



# LAW LINES

Volume 33, No. 1

Fall 2009

## President's Message

Jill Gray



Burger was very accommodating. Wolters Kluwer sponsored the event, and ten new members were welcomed into LLAGNY. The new members are Valerie Carullo, Barbara Deakin, Karen Grushka, Pepper Hedden, Jafar Imtiaz, Gloria King, Alexa Robertson, Andrew Seville, Luz Verguizas and Jean-Paul Vivian. If you missed saying hello to them at the Fall Soiree, try to do so at the Post Holiday Party/ Winter Meeting.

The LLAGNY social season got kicked off with the Fall Soirée and New Members Reception at HB Burger in Times Square. To keep costs down, alcohol was restricted to wine and beer, but the food was plentiful and good. The mini ice cream sundaes that HB Burger provided at no additional cost was my favorite item on the menu. The refreshing treat restored my hoarse voice. The space's acoustics and dim lighting were the major complaints heard about the evening. But every space has its drawbacks and HB

Hot on the heels of the Fall Soiree was the first educational program, "The New Economic Reality: Opportunity or Catastrophe?" This program was originally presented at the AALL Annual Conference as a hot topic. Caren Biberman worked diligently to get all the original panelists together again for the benefit of the LLAGNY members who were unable to attend the conference.

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The panel was comprised of Frank M. "Rusty" Conner III of DLA Piper, James W. Jones of Hildebrandt International, Victoria Symczak of Brooklyn Law School and Linda-Jean Schneider of Drinker, Biddle & Realth. Elaine Egan of Mayer Brown acted as moderator. The program was generously sponsored by Thomson Reuters, and Akin Gump Strauss Hauer & Feld graciously hosted the program.

In the last President's message, I mentioned that the board had sent a letter to Thomson Reuters in response to the West Ad, "Are You on a First Name Basis with Your Librarian?" The board received a response from Thomson. Their direct and thoughtful response was much appreciated. The letter will be available for viewing on the website.

The Board also responded to an Action Alert from the AALL Advocacy Communications Committee regarding Senate Resolution 118. The Resolution would make Congressional Research Service (CRS) reports publicly and freely available through a centralized electronic system and establish an index of such information. A letter was sent to Senator Charles Schumer, Chairman of the Rules and Administration Committee, urging his crucial support in pushing the Resolution forward before the Committee.

At the 2010 AALL Annual Conference in Denver, CO, LLAGNY will be responsible for hosting the Joint Reception of AAUNY/NJLLA/LLAGNY. I will soon be looking for volunteers to help me in the planning. I hope you will consider getting involved in this special event.





**NEW MEMBER PROFILE: JEAN-PAUL VIVIAN, NASSAU COUNTY  
SUPREME COURT LAW LIBRARY**  
**Yasmin Alexander, Deane Law Library, Hofstra University School of Law**

Meet Jean-Paul Vivian, court librarian and new LLAGNY member.



Jean-Paul is currently the principal law librarian at the Nassau County Supreme Court Law Library, where he started in May 2008. As the principal law librarian, he oversees nine staff members and provides library services to the court, local attorneys and the general public. He became a member of LLAGNY in 2009.

Although Jean-Paul is new to the area, he is definitely not new to libraries. Jean-Paul has a long history of working in libraries and like many other librarians, he found himself working at a library by chance. While he was a graduate student of history at the University of Rochester,

Jean-Paul found a job as a student supervisor in the Rush-Rhees library. Finding that he enjoyed working in libraries, he then decided to work part-time at the Sibley Music Library and couple it with his part-time position at Rush Rhees.

In 1998, Jean-Paul attended a Halloween party that changed the course of his career. It was there he met a librarian from the Appellate Division, Fourth Department library. She alerted him to a position in her library, and he decided to go for it. He then spent several years in the circulation department of the Appellate Division, Fourth in downtown Rochester, NY. During those years, he continued to work part-time at the music library and added another part-time job at the undergraduate library at the Rochester Institute of Technology. He also found time to complete his library degree at the University at Buffalo and received his MLS in 2004.

Since then, Jean-Paul has been a librarian for court libraries across the country, including Los Angeles, California and Elmira, New York.

As a court librarian, Jean-Paul has worked with many different types of patrons. He explains that many members of the public come to court libraries, “mostly people without attorneys trying to navigate the court system.” On being asked about any unusual incidents he has come across, he says:



Well, since many if our users are members of the public, you never know what you will see from day to day.... We used to have a woman in Rochester who called herself the Empress. Also, while in Elmira, a couple of users who were backwoodsmen types would bring in fresh berries or even fresh caught fish into the library.

Since moving to Long Island in 2008,

Jean-Paul has learned to enjoy the many things the area has to offer, including the natural beauty of its parks and beaches and its proximity to Manhattan. In his spare time, he likes to go to restaurants and movies, both locally and in the city. He is also finding time to renew his passion for music. As a musician who spent several years performing in jazz and marching bands, he has acquired a new trumpet and hopes to further develop his musical talents.



**LAW LINES EDITORIAL STAFF**

**Margaret Butler**, Contents Editor

**Brian Craig**, Copy Editor

**Marijah Sroczynski & Carolyn Tannen**, Production Editors





## 60 SITES ABRIDGED – 5 SITES PER NEWSLETTER

Gayle Lynn-Nelson, LexisNexis

This month we focus on one blog, two resources and two technology sites.

### Blog

Mashable – <http://mashable.com/>

Although this is billed as a social networking news site, it contains hundreds of hidden tech gems. The website has scores of lists aggregating hundreds of useful web tools, enhancements and utilities for websites, blogs, iPods, Gmail, Voice Over Internet Protocol (VOIP), remote computer access and many more.

Founded in July 2005, Mashable is the world's largest blog focused exclusively on Web 2.0 and Social Networking news. With more than 5 million monthly page views, Mashable is the most prolific blog reviewing new Web sites and services, publishing breaking news on what's new on the web. Mashable will put your brand in front of the most tech-savvy early adopters, venture capitalists, entrepreneurs, influencers, Web 2.0 aficionados and technology journalists. Mashable is also popular with bloggers and members of social networking sites—an increasingly influential demographic.

### Resources

BuyerZone – <https://www.buyerzone.com/>

Do you need to buy a phone system, find someone to design a firm logo, or outsource your payroll and not know where to start? Then start with the objective and informative FREE Buyers Guides at BuyersZone.com. You can just click on any product or service offered on the home page, then look for the guide listed in the right-hand column.

GrandCentral.com –

<http://www.grandcentral.com/>

Recently acquired by Google, GrandCentral.com bills itself as a new kind of phone company, providing businesses with unique unified services

for phone, voicemail, even websites, from one dedicated phone number. It is now accessible as Google Voice (beta).

GrandCentral co-founders Craig Walker and Vincent Paquet gathered together the best and the brightest to build this brand new kind of communications company. They are big fans of the California climate, Friday afternoon barbeques, and working in a fast paced and energetic environment. They are also passionate about applying technology in a way that makes life simpler and puts control in the hands of everyday consumers.

GrandCentral doesn't replace your phones; they just link them together and help them do more. How do they do that? They give people One Number...for Life™ - a number that's not tied to a phone or a location - but tied to the person. With GrandCentral, you can be reached with a single number, answer a call at any phone you want, seamlessly switch phones in the middle of a call, and even know whether a call is important before you take it. Some other things you can do: check your messages by phone, email, or online; keep all your messages online for eternity; record and store your phone calls (just like voicemail); quickly (and secretly) block an annoying caller; click-to-dial from your address book; surprise your callers with a custom voicemail greeting; or forward, download, and add notes to your messages.

### Technology Sites

Citebite – <http://citebite.com/>

A great site for those of you with blogs or websites, Citebite allows you to link directly to a sentence or paragraph on a web page. Just paste the text you want to highlight into Citebite, and you will get a special URL that opens directly to your text selection and even highlights it. Your browser must have JavaScript for this site to work properly.



Complete Web 2.0 Directory –

<http://go2web20.net/>

You will not find a more interesting directory of Web 2.0 sites. The sites are displayed visually, but you can also select a particular tag (calendar, communication, wiki, etc.) to narrow down the choices. This is a great way to explore new and exciting sites.

Today Go2web20 includes over 2,700 services and more are uploaded everyday. They also disable services that are no longer working, thus ensuring a more useful and enjoyable experience when performing a search. They believe that this is a natural behavior and logical progress—not all the services that you see here will live forever, but they'll serve you for as long as they live.

## **FIRST EVER LAW LINES POETRY CONTEST**

Are you a budding poet? Do you write poetry in your spare time? Or do you just want to do something different?

**ENTER OUR POETRY CONTEST AND GET PUBLISHED IN *LAW LINES*!**

Poems should deal with libraries, librarians and/or library life.

Members of LLAGNY are eligible to submit and you can submit up to 3 works by February 15th, with the winner being announced along with publication in the Winter 2010 issue of *Law Lines*.

Please email your submissions as an attachment to Vija Doks at [vija.doks@bakernet.com](mailto:vija.doks@bakernet.com).



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## **‘MINORITY’ MALE LIBRARIANS: THE IMPACT OF THE TECHNOLOGY REVOLUTION, ON LIBRARIANS’ IMAGE AND PRESENCE OF ‘MINORITY’ MALE LIBRARIANS**

**Errol Adams (IMLS Scholar), St. John’s University**

### **Abstract**

As the demographic of our society changes, ‘Minority’ Male Librarians (“MMLs”) continue to approach extinction in the librarian profession today. As technology continually changes society, so does the composition of society in its specific demographics as relates to minorities. MMLs, young minority adults, and children have become more familiar with technology because the U.S. government continues to improve access to new technology by expanding budgetary requirements in public schools and colleges, with a specific focus on minorities.

However, while minorities have become more prevalent within certain demographics, most of the librarians serving constituencies within that demographic are predominantly white. Technology has been and is continuing to permeate the world and more particularly the lives of the millennial generation at this time. The librarian profession is rapidly metamorphosing as a variety of new and innovative technical aspects such as blogs, wikis, websites, instant messaging, etc. are injected into the profession. Titles of librarians have been recently redefined to include Information Architects, Information Analysts, Knowledge Management Specialists, and Competitive Intelligence Experts among others. This abstract is part of a paper that will focus on utilizing the technology revolution as a major way of improving the presence of MMLs in the librarian profession. It also suggests through empirical data that MMLs should be more prevalent in the library profession with the

changing demographics and with the recent and ongoing expansion of advancing technology. It is primarily intended to offer evidence and provide the basis for future studies supporting the hypothesis that the technology revolution will increase the presence of MMLs, thereby ensuring that more librarians resemble the racial and ethnic composition and possess distinct attributes of the patrons within the demographic they serve. Although MMLs have not been adequately assessed within the librarian profession, they are the focus of almost every aspect of the paper.

Additionally, it is important to note that the cultural requirements of minorities with specific ethnic and racial traits will consider technology within the specified realm of their respective cultural limitations. For example, prior studies indicate that Native Americans within specific tribal affiliations have requirements as to when certain materials should be read in their community. Hence having those materials available online may be problematic. Various aspects of this ‘phenomenon’ all exist in other minority groups. In the library profession it is important to acknowledge these cultural variations as relates to information technology, because with the evolution of technology providing access to information in libraries has changed. For example pornographic materials are easily accessible on the Internet therefore various precautions and restrictions have been instituted in public libraries that are accessible to children.





## **TWITTER : A SURVEY OF THE WAYS LAW LIBRARIANS CAN USE TWITTER**

**Mary E. Matuszak, New York County District Attorney's Office**

I had yogurt with walnuts and chocolate chips for breakfast. What did you have? Who cares? Whether or not people are interested, many people post the minute details of their life on Twitter. The ravings of obsessive compulsive narcissists have kept many people from exploring Twitter as a reference source.

For a minute, just think about who cares about the world's morning dietary habits....What about the cereal manufacturers, such as Kellogg's, Post, General Mills, and Quaker Oats? Over the years these companies have spent billions conducting surveys, taste tests, and other types of market research. Twitter provides access to this data stream that has often been impossible to capture for FREE. Yes, free. And in real time, as it happens.

Twitter is a web site that simply asks the question, "What are you doing?" Because users are required to answer in 140 characters or less, Twitter is sometimes referred to as microblogging. The brevity of the response and the real time response distinguishes Twitter from many other sites. Yes, sometimes users offer, in today's lingo, TMI (too much information) but it is the information and the speed at which that it is available that makes Twitter valuable.

Twitter is valued at close to a billion dollars because of the data! "The true value of Twitter is the data stored in the bowels of the Twitter network. All those bits of information — links to interesting articles and images, product recommendations, and off-the-cuff words of wisdom — this is what makes Twitter valuable. This data is gold, and if mined

properly has enormous value."<sup>1</sup> Twitter can assist law librarians in monitoring a firm's clients, potential clients, competitors, government agencies, publishers, journalists, and other librarians. Below are some of the ways that law librarians can use Twitter.

### **COMPETITIVE INTELLIGENCE**

Companies that were monitoring Twitter realized that they could use Twitter to respond to consumer's concerns. Companies began to promote and advertise new products. This is exactly the type of information that is needed when performing competitive analysis. What are your clients saying? What are people saying about your client? Who is following your client? Who is your client following? What about your client's competitors? What are they saying? What are people saying about your client's competitors? Who are the competitors following?

### **MARKETING**

What are people saying about your firm? Twitter is free and a great way to get your firm's message out to potential clients. It is a way to inexpensively monitor the players in a particular market. It alerts you to the new hot issues. How other are dealing with the same or similar concerns?

### **NEWS**

Twitter is the place for breaking news. When flight 1549 landed in the Hudson, @jkrums tweeted, "There's a plane in the Hudson. I'm

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<sup>1</sup> SFP101: Stress-Free Productivity  
<http://sfp101.com/?p=880> last viewed on November 29, 2009.



on the ferry going to pick up the people. Crazy.” Other eyewitnesses also began to tweet about this amazing event, all before any news agency picked up on the story. Since then the media has embraced Twitter as a source for news as well as a place to publish the news. Twitter was the main source of information during the Iranian elections. The information coming through on Twitter was so valuable the US Government asked Twitter to postpone scheduled maintenance. It is not uncommon for reporters to tweet live during a press conference or even while seating in a courtroom during the proceedings. For a more complete list of journalists tweeting check out muckrack.com.

## COMMUNICATION WITH PUBLISHERS

Lexis (@LexisNexis, @LexisNexis\_NZ, @LNAcademic, @LexisNexisShare, lexisnexis2009, @lexisnexis\_de, etc) Westlaw (@westlaw; @WestlawInfo; @westlawchina @NWWestlaw, etc), William S. Hein (@HeinOnline) and other publishers are all tweeting. Some announce new products, posts updates to existing publications, and provide links to CLEs and other webinars, many which are free.

## COURT DECISIONS, DOCKETS AND CALENDARS

There are a handful of courts that are communicating via Twitter. Las Vegas (@lvcourts) tweets information about the Clark County Courts, @TNCourts posts news about the Tennessee Supreme Court, appellate and trial courts. Laura Click public information officer for The First Judicial District of Pennsylvania (@PhilaCourts) tweets disbarments, disciplinary proceeding, closings, judicial schedules court filings and dispositions; Leah Gurowitz of the DC Public Information Office tweets for the DC Courts

(@DCCourtsInfo); @NHCourts, tweets the official news and updates about the New Hampshire Courts; @illinoiscourts, @ccpa\_net\_courts (Cumberland PA courts, Carlisle, PA), @FultonCourtInfo; @njcourts are all tweeting news about their courts.

One of the problems with Twitter is that unless it is a verified account, you don't know who is the source of Tweets. So far I've only seen verified accounts for celebrities and a handful of federal agencies (not all). There is a Twitter account for 9<sup>th</sup> Circuit opinions (@9thCirOpinion see also @CalAppOpinion). This account doesn't appear to be an official account for the Court of Appeals. Nonetheless, it does seem to post court information in a timely manner. I will discuss verified accounts in another column.

## ADMINISTRATIVE LAW PRACTICE

Many federal and state agencies are tweeting. @FDA, @FCC, @HildaSolisDOL for the Department of Labor, @DeptVetAffairs; @FDICgov; @usedgov tweets information from the US Department of Education, @NIH tweets important medical discoveries that improve health and save lives, @NIOSH, National Institute for Occupational Safety and Health.

## GOVERNMENT INFORMATION

Politicians and government officials at all levels are tweeting. Some live during the proceedings. Just a few examples are: The States of West Virginia @wvgov, Hawaii (@hawaiiigov), Nebraska (@Nebraskagov) Lake County, IL (@LakeCountyIL), U.S. House of Representatives, Committee on Foreign Affairs; Lorain County, OH (@LorainCountyGov), Governor Bill Ritter (@GovRitter\_Press), White House (@whitehouseusa), The Egyptian Government,



(@Egyptgovportal), Embassy of Israel (@IsraelDC); Representative Steve Israel of Huntington LI. See <http://twitter.com/twitgov/following> for a more complete list of government agencies that are sharing information via Twitter.

## EXPERTS

You can use Twitter to background an expert. What has the expert said? What are people saying about him/her?

## NETWORKING

AALL, (@aallnet, @aall2009, aallcopyright, @CSSIS, etc), SLA, (@slait, slakm, slacareercenter, sla2010, etc) and many law libraries and librarians are tweeting. The contacts you make on Twitter don't need to remain in the virtual world. Tweetups and Twestivals are ways for individuals with similar interests to get together and meet in person. The National Hockey League is using Twitter and Tweetups to increase interest in the game. The NHL has worked with influential fans to host Tweetups in various cities through North America during the playoffs. While not billed as Tweet-ups, at the most recent AALL and SLA conventions there were meetings of tweeting members.



## PROFESSIONAL DEVELOPMENT

With the economy the way it is, conventions and educational budgets have been slashed. Hashtags # allow individuals to follow the proceedings of various conventions. During AALL, participants used the #AALL2009 hashtag to report on the events of the conference. Some summarized the speakers comments, others added additional information to the sessions, and others debated the fine points of the topic. Some Twitterers list to free and low cost webinars.

## CURRENT AWARENESS

There are certain people on Twitter to keep me up to date on what is going on with Social Media, Legal Tech, Legal Research. Those include Mashable, (@mashable), Sree Sreenivasan, (@sreenet), Guy Kawasaki at (@GuyKawasaki), Resource Shelf (@resourceshelf), Bob Ambrogi (@bobambrogi), John Jantsch (@ducttape), Kevin O'Keefe (@kevinokeefe), and many more.

Competitive Intelligence, Marketing, communicating with publishers, news, networking, professional development and current awareness are just some of the ways law librarians can utilize Twitter. I hope after reading this you will give Twitter a second, or even a first chance, and that you too will realize what a wonderful data source Twitter is.



## MAJOR MILESTONES

### **Professional:**

**Errol Adams** was the recipient of the Laura Bush 21st Century Librarian Program IMLS Scholarship (2008-2010) and the AALL Law School Graduate Scholarship. Errol is attending St. John's University

**Amy Anstett**, a Reference Librarian at the New York County District Attorney's Office, received her Master's of Library and Information Science from Simmons.

**June Berger**, Director of Library Services, Stroock & Stroock & Lavan, LLP was a co-coordinator for "The New Economic Reality: Opportunity or Catastrophe," at the AALL Annual Meeting.

**Caren Biberman**, Director of Library and Information Services at Cahill Gordon & Reindel has had a program accepted by AALL for its next annual conference in Denver, Colorado. The program entitled "Mile High Summit on Training: Are Things Coming to a Peak?" has been slotted for Sunday, July 11th at 1:30 p.m.. Vicki Szymczak of Brooklyn Law School will be the moderator. Caren also was coordinator for "The New Economic Reality: Opportunity or Catastrophe," a Hot Topic at the AALL Annual Meeting in Washington, D.C.

**Meg Butler**, International Law Reference Librarian and Professor of Legal Research at New York Law School, had the program "Navigating Your Way to the Classroom: Law Librarians Teaching New Law School Classes" accepted for the next AALL Annual Meeting in Denver, Colorado. Meg is also serving as the ALL-SIS Public Relations Committee Chair and the SR-SIS Standing Committee on Lesbian and Gay Issues Chair. **Lucy Curci-Gonzalez** of Kenyon & Kenyon was elected to serve on the AALL Executive Board of Directors.

**Kristi Greges Gannon** is now with LexisNexis.

**Charlotte Harrington** is now at Bloomberg, LLP.

**Mikhail Koulikov** graduated from the MLS program at Indiana University, Bloomington in December of 2008. The previous summer, he completed an internship at the New York Law Institute, and since February, has been working at the Institute full-time as a reference/research librarian. He is an active member of AALL and LLAGNY, and in addition to his professional duties, has contributed articles to several publications. His "Indexing and Full-Text Coverage of Law Review Articles in Non-Legal Databases: An Initial Study" (a winner of the 2009 AALL/LexisNexis Call for Papers Award) will be published in the Winter 2010 issue of the *Law Library Journal*, while an article on micro-archives will run in the December issue of *AALL Spectrum*. Two more papers Mikhail has authored are currently under consideration with the peer-reviewed journals *Episteme* and *Transformative Works & Cultures*.

**Jim Meece**, Senior Counsel and Deputy Law Librarian for the New York City Department of Law, was one of the 2009 Edith Spivack Special Recognition Award Recipients. The awards are given to non-managerial attorneys for specific outstanding achievement as well as overall dedication and superior performance.

**Jim Murphy** is now temping as a trainer at Bloomberg, LLP.

**Alexa Robertson** is now Reference Librarian at the District Attorney's Office.

**Nathan Rosen** was selected as the Information Resource Manager of the New York office of Morrison & Foerster. For the last 11 years, Nathan was in the Legal & Compliance Department of Credit Suisse.



**Victoria Szymczak**, Library Director & Assistant Professor of Law, Brooklyn Law School participated in “The New Economic Reality: Opportunity or Catastrophe,” at the AALL Annual Meeting.

**Paulette Toth** was Chair of the Intellectual Property Group of the Private Law Libraries Special Interest Section (AALL) 2008-2009. In the fond hope of educating herself and interested colleagues in the rigors of patent searching, she coordinated, moderated or presented at the following educational meetings:

“Chemical Patent Searching for the Nervous Novice,” Richard Matula, Kenyon & Kenyon LLP, speaker, New York, November 20, 2008

“Chemical Structure Searching 101,” David Gange, ChemicalPatentSearch.com, speaker, Lucy Curci-Gonzalez, Kenyon & Kenyon LLP, muse, New York/Washington, DC, April 24, 2009

“A View from Inside the Bar--Patent Information in Law Libraries” (Coordinated with Lucy Curci-Gonzalez) at Patent Users Information Group Annual Meeting, San Antonio, May 2, 2009

“IP Ownership Searching for Due Diligence in Corporate Transactions, speaker on panel above

“Changing World of Information Access at the USPTO,” at AALL Annual Meeting 2009, speakers Steve Melnick and Hiram Bernstein, USPTO, coordinator, moderator, Washington, D.C.

#### **Personal:**

**Linda Becker**, Director of Library Services at Pillsbury Winthrop Shaw Pittman LLP, became a grandmother this year. Abigail Dinh Becker was born on August 19<sup>th</sup>, and weighed in at 5 lbs. 12 oz. Proud parents Mai and Rob Becker are frazzled, but happy.

**Vija Doks's** artwork can now be viewed on her website [www.vijadoks.com](http://www.vijadoks.com). Vija Doks is a reference librarian at Baker & McKenzie.

**Julie Graves Krishnaswami**, Faculty Services Coordinator and Associate Professor at CUNY School of Law and her husband Ravi Krishnaswami welcomed baby Willa to their family on November 8, 2009.

**Mary Matuszak**, Director of Library Services at the NY County District Attorney's office, rescued a beagle named Champ.

**Jim Murphy**, Bloomberg trainer, and Aldervan Daly are the parents of a beautiful baby boy Joseph Liam.

**Denis O'Connor**, LLAGNY retiree and longtime librarian at Debevoise & Plimpton, and his wife Janet, moved down to Delaware in Oct. 2006 and reside in Harbeson near Rehoboth Beach. Denis and Janet celebrated their 30th anniversary on August 11, 2009.

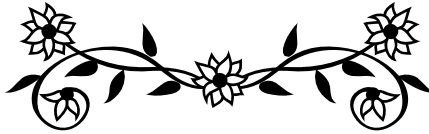
**Sara Paul**, Reference Librarian at Paul, Hastings, Janofsky & Walker LLP, and Daniel Raffel were married on September 13, 2009.

**Christina Rosas** (mezzo soprano), of Portfolio Media, participated in the "Voices of Women: Making a Little Mischief with the Voices of Women!", where her quartet presented selections from the classical, jazz, opera and cabaret genres featuring songs by Bernstein, Poulenc, Weill, Milhaud and many more. The recital was held on October 30, 2009 in honor of Breast Cancer Awareness month and a portion of the donations benefitted St. Gregory the Great Church (144 West 90th St.) and the Cancer Schmancer Movement founded by actress Fran Drescher. Christina Rosas is a regular performer in NYC. If you are interested in being put on her performance mailing list please contact her at [crosas@portfoliomedia.com](mailto:crosas@portfoliomedia.com). Also, if you would like a complimentary copy of her CD please contact her by email.





## IN MEMORIAM



### MEMORIES OF MY TIME WITH FREDERIC BAUM Linda C. Corbelli, Supreme Court of the United States

I'm sure many will say that working with Fred at the Association of the Bar of the City of New York provided many opportunities – to work with databases, technology, and a wide variety of librarians, lawyers and others connected to law libraries. And I certainly agree – from collaborating with the invaluable State Court and County Membership Roundtable, working to provide a Kurzweil text reader for visually impaired bar members, working with LLAGNY members and editing *Law Lines* to working with the Association of the Bar's Library and Executive Committees, I was exposed to much during my time there.

But, how many can say that they were given the chance to drive large trucks filled with boxes of records and briefs through New York City at night? When the Association was consolidating its records and briefs collection, I can recall driving from the Bar Association to New York Law School in manual trucks, with the Library staff loading and unloading heavy boxes.

Fred thought that law librarians were up to any challenge. He gave many of us an invaluable opportunity to try. We are sad at his passing.



### DUCT TAPE AND CHANGE: A TRIBUTE TO FREDERIC S. BAUM Mary E. Matuszak, New York County District Attorney's Office

I began my professional career under the tutelage of Fred S. Baum. I learned two very important things from him: duct tape can fix anything, and libraries must embrace technology and change.

The late eighties were a time of excess. Computer technology was beginning to take hold. "Greed is good" became the motto of a generation. Wall Street was idolized. It was the time of hostile takeovers, leverage buyouts and mergers.

Law firms were spending and spending. Lexis and Westlaw were in their infancy. Only federal case law and case law of a few states were available digitally. Research was still done in books. This required attorneys to travel to midtown Manhattan to use the resources of the Association of the Bar's library. The opportunity costs were astronomical. Fred set up a copy center. Firms could call in their photocopy requests and send a messenger to pick-up the reprints. Firms



were willing to pay a premium for this service, because it was cheaper than sending an associate or partner to the Association's library. This was the first time that the Association's library became a profit center as opposed to a cost center.

When the fax machine became popular, Fred saw that firms could save time by choosing to have their copies delivered via fax.

The 1980s saw the computer evolve from a gaming system to an important business tool. Attorneys were skeptical. They were okay for their secretaries, but not for them. Fred changed the minds of quite a few attorneys with his Anatomy of a PC class. In the class attorneys dissected a computer and put it back together. They learned what a mother board was, how to connect disk drives and insert a sound card. The

theory was that if attorneys knew how computers worked, they would be more likely to use a desktop computer. It helped to reduce the fear and mystery of computers.

Determined not to let the computer age pass anyone by, Fred also introduced a Kurzweil machine to aid blind attorneys in their research and type telephone communications for the deaf.

Fred was a wonderful boss. He always made us laugh and feel as if we were part of a family. He was captain of the bowling team. To this day, I use what I learned in the Anatomy of a Computer. I consider myself lucky to have had the opportunity to have worked with Fred. He will be missed, but his contributions to librarianship will live on.

## **LAW LIBRARIANS AND THEIR PETS**

For the winter issue, we will be including stories about law librarians and their pets. If you'd like to include the story or a picture of you and your animal friend, please email them to [Margaret.Butler@nyls.edu](mailto:Margaret.Butler@nyls.edu) by February 15, 2010.



## “BNA sets the standard for first-rate content and delivery.”



**Name:** D. Lynn Fogle

**Title:** Manager of Library Services  
Greenebaum Doll & McDonald  
Lexington, KY

**Biggest challenge:** Delivering the right information to the right people at the right time.

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**Greatest personal pride:** Being a good mentor and colleague, and helping others along the path.

**Greatest professional pride:** I started work on our first knowledge management database 20 years ago.

**House filled with:** Kids; pets; books; CDs; graphic novels; iPods; some classic vinyl; a piano; drums; guitars; original artwork; lots of good food and great wine.

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## **TEN THINGS I LEARNED AT INTERNET LIBRARIAN 2009**

**Yasmin Alexander, Deane Law Library, Hofstra University School of Law**

This October, I flew to the beautiful city of Monterey, California for the Internet Librarian 2009 Conference. It was my first Internet Librarian Conference and I was impressed by the abundance of energy and information around me. The three-day conference began Monday, October 26, at the Monterey Conference Center. There were also a number of pre-conference workshops held on Saturday and Sunday.

I was fortunate enough to attend not only the Monday and Tuesday conference sessions, but also a half-day pre-conference session on technology strategic planning and a “dine-around.” In addition, I was able to spare a little time to take a walk along the beautiful rocky coast, watch the splendid sea lions play in the water, and nibble on salt-water taffy while taking a stroll at Fisherman's Wharf.

I came back with loads of information about computers, the Internet, human behavior, higher education and libraries, and I thought I would share some of them. The following are ten things I learned at Internet Librarian.

1) Strategic planning for technology includes planning for policies, people, and physical resources.

At the technology strategic planning workshop, Richard P. Hulser of Hulser Consulting and Rebecca Jones of Dysart & Jones Associates led us through the creation of a technology strategic plan for our own libraries. They stressed the importance of taking into account three factors when deciding to implement new technology: who will implement and maintain the new technology; what policies will be in place for the new technology; and what physical resources might be necessary for the new technology (new hardware or new furniture, for example). Without planning for these three factors,

the introduction of new technology may be chaotic and/or face setbacks.

2) There are more “non-traditional” students in higher education than ever before.

According to the speakers at the “E-Learning Trends and Tools” session, there are more “non-traditional” students in higher education than ever before. This means that more and more students are attaining degrees while working full-time and/or raising children and managing households. Educators should take into account the lifestyles of non-traditional students and learn ways to get information to these students.

3) Poorly constructed e-learning experiences are incredibly boring.

Lori Reed, of the Public Library of Charlotte and Mecklenburg County demonstrated examples of good and bad e-learning experiences. Bad e-learning experiences are text heavy, non-interactive experiences that mimic the “correspondence courses” of days gone by. Examples of bad e-learning experiences include web pages filled with long prose paragraphs and videos of instructors reading a lecture off of his notes. Good e-learning experiences include interactive courses, games, question and answer sessions, and group learning.

4) Patrons are frustrated by the “list of databases” web page.

At the session “Attracting and Keeping Next Gen Student Researchers,” John Law from Serials Solutions shared the results of a study in which students were observed doing online research. What they found was that students would often start their research at the library website, choose a database, fail to find the appropriate information in the



database, and then leave the library resources to conduct a Google search. The study concluded that for many people, the online database list is not a good place to start research. In order to address this, libraries need to find ways to help students create their search strategies before going into databases. In addition, they need to find ways to make the information in databases easier to find.

The study, titled “Academic Libraries and the Struggle to Remain Relevant: Why Research is Conducted Elsewhere” can be found here: [www.serialssolutions.com/assets/.../Sydney-Online-2009-John-Law.pdf](http://www.serialssolutions.com/assets/.../Sydney-Online-2009-John-Law.pdf)

5) You can improve your library website by “letting go of the words.”

One of the more entertaining sessions at this conference was the library website improvement face-off. In this session, four contestants each presented three different improvements for library websites. The audience then voted for the “best improvement.” One of the audience favorites was “letting go of the words.” This improvement consists of going through a library website and cutting out the bulk of the text. Long paragraphs and text-heavy pages should be banished and replaced with bulleted lists and visuals. Also recommended was the book: *Letting Go of the Words: Writing Web Content that Works* by Janice Redish.

6) Test your website for usability—it will help.

Another tip from the library website improvement face-off was the importance of “usability testing” and getting feedback on your website. Every time you make changes to your website, have four people use the website and see if it is being used in the way it was envisioned. Also recommended was a website called [fivesecondtest.com](http://fivesecondtest.com). Website designers can submit pages to [fivesecondtest.com](http://fivesecondtest.com) and get instant feedback on what is memorable about the page. Very handy!

7) The Ithaka Report addresses publishing issues.

I had never actually heard about the Ithaka report before this conference, but I heard many people mentioning it. Its full name is *University Publishing in a Digital Age* and it discusses several issues of concern to libraries, including the future of publishing and the future of information consumption. The report can be found here: <http://www.ithaka.org/ithaka-s-r/strategy/university-publishing>.

8) Jing Capture improves virtual reference.

I had heard of Jing before, but hadn't looked into it until this conference. In a session about making virtual reference multidimensional, librarians from the California State University, Fullerton demonstrated using Jing Capture for IM reference questions. Jing allows you to capture on screen action in a video and create a link to it. Using Jing, you can demonstrate an on screen process for your patron, and then send her a link to a video of that process. All of this can be done in seconds. Jing can be found here: <http://www.jingproject.com/>

9) More and more people are consuming information “on the go.”

With the proliferation of mobile technologies, more people are finding and consuming information “on the go.” Many of the sessions at this conference considered the implications of this phenomena and offered tips for dealing with it. A session of mobile marketing demonstrated a program in which patrons could sign up for text message announcements from the library. Another session entitled “When Students Go Mobile” considered collecting and cataloging information rich iPhone apps as well as ensuring the proper rendering of the library website on mobile devices.



## 10) Bringing your collection “to the surface.”

One sentiment that I heard several times throughout the conference was that so much time and resources are spent acquiring valuable content, yet much of it is invisible to patrons. This sentiment was expressed not only in the sessions, but the in hallways, at the dinner table. and in the exhibit halls. People expressed discomfort at the declining perception of libraries as gateways to information and the fact that librarians are underutilized because they are not seen as subject specialists. In the eyes of the patron, all the information is invisible because it is hidden—not only in databases, but in the librarians. Many librarians expressed a desire

to bring the collection “to the surface.” Ideas for doing this ranged from implementing federated search, to instruction based on “how to find information” rather than “how to use this database,” to promoting private subject-specific information consultations with librarians in addition to reference desk hours. I'm sure that many hours could be spent discussing this topic alone, and I'm glad I got a chance to hear ideas from librarians in different fields.

All in all, I had a great time in Monterey and highly recommend Internet Librarian. Presentations from the conference can be found here:

<http://www.infoday.com/il2009/presentations.asp>



### Call for Nominations LLAGNY Board

The nominations committee is seeking qualified candidates for the positions of:

- ◆ Vice President/President Elect;
- ◆ Treasurer;
- ◆ Board of Director (two year term);
- ◆ Board of Director (two year term);
- ◆ Board of Director (one year term – member of LLAGNY for five years or less).

Please include nominee's name, affiliation, address, phone number and the position for which you are nominating her or him. Nomination alone does not guarantee a position on the ballot. Please send (email, fax, phone or U.S. Post Office) your nominations by **Monday, March 8, 2010** to:

Bonnie Fox Schwartz, Chair  
Weil, Gotshal & Manges LLP  
767 Fifth Avenue, 10<sup>th</sup> Fl.  
New York, NY 10153-010  
212-310-8445 (phone)  
212-310-8786 (fax)  
[bonnie.schwartz@weil.com](mailto:bonnie.schwartz@weil.com)



## **NON-LIBRARY CAREERS FOR LIBRARIANS SALES, EDITORIAL, PRODUCT DEVELOPMENT, CUSTOMER SERVICE: DON'T UNDER- ESTIMATE WHAT YOU CAN DO (AND ARE PROBABLY ALREADY DOING!)**

**Charles J. Lowry**

If you sit down to talk to any sales rep who deals with large-scale corporate entities, you will learn that the libraries within these groups contain to an overwhelming degree individuals who are smart, articulate and well-organized. Good sales reps with good products and defensible pricing schemes love to deal with librarians, because the value proposition is understood and the negotiations, though sometimes difficult, remain focused and purposeful. Bad sales reps, or sales reps with shaky products or with pricing schemes that negate the value equation, hate to deal with librarians, because exposure is quick and, I hear, occasionally brutal.

It is unfortunately true that in times of budgetary strictness there is not necessarily a library position available for every trained librarian. This reflects economic reality and has nothing to do with how smart, articulate or well-organized an individual librarian may be. Additionally, some librarians may find their career choices within libraries limited by financial, family or geographic considerations. Finally, as we also from time to time see with attorneys, accountants, architects or other skilled professionals, there may be some few folks with the appropriate training and skills for librarianship who find a particular professional milieu, e.g. law libraries, to be uncongenial.

We should not hasten to conclude that the lack of a professional library position means that the training and experience related to librarianship cannot be used elsewhere. As someone who has worked with librarians in the legal field for many years, let me offer a few suggestions. Specifically, trained law librarians can succeed, and in fact are widely succeeding, in many areas related to the materials law firms purchase. These areas even at first glance include sales, editorial, product development and

customer service. Librarians may not realize it or may not give it much thought, but these are functions that they already carry out regularly, and mostly internally, in their current positions.

To keep this article to a manageable size, let us concentrate on only one area. The thing I know best is selling, especially selling to law firms. Lots of you reading this have been at various times my customers. Law firms need many things, most of them bought or rented or leased by any large commercial undertaking. These include purchasing and payroll systems, real estate, mail and maintenance systems, accounting software, the general range of business services. Law librarians, because of their training, have a particular advantage in dealing with purchases that are specific to law firms. The same attributes that lead to success in law libraries—I think we mentioned smart, articulate, well-organized—lead to sales success. The few paragraphs that follow will not be a detailed “how to” of getting into sales, but will offer, I hope, a little perspective on the available opportunities and some of the considerations you will want to entertain before plunging into the “how to” further.

Items specific to law firms include substantive legal materials (*Nimmer on Copyright*, etc.), competitive intelligence materials (CourtLink, the ALM Legal Intelligence database, etc.) and process/management software (electronic discovery software, library management software, KM processes, practice group management materials, etc.). The market is very large. Each summer *The American Lawyer* publishes a survey of large-firm library directors, and the budget numbers are very revealing about library information spending. The electronic discovery market is huge and growing at an incredible pace. The 2008 Socha-Gelbmann survey



(<http://www.sochaconsulting.com/2008surveyresults.php>) gives an idea: electronic discovery vendors generated revenues in 2007 of \$2,794,000,000, up 43% from 2006. It is impossible to sustain that kind of growth pattern, but estimates provided in the survey predict an additional 65% growth in revenues between 2007 and 2010. Those figures will give a pretty solid indication of the size of the available opportunities.

Why are librarians well-suited to selling information products and processes to law firms?

- They know the vendors.
- They know the products.
- They know the customers, specifically how the customers are organized, how the customers make purchasing decisions, who within the firms will use the products and how, and how important relatively speaking various products and product types are to specific firms.

Why might a librarian think twice about a sales position? There are some considerations:

- Unlike library work, sales can frequently be a competitive and not a collaborative process. A sales rep competes against other sales reps, not only reps for directly competing products but reps for non-competing products which are nevertheless reliant on the same law firm library budget dollars. To that extent, a sales rep may even end up competing against other sales reps from his/her own company.
- The competitive milieu is enhanced by compensation plans that, in sales, generally adopt the “eat what you kill” approach. These considerations run counter to attitudes

developed in a library setting and require some adjustment.

- The focus is necessarily narrower. You may be told, as a librarian, “Please have available the materials I am going to need for an insurance defense practice [fill in the blanks: securities litigation practice, trademark enforcement practice, etc.]” As a sales rep, you will have varying degrees of input into marketing, editorial and product development, but in your customer interface, you will only be able to sell what is in your bag. This too often and too regrettably puts into practice the old (pardon the pun) saw, “When the only tool you have is a hammer, you begin to think that every problem is a nail.”

If you think that these realities will lead to dissatisfaction, unhappiness or failure, well, better to know that going in than to be surprised at the discovery. It is important to note, however, that these considerations apply much less forcefully outside of sales, in editorial or product development or customer service.

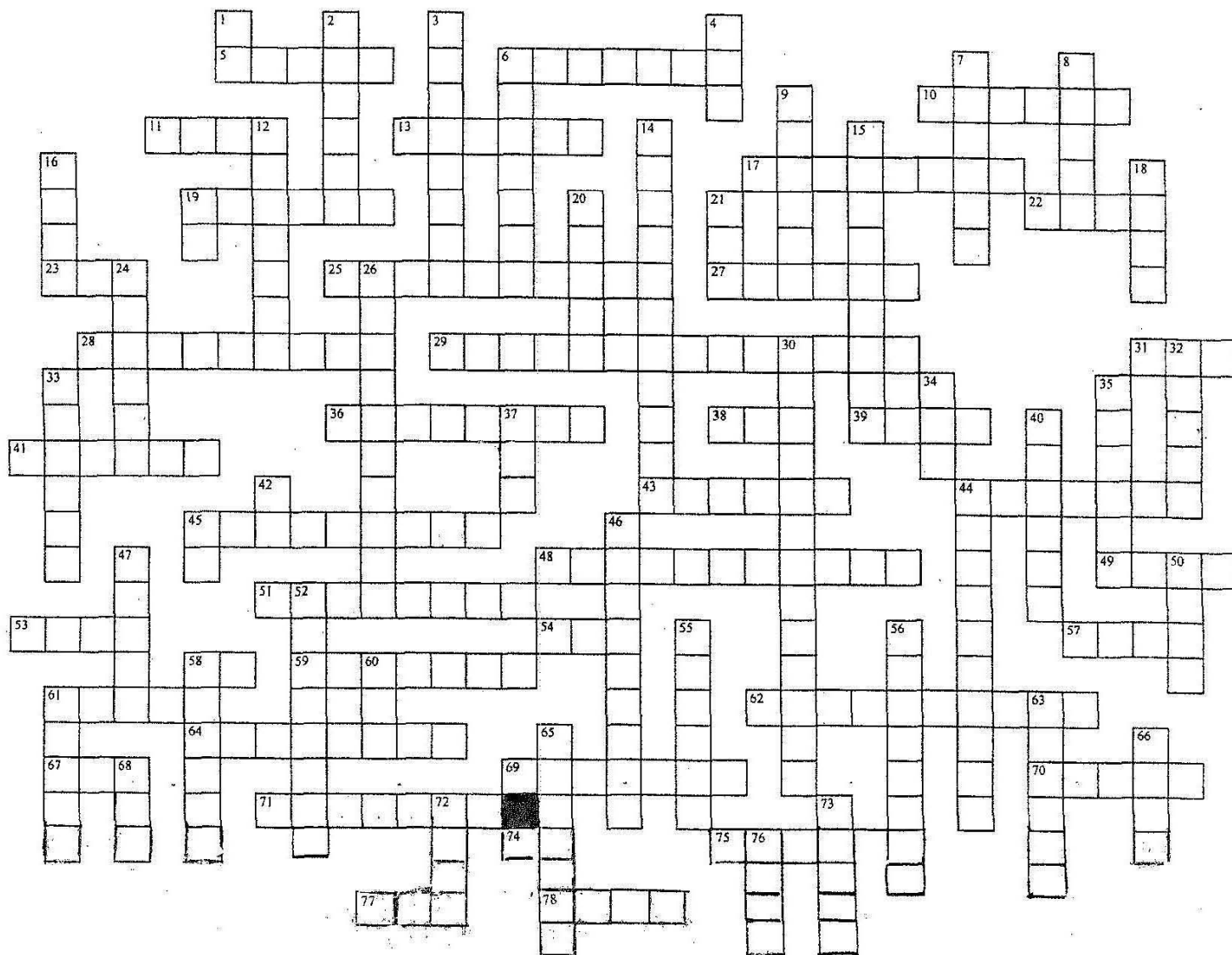
Law librarians who find themselves outside the law library need not despair. The same qualities that make a good law librarian are transferrable into commercial enterprises, as many of your former colleagues continue to demonstrate daily.

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Chuck Lowry is a New Yorker—indeed, a Brooklynite—who spent many years selling information and competitive intelligence products to the legal profession locally, nationally and globally. He can be contacted at [lowry.charles@gmail.com](mailto:lowry.charles@gmail.com).



## Around the library





## ACROSS

- 5 Fur trapping family, & NYPL benefactor
- 6 Librarian superhero
- 10 Number of circuits
- 11 Databse of libraries holdings
- 13 NY's Circuit
- 17 Ch. XI treatise
- 19 Looseleaf updates
- 22 Sell! Buy! ...located on Broad St.
- 23 Tabloid founded by Hamilton, abbreviated
- 25 Famous telescope legal directory's partner
- 27 Patron St. for librarians
- 28 37<sup>th</sup> POTUS law firm
- 29 Cyrus Vance worked at this law firm
- 31 Agree to common laws set
- 36 Oldest Supreme Court reporter
- 38 Fed. Reg. set
- 39 Color, or current LLAGNY Pres.
- 41 Iowan Librarian of Musical Fame
- 43 Pres. hopeful & NYPL benefactor
- 44 Cards' partners
- 45 His collection part of LC
- 48 Office criminal's fashion
- 49 Annual Report
- 51 Famous lover...and librarian
- 53 First Lady Librarian
- 54 Stock debut
- 57 Book's international #
- 58 Search expander preposition
- 59 Another abbreviation guide
- 61 Brand of China & NYPL benefactor
- 62 Ch. XI
- 64 Founder of 1<sup>st</sup> lending library in US
- 67 Abbreviations of listing in front of book
- 69 Necessary MLS eyewear?
- 70 Singing Supremes number
- 71 Abbreviation guide
- 74 Common state of Inc.
- 75 Lina, or part of WGL
- 77 'Gray Lady' abbreviated
- 78 Not candy or on the cob, but CPLR version

## DOWN

- 1 Abb. Of state with a civil code
- 2 G.B. contribution to U.S. law

- 3 Legal term for one who is R.I.P.
- 4 Abbreviation of Library degree
- 6 Search string type
- 7 Older NY digest
- 8 library cat of Spencer, Iowa
- 9 Bug the room for this former librarian
- 12 Packrat brothers
- 14 Maiden or corp. hero
- 15 Don't smoke near this terminal!
- 16 Buffalo based legal pub.
- 18 NY Gov.'s comment on law
- 19 Daily Fed. Reg. pronouncements
- 20 1<sup>st</sup> POTUS to be an attorney
- 21 Stockbroker's newspaper, abbreviated
- 24 Librarian who became Pope
- 26 Ancient world's library
- 30 32<sup>nd</sup> POTUS law firm
- 32 Database, not luxury car
- 33 Abbreviation of NY Library org
- 34 Clothing store, needing a "bridge" to cover
- 35 Movie Tough Guy's Trusts treatise
- 37 Classes for JD's
- 40 Legis. history outerwear
- 42 LC legal classification, for the most part
- 44 Corp. takeover defense
- 45 Law degree or teenage criminal
- 46 Stock price columns
- 47 Songwriter, or imm. past LLAGNY pres.
- 50 Judging Supremes number
- 52 Dr's often remove
- 55 Black's editor
- 56 Quotation source
- 58 N.C. based legal pub.
- 60 Need to borrow department
- 61 Law's language
- 62 Watercraft of classification #
- 65 State security laws
- 66 Eagan, MN is its HQ
- 68 Famous Legal Looseleaf pub., abb.
- 72 Abb. for say it again set
- 73 Brooklyn resident, poet & librarian
- 76 Nat'l org for law librarians

Answers can be found on page 28.





Fall Soiree & New Member Reception  
Tuesday, October 20th, 2009, 6-9 p.m.  
HB Burger  
Photos taken by Margaret Butler



**Beth Musick, Carol Boggs & Janet Peros**



**Mikhail Koulikov (new member) & Errol Adams**



**Leslie Lanphear & Scott Fener**



**Bess Reynolds, Sally Munson & Gayle Lynn-Nelson**



## Minutes of the LLAGNY Board Meeting September 23, 2009 Hughes Hubbard & Reed LLP

In attendance: Pauline Webster, Jill Gray, Rebecca Newton, Patricia Barbone, Caren Biberman, Emily Moog, Errol Adams and Jeff Buckley

The meeting convened at approximately 6:15 pm.

### 1. Approval of Minutes

Motion to approve the minutes of the August 31, 2009, meeting (Biberman) Second (Barbone)

### 2. Treasurer's Report

Pauline Webster presented the treasurer's report.

### 3. Spring Flyer

Comments were heard to request more detailed instructions and to change the phrase "cocktail reception" to "happy hour". Motion to approve flyer with changes (Barbone) Second (Buckley)

### 4. Frederic S. Baum Scholarship

Motion to approve a one time scholarship in the amount of \$750. The scholarship is intended for a working professional to submit a proposal to the scholarship committee for the attendance of a professional development course. (Biberman) Second (Webster)

### 5. Professional Legal Management

Discussion regarding a LLAGNY response to Professional Legal Management Week. Motion to approve that LLAGNY Public Relations committee prepare a press release with regard to Professional Legal Management Week and post the press release on our website. (Patricia) Second (Biberman)

### 6. New Business

#### *Displaced Members*

Discussion of lower fees for displaced members presented by Jill Gray. Board is in agreement that LLAGNY offer a one year waiver of membership fees for displaced members.

Motion to institute a new policy to waive the membership fee for one year for members who have lost their jobs. Final draft of membership form and member notification about the policy to be agreed upon over email. (Gray). Second (Buckley)

#### *New Economic Reality Program*

Caren Biberman presented an update on the New Economic Reality Program. All previous



speakers have agreed to appear. The location and refreshment possibilities are still being explored. It was agreed that LLAGNY can absorb the cost of providing dinner for the out of town presenters. A note was made to ask the LLAGNY webmaster, Kit Kreilick, to upload a "save the date" for the program to the website.

#### *Scholarship and Grants Discussion*

Errol Adams presented a query from our Scholarship & Grants committee. It was specified that we currently have \$770 available in scholarship money for our membership and that we are waiting to hear from our corporate vendors for additional scholarship funds. LLAGNY plans to give out at least \$3,500 in scholarship funds and \$750 for professional development.

#### *Government Relations*

Errol Adams requested that our government relations committee be linked to AALL's government relations committee on our website. It was agreed that he would work with our webmaster, Kit Kreilick, to affect this change.

The meeting adjourned at approximately 7:32 pm.

Respectfully submitted  
Rebecca Newton, LLAGNY secretary

### **Minutes of the LLAGNY Board Meeting November 4, 2009 Skadden, Arps, Slate, Meagher & Flom LLP**

In attendance: Jill Gray, Rebecca Newton, Patricia Barbone, Caren Biberman, Emily Moog, Errol Adams, Jeff Buckley, Jeff Cohan and Pauline Webster (via teleconference)

The meeting convened at approximately 6:10 pm.

#### **1. Approval of Minutes**

Motion to approve the minutes of the September 23, 2009, meeting. Approve (Barbone) Second (Cohan). Motion Approved.

#### **2. Treasurer's Report**

Pauline Webster presented the treasurer's report. Income for the month from membership and job postings totaled \$2,895.00 and expenses for the month relating to the Fall Soiree and Insurance totaled \$8,350.00

#### **3. West Letter**

LLAGNY received a response to the letter sent protesting the recent West advertisement which presented librarianship in a negative light. Both letters will be posted to the LLAGNY website for the members to view.

#### **4. New Business**

##### *Advertising Charge for Hyper-Links*

Discussion was heard relating to the option to charge a fee for inserting hyper-links to outside sources within LLAGNY advertising. It was decided that LLAGNY would not charge for



this feature but would like to use it as an added incentive to our advertisers.

#### *Post-Holiday Party Budget*

Lexis is halving their sponsorship contribution this year. PLC is planning to sponsor as well, but LLAGNY has not yet been advised of the amount of sponsorship. A budget of \$15,000 is suggested by the President and it was decided that LLAGNY would like to charge members between \$25 to \$30. The events committee is currently searching for possible locations.

Motion to create a budget of \$15,000 for the winter meeting. (Barbone). Second (Biberman). Motion Approved.

#### *Adoption of Parliamentary Procedure*

Patricia Barbone presented a proposal to adopt Sturgis Standard Code of Parliamentary Procedure to govern LLAGNY board meetings.

Motion to adopt the Sturgis Standard Code of Parliamentary Procedure to govern LLAGNY board meetings. (Gray). Second (Moog). Motion Approved.

#### *Government Relations – Letter to Schumer*

It was suggested that LLAGNY send a letter to Senator Charles Schumer, Chair of the Rules and Administration Committee – urging support for a bill that would make CRS reports freely available to the public. It was decided that Jill Gray would send one letter as President of

LLAGNY and that Deborah Melnick would send an additional letter as chair of the Government Relations committee. Individuals were encouraged to send letters on behalf of their own interests.

Motion to approve the letter. (Buckley) Second (Biberman). Motion Approved.

#### *Discussion of By-Law Amendment*

The board discussed the possibility of enacting a new by-law amendment to clarify and allow e-mail voting. It was agreed that the board would investigate and discuss a plan to amend the by-laws to this effect.

#### *Proposal to form Diversity Committee*

Errol Adams would like to investigate the possibility of forming a diversity committee. Topics for discussion included the need to develop a mission statement for this committee stating the purpose and goals. The Board would like to discuss further before deciding to create the committee.

Motion to table the discussion. (Gray) Second (Barbone). Motion Tabled.

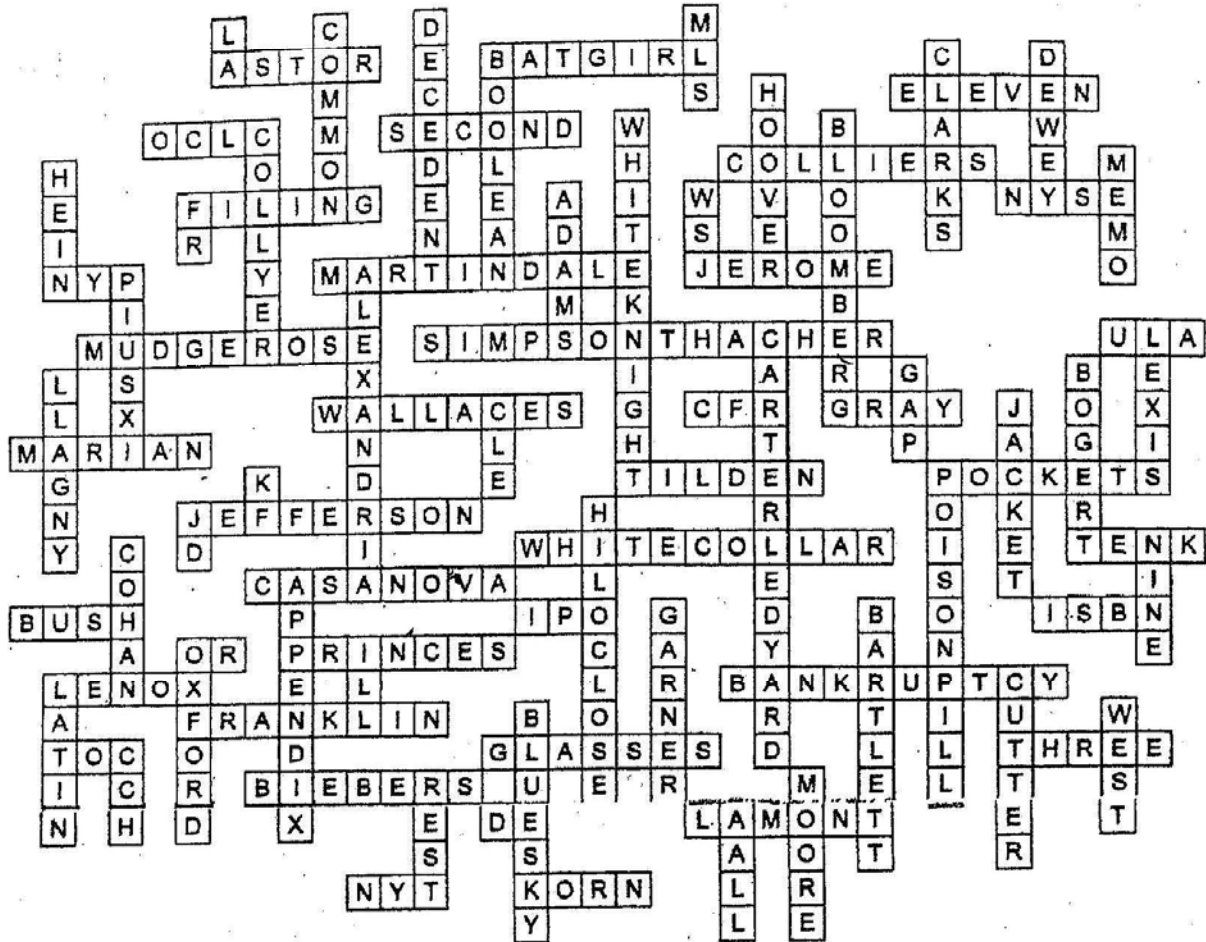
The meeting adjourned at approximately 7:30 pm.

Respectfully submitted  
Rebecca Newton, LLAGNY secretary





## Around the library





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*Law Lines* is published four times per year by the Law Library Association of Greater New York (LLAGNY).

Issues appear in Spring, Summer, Fall and Winter.

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ISSN 0148-0553