



Newsletter

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Happy

Holidays

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President's Column

VIC GARCES
President

If you only had two words to describe the focus of MALL's efforts and activities, they would have to be education and outreach. We support and promote, in various ways, educational activities related to the professional development of our members and fellow law librarians. We also reach out, in various ways, to the legal community and the public at large to promote legal research education and to educate others about our profession. Recent MALL activities typify this focus.

At the Minnesota Library Association (MLA) Conference in September, MALL sponsored the program, "Helping Patrons Find the Law @ Your Library," presented by yours truly. This was my first MLA Conference and it was a great experience meeting other librarians, especially public librarians. It was a pleasure to share the knowledge and advice I was able to offer them.

Before you read this column, the first in a series of three MALL open houses to introduce library and information students and law students to law librarianship will have been held at the State Law Library. The open houses offer stu-

dents an opportunity to meet with law librarians working in different settings and learn more about law librarianship. Upcoming open houses will be at a law firm and an academic law library. This is the first time MALL has sponsored such an effort to reach these students. A big thank you is due to Nancee Halling and Lori Hedstrom of the MALL Placement and Recruitment Committee for organizing this series.

The first meeting of the recently formed MALL LawMoose Reference Advisory Committee was hosted by Committee Chair Bill Jack. Other Committee members are Sara Galligan, Rick Goheen, and Pat Dolan. The Committee's goal is to "... make LawMoose an increasingly valuable reference tool for MALL members, for others in the organizations MALL members serve, for the legal community generally, and the public at large." Following up on suggestions from members at the first meeting, LawMoose now features a "Pro Bono & Pro Se Center" in its Minnesota Legal Reference Library. The MALL LawMoose Committee openly welcomes participation from MALL members in meeting its goal. If you're interested in joining the committee or just want to offer comments

about LawMoose, contact Bill Jack. You can visit LawMoose on the web at www.lawmoose.com.

Several other MALL committees are involved in planning future education and outreach activities, including: cataloging workshops (Technical Services Special Interest Group); legal research workshops for non-law librarians in the Twin Cities (Consulting & Community Outreach Committee), and education programming for the MALL-MAALL (Mid-America Association of Law Libraries) Joint Meeting in Des Moines next October, (Special MALL-

MAALL Joint Meeting Committee).

If you're not a member of a MALL committee, the period following the fall business meeting and through the holidays can seem somewhat slow, at least as far as MALL activities are concerned. The next MALL business meeting/education program is not held until a month or so into the new year. Fortunately, you don't have to wait that long for an opportunity to network and catch up with librarian friends and colleagues. The Holiday Book Celebration hosted by MALL, and the Minnesota chapters of the American Society for Information Science

& Technology (ASIST), the Special Libraries Association (SLA) and the Health Science Libraries of Minnesota (HSLM) provides a unique opportunity for our members to get together with other librarians and information professionals at special libraries. This year's celebration will again be held in the elegant Great Hall of the Minneapolis Women's Club. There will be great food to go along with the great company, and also the opportunity to get in some low stress holiday shopping. Micawaber's Books of St. Paul will have a selection of titles on sale at 10% off. Don't miss this fun and festive event! §

AALL Call for Papers

Have you been thinking of writing an article of interest to law librarians? Maybe you just need a push to get started? Whether for fame or for fortune, this is your chance to enter the AALL/LexisNexis™ Call for Papers Competition.

The AALL/LexisNexis Call for Papers Committee is soliciting articles in three categories:

- ◆ **Open Division** for AALL members and law librarians with five or more years of professional experience
- ◆ **New Members Division** for recent graduates and AALL members who have been in the profession for less than five years.
- ◆ **Student Division** for budding law librarians still in school. Students need not be members of AALL.

The winner in each division receives \$750 generously donated by LexisNexis, plus the opportunity to present his or her paper at a special program during the AALL Annual Meeting in Boston. Winning papers will also be considered for publication in *Law Library Journal*.

For more information, a list of previous winners and an application, visit the AALL website at http://www.aallnet.org/about/award_call_for_papers.asp. **Submissions must be postmarked by March 1, 2004.**

If you have any questions, please contact any member of the AALL/LexisNexis Call for Papers Committee, Kathryn Hensiak, k-hensiak@law.northwestern.edu or Virginia Davis, Davis@UH.edu. §

Member News

BARB GOLDEN
Membership

The *2003-2004 MALL Directory* is posted on the MALL web site. Please send or phone in any corrections and/or additions to:

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MEMBER NEWS

Congratulations to our MALL authors:

- ◆ **Margaret Maes Axtmann**, University of St. Thomas, for "Preservation—the Time is Right," 7 *AALL Spectrum* 22 (No. 9, June 2003).
- ◆ **Bill Jack**, William Mitchell College of Law, for "Test-Driving Online Legal Research," *Law Office Computing*, October/November 2003, pp. 62-67.
- ◆ **LaVern Pritchard**, Pritchard Law Webs, for "A Quick Guide to Minnesota Solo and Small Firm Web Sites," *Minnesota Lawyer*, November 10, 2003, p.S-3 (Law Tech News supplement).
- ◆ **Mary Rumsey**, University of Minnesota, co-author of "Visionaries in Law Librarianship: McCarthy, Finley and Tyburski Blaze New Trails for the Profession," 7 *AALL Spectrum* 16 (No. 10, July 2003).
- ◆ **Linda Will, Dorsey & Whitney**, for "And the Mountain Came to Us ... West km," 22 *Legal Information Alert* 1 (No. 7, July/August 2003).

Also, watch for a beautiful photo of **Donna Trimble**, Bowman & Brooke, in new ads for West km.

Belated congratulations to MALL members who coordinated or spoke at educational programs during the 2003 AALL Annual Conference:

- ◆ **Karla Gedell**, Minnesota Office of the Attorney General, speaker at *Release Your Inner Webmaster: Three Software Programs that Maximize Your Web-Authoring Skills*
- ◆ **April Schwartz**, University of Minnesota, coordinator for *Diversity Is Good Business: What Do Great-Performing Organizations Know About Diversity that We Should Know?*
- ◆ **Priscilla Stultz**, LexisNexis, coordinator for *Leverage the Web: Implement a Law Firm Portal*

- ◆ **Linda Will, Dorsey & Whitney**, speaker at *Knowledge Management: Access Your Environment and Plan a Successful KM Program*

On November 13, MALL members **Bill Jack, Barbara Golden**, and **LaVern Pritchard** (course chair) presented "How to Really Use the Web," a half-day CLE session sponsored by Hennepin County Bar Association.

LaVern also spoke at the ABA GP/Solo Section Fall Meeting/Midwest Solo and Small Firm Success Conference in Minneapolis on October 17, and to the ABA Standing Committee on the Delivery of Legal Services on that same day.

NEW MEMBERS

The following **new members** have joined MALL since last reported in the *Newsletter*. Please join the committee in **welcoming**:

- ◆ **Marilynn Hallen** (joining us again after an absence of 7 years) and **Diana M. Larson**, Fredrikson & Byron
- ◆ **William Scott Marriott**, Marriott Research & Recruitment

New Member Profiles

Mary Freyberg has been a Law Librarian at Scott County Law Library “off and on” since 1988, starting as a library assistant. Two days a week, she does “everything” at the Law Library. The remaining three days, Mary runs an outreach program for the County, calling on licensed daycare providers and conducting story times.

REMINDER:

As Membership Chair for the last few years, I have noticed that MALL members do not toot their own horns. We have to do it for them. So when you hear some good news about or read an article by a fellow MALL member, please contact one of the Membership Committee members so that they may be immortalized in the Newsletter. We would rather get 50 emails with the same news than miss an opportunity to laud a colleague.

Barbara Golden, Chair

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Karla Gedell,
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Mary’s library career began at the Rocky River (OH) Public Library, where she was a page while in high school. She has a bachelor’s degree in English, and is currently working on her M.L.I.S. through the University of North Texas program. She is a student member of ALA.

In her spare time, Mary is an devoted jet-skier. She lives on a lake and has been jet-skiing for about 10 years, weather permitting!

Nancy L. Lynn is a Library Clerk at Lindquist & Vennum. A 14-year employee of the firm, Nancy spent several years in the business office. She has been a library clerk for the past year and a half. Her responsibilities include filing returned books, keeping serials in order, and endless looseleaf filing.

Nancy continues to put her accounting and computer background to work at home, where she is working on not one but *two* startup businesses: a medical records filing service and a HUD application filing service.

Nancy’s hobbies include crafts, especially creating hooked rugs and various needlepoint projects.

Mary Derbis is a Library Assistant at Hamline University Law Library. Her duties there include processing ILL requests, supervising evening student workers, coordinating loose-leaf postings, and serving on the AV Committee.

She has worked in the library field since 1986. Mary spent 14 years in the Minneapolis Public Library system, working in all MPL branches as well as in all subject sections of the Central Library. She also worked for Washington County Public Library before moving to Hamline in August of 2002.

In her free time, Mary is an avid gardener and camper.

Phyllis Treige is an IRC Reference Assistant at the Gray Plant Mooty law firm. She handles general administrative tasks, works on an intranet team creating web pages and loading the library catalog on the web, as well as answering general reference questions for the firm staff. Phyllis enjoys reference work and the overall variety of her job.

She has worked in this position since receiving a B.A. in Women’s Studies and English from the University of Wisconsin-Madison in May 2002. Phyllis gained experience in law libraries by working in a Madison law firm library while in college.

Phyllis considers herself a creative person, listing jewelry making as one of her hobbies. She also likes to read and travel. Phyllis has done some interesting traveling, including taking a year off during college. During this year, she worked for six months to pay for the following six months of travel. It was no ordinary travel, either: her destinations included eco-tours in the Canary Islands and working on an organic farm in Ire-

land.

Norma Knudson is one of the Managers of Research Services at Faegre & Benson. She has been job-sharing this position with Carrie Long since last January.

Norma is no stranger to law libraries. After completing undergraduate degrees in English and communications at Concordia-Moorhead in 1991, she was a member of the first MLIS class in the College of St. Catherine/Rosary College program. She completed her degree in 1994.

While in library school, Norma worked in the Oppenheimer Wolff & Donnelly law library for two years. She followed this with a one-year stint at West Group, working on the West Legal News project. After that, she went to Dorsey & Whitney, where she remained for seven years. She left to be a full-time mom in June of 2002. Six months later, she was back in the law library at Faegre two days a week in her shared position.

Norma is primarily a research librarian, but also is responsible for ILL and spends considerable time on the management and maintenance of the many electronic library resources. Norma has two children, a 6-year-old daughter and a 4-year-old son. Her current hobbies include yoga classes and weight lifting.

§

TS-SIS ACTIVITIES

People interested in technical services activities joined Jeannette Woessner, Technical Services Manager, at the Faegre & Benson office, on Wednesday morning, November 12, to begin a discussion on electronic serials. While we did not cover the topic very well this time, other decisions were made concerning the TS-SIS activities.

We have decided that we need a better meeting schedule for our group. With so many changes in libraries for technical services staff, it becomes more important to discuss and learn what the academic, government, and firm/corporate libraries are doing and how they are handling common library tasks. As Theresa Wolner of Dorsey remarked, there's not enough time in the day to reinvent the wheel!

The group resolved that we would try to hold quarterly meetings in the morning on the second Wednesday of the month. This will be up to the discretion of the host or the TS group. With this in mind, here is the schedule for the rest of the 2003-2004 membership year :

- ◆ February 11 - St. Thomas Law School - Library Electronic Journals
- ◆ April 14 - Dorsey & Whitney - Topic to be decided

- ◆ August 11 - Place to be decided - Summary of technical service programs from AALL annual conference, and future planning for our own programs in 2004-05

Our major goal for this year is the cataloging workshop. The group reiterated the urgent need for a basic offering on cataloging. We will be partnering with MOTSE (Minnesota Opportunities for Technical Services Excellence). Paddy Satzer has also volunteered to lead a seminar on basic authority work in legal cataloging. For those who follow the Minitex web site, look for a seminar to be held this spring on Integrating Resources. The MALL cataloging workshop is now tentatively being planned for late January-February and will total 2.5 days in length, probably one class per week. Once we have confirmed the dates for the workshop with MOTSE, the quarterly TS-SIS meetings may be rescheduled so that more people will be able to attend.

MALL members will be kept informed via the MALL discussion list as to place, date, and time for the cataloging workshop as well as for our quarterly meetings. §

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Local Wisdom

Gathered by
CONNIE LENZ
and MORGAN WILSON

With this issue of the MALL Newsletter, we are introducing a new feature called "Local Wisdom." Each installment will feature a summary of interviews with Minnesota law librarians with similar job titles. Our inaugural column features the wisdom of the four Twin Cities academic law library directors. We would like to thank **Ann Bateson** (William Mitchell), **Ed Edmonds** (University of St. Thomas), **Joan Howland** (University of Minnesota), and **Susan Kiefer** (Hamline University) for their participation.

What do you see as the main opportunities for academic law libraries within the next five years?

Our leaders in the academic library world see many opportunities for libraries in the coming years. Many of their comments stress the opportunities for librarians to become more integrated in the larger law school, to provide leadership within their institutions, and to use technology to enhance and expand services.

According to Joan, "Libraries, although in a time of rapid evolution, are becoming ever more critical to faculty and students due to the ever expanding plethora of resources and the mind boggling array of access mechanisms." Joan explains that li-

braries are vital resources as scholarship and classroom coursework become even more interdisciplinary. Joan notes that as the "master of technology" we can add value and package information in ways that are incredibly helpful to our clientele. She also sees technology providing more opportunities for librarians to participate in classroom presentations and preparation of materials. Finally, Joan sees continually growing opportunities for librarians to produce scholarship that is of interest to both librarians and law faculty and students.

Ann echoes many of these themes. Ann sees several areas in which libraries and library staff can emerge as leaders within their institutions. She notes growing opportunities for library staff to provide intellectual leadership within their institutions on intellectual property issues. Library staffs can step up to become technology leaders, and both obtain recognition for and provide examples of quality customer service. Ann also sees more opportunities for teaching research skills to both faculty and staff and for collaborating as peers with faculty on research initia-



tives. Finally, Ann recognizes the potential for staff to develop a wide range of skills (including technology skills) on the job, which will hopefully translate to increased job satisfaction.

Ed also notes the openings that librarians have to become an integral part of the law school through teaching. Librarians have the chance to develop and promote themselves as disseminators and publishers of information, as they strive to provide access to web resources. Ed views the rapid development of digital products and the potential for digitization of large collections as an opportunity for librarians, and he believes that due to digital access there is and will be an increasing opportunity to evaluate library performance on a more qualitative basis.

Susan observes that the same rate of change that creates so many of the challenges for libraries will also create opportunities for us. The expanding technologies will provide opportunities for us to serve our historical clientele in new ways and perhaps allow us to reach out to new audiences as the missions of our mother institutions are broadened. As we are pushed to think of new ways to staff our services and new ways to organize, we will have the opportunity to truly rethink the way we do things and try to keep a fresh

outlook on our mission. "Change challenges us, but it also keeps us from getting stale and too set in our ways."

What do you see as the main challenges for academic law libraries within the next five years?

The Twin Cities directors are in agreement on three issues that will challenge academic law libraries within the next five years: staffing, budget, and technology.

According to the directors, it is already very challenging to recruit qualified, skilled, and creative professional and paraprofessional staff. Ed notes that the gap in qualified candidates extends to all types of law library positions. This is due in part to

changes in the skill sets required in today's libraries. Ed states that the profession needs to pay continued attention to the



development of librarians. Ann believes that the challenge of attracting and retaining a high quality, multi-skilled staff will continue, especially since our local environment makes it more likely that staff might move around.

Budget issues will also continue to be challenging. With regard to acquisitions costs, Susan notes that the continuing trend

of large cost increases for materials will present an ongoing dilemma. Libraries must change the way they think about updating materials, and find new approaches to deal with small increases to material budgets in times of double-digit serial cost increases. In addition to materials costs, Ann identifies new needs and increasing options as forces that will challenge budgets. Examples include faculty with new research interests; the changing nature of our work, such as the need to add staff with sophisticated technology skills; the development of new technologies that can enhance our teaching, our integrated library systems, and our research; and the proliferation of formats and sources for acquiring legal materials.

While all recognize that technology offers many opportunities, the directors also recognize significant challenges associated with technical advances. We all face the need to find the correct balance between print and electronic resources, and to find ways to use technology to make resources as easily accessible as possible. Joan sums up the issue by stating, "Libraries need to determine what a 'research' collection should look like today." Negotiating license agreements, archival access issues, and staff training to develop skills necessary to harness technology are other shared themes.

Finally, Joan identifies the challenge to maintain and enhance the library's relevancy to the in-

stitution. In her view, it is vital to ensure that the library is fully integrated into all aspects of law school life, including scholarship, classroom, fundraising, student body, career placement, admissions, and faculty appointments. A related goal is educating clientele about services and resources available, as well as emphasizing the continued relevance of libraries.

Given increasing pressure on budgets, do you envision more formal cooperative arrangements between Twin Cities academic libraries in the future?

While all of the directors express willingness to explore cooperative arrangements, pragmatism and experience lead most of them to believe that such arrangements are not likely to occur in the near future. Ed observes, "Cooperative arrangements have been talked about for many years. Ultimately, libraries have too much interest in institutional autonomy to make serious inroads into cooperative arrangements."

Susan expresses a similar view. "Cooperative arrangements that reduce costs, as opposed to those that increase or share services, usually tend to require libraries to give up autonomy in



ways that make them the hardest to accomplish. We have discussed cooperative collection development for years, but doing it in a meaningful way has been difficult." Susan does think that there are some ways in which libraries could cooperate more. For instance, group purchases and licensing of databases might be a way of reducing some subscription costs. She also notes that remote reference is an emerging area that provides opportunities to cooperate and share staff. Finally, Susan thinks that budget pressures will ultimately push us to explore ways to cooperate that we have not thought of yet.

While Joan recognizes that there may be increasing cooperation among libraries, she cautions that these sorts of arrangements must be carefully designed to ensure continuity and effectiveness. Ann believes that we need to continue to strengthen the informal relationships and to experiment with joint ventures that might work before we turn to more formal arrangements. She also believes that library staffs should provide some leadership to their institutions in this area as a way of demonstrating their concern about and commitment to cost effectiveness.

How do you see the organizational structure of libraries changing in the future?

There seems to be some consensus among the directors that organizational structures are dependent on the institution, and

that technology will have an impact on organizational structure. The responses, however, were diverse.

Ann believes that organizational structures typically represent a mix of an administrator's theoretical thinking about what is best in the abstract, coupled with some adjustments for what works best in view of the administrator's own strengths and weaknesses, the skills of the various staff in place, and the organization's mission and strategic plan. Since these factors vary over time, so will library structures.

Susan notes that changes in libraries' organizational structures have already begun. Libraries have systems librarians and web masters and other technology related positions that did not exist ten years ago. We are seeing changes at many libraries now in the area of collection development. Some libraries seem to be looking at team approaches to getting goals accomplished that perhaps flatten organizational structures. Other than technology driven changes, Susan is not sure that the changes will be particularly uniform or widespread.

Ed also believes that organizational structure is institution specific, with the caveat that all library structures must now integrate information technology professionals and staff. He notes that beyond this necessary change, organizational structure is idiosyncratic and often depends on the director's responsibilities, which can include teaching, scholarship, and committee work to varying degrees.

One change in organizational structure that Ed would not like to see is change dictated by budgetary constraints. He believes that the library's most valuable resources are human resources. Since many libraries have already been forced to cut information resources, schools may begin to look more carefully at the human resources budget. There will be more pressure to do more with less people, and it is a mistake to accept that. With so much more information available, the need for librarians to filter and provide access to that information becomes more crucial.

Joan does foresee changes occurring in academic law libraries'



organizational structures. Joan believes that libraries are going to have to reorganize to be as productive as possible and to ensure continued relevancy to clientele. Libraries will need to adopt structures that allow them to emphasize proactive services, marketing, outreach, and integration within the larger law school. She also predicts that there will be more streamlined administration with less hierarchy and a continued "leveling" of the dissemination of power. "There simply is too much work and too much need for a broad range of expertise for power to reside in one or two individuals." Under this new structure, paraprofessionals will as-

sume responsibilities and duties traditionally held by professionals. Finally, Joan forecasts that this streamlined administration will result in fewer meetings with more productivity and creativity.

Can you identify the key training areas required for librarians in today's academic law libraries?

There was some overlap in responses regarding key training areas for librarians. Beyond library basics, such as cataloging and reference, each of the directors identifies technology as a key training area. Susan notes that training is not only required for library staff to learn to use new software and equipment, but also to learn how to use these new tools to serve clients better. Susan observes "perhaps the biggest thing we have to learn is how to be comfortable with ongoing change

and let go of 'how we have always done it.'"

Ann and Susan both view intellectual property issues as a key training area, as librarians increasingly face IP issues with both electronic resources and resource sharing. Ann and Ed both see the development of teaching skills as a key training area.

Ann and Joan advocate more training in management principles. Ann specifically notes training in strategic planning, time management, teamwork, and other interpersonal skills. Joan believes that librarians now require training in financial markets and management principles not from a library perspective, but from a "real world" viewpoint.

Ann and Joan also feel that librarians would benefit from more academic training. Ann believes that law training is a

key area, and Joan suggests that a specialization in addition to law in areas such as philosophy, business and languages should be encouraged.

What is your favorite restaurant in the Twin Cities?

Ann: My favorite restaurants include Goodfellows, the St. Paul Grill, and Kincaid's.

Ed: Kincaid's

Joan: Famous Dave's, followed closely by Restaurant Alma and Goodfellows.

Susan: I can't really identify one particular favorite. I very much like small, "hole-in-the-wall," ethnic restaurants of nearly every variety. There are too many good places to eat to get caught up in a favorite place that you go to exclusion of other exciting new places to try. §

NEWSLETTER DEADLINES

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