



Law Library Lights

Law Library Generalist Takes on the World

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In this fast-paced world of mergers and the globalization of law firms, the reality is that many generalists in law firm libraries are being pushed into the position of FICL librarian. Such is the case here at SNR Denton, which just announced that it will become one of the ten largest law firms in the world with a three-way merger with European firm Salans and Canadian firm Fraser Milner Casgrain (FMC). By merging, SNR Denton, Salans, and FMC will create a firm with more than 2,500 lawyers and offices throughout Asia, Canada, Europe, the Middle East, and the U.S. The combined entity—to be organized, as SNR Denton already is, under the Swiss *verein* structure that allows the legacy firms to keep their profit pools separate—will be known as Dentons. Other recent global mergers include K&L Gates absorbing Middletons, and Norton Rose uniting with Fulbright & Jaworski LLP.

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In the law firm world, we generalists have not spent as much time researching foreign,

“Helping attorneys with their deals has taken us around the globe, from looking up Azerbaijan companies to researching Chinese investment in Latin America to the gold mines of Haiti and the iron ore mines of Guinea in western Africa. Working with deal lawyers can be can be exciting and exhausting, but it is almost always satisfying – and fun.”

international, and comparative law as full-time FICL librarians do. We spend much of our time conducting massive business development and client development research on sectors and companies in countries we have to look up on the Times World Atlas. Although we frequently provide “How to Do Legal Research” or other guides to doing business in various countries, many of the firm’s lawyers use local counsel or hire outside counsel in other countries to find the law themselves. While we use the tools we have such as Lexis, Westlaw, Bloomberg, the Library of Congress website, or Google to locate laws and regulations of other countries, the task of traditional legal research often falls to the lawyer.

Each practice group the law firm library supports has its unique research challenges. Take the firm’s energy group, for example. While we have a handful of Washington energy lawyers that

practice before the Federal Energy Regulatory Commission (FERC), the new breed of energy lawyers are “deal lawyers.” Otherwise known as “transactional lawyers,” “mergers and acquisitions lawyers” or “business lawyers,” these deal lawyers help their clients put together mergers, acquisitions, financing, and buy-outs. These deals can be stressful or simple, depending on the experience, sophistication, personalities, goals and native countries of the parties involved. Helping attorneys with their deals has taken us around the globe, from looking up Azerbaijan companies to researching Chinese investment in Latin America to the gold mines of Haiti and the iron ore mines of Guinea in western Africa. Working with deal lawyers can be can be exciting and exhausting, but it is almost always satisfying – and fun.

In this new global law firm, instead of purchasing books from CCH, West or Lexis, I often shop at the World Bank Bookstore, Amazon, and used book stores as I hunt down guides to investment in the oil and gas industry or titles on international arbitration. Business development resources such as the Financial Times, Bloomberg news and Deal Pipeline are daily staples on my

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computer screen. Our reliance on Capital IQ and Mint for international country coverage is expanding. We have used Accuity; the OFAC and Legal Sanctions lists and databases for Politically Exposed Persons and Foreign Agent Registration. In addition, we are getting an increasing number of requests for searches done in the native language, even requests for Google searches in various languages. This can present a problem for both the firm's US and UK library staffs whose primary language is English, with a few exceptions.

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In addition, we are facing copyright and licensing dilemmas from many directions. The need to subscribe to and share information globally is moving more rapidly than our current licenses with many of the publishers. I won't go into too much detail, but here's a snapshot of some concerns. We have US and UK licenses for titles including Lexis, Westlaw, Bloomberg, the Financial Times, etc. Many resources are not licensed to be shared between the offices. Some newspaper articles cannot be sent from the UK to the US due to copyright; other times, we are able

to share. Often, some specialized international titles, such as African Mining Intelligence are priced per user. This means that we librarians cannot use these titles for research as the passwords cannot be shared. We also have some routing lists for news alerts that include patrons in US and foreign offices. Some licenses for subscriptions are per office and routing is not an option even though the patrons desire it. Some attorneys travel around the world to visit clients and other firm offices and want to use local and global tools. There are many things to consider with global research, travel, and offices in 50 plus countries.

The Dentons “trio” of law firms is being called a “polycentric” combination, eschewing a headquarters location and home-base in favor of a wide-ranging international practice to serve its clients. I guess we could call ourselves “polycentric librarians” as we learn to operate in this global hemisphere. Maybe at some point, we'll be blessed with adding a traditional FCIL librarian to our library staff; in the meantime, we will continue to serve the needs of our patrons, wherever they may be. And I'll keep that Times World Atlas handy! ■

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From the Editor

Happy New Year to All

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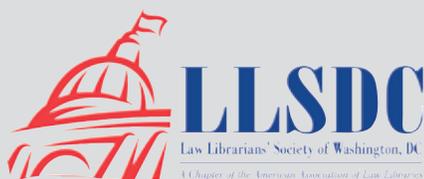


Happy New Year, everyone! I hope that you are rested, relaxed, and energized for the year ahead.

This issue's theme is *Foreign, International, and Comparative Law; How Do the Experts Do It; How Do the Generalists Manage?*

We have a couple of wonderful articles on the theme. The first is by Ann Green. Green's piece is what I had hoped and expected for this issue. She describes how she manages to address the many foreign law questions that arise in a global law firm. Her article is interesting and insightful. The trend is toward global practices, and in many cases the generalist librarians are adapting their skills to address the new and interesting questions that arise. Mike Timpani, who is especially active in inter-library loan in LLSDC, provides a Foreign Law Resource Guide that might be useful to generalists who occasionally get a foreign or international law question. Esther Cho, an International and Foreign Law Reference Librarian at Georgetown's John Wolff International & Comparative Law Library, describes the very rewarding experience of working with Law Fellows from Africa. These Fellows are women working on human rights and domestic law issues. Their unique skills and experience make reference interactions with them challenging and interesting. Their passion for their work makes Cho's efforts meaningful and highly rewarding.

Off theme, we have a piece by Steve Young encouraging us to consider whether travelling long distances to conferences is the best use of our time and our employers' limited resources. He highlights



Submission Information

If you would like to write for *Law Library Lights*, contact Melanie Knapp at moberlin@gmu.edu. For information regarding submission deadlines and issue themes, visit the LLSDC website at www.llsdc.org.



From the Editor, Continued

many ways in which teleconferences and webinars may be better means for us to meet and network. Young's piece is timely, and we see regularly the kind of virtual opportunities that he suggests we embrace. For example, I noticed that on December 18, AALL held a Web Seminar on Global Legal Research.

We also have a piece by Anne Salzberg describing how firm librarians can move beyond the walls of the library to include themselves in the law firm's community as equal peers. She argues that in the age of decreasing library space and print collections, firm librarians must be adaptable and can find ways to contribute meaningfully to the firm's work in non-traditional ways.

Obviously, our private law librarians have been busy and working on exciting endeavors related to changes in the industry. Our President, Scotty Bailey, introduces a piece about a new and exciting outreach program. This Showcase provided an exhibit hall-like forum for librarians to gain visibility with their firm administrators. The librarians broke into teams of "sales forces" to market their skills and value in unique ways. Firm administrators could come and go from each sales force exhibit as they pleased over the course of an open-house lunch hour, making the event as welcoming and convenient as possible for this busy audience. The Showcase was a success, and the LLSDC librarians who planned this event hope to see it become a regular event in our area and other areas.

In our regular columns, Roger Skalbeck reviews Evernote—a unique personal note-taking and archiving feature—in Tech Talk. Ann Bowles reviews a fun piece of fiction—a satire about English Barristers—in her Book Review.

Spring's theme will be *Advocacy: Librarians As Advocates in Their Own Organizations, Locally, Regionally, and at the State and Federal Levels*. Start thinking of what you would like to share. Articles will be due March 18, and I look forward to your excellent submissions. ■



Working with LAWA Fellows from Africa

Esther Cho

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A unique aspect of specializing in FCIL in an academic law library is working with talented women from Africa. Georgetown Law School offers the Leadership and Advocacy for Women in Africa (LAWA) Fellowship Program, which enables women from Africa to participate in a 14-month residency at Georgetown Law. In the program, LAWA fellows are trained to be advocates to further women's rights in their own countries. I was given the opportunity to train them in legal research focusing on international women's rights. Most of the LAWA fellows had first-hand experience working with advocacy groups within their own countries and were very passionate about learning about research. It was delightful to see their drive to learn as much as possible in preparation for the work ahead in their own countries.

After a general research session focusing on sources for treaties, secondary sources, and important non-governmental entities, all of the fellows arranged for individual research consultations on papers that focused on a variety of foreign topics. A lot of the topics focused on

their home countries such as Uganda, Cameroon, and South Africa. All of the topics focused on a variation of domestic women's rights or a right to maternal health. A key resource covered during these consultations included the United Nations High Commissioner for Refugees Refworld website, which contains a slew of reports from UN bodies, international cases, and other organizations. Overall, it was great to see the progress in the fellows' research skills and work with such exceptional women. ■

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LLSDC Showcase

Scott Bailey

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As information professionals, we are great at informing each other and communicating our value to each other, and we do it frequently in our everyday interactions. An information professional is typically inquisitive and collaborative. We recognize these qualities in each other and the value that we bring to our sponsoring organizations and communities through sharing. We all have “go to” colleagues that help us out in a jam, give us just the right advice, or point us in the right direction when we are lost. We also have our “power users” or clients that most frequently extol our virtues and are willing to evangelize for us to their peers. Outside of our community and our fan base, though, we have a challenge: visibility. While some of us are asked to formally report on our value using metrics such as budget savings, billable time, or circulation statistics, others are able to informally satisfy their management through anecdotes of a job well done. There are others, though, that have very little profile with their management or stakeholders for a variety of reasons. Change has brought a number of leadership models to the firm environment, and, often, keeping track of our leadership structure and the strategic directions of our shifting industry is a real challenge. In this climate, it is

critically important that we gain visibility with leadership, communicate our value, and become a more prominent part of the firm’s strategic direction.

Enter the idea for a new communication and marketing experiment: the LLSDC Showcase. We hoped that if we built a program structured around law firm strategic priorities, we would find a receptive audience among attorneys and administrative leadership. Drawing from the talented pool of information professionals in the DC community, we assembled four “sales forces” to promote our skill sets to management. We broke down our skill sets to match up with administrative areas of the typical law firm. In an attempt to address administrative problems in the language of management, we eventually focused on the topics of budgets, facilities, marketing, and staffing strategy. We eventually expanded on these topics to be more inclusive of strategic initiatives that were going on in the leading firms that participated.

We worried whether our target audience—attorneys and firm administrators—would come. We appointed liaisons to the Association of Legal



Administrators and the Legal Marketing Association who added the Showcase to their calendars. We gave the ALA liaison an honorary membership in LLSDC for her efforts in coordinating the Showcase. She arranged meetings with key ALA leaders to get the word out. Next, we found an excellent venue in Pepper Hamilton's penthouse space and turned it into an exhibit hall to feature the four key strategic areas being promoted by our "sales forces."

Interest grew in the program, and so did our geographic reach. Firms that had offices in other major cities sent some of their librarians, and soon we had participants flying in from Boston, Cleveland, and New York. All in all, about twenty sales force members and ten planning committee volunteers were assembled for this dynamic experiment. Our sales forces presented our skill sets to management in an exhibit hall fashion. The attorneys and administrators were able and encouraged to move freely about, talking to the sales force teams at each focus area. What follows is an account of the content from each of the four Showcase sales force coordinators and some lessons learned.

Strategic Planning and Business Process Improvement

Kreig Kitts

The *Strategic Planning and Business Process Improvement* team brought tremendous value to the showcase. Jean O'Grady, Pamela Mandel, Judith Leon, Molly Brownfield, and Kreig Kitts brought a variety of expertise to this topic. Some shared their experience in physical space issues, mainly moves and renovations, bringing floor plans and drawings with them, while others shared examples of their work on areas such as merger and lateral candidate

research, geographic market analysis, industry intelligence, and legal industry benchmarking research. A common thread was opportunities for value and increasing the entire firm's productivity beyond the day-to-day research at which librarians excel. For example, a library move can be an opportunity to create value beyond freeing up room for timekeepers, making sure that existing space is as productive as possible and allows attorneys to do in-depth research with few distractions. Similarly, benchmarking research can be useful for administrative departments, on whose radar the library might have previously not appeared.

New Markets: Developing Business & Managing Risk

Kristin Geiss

Routinely, librarians in private firms are called upon ad hoc by partners and executives to research clients, potential clients, firm business, and markets. This certainly wasn't a revelation to the librarians and administrators in attendance. But what made our visitors' trip worthwhile was hearing our team: Scott Bailey, Kristin Geiss, Laurie Green, and Ronnie Schulman, speak about the strategic role libraries play to direct and manage business development research and the tools we have to evaluate potential financial risks for current and prospective clients. The *New Markets: Developing Business & Managing Risk* team spent time with legal administrators from several firms discussing projects where librarians have created standardized reports to monitor clients' financial strength, spearheaded research into new and developing markets, worked closely with litigation teams to identify potential clients based on industry prominence and market share, and developed systems to help keep all of this information together.



Of particular interest to our attendees were the tools we use to sift through, organize, and present large sets of research. Everyone can use a little help at work, especially with tighter schedules and the glut of information online. Be it a well-organized report or documentation easily-accessed on a mobile device, offering solutions to provide accurate, accessible information presents our best research in the best light and helps our patrons home in on key points that mean the most to them. Our attendees were truly impressed by how librarians recognized this need and set out to provide information in smart, well-designed ways.

Controlling Costs & Managing Budgets

Doug Tirpak

The *Controlling Costs and Managing Budgets* group was busy at the Showcase talking about minding the firm's bottom line. Christine Stouffer from Thompson Hine's Cleveland office talked about the process of moving a firm from a dual Lexis and Westlaw research environment to a single major database setting. Linda Wells from Ropes & Gray travelled from her Boston office to talk about Research Monitor and demonstrate how it validates client-matter entries, provides metrics to evaluate subscriptions, and is useful for password management. Abigail Ross from Keller & Heckman discussed budget figures and how it relates to cost per lawyer. Doug Tirpak from Thompson Hine's DC office explained the checklist he uses before purchasing items for the library as a way to control costs, while Cameron Gowan from Jones Day was available to cover any and all issues on controlling cost in a law firm library.

KM, Embedded Research & Alternative Roles

Emily Florio

The *Knowledge Management, Embedded Research & Alternative Roles* sales force demonstrated value through their experiences in practice group integration, strategic support service, centralized resource management, and portal development. Todd Weaver is embedded in the Energy Practice at Jones Day, where he provides industry and practice-specific knowledge. His specialized research skills offer targeted assistance to the unique needs of the practice group. At Wilkinson, Barker, Knauer LLP, Louis Abramovitz serves in an alternative librarian role by providing insourced marketing services. He engages in media outreach and leverages social media tools to assist his firm and attorneys in growing their professional reputation. Steve Mellin from Jenner & Block focused on centralized information resources management.

Steve Lastres of Debevoise & Plimpton discussed how knowledge management can succeed in a law firm setting to support the practice and business of law. Knowledge Management at Debevoise includes leveraging current awareness through e-newsletters, supporting business and competitive intelligence, and intranet development, including the integration with their OPAC. Emily Florio from Fish & Richardson outlined how they provide SharePoint training and set-up guidance to the firm's administrative and practice groups. The library's involvement ensures that the portal's content is up-to-date and consistent throughout the firm.



Conclusion: Lessons Learned from the Planning Committee and Keeping the Showcase Moving

Alicia Pappas

The planning process for the showcase was fairly simple, but the big challenge was how to market the event to the target audience—law firm management. The main goal was to provide information in a format that was natural to this audience. We designed the exhibit as a forum where attendees would be able to approach any area either to listen or ask questions. Essentially, we wanted to encourage movement between exhibits. The planning committee—after input from the ALA leadership—decided an open house, lunchtime event would be most conducive to meeting our objectives to our law firm management attendees. Attendees were encouraged to come and go as they pleased within a two-hour period. We were able to secure sponsorship for food, soft drinks, and a door prize from vendors, but we communicated to our sponsors that the showcase would be used in no way to promote their products. Professional firm law librarians were the product, and our strategic management skill sets were the focus of this event.

In preparation for the Showcase, a survey was sent out with the goal of collecting metrics and general insight into attendees' perceptions on the subjects

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that were to be covered at the event. A follow-up survey was sent out at the conclusion of the event as well. Results varied, but we observed a slight shift toward an even more positive view of librarianship. Many considered law librarians to be a valuable resource. Given the positive feedback from our Showcase, we thought it would be beneficial to create a toolkit that could be used by law librarian communities in other regions to organize similar events. In addition, this toolkit would give us an opportunity to critically evaluate the event and allow for growth and new ideas. We are looking forward to spreading the word of the strategic importance of law firm librarians across the nation as this outreach project is picked up in other major markets. Tentative plans are underway for other showcases in Boston and New York, and other members have expressed interest in bringing the showcase to their area. Our hopes are that the Showcase can move to where it will have the most value and highest target attendance, even to ALA or LMA scheduled events. Several planners suggested that we may need to move this event to management's preferred locations or previously scheduled chapter meetings. Wherever the Showcase is presented, our dynamic group stands ready to promote our profession wherever we can make a strong and lasting impact. ■

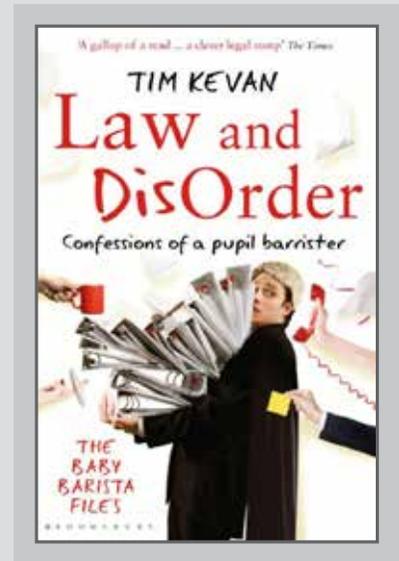


Book Review

Kevan, Tim. *Law and Disorder: Confessions of a Pupil Barrister* London: Bloomsbury, 2009

Dawn Bohls

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This issue's theme of international law seemed like a good reason to learn a little bit about the practice of law in another country. With the holidays approaching, I figured I might as well pick a book that would be entertaining as well as enlightening, so I opted for *Law and Disorder: Confessions of a Pupil Barrister*, a comical, mostly fictional account of legal life in London. For anyone wishing to read the book, feel free to ask to borrow my copy. One of the drawbacks of this particular title is that it's hard to come by here "in the States;" my copy took a good three weeks to arrive from a U.K. bookseller.

In England and Wales, the legal profession is divided between barristers and solicitors. Bingham McCutchen's London office is comprised of solicitors, as is your firm's London office, if you have one. Solicitors interact directly with clients and deal with a wide variety of legal matters. Barristers, on the other hand, have traditionally been hired by solicitors and do not work with the clients directly. Instead, they are the trial lawyers who handle cases in court. Nowadays, the traditional distinctions between barristers and solicitors are becoming blurred as solicitors are allowed to handle more court matters directly and barristers may sometimes work directly with the clients, but in general, the customary functions still hold.

Besides the differences in their areas of expertise, barristers and solicitors are distinguished by their legal education and by the structure of their professional practices. Solicitors may be either sole practitioners or, more commonly, part of the law firm structure that we're familiar with, made up of partners, associates, and various staff. Barristers, on the other hand, are technically self-employed, but join together in "sets of chambers" with centralized administrative functions. New barristers serve

Book Review, Continued

a pupillage term with a chambers, generally for a period of one year, at the end of which the best candidates will be offered a “tenancy” with the chambers. Different chambers will have higher or lower reputations and many chambers specialize in particular areas of the law, so the competition for pupillages and tenancies with specific chambers (or even ANY chambers) can be fierce. *Law and Disorder* is a satire on the pupillage phase and on the British legal profession as a whole.

The hero of *Law and Disorder* is BabyBarista, a name that’s a play both on the coffee-house barista—one of BabyB’s main tasks as pupil barrister is to brew coffee in accordance with the precise instructions of his first pupilmaster, TheBoss—and on the drawled, posh pronunciation of the word “barrister.” He and his fellow barrister pupils Worrier, BusyBody, and TopFirst are in competition for a single tenancy offer, and besides the usual concern for the future of his career, BabyB has added motivation to gain that spot in order to pay down the vast debts that his mother has incurred in financing his education. Adding to his difficulties is the fact that, unlike our summer associates and new hires, pupil barristers receive fairly little or even no money during the pupillage phase, depending on the chambers.

Author Tim Kevan was a London barrister for over ten years with Temple Gardens Chambers, so he has plenty of experience to draw upon. Still, I have to hope that the legal profession in England is not even a fraction as awful as Kevan makes it out to be. With the sole exceptions of BabyB’s friend Claire and the idealized elderly gentleman barrister OldRuin, every character in *Law and Disorder* is a pretty despicable human being, and BabyB himself is no exception. With names like TheVixen, OldSmoothie, SlipperySlope, and UpTights, one-note characters are to be expected, but the treachery, vindictiveness, corruption, and general nastiness of these people is beyond horrifying. Nevertheless, the book does end with an ever-so-slight glimmer of hope for BabyB’s integrity, and I have to admit that I find myself smiling when I think back on some of the more preposterous episodes. In fact, I find myself unable to highlight just a few plot points because I’d leave out so many others equally outrageous. Kevan’s mastery of the satire genre isn’t up to the level of, say, Evelyn Waugh or P.G. Wodehouse, but I find myself inclined to check out the sequel, *Law and Peace*.

For an introduction to BabyBarista and his colleagues, check out Kevan’s website <http://www.babybarista.com/>. ■



Establishing the Library within a Firm Community

Anne Salzberg

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It has been a given for years that the library profession is evolving as the importance of books, as well as library space itself, diminishes. While we ourselves are well aware of our expertise in information in its various forms, those we work with may not know for sure exactly what it is that we do. For this reason, it's important that we go beyond reaching out and make a point of moving outside the physical library space and the traditional library functions. It is critical that we assert our professional identity, our unique skills and experience. At the same time, though, we need to be an active and visible part of the functioning community, demonstrating the contribution we make to the work of the firm.

Economic realities mean that we are continuously making it clear just how we are adding value to the entire organization. In order to do this, we need to be ready not just to venture beyond the walls of the library: we need the flexibility to be able to venture beyond traditional library functions, into fields such as records management or marketing. As times and the nature of information change, we can apply the

skills that our knowledge and training have given us to the needs of our firms in a variety of ways. Our value is enhanced if we focus on the needs of the community as a whole, instead of confining ourselves to a limited role.

Viewing our coworkers as members of the same community, rather than as customers, makes it easier to view our work as a shared effort. The relationships we create with our coworkers, staff as well as attorneys, will define the role that we play

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within the firm. We create these relationships by listening and by responding promptly. In addition to having a visible presence in the firm and



demonstrating our skills, it is important that we establish continuing relationships of trust.

Learning more about the work of individual attorneys is critical in better meeting their information needs. When the librarian has more information about the work being done in the firm, the quality of support that the library can provide benefits; the sense of community within the firm is also enhanced. One effective approach is for the librarian to take part in practice group meetings. However, this can't take the place of creating bonds with individual attorneys, paying attention to areas that attorneys focus on and the materials that they rely on. For example, when we know the issues that are important to the work of attorneys, we're able to forward relevant articles we may come across that the attorneys may have missed. This will also help us to point attorneys toward the print and electronic resources that will provide the information they need, the training to help them use the resources effectively, and allow us to clarify any technical or billing questions that may arise.

We can also meet the information needs of secretaries and other support staff by understanding the work that they do. For example, we're able to identify library resources that can help a secretary do a better job and then provide training and support, enabling them to accomplish tasks such as retrieving documents. The library,

then, becomes an important resource, while secretaries and other staff themselves extend their abilities and improve their performance.

If we don't move beyond the shelter of the library in terms of physical presence and responsibilities, we're putting ourselves in a position to be marginalized. What's more, we may be closing ourselves off from opportunities for professional growth. In my own experience, I've found that the most rewarding experiences have been those in which I've felt that I'm part of a community with shared goals and a shared sense of accomplishment.

Library promotion, making your presence and your skills known, is essential. Yet it's the personal interest, the connection that you make to rest of the community, that makes the difference in library service and makes the library a vital asset to the firm. If we engage our firms and the individuals working there effectively, it will help us to grow and evolve along with them. ■

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President's Column

Innovation in 2013

Scott Bailey

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We see innovation as a theme constantly in our professional and current awareness reading. In reading the *Financial Times US Innovative Lawyers 2012* feature from November, I was struck by the excellent review of firms doing strategically challenging and rewarding things in an industrial climate that is increasingly certain of flat revenue and increased competition. How librarians in the legal industry respond has been the subject of a number of intelligent pieces. I'm not going to pretend this is one of them, but this time of year lends itself well to looking forward. I've been asked to partner with a leading law school librarian on a book chapter regarding the future of law librarianship. One of the core things we agree we must do in the coming years is innovate, regardless of what kind of institution we work in. Providing deeper insight and innovative delivery methods for that insight is a common thread. More than *thinking* outside the box, we are asked to *deliver* outside the box.

I like the White & Case ad in the *Financial Times* article because it challenges us to literally think beyond the box, considering more aspects and thinking further ahead than before. "We're Always Prepared to Think Outside the Icosahedron," says White & Case, paired with an image of a twenty-sided polyhedron. Overall, it does not seem to matter which wizard hat we don, whether it is in the business of law or legal education, in our government or corporations, these are factors that affect our future and our association. In Washington, DC, we are fortunate to have many leading information environments in a unique and powerful combination, and we can work together. We can collaborate to innovate to build and support a legal community that is more dynamic, strategic, and intelligent.

Thanks to Wikipedia, we find that "Innovation is the development of new customers value through solutions that meet new needs, inarticulate needs, or old customer and market needs in new ways." To paraphrase the *Financial Times* outlook, the legal industry is experiencing flat revenues, and in order to grow individually, firms must steal business from the competition or actually create strategic new



President's Column, Continued

markets. Firms are not the only affected entities, to be sure, but often they are the first to respond to legal market trends. Innovation in the legal industry can be influenced by information professionals like us. We need to interpret the information needs for our constituent institutions with their need for innovation in mind.

Common funding challenges in this downturn have required us to be more innovative about applying our increasingly limited resources. We are long experienced in adding intellectual capital to our projects. After years of doing “more with less” we can take the opportunity to respond to the downturn in facilities and subscription investment. Current and future challenges in law librarianship require more of our insight as professionals, and less of our budgets and subscriptions. Alignment with physical space and budget size will be deemphasized in favor of the institution's value of our service and strategic contributions. How we inform our decision makers can be more valuable than ever before, even with lower financial investment for our budgets and subscriptions.

We also have to look to our industry leaders and other industries for inspiration in dealing with and leading the management of change. As “go to” information professionals, we are well suited for this. How many of us are the first people that our leadership turn to when something major is happening in our area or the world (earthquake, Sandy, breaking news) for up to the minute information? We have become—in a very short period of time—a global resource for answers. But beyond that, we have become a source for timely and proactive analysis about what is likely or not likely to happen next. This analytical area is integral to innovation and the future of our profession. How do we leverage our insight and experience to be valuable leaders in the future of our institutions? How can we help our institutions manage the change and also work as an association that provides thought leadership? Many of us would argue that we have been doing this all along. That basically our current challenge is to market our existing thought leadership and services in new ways rather than develop new customers. These concepts are not mutually exclusive. We are each other's colleagues and inspiration, but we can also be new customers. Together we are more visible and influential as a community.

It has been so rewarding to meet, share, and network with many of you in this busy year as we face these challenges and provide this leadership collectively. Through collaborative events such as the Georgetown Law Firm & Government Librarians Roundtable and the productive discussions that our brown bag Education Committee events have generated, we have advanced and sharpened our combined innovative powers. I encourage all of you to attend and support these activities in 2013 so that you can grow your network and enhance your insight to bring innovation to your libraries. All the best to you and yours in the coming year of ideas! ■



The Traditional Conference: Does it Make Sense Today?

Steve Young

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The Catholic University of America, youngs@law.cua.edu*

In July, almost 2,000 law librarians from around the country, and even a few from overseas, will journey to Seattle, Washington to attend the Annual Meeting of the American Association of Law Libraries. Many of those attending will have traveled from the East Coast where the majority of the Association's members reside and work. Airfares for many will probably exceed \$400 and may even top \$500, while hotel rooms will probably add another \$200+ per night. In addition, attendees can factor in expenses for cab rides, parking at the airport, and of course meals. And then there's the cost of registering for the meeting which can be as much as \$895 for non-members. By the time an attendee returns home, total expenses for the four day meeting can easily exceed \$2,000. Some attendees will be paying these expenses themselves, but for the majority the expenses, either in whole or in part, are paid for by their employer. One must also keep in mind that one of the biggest expenses for the employer is the hidden cost of the employee not being in the office during this time. With the availability of virtual conference technology, webinars, and the ability of the Internet to keep us permanently connected, can this expense be justified?

Rationalizing the Costs

In order to answer this question we need to first step back and take a look at why we attend professional conferences. What is it that we hope to obtain in exchange for this expenditure of time and

money? Although each of us probably has his or her own personal and professional reason why we want to attend a conference, the reality is that face to face (F2F) conferences potentially offer us four benefits: an opportunity to exchange ideas either through formal educational programs or informal chat sessions; an opportunity for interaction ("networking") with our colleagues; exposure to new products; creating a sense of belonging to a community.

All of the various components of the conference, including the placement center, the exhibit hall, the business meetings, and even the various social events, can be filed under one or more of these four categories. Can these same benefits be replicated without the need for us to physically attend a conference?

Networking, the term applied to everything from a serious conversation with colleagues in the hallways of the convention center to boozy late night pub crawls with vendors, is almost always advanced as one of, if not the major, benefit of attending a traditional conference. But who does this help the most, the employee or the employer? Most of us like to think that by meeting and getting to know more people in the profession we are creating a network of contacts that can provide mutual assistance on a range of issues. While there are no doubt instances when this proves to be true, I'd argue that on a day-to-day basis the benefits of networking are largely overplayed. Yes, we can all cite instances of



picking up the phone and calling someone we bumped into at a conference to assist us with a resource or a question, but I doubt that our search for that resource or answer to that question would have been entirely futile without our network of contacts. Consciously or sub-consciously, the benefits of networking tend to focus more on advancing our careers rather than improving our job performance.

One benefit that is sometimes posited is the post-conference bounce—the sudden burst in performance that is exhibited by employees after returning from a professional conference. Whether this bounce is generated by inspiration from listening to a speaker, guilt from leaving a colleague “holding down the fort,” or comes from having one’s batteries recharged after being out of the office for a few days, the truth is that this is short lived (maybe a day or two) and may not even last as long as the period of absence.

A Historical Perspective

The idea of an annual conference for law librarians from across the country made sense in

“For most of the Association’s first one hundred years, the conference served a useful function by reminding us that we were not alone in our profession, and that by coming together once a year we could exchange ideas, propose new concepts, and collaborate on mutually beneficial projects. With the beginning of the Internet era in the mid-90’s our way of communicating was revolutionized.”

1906 when the American Association of Law Libraries held its first meeting in the Hotel Mathewson at Narragansett Pier, Rhode Island. As A.J. Small noted in his 1928 Law Library Journal article on the history of the Association, “Prior to 1906 law libraries were individual institutions, more or less secluded and segregated. So far as personal contact was concerned, law librarians had but slight opportunity to make acquaintances or acquire professional knowledge and training; contact by correspondence, if any, was more or less formal....” For most of the Association’s first one hundred years, the conference served a useful function by reminding us that we were not alone in our profession, and that by coming together once a year we could exchange ideas, propose new concepts, and collaborate on mutually beneficial projects.

With the beginning of the Internet era in the mid-90’s our way of communicating was revolutionized. Electronic mail, video conferencing, webinars, and a myriad of other powerful tools now enable us to instantly contact colleagues not just from around the country but from around the world. Real time collaboration on projects with remote partners has become a reality. Instructional tools quickly allow an instructor in one state to host a class for participants from many other states. The need to physically come together in one place no longer exists for many of the traditional reasons we held conferences. Even the need for an exhibit hall, which hosts a multitude of vendors competing for our attention with their new and innovative products, has diminished in today’s connected society. Vendors are not shy about filling our in-box daily with news about new products, and instructional webinars on how to use their existing products. Trials of databases, furniture, or electronic products can be arranged with just a few



clicks of the mouse. From the perspective of the vendors who occupy the expensive floor space in the convention center, web-based marketing of products can be far more targeted and hence more profitable. The traditional trade-show format requires a large investment of time and money to get personnel and products to the site and then staff the booths. Research has indicated that marketers spend as much as one third of their marketing budget on attending physical trade shows.

The Virtual Conference

With the advance of technology and the downturn in business travel budgets, we've recently seen the rise of the virtual conference both as a complement to and a competitor of the F2F conference. The popularity of the virtual conference market is indicated by noting that it has doubled over the past two years, and it is expected to grow at an annual rate of almost 60% over the next five years. Examples of how much this industry has blossomed in recent years abound, however specific library examples include the variety of virtual options offered by the American Library Association and the Special Libraries Association. Even AALL has offered a variety of webinars in addition to some limited streaming of their F2F annual meeting.

The virtual conference of today can offer, in its own unique way, many of the same experiences one might find at a traditional F2F conference. These might include a virtual exhibit hall with individual vendor "booths," "networking lounges," and even an online placement center. While the attendee will not end up wearing a badge festooned with ribbons, or a conference tote bag hanging from their shoulder, the important aspects of the physical conference experience are replicated.

That's not to say that virtual conferences don't draw some criticism, some of it the very same criticism aimed at F2F conferences. Those who do participate in virtual conferences complain that they don't feel as immersed in the experience as they do when physically attending a conference, and that they are more prone to be distracted. There are also complaints about the uneven quality of the speakers. These complaints are not unique to the virtual conference world, after we've all experienced different levels of distraction and suffered through less than stellar presentations at a physical conference.

Conclusion

The reality is that however much we're able to justify our attendance at a physical conference to ourselves, the real issue is whether we can justify our attendance to our employer. How does this

"How does this considerable expense of money and time benefit the law firm, the law school, or the government? Would our participation in a virtual conference provide the same benefits to our employer at a greatly reduced cost?"

considerable expense of money and time benefit the law firm, the law school, or the government? Would our participation in a virtual conference provide the same benefits to our employer at a greatly reduced cost? While we may want to spend a few days in Seattle drinking cheap wine, eating cheese cubes, and avoiding awkward hallway meetings with people whose names we've long forgotten, the new economic realities dictate that we look past what we want and focus on what our employer needs. ■



Member Spotlight

Ann Hemmens

In July, Ann Hemmens joined the Georgetown University Law Library as head of reference. Read more at <http://www.law.georgetown.edu/library/faculty/news-in-brief/201210.cfm#1>.

Margaret Bartlett

On January 2nd, Margaret Bartlett joined Locke Lord in Houston as an Information Services Specialist.

Megan Lulofs Kuhagen

Megan Lulofs Kuhagen joined Latham & Watkins as a Reference Librarian on October 1st.

Michele Masias

In November, Michele Masias, formerly law librarian at the Executive Office of the President, joined the U.S. Department of Justice, Justice Libraries for the Civil, Civil Rights and Criminal Division as its supervisory law librarian.

Judy Gaskell

Judy Gaskell is a columnist for the SLAW blog. Her first column, posted on October 30, on the Law Via the Internet Conference is available at <http://www.slaw.ca/2012/10/30/law-via-the-internet-conference-2012/>.

Roger Skalbeck

Roger V. Skalbeck, associate law librarian for electronic resources & services, published an article, "Tech Innovation in the Academy," in The New Librarian, available at <http://read.uberflip.com/i/87421/72>.



Member Spotlight, Continued



LLSDC Winter Holiday Party

December 6th
at
Circle Bistro



Evernote: Context is King

Roger V. Skalbeck

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In an interview about the company he founded, Evernote CEO Phil Libin remarks that he is trying to run the company as a “100 year start-up.” The hope of keeping a company around for a century is not novel. However, with a never-forgetting elephant as a logo, and a name that nearly promises “forever,” Evernote’s aim for longevity seems serious. If you start using this note-taking platform, you probably hope it will stick around for a while.



We’ve all heard the idea that “content is king,” and there are plenty of ways to manage content electronically. Evernote often outperforms its potential equivalents by extending the idea that “context is king.” Whether you’re tagging content with key words, date-stamping photographs, or adding geographic information to your meeting notes, there are plenty of useful ways to add context to your content stored in Evernote.

With this column for Tech Talk, I look at opportunities to use Evernote to add context to content, exploring some ways to use the service. There are reportedly more than 15,000 third party developers for this service, so I’ve restricted this column to some of the core products. If you have a particular niche example to share, please get in touch (I can be reached at rvs5@law.georgetown.edu).

Abridged from the Wikipedia entry, this is Evernote in 75 words or less: Evernote is a suite of software and services designed for notetaking and archiving. A “note” can be text, a webpage, a photograph, a voice memo, or a handwritten “ink” note. Notes can also have file attachments. Notes can be sorted into folders, tagged, annotated, edited, searched and exported. Evernote is

Tech Talk, Continued

available on Windows, Mac OS X, Chrome OS, Android, iOS, Windows Phone, and WebOS, and offers online synchronization and backup services. [<http://en.wikipedia.org/wiki/Evernote>]

Because you can capture content on a phone, tablet and desktop computer, you can acquire content in the way that's adaptable to your information workflow. On the go, you can take photos and type brief messages with your smart phone. At the same time, seated at a meeting or your desk, you might save notes from your laptop or tablet computer. All along the way, notes can be synchronized for use on all devices, and related to one another with various filing, tagging, and geographic context connectors.

Whenever you need to recall or find content you've saved, you can search everything on any device where you install the application. The free version provides most features with some limits on how much you can save monthly. For \$45 a year, you get some nice enhancements like offline storage, better security, more storage space, and optical-character recognition support for scanned PDF files.

Here are some products directly from Evernote to capture content and enhance its context.

Webclipper: evernote.com/webclipper

For the Chrome browser, the Evernote web clipper lets you extract web pages restricted to their salient content, such as by excluding ads in a newspaper article. It's not perfect, but it's a useful way to avoid a bit of "noise" when you're

trying to save an article or blog post for later reference. Excluding non-essential web text is also helpful, as all content is indexed for searching.

The additional context found in the Webclipper shows up when saving an entry. Here Evernote shows you related notes you've made in the past. If you care enough to save and annotate a particular web article today, it's helpful to see similar content you've captured previously.

Hello and Food

If you use Instagram, Facebook, or Twitter, you've probably seen and created many photos of friends and food. Each of these platforms has great features, especially as they relate to communities, networks, and communicating with others. On Evernote, the focus in food and friends is on enabling you to create memories through context. The **Evernote Food** app is meant for you to photograph your meals, dinner guests, location, and notes you take about each



experience. In the area of people, there's a product called **Evernote Hello** that lets you create your contact lists with extra context,

Tech Talk, Continued

including pictures, timestamps, and even photos of people you meet at the same time.

Handwriting: Digital and Actual Ink Capture

If you like the comfort and flexibility of handwritten notes, Evernote provides options for you to capture both digital writing and ink on paper. If you own an iPad and stylus, the app Penultimate lets you synchronize notes directly in Evernote, including color drawings and traditional handwriting. The company Evernote liked this app so much, they bought it and incorporated it into their core products.



If you prefer putting pen to paper in meetings, Evernote has you covered there as well. The Evernote camera function lets you capture any kind of written text, and there's a new Evernote-enhanced Moleskine notebook that enables quick content tagging with stickers you add to drawings or notes. At \$25 or \$30 for each notebook, this could be an overpriced fad, but they start with three months of Evernote premium to let you try extended features.

I haven't completely "drunk the Evernote Kool-Aid" where I find every use of it relevant to my life. There are understandably arguments against using it out of concerns for privacy, confidentiality, or simply not embracing its technical allure. Also, not all content works to store in Evernote, such that citation managers, document managers, and bookmark managers serve other purposes better.

I see the value of Evernote in allowing me to create very personal content collections to extend my own memory. A memory might involve an address, a photograph, a sketch, or an article I read on the train. Recalling something from the past might involve any combination of content types to make contextual connections. For me, the process of remembering and revisiting the past often involves random access and unpredictable relationships. The more ways I am able to record these things to make connections, the more meaningful and efficient the process of recall becomes.

If Evernote continues to grow in its role to let us add context to content, let's hope it will be here for a hundred years. Or, at least I want it until the end of my life.

For an in-depth interview with Phil Libin, look for an interview with him on the show Triangulation from August 2012: <http://twit.tv/show/triangulation/65>. Here he describes the methods used to extract text from photographs for indexing them, as well as some tips on working with selective encryption in notes. ■



Foreign Law Resources Guide

Michael Timpani

Research and Information Resources Specialist,
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Foreign legal research is a wide spread and varied branch of Law. Following is a Pathfinder Guide to help you navigate information for retrieval in the areas of Foreign and International Law. This guide lists a wide variety of places to check on the web, outside resources, and translation services to assist the librarian or researcher looking to find international answers to questions he/she might get from a patron. This guide is not meant as an exhaustive list, but rather is presented to spark ideas for research.

Publisher's International Law Information (usually by subscription)

Matthew Bender

has a whole series of books called
Doing Business In [Country]

HeinOnline

offers the Foreign &
International Law Resources Database

Thomson Checkpoint RIA Worldwide

Commercial Laws of the World
(Reproduces the text of individual commercial,
corporate, labor and related laws in English) and
Tax Laws of the World

Lexis

International Law tab on Lexis
(including Find Laws by Country or Region)
News & Business > Country & Region
(excluding U.S.)
Mega News, Major Publications

Westlaw

International/Worldwide Materials

Global Reporter (GLOBERPTR)

Basic Treatises

Transnational Litigation: A Practitioner's Guide Publisher: Oxford University Press

Provides detailed analysis of cross-border litigation procedure and strategy, strategic advice and insight into the procedural, tactical, and substantive issues of over 28 major legal systems. The information is organized by country, and written by resident experts.

International Judicial Assistance: Civil and Commercial

Author: Ristau, Bruno A.

Publisher: International Law Institute (2000)

Discovery and service of documents abroad; discusses judicial assistance rendered to American courts or litigants by foreign courts as well as assistance by U.S. courts to foreign litigants; and provides forms for all aspects of international judicial assistance. He also analyzes the major international conventions and the case law bearing upon those conventions in the United States and other signatory countries.

Internet and WWW Resources

Global Guides:

Globalization Moved My Cheese: Or, How Do I Find Foreign Law?

(Originally presented at the 2004 AALL Annual Meeting in Boston.) © Jean M. Wenger
<http://www.aallnet.org/sis/fcilsis/WengerHandout.pdf>

Foreign Law Research

<http://ials.sas.ac.uk/flare/flare.htm>



Guide to Law Online

<http://www.loc.gov/law/help/guide.html>

University of Washington's Foreign Countries & International Organizations

<http://lib.law.washington.edu/research/research.html#for>

LLRX.com's Foreign & Comparative Law

<http://www.llrx.com/category/1050>

Library of Congress' Global Gateway

<http://international.loc.gov/intldl/intldlhome.html>

Library of Congress Country Studies

<http://lcweb2.loc.gov/frd/cs/cshome.html>

Columbia Law: Research Guides, Bibliographies, and Finding Aids

http://www.law.columbia.edu/library/Research_Guides

New York University's Guide to Foreign and International Legal Databases

http://www.law.nyu.edu/library/foreign_intl/

Websites:

Lexadin

<http://www.lexadin.nl/wlg/legis/nofr/legis.php>

Official Documents of the United Nations

<http://documents.un.org/>

University of Melbourne's Asian Law Online

<http://www.alc.law.unimelb.edu.au/bibliography/>

World Intellectual Property Organization

<http://www.wipo.int/wipolex/en/>

University of Richmond's Constitution Finder

<http://confinder.richmond.edu/>

United States International Grantmaking

<http://www.usig.org/countryinfo.asp>

Lex Mercatoria

<http://lexmercatoria.net/>

EUR-Lex

<http://eur-lex.europa.eu/en/index.htm>

FindLaw's International Resources

<http://www.findlaw.com/12international/countries/index.html>

University of Chicago's Foreign Law: Legal Research Resources on the Internet

<http://www2.lib.uchicago.edu/~llou/foreignlaw.html>

University of Texas Institute for Transnational Law

http://www.utexas.edu/law/academics/centers/transnational/work_new/

University College London's Institute of Global Law

http://www.ucl.ac.uk/laws/global_law/legal-news/french/index.shtml

Global Legal Information Network (GLIN):

<http://www.glin.gov/search.action>

(Under construction and a new website will be coming soon)

GlobaLex

http://www.nyulawglobal.org/globalex/Foreign_Collections.htm

Human & Constitutional Rights

<http://www.hrcr.org/intllinks.html>

Human Rights Watch

<http://www.hrw.org/>

International Foundation for Electoral Systems

<http://www.ifes.org/>

Emory Legal Profiles

<http://www.law.emory.edu/ifl/legal/>



**National Law Center for
Inter-American Free Trade**
<http://db.natlaw.com/about.htm>

International Constitutional Law Project
<http://www.servat.unibe.ch/icl/>

**University of Virginia's Foreign
Affairs Online**
<http://people.virginia.edu/~rjb3v/il.html>

International Law Institute
<http://www.ili.org/>

Yale's Foreign & International Research
<http://library.law.yale.edu/foreign>

**International Labour
Organization's NATLEX**
[http://www.ilo.org/dyn/natlex/
natlex_browse.home](http://www.ilo.org/dyn/natlex/natlex_browse.home)

**National Center for State Courts,
International Court Web Sites**
[http://www.ncsconline.org/D_KIS/
CourtWebSites/International.html#Israel](http://www.ncsconline.org/D_KIS/CourtWebSites/International.html#Israel)

UN Refugee Agency's RefWorld
[http://www.unhcr.org/cgi-bin/texis/vtx/
refworld/rwmain](http://www.unhcr.org/cgi-bin/texis/vtx/refworld/rwmain)

United Nations Refugee Agency
<http://www.unhcr.org/cgi-bin/texis/vtx/home>

World Legal Information Institute
<http://www.worldlii.org/catalog/215.html>

UK Statute Law Database
<http://www.statutelaw.gov.uk/>

JURIST—Legal News & Research
<http://www.jurist.org/>

International Center for Not-for-Profit Law
[http://www.icnl.org/knowledge/
library/index.php](http://www.icnl.org/knowledge/library/index.php)

**EcoLex Global Source of
Environmental Law**
<http://www.ecolex.org/start.php>

**Inter-American Commission on
Human Rights**
[http://www.cidh.org/Basicos/English/
Basic.TOC.htm](http://www.cidh.org/Basicos/English/Basic.TOC.htm)

International Law Advice and Translation Services

Contacts:

Law Library of Congress
to speak with country or area specialist
(ph: 202-707-5079)

Directory:

Heiros Gamos Worldwide Legal Directories
<http://www.hg.org/govt.html>

Recommended Translation Services:

Language Innovations LLC
<http://www.languageinnovations.com>

Capital Communications Group, Inc.
[http://www.capcomgroup.com/
translation-interpretation](http://www.capcomgroup.com/translation-interpretation)

GeoText Translations
<http://www.geotext.com/>

Berkeley Scientific
<http://www.berksci.com/>

**American Translators Association
Online Directories**
<http://www.atanet.org/onlinedirectories/>

Transperfect
<http://www.transperfect.com/>

Technical Language Service
<http://www.tls-translations.com/> ■



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