



# SFALL Newsletter

SFALL Newsletter, Volume 30, Issue 3, Spring 2007

## PRESIDENT'S LETTER from Sid Kaskey

Ah to be twenty again. Or, maybe not. I write this after a morning conversation with my dentist. We both, about the same age [not twenty], concurred : the age part is fine; the job prospects cloudy.

So, how does this tie together with law librarianship? Well my conversation was prompted by an article in a recent edition of AALL Spectrum: "Will Law Librarian Jobs be the Next Outsourced Overseas?"

I skimmed the article, so this will not be a discussion of its major points, but rather an observation of the dramatic changes taking place in our economic world and how it will affect us professionally and personally.

Up until now in my adult life I was smug in my belief that whenever some job was outsourced to another country it involved manual labor and not intellectual capital. My education would keep me warm, and dry and fed. I was immune.

Recently, within the last five to ten years, I have been reading with discomfort about white collar jobs being outsourced: accounting, medical transcription and, yes, even legal work. The Mary Poppins among us suggest that whatever is occurring now is not significant, and never will be. Their argument is that white shoe law firms and their clients would not tolerate outsourcing of this type. Nope, the Mary's of the world suggest, it just too damn important.

Maybe, but my dentist and I share another world view: outsourcing happens. And it will increasingly happen. And, for those of us who like to think of ourselves as being middle class things will become increasingly ugly.

If you sit at a computer and send your work results electronically, you are vulnerable.

We, as a profession, are not alone. How many are needed in a field locally, how many positions can be outsourced, what professions are essentially immune, and other basic questions cannot be answered clearly.

All I can say is if I was just starting my profession now, I would be a wee bit concerned.

Have a nice day.

**S**outh Florida Association of Law Libraries (SFALL) membership is composed of librarians employed in academic, government, and private law libraries in the South Florida Area and is open to all other interested individuals.

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2007 SLA

Featuring Keynote Speakers

**Al Gore**  
45th Vice President of the United States

**Scott Adams**  
Creator of the Dilbert Cartoon

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The man who enters a library is in the best society this world affords; the good and the great welcome him, surround him, and humbly ask to be allowed to become his servants...

Andrew Carnegie, 1895



**FROM THE EDITOR**  
Please think about submitting articles and news to the newsletter. Share interesting news and stories from your library with the SFALL membership. Make this your newsletter!!

Send your submission or comments to Alex-merrick888@aol.com

## CALENDAR



### Mark your calendars for The next SFALL meeting...

The next SFALL meeting will be at Shutts & Bowen -1500 Miami Center, 201 South Biscayne Blvd. **April 3<sup>rd</sup>** at noon. 16th floor.

It is a bring your own "Brown Bag" meeting: Drinks will be provided. The meeting will be a free float discussion covering areas of interest to the participants. Subjects expected to be discussed will cover resource sharing, methods of reducing individual library cost by sharing cost of expensive sets, expectations of private law firms regarding new associates skills, and salary expectations the joys and disappointments. And, what ever else is on participant's minds.

Please send an email to Edee Hammer [[ehammer@shutts-law.com](mailto:ehammer@shutts-law.com)] if you think you might attend so she has an idea how many to expect. Last minutes participants are encouraged to come.



## 100th AALL Annual Meeting & Conference July 14 - 17, 2007, New Orleans, LA

**SFALL** can underwrite two grants to attend AALL in New Orleans next year.

For more information or to apply, please contact:

Lisa Smith-Butler, [smith-butlerl@nsu.law.nova.edu](mailto:smith-butlerl@nsu.law.nova.edu); Charles Cratit, [ccratit@mdccll.org](mailto:ccratit@mdccll.org); or Theo Karantalis, [tkarants@mdc.edu](mailto:tkarants@mdc.edu) for more information.

### SLA 2007 Annual Conference

SLA will hold its Annual Conference in Denver, CO, USA, 3 - 6 June 2007 at the Colorado Convention Center. The conference will create an environment for networking, communication, learning and other developmental opportunities for information professionals.

#### Keynote Speakers- SLA 2007



**The Honorable Al Gore**  
45th Vice President of the United States



**Scott Adams**  
Creator of the *Dilbert* Cartoon

**FUN FACTS:** On March 12, 1901, Andrew Carnegie, one of the world's foremost industrialists, offered the city of New York \$5.2 million for the construction of 65 branch libraries. The Scottish immigrant's fortune eventually would establish many more libraries and charitable foundations. Born in 1835, Carnegie immigrated to the United States in 1848 with his parents. Working in American industry and making shrewd investments, he amassed a fortune before the age of thirty. In the 1870s, he noted the potential of the steel industry and founded [J. Edgar Thomson Steel Works](#) near Pittsburgh, which eventually evolved into the Carnegie Steel Company. The company boomed, and in 1901, Carnegie sold it to financier [J.P. Morgan](#) for \$250 million and retired.



Carnegie devoted the rest of his life to writing and philanthropic activities. Believing that any accumulated wealth should be distributed in the form of public endowments, Carnegie founded 2,509 libraries in the English-speaking world, including ones in [Michigan](#), [New York](#), [Ohio](#), [Vermont](#), and [Washington, D.C.](#) He also established several trusts and helped found [Carnegie Mellon University](#). At the time of his death in 1919, Carnegie had given away over \$350 million.

## New from:

### State Trial Court Orders

#### Online access to the full text of a judge's orders

State Trial Court Orders, available in 25 states and counting, deliver something you never had before: online access to the full text of a judge's orders in state courts.

#### State Trial Court Orders save untold hours, provide invaluable insights

Motion practice can be the most time-intensive portion of a litigation practice. This database saves you hours of time, travel and trouble at the very point you need it most – preparing and drafting those key documents.

- **Uncover judicial biases, trends, experience** in similar cases. You can view orders by judge, and link to a full profile on Westlaw.
- **Develop winning strategies more efficiently:** By viewing both the motions and the final decision, you have an almost forensic-type insight into what will work – or fail – in your type of case. What motions prevailed, and why? What motions and strategy did not persuade the same judge you're about to face?
- **Manage your client's expectations** by providing a realistic evaluation of a case's merits.
- **Make better informed evaluations** about accepting a case, how to handle it, and what to tell the client to expect if litigation does go forward.

**Develop a motion practice and negotiation strategy** for your own case by seeing how motions were resolved in other, similar cases.

## New From: LexisNexis®

DAYTON , OH, January 03, 2007 - LexisNexis has launched a new Web site, <http://law.lexisnexis.com>, that showcases its Total Practice Solutions for the full spectrum of law firms. The site offers attorneys targeted solutions for their practice in the areas of client development, research, practice management, and litigation services.

The new Web site, which serves the U.S. legal market, reflects the company's growth from a research provider to now offering a full range of products and services that help law firms succeed in all areas of their practice, an approach called Total Practice Solutions.

"LexisNexis helps attorneys achieve excellence in the business and practice of law with comprehensive solutions designed around the way they work. This new Web site tells our Total Practice Solutions story in a way that makes our breadth and depth of offerings easy to access," said Steve Gross, Senior Vice President and Chief Marketing Officer for LexisNexis U.S. Legal Markets.

The new U.S. Web site offers legal professionals a more intuitive path to finding LexisNexis solutions to meet their needs. Once visitors to the site identify their law firm type, they can easily see the LexisNexis solutions available to them. They can also view Research Solutions by top practice areas and jurisdictions. In addition, customer testimonials, case studies, and white papers are easily accessible to site visitors, to help bring real-life context to the site's product information.

Since the site launched on November 30th, it has already received high search engine rankings for top legal keywords in Google. Traffic to the site is also steadily increasing.

The Legal Web site is the first of five line of business sites planned by LexisNexis to offer targeted solutions to its U.S. customers across several industries. New global sites are also planned.

## **The Law Firm Librarian's Essential Contribution to the Law Firm**

by Katherine Rosin, Reference Librarian with Shook, Hardy & Bacon

### Preface for Article

Public relations is the primary purpose for which I wrote the following article, and as is commonly understood among law firm librarians, public relations is a continual necessary process which should never be forgotten or neglected. I take advantage of any occasion to help law firm librarians toot their horns, individually and collectively. Although I don't presume to speak for everyone, I think that much of what I say in the article applies to all law firm librarians, and within the limitations of one article, I outline and encapsulate what we bring to the table as law firm librarians. I also make certain to address the fact that too often we have not been sufficiently recognized or adequately compensated for our professional roles and responsibilities.

The article as published here is the original version of the edited article which was published in the May/June 2006 issue of *Legal Management*, the journal of the Association of Legal Administrators (ALA). Although the editor did a fine job, the edited version condenses some sections and leaves out others that I think are important to include.

I wrote the article as a result of communication with AALL's Publishing Initiatives Caucus (PIC). Just prior to this, Julia O'Donnell, AALL's Director of Publications, had been in contact with a colleague in the editorial department of *Legal Management*. Her colleague requested that an article be written regarding what law firm librarians do in the course and scope of their jobs; therefore, Julia brought AALL and ALA together to pursue this request and a promotional opportunity was born. At that point, Lyn Warmath, a member of PIC, contacted me about writing the requested article, and I agreed since I felt that having been a law firm librarian for 20 years, I am qualified to handle the subject.

The origins and creation of this one article illustrate once again that law librarians are expert at successfully networking and strategically combining forces to achieve good results. Furthermore, due to Lyn's efforts and the support of PIC, there is a developing campaign to establish an ongoing relationship with ALA for the publication of articles by AALL members.

The full text of the original version of the article has now been published in SLA's *Legal Division Quarterly*.

I received positive feedback from the librarians who saw my published article, and one librarian stated that she wanted to know when the original version of the article would be published because she didn't want to miss any of it. A couple of people told me that they gave a copy of the article to their law firm administrators. These comments were gratifying because then I knew that I had definitely hit the mark in capturing the importance of law firm librarians to their law firms, and hence the title - "The Law Firm Librarian's Essential Contribution to the Law Firm."

[...article continued from the Winter 2006 edition of SFALL Newsletter](#)

### **Law Firm Librarians Are Information Creators, Formulators, and Providers *Movers and Shakers***

Not only are Law Firm Librarians aggregators and managers of information for their firms, but they are also creators of information: they establish databases, web sites, blogs, and news feeds; they write articles, books, bibliographies, and research guides; and they present, train, and lecture. Furthermore, they engage in scholarly studies, statistical analyses, surveys, and reviews of research materials and reference literature as well as professional procedures and methodologies.

Fundamentally, Librarians educate themselves and others regarding the importance of information, they elucidate the significance of the library, and they provide the knowledge as to how to make practical and productive use of both information and the library. Librarians are also the movers and shakers behind improvements, advancements, and inventions in the publishing world and in the world of information at large.

### ***No Stereotype in Evidence***

Far from embodying the librarian stereotype of the withdrawn, conservatively attired woman sporting the bun and the spectacles, with her finger permanently poised at her lips “shushing” everyone in sight, the colleagues I know are highly vocal in their opinions about their profession, their careers, politics, and the state of the world. Although I don’t always agree with the views and opinions expressed, as is true of any group of individuals, I am very proud to be a member of this highly educated, dynamic profession.

### ***Professional Contacts, Networks, and Associations***

Librarians aggressively and resolutely pursue the materials and the information needed while exercising the utmost professional ethics in protecting the confidentiality of their firms and their firms’ clients. Whenever their law firms call upon their services, or when a fellow Librarian is in need, Librarians continually and admirably rise to the challenge of assisting their firms and each other with their collective knowledge, and they generously pool their combined wealth of resources by loaning and photocopying materials, sending links to web sites, providing phone numbers and contact information, and by sharing suggestions, ideas, and know how, as well as announcements, news, and information of import to the profession.

Law Librarians network through local professional chapters such as the South Florida Association of Law Libraries, the Association of New Hampshire Law Librarians, and the Association of Boston Law Librarians, plus national professional associations such as the American Association of Law Libraries and Special Libraries Association. There are memberships in various libraries such as Florida’s Miami-Dade County Law Library, Franklin Pierce Law Center Library in Concord, NH, and Social Law Library in Boston. There are also Listservs such as Law-Lib which have become a significant part of doing business in the library world.

In addition, Librarians receive considerable aid and sponsorship from publishers and vendors such as Thomson/West and LexisNexis. These various entities are representative of the tremendous arsenal of contacts and resources which Law Firm Librarians utilize in the performance of their jobs.

### ***Strength in Numbers: the Collaboration of Colleagues***

There is no one better at developing a professional network than Librarians. The mutual support which Librarians provide to each other is crucial to the profession because no one in any position or context can go it alone, and it is critical to the law firm which by its very nature depends on research materials and information resources in the practice of law.

There is a growing need to obtain materials and pursue information which often reaches beyond the walls of the Librarian’s own law firm library and even surpasses the latitude of what can be obtained on the computer. Simultaneously, there has been a physical downsizing of law firm libraries although the demand for print materials continues to increase side by side with the profusion of online sources. It has therefore

been necessary for Librarians to tap into their wide range of professional contacts and resources in order to build even stronger local and regional networks, and with the Internet, a virtual national and global network, and by these means to strengthen and solidify their purview.

## **Librarians Take Action Against Threats to the Firm**

### ***Confronting Crisis and Disaster***

Librarians study disaster planning and business continuity. They prepare for emergency situations and develop contingency plans to protect the resources of the library and to assure that the library remains a viable entity during times of crisis.

### ***Facing Natural Catastrophes***

Libraries are prone to the ravages of time and so there are preservation issues which exist regarding library materials. There are also more immediate potential threats such as damage from water leaks and floods, mold, insect infestations, fire, and other natural catastrophes.

### ***Vanquishing Scams and Hoaxes***

Librarians strive to remain savvy about deception and fraud, and they work toward foiling the scammers, hucksters, and tricksters.

Librarians have dealt with directory sales scams which are quite common, frequent subscription solicitations which have been made to look like invoices, publications which mimic others such as those which imitate the Who's Who directories, publisher mailings which disguise themselves as government agency announcements, and the many callers who try to worm their way in the door with unwanted or inferior products. Librarians keep a close eye on the Internet and e-mail for all kinds of criminal, dangerous, and threatening activity, be it one of the many illegal financial schemes, a simple chain letter, an urban legend, or a phony web site, and Librarians work closely with the firm's IT department on keeping knowledgeable about viruses, spam, and other computer invaders.

### ***Contending with Theft and Loss***

Librarians must cope with frequent theft, intentional and unintentional, and the consequent loss of books. Thousands of dollars are spent when these materials must be replaced, and there can be instances when the materials are no longer in existence and are therefore unavailable for purchase. Databases sound like the answer until one takes into account that databases can come and go so that one can't always rely on what is here today because it may not be here tomorrow. The coverage of online services may change as in when a certain publisher decides to grant a different vendor the rights to certain materials and those materials are no longer available in the database(s) that previously contained those materials. Of course, the Internet by its very nature can be undependable as a result of its perpetual changeability, regular absence of administrative control, and typical lack of editorial oversight.

### ***Scrutinizing Legal Issues and Examining Information Security***

Another way in which the Law Firm Librarian protects the firm is by understanding copyright issues and making certain that the firm does not unwittingly violate copyright law such as in photocopying entire books or routing publications to individuals outside of the permissible bounds of a subscription. Librarians are fully aware that copyright violations can carry heavy financial penalties as well as negative media attention, and

that there have been well known cases in which this occurred. Librarians deal with the Copyright Clearance Center as one of the measures used to protect the firm in this regard.

Librarians make certain that there is compliance with software licensing for library materials and that there is proper adherence to the guidelines established for the usage of online subscriptions. Furthermore, they are mindful of security, privacy, and liability concerns such as those surrounding public records databases, as well as the safety of information in terms of its origin and source, the means to obtain it, its reliability, the purposes for which it will be used, and the effects and consequences of its use.

## **Librarianship is Attained Through Professionalism and Perseverance**

### ***Librarians Possess Requisite Credentials and Specialized Knowledge***

Beyond their undergraduate degrees, Law Librarians have earned Master's degrees in Library and Information Science in order to enter the profession. Many Law Librarians have also attained additional graduate degrees in other subject areas including a large number who have JDs. Some have MBAs, other Master's degrees, or PhDs. Law Firm Librarians are highly educated professionals who provide expert support to Attorneys and to law firm Staff.

The clients of a law firm which has a Librarian on staff are the beneficiaries of top-notch legal services from a law firm that takes its clients seriously.

### ***Librarians Have Earned and Should Therefore Receive Commensurate Compensation***

Unfortunately, Librarians are often not sufficiently acknowledged for the responsibilities which they so expediently and so expertly handle and for the constructive contributions that they make. They are generally inadequately compensated for the credentials and expertise that they possess and for the specialized work that they do.

Librarians are among the lowest paid professionals. Within law firms, the salaries of Librarians are typically below most, if not all, of the other law firm managers. There are long-standing, deep-rooted causes of this situation, such as the fact that many Librarians are women, and predominantly female professions are typically impeded by an entrenched low salary scale. Another reason is that the old boy network still exists, along with its glass ceiling for women. Furthermore, the law firm is structured as a hierarchical pyramid rather than formulated with a more interactive, teamwork approach.

I and many other Librarians are working to change the unjustifiable compensation level of Librarians and to elevate Librarians' salary levels to those of other professions. We must at least put Law Firm Librarians' salaries on a par with those of other law firm managers. We are therefore educating people regarding the realities of the profession – by vocalizing about who Librarians are and what Librarians do – through such means as articles and speaking engagements. In this way, the perspective of Librarians and the image of the library can be brought into realistic focus, and the value of Librarians' endeavors on behalf of the firm can be better recognized.

### ***No Imposters or Would-Be Librarians Allowed***

Managing the library is not a job for amateurs but is instead a job which demands educated, dedicated professionals. Asking people who are not librarians to assist the Librarian with certain routine library operations such as filing, shelving, and routing materials is acceptable, but only after such individuals are taught how to capably perform these functions.

Despite the fact that the following has been done, it is not acceptable to require or expect individuals who are not educated as Librarians to step into the position of Librarian any more than it is acceptable for individuals to step into any other professional role for which they are not qualified and for which they do not possess the necessary credentials. For instance, you cannot commandeer someone from the Reception desk and “assign” that person to be a Librarian.

Can you imagine assuming that just anyone could suddenly “become” a Legal Administrator or an Attorney? Such inane tactics are counterproductive and do a disservice to all concerned –the professional who is done out of a job, the individual who is tagged to do a job (s)he is not equipped to do, and the firm which will get exactly what it bargains for – incompetent help.

### **Librarians Provide Vital Support to the Law Firm in the Fulfillment of Its Mission**

The Librarian’s essential contribution to the law firm is the maximizing of the knowledge base and informational capabilities of the firm which in turn bolster the firm’s competitive edge, promote the firm’s business, and boost the firm’s profits.

One of the best things that a Law Firm Librarian does professionally is to market the library

in order to establish the library’s presence and publicize its indispensable purpose within the law firm. Not only does this build the foundation for the library to realize its invaluable potential and to continue to be successful in fulfilling the library’s role, but it also enables the library to advantageously align itself with the firm’s role. The library thereby achieves its stature as an integral component and a critical element in supporting the law firm in the achievement of the goals and in the fulfillment of the mission of the firm.

A Law Librarian since 1984, Katherine Rosin worked in Boston as Assistant Reference Librarian at Social Law Library; Director of Library Services at Goldstein & Manello; Library Director at Foley, Hoag & Eliot; and Head Reference Librarian and Researcher at Mintz, Levin. She was the Manager of Research & Information Resources at Sheehan Phinney Bass + Green, in Manchester, NH, and Reference Librarian for the Miami office of Akerman, Senterfitt & Eidson. She is currently Reference Librarian for the Miami office of Shook, Hardy & Bacon.