. Furthermore, suggestions for student involvement in a “count down” for the new building seemed to be an idea favored by other law librarians attending this session. The presentation challenged law librarians to rethink collection and access services within their own libraries.

\* \* \*

***Program Review – (Session 2) Researching ORALL States:  
Building on the Basics***  
**By Youngwoo Ban, Indiana Tech Law School**

First of all, I am very grateful to receive one of the travel grants for this year’s Annual Meeting. The grant allowed me to meet many librarians and learn from them.

I attended the program on the basics of legal research in ORALL states, presented by Sara Sampson (Assistant Dean for Information Services and Director of the Law Library, The Ohio State University), and Ashley Ahlbrand (Assistant Librarian for Educational Technologies, Indiana University Bloomington).

Ms. Sampson and Ms. Ahlbrand introduced the free resources related to many topics including statutes, legislative history, case law, and administrative law for Ohio, Indiana, and Kentucky. They also provided lists of secondary sources. You may access their handouts [here \(Ohio & Kentucky\)](#) and [here \(Indiana\)](#). The presenters then asked the attendees to share interesting resources or facts not covered during the presentation. Here are some of the interesting things that I learned from the presenters and other attendees:

- Indiana
  - The online version of the [Indiana Administrative Code](#) is the official publication
  - [Stats Indiana](#) provides statistics for various topics ranging from agriculture to ZIP code data

- Ohio
  - On July 1, 2012, the Ohio Supreme Court's [website](#) became the official reporter for Ohio appellate cases
  - In 2002, Ohio adopted a public domain citation format known as the *Web Cite*
    - Example: *Welling v. Weinfeld*, 113 Ohio St. 3d 464, 2007-Ohio-2451, 866 N.E.2d 1051.
- Kentucky
  - Kentucky did not have an intermediate appellate court until 1976. Before 1976, the Court of Appeals was Kentucky's highest court. After the Supreme Court was established in 1976, the Court of Appeals became the intermediate appellate court
  - The Kentucky forms on Westlaw are transaction-oriented. The forms on Lexis Advance focus on litigation

Since law schools in an ORALL state are very likely to have students who want to practice law in other ORALL states, this program is very helpful for someone like me, a first-year librarian who is also new to the ORALL territory. I plan to use the materials that I learned from this program to provide research instructions to my students who would like to work in Indiana, Ohio, or Kentucky.

\* \* \*

### **Blueprints for Keeping Your Cool** by Kim Crowthers, Clermont County Law Library

First and foremost, I would like to thank ORALL and the Grants Committee for selecting me to receive a grant sponsoring my attendance at the 2016 annual meeting. In a time of decreasing funding in many of our libraries these grants are very much needed to encourage professional development among our colleagues – both those new to librarianship and those who have been part of the profession for quite some time. The educational programs offered at this year's meeting were especially insightful, providing pertinent information to newcomers and established librarians alike.

One session that I found particularly appealing to both the newer and more seasoned attendees was '*Blueprints for Keeping Your Cool*' presented by Minnie Ozbeytemur, Carolyn Vinyard and Margaret Kiel-Morse. Each represented their individual type of library and discussed some of the difficult personalities with which they've interacted. They did a good job of helping those in the audience understand that if you have contact with other humans it's inevitable you will deal with difficult people. Keeping your cool during these interactions is not only a crucial skill to develop for our workplaces but it's a wonderful life skill to have as well. And while I have dealt with a difficult patron or two over the years, a refresher course is always welcomed and appropriate.



Minnie Ozbeytemur gave the perspective of County Law Librarians. She emphasized when dealing with difficult people and situations it is best to acknowledge and understand that there is not much we can do about other people's behaviors. Ultimately, we can only control how we react to those behaviors. The choice we make can either escalate or diffuse a situation. She reminded us often the difficult patron is simply the patron whose expectations are not met. The answer they are seeking is neither fast nor easy or it is just not the answer they had hoped. That patron can quickly become frustrated and angry. Angry patrons such as these are best approached in a calm manner. Getting drawn into their problem or becoming hostile yourself, or mirroring their behavior can often make a bad situation worse. Have a policy in place to refer to if necessary. It provides neutral ground and allows the patron to understand it is not personal. Keep comments factual and respectful at all times focusing solely on the problem and not their attitude. Minnie also recommended using non-verbal signals to diffuse aggressive type behavior, like standing at an angle instead of face to face, keeping your arms to your side and open instead of crossed and simply listening and using silence where appropriate.

Margaret Kiel-Morse addressed difficult personalities found in Academic Libraries. She discussed how varied the needs and complaints can be from faculty, students and the public using the same library. If possible, creating individual spaces for each group can be helpful for those feeling territorial. Students looking for you to do their homework for them or faculty wanting you to do their job both present difficult situations. Outreach can be helpful for both faculty and students by explaining what the library can offer. Some ideas Margaret offered were hosting open houses, having contests or giving guest lectures. Using these events can reinforce what resources are available, as well as, the abilities and the limitations of the library staff in a fun non-confrontational way.

Carolyn Vinyard, representing Law Firm Librarians, stated that consistency and clarity are two of the best ways to handle any patron, difficult or not. Having confidence in your skills, communicating well, while maintaining a professional demeanor, is imperative to customer relations. Good communication will include accountability to the patron. Sharing what research was done, how it was done and what was found and which resources were searched will contribute to a much smoother interaction. Detailed clear communication will limit conflict that stems from confusion or mistrust. I have found, if appropriate to the relationship, you can sometimes use a sense of humor which can take the edge off frustration (on both sides) and help build a better relationship at the same time. However, I advise to use sarcasm with caution.

In summary, the difficult patrons previously discussed can be found in practically every profession. If we treat people with simple politeness, kindness and with a professional attitude it is likely to reduce the difficulty level in dealing with the

more challenging of personalities. In the library setting, if possible, provide the patron what they need. If you are unable to do so, explain why you cannot and offer to do as much as you can. This demonstrates courtesy and respect for the individual while providing a value added service and portrays your library and you in a favorable light. After all, we as librarians are engaged in a service oriented profession and should always strive to provide the best service possible while always keeping our cool.

\* \* \*

***Mini-Conference for New ORALLians***  
**by Anna Gault, Supreme Court of Ohio Law Library**

“As a new member of ORALL, we invite you to attend our program, “Mini-Conference for New ORALLians: An Essential Program for First-Time Conference Attendees and New(ish) Law Librarians”, at the ORALL Annual Meeting in Dayton. It is scheduled for Wednesday, the first day of the meeting, at 4:30 PM.”

Receiving this e-mail message from one of the session leaders was a small reassurance that I would not be alone: not be alone at the conference, not be alone as a new ORALLian, and not be alone as a “new(ish)” librarian. This session may even help to remedy future conference-going woes.

Amelia Landenberger (University of Kentucky Law Library) and Marissa Mason (Supreme Court of Ohio Law Library) organized this session, which first consisted of an informative introduction featuring a PowerPoint presentation with some helpful tips. Their advice for conference going included hydrate and rest to recharge, while still engaging in the fun outings at the conference, was helpful. These tips seem simple enough, but are sometimes overlooked. Their further advice to find a buddy and attend sessions that seem interesting rather than entirely practical is advice that I did not think about initially. They further explained these tips and also shared anecdotal experiences, which were both entertaining and informative.

Next up was a panel of the ORALL executive board: Rob Meyers; Shannon Kemen; Angela Baldree; and, Ingrid Mattson. The executive board preached the merits of conference going and being an active committee member. They also shared the awesome stories of their personal histories with ORALL, and the path to leadership positions. As a new member who would like to be involved in ORALL committees, it was a fitting time to discuss the various committees, the expectations of the committee members, and the varying nature of the time commitment required.

After a quick Q & A session, there was an activity: “speed-networking.” Speed-networking” wasn’t nearly as intimidating as it sounded pre-conference. It was a

nice way to meet some new members and veteran members who hadn't attended the annual meeting in some time, as well as hear a lovely bird whistle to indicate a change in seating. It was helpful to be introduced to people on the first day of the conference and continue conversations throughout the annual meeting.

I feel very grateful for the ORALL travel grant and the effort made to include new members. The friendly nature of the Orallians was more than any introvert could have hoped.

\* \* \*

***ORALL Program Review: Thinking Outside the Library Walls***  
**by Shannon Kemen, University of Cincinnati Law Library**

This panel discussion focused on ways libraries could reach out to patrons beyond the physical locale of the law library and essentially bring the library to the patrons. The panel consisted of Angela Baldree, Director at Franklin County Law Library, Tim Hennies, Research Librarian at Dinsmore & Shohl, and Michael Whiteman, Associate Dean for Law Library Services & Information Technology at Northern Kentucky University's Chase College of Law.

Ms. Baldree discussed how originally legal forms weren't readily available online in a usable format for her patrons and instead were only available in print format. In order to assist patrons with this problem her library made legal forms more accessible by taking print forms, scanning them and posting them online for easier access on the library's website:

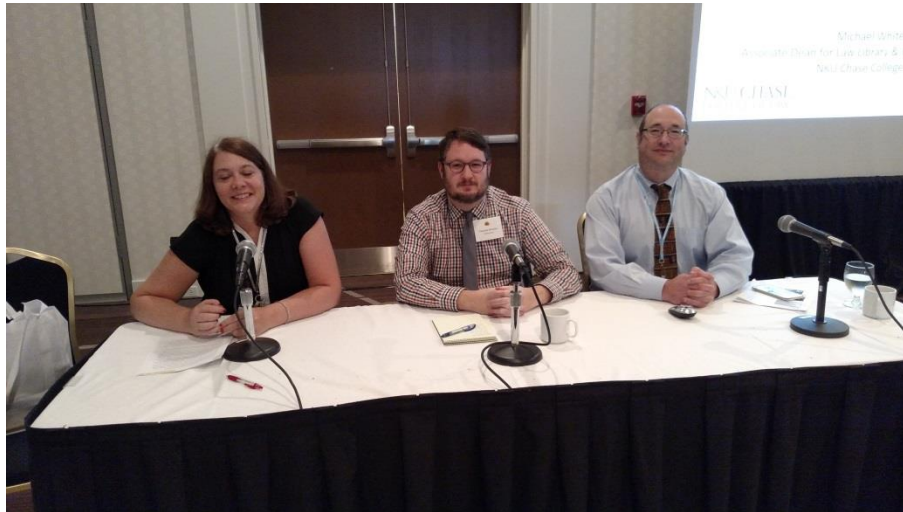
<http://fclawlib.libguides.com/c.php?g=211776&p=1397385>. Ms. Baldree also mentioned that the library continues to update the forms on a regular basis to make sure that patrons are getting the most current information.

Mr. Hennies explained how the materials in his library are not all centrally located, but instead reside on different floors of the firm to make them more accessible to the specific practice groups which would benefit most from those areas of the library's collection. The attorneys in those practice groups don't have to go to the main library to access their day to day practice materials but can instead use the smaller libraries on their floors to use materials that are only relevant to their practice areas.

Dean Whiteman mentioned that his library also uses a similar approach to help their business clinic. They built a shelf outside of the clinic and then placed a small print collection geared specifically towards the clinic for easy access. The clinic students and faculty can take materials from the shelf as they need them. They can do this regardless of whether the library is open, without the need to check the material in or out, and they can use the materials for as long as they need them. In addition to the business clinic library, Dean Whiteman also

discussed how his library has reached out to patrons by having a table day in the student commons to highlight library resources and providing online study aids to students both on and off campus. Dean Whiteman also suggested other ideas to promote library use, including: having librarians attend faculty events, imbedding librarians in legal clinics, and imbedding librarians on a faculty floor.

I would like to thank ORALL for awarding me a grant to attend and participate in the Annual Meeting.



\* \* \*

***ORALL Program Review: Building Skills to Teach Outside the Research Box: Law Librarians Teaching Legal Writing to 1Ls***  
by SaraJean Petite, The Judge Ben C. Green Law Library, Case Western Reserve University

I'd like to begin by thanking the ORALL Grants committee for the grant that helped cover my expenses for this conference. This was the first conference I attended since starting law school, and I was very excited to be able to attend.

Legal research and writing are among my favorite law school subjects, so I was interested in hearing what Stephanie Ziegler, Matt Cooper, Sara Sampson, and Ingrid Mattson of The Ohio State University had to say about teaching the subject.

The program opened with a discussion about different law schools' approaches to staffing writing skills classes. The four approaches are:

1. The legal writing professor teaches the class, including the research component;
2. The legal writing professor teaches writing and database vendors teach research;

3. The legal writing professor teaches writing and the librarian teaches research; and
4. The librarian teaches both research and writing.

Mr. Cooper and Ms. Mattson discussed ways to build collaborative relationships with writing faculty in the absence of existing relationships. Sharing what the library could do for them was a common theme: Sharing library resources that they would find useful and sharing knowledge of research techniques.

Avoiding cognitive overload was a running theme in the portion of the program about teaching methodology. Ms. Ziegler said that it can be overwhelming for students to be learning both research and writing skills simultaneously. Ohio State has the students write first, using sources the instructor provides. Then, the students learn to research and write. The class concludes with additional research skills. Ms. Sampson advocates metacognition—having students try to do a task on their own and struggle with it, and then discussing the process and teaching them how to do the task. She also recommended that the instructor communicate the transferability of the skills the students learn—the student uses the same skills for researching a contracts problem as the student uses to research a torts or criminal law problem.

Mr. Cooper offered recommendations on some of the logistical issues associated with preparing for and teaching a writing class. He stressed the importance of meeting and developing a course plan that incorporates pedagogically sound ideas that are efficient, such as having peer reviews and group conferences. He said that the library would need to make adjustments to accommodate librarians who were teaching. Such adjustments could include giving the non-instructional reference librarians more shifts, diverting research and reference work when needed and flexible work schedules for reference librarians who were teaching.

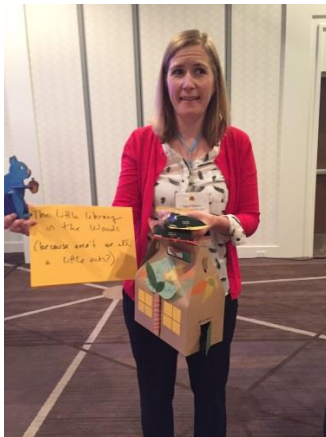
The handout for the presentation, which is available on the ORALL website at <http://orall.org/wp-content/uploads/2016/10/Skills.pdf>, is a concise list of the main points from the program.

In addition to the first-year writing and research class, the librarians at Ohio State teach one-credit advanced legal research classes with a subject emphasis. Some of the subjects include: business, foreign law, tax, and litigation. Those sound like absolutely fascinating classes. Now, I just need to figure out how to get visiting student status for spring semester...



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***Photos From the ORALL 2016 Art Contest – Build you Ideal Library!***





\* \* \*

***ORALL 2017: October 18-20, 2017***  
**by Kathy Dugan, The Cleveland Law Library**

Hello Orallians!

Please save the dates for next year's ORALL Conference, which will be held from October 18-20, 2017 at University Circle in Cleveland, Ohio. Just 4 miles from downtown, University Circle's park-like setting is surrounded by Case Western Reserve University and University Hospitals, as well as many world-renowned treasures, including the Cleveland Museum of Art, Severance Hall, the Cleveland Botanical Garden, the Cleveland Museum of Natural History, and other wonderful museums.

The Opening Reception on Wednesday night will be held at the Cleveland Botanical Garden, where we will enjoy seasonally-inspired cuisine in the Woodland Garden Room, followed by the opportunity to stroll through CBG's beautiful outdoor floral and herb gardens and explore its tropical indoor glass houses.

Thursday and Friday conference programs will take place on the Case Western campus at Tinkham Veale University Center, a brand new, high-tech campus hub that has been LEED Gold certified. Conference attendees who desire hotel

accommodations will stay at the Marriott at University Circle, which is within easy walking distance of all conference venues and many local restaurants and shops.

Jennifer Mart-Rice has posted preliminary information for the conference on the ORALL web site at the link below, but more information will follow as we get closer to next October:

[http://orall.org/?page\\_id=1569](http://orall.org/?page_id=1569)

The Education Committee hopes to put together programming that will motivate, inspire, and support your law library work. The committee is comprised of law librarians from firms (Sue Schaeffgen and Jennifer Baker), law schools (Ingrid Mattson, Ashley Ahlbrand, and Carol Bredemeyer), and government libraries (Shara Parkomaki and Laura Dixon-Caldwell), and we invite your suggestions for sessions that will make this conference engaging for you. Please contact Ingrid Mattson ([mattson.30@osu.edu](mailto:mattson.30@osu.edu)) if you have session proposals, and watch your email inboxes for updates on the conference theme, calls for proposals, and the final schedule of educational sessions.

We hope that you will be able to join us next year for great information and a lot of fun.

Kathy Dugan & Joseph Custer, Co-Chairs, Local Arrangements Committee

Ingrid Mattson, Chair, Education Committee and ORALL Vice-President

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***Holiday Photos from the Ohio State Supreme Court  
provided by Erin N. Waltz***







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### ***A Note from Your Newsletter Editor***

Thanks to all who provided articles (and photos) for this quarter's newsletter. The next issue will be published in March with a due date towards the end of February. Please keep the submissions forthcoming.

If you ever have any questions, concerns or ideas, please e-mail me at [pvenard1@udayton.edu](mailto:pvenard1@udayton.edu).

I hope everybody has a merry everything and a happy always Stay warm and safe as the holiday season is here.