

PLL PERSPECTIVES

THE QUARTERLY OF THE PRIVATE LAW LIBRARIES SIS OF THE AMERICAN ASSOCIATION OF LAW LIBRARIES

Volume 15 Issue 1

FALL 2003

SUNNY IN SEATTLE: A PERSONAL VIEW OF AALL

by Linda Jean Schneider, Drinker Biddle & Reath LLP
Philadelphia, PA

In 1994 – the last time AALL and I were in Seattle – there was never a drop of rain and barely a cloud in the sky throughout the entire convention. Ironically, when I returned to Philadelphia that year, we experienced a major deluge that first day, so that train service was halted due to the severity of the weather! And once again this year, the West Coast was sunlit and extremely comfortable, unlike the extremely UN-comfortable temperatures and conditions we’ve been experiencing this past year in the East. Walking through the lovely “Freeway Park Gardens” each day on the way to the Convention Center from my hotel was an added bonus and complemented the picture-perfect weather.

The schedule I planned before leaving on my trip included long days of almost continuous sessions because I’m always afraid I’ll miss something! However, by the time I made my initial foray to the Convention Center, I had wisely opted to pace myself and to attend a few representative programs, between visits to the Exhibit Hall and networking with colleagues. I was also glad I had scheduled a few days after the conference to remain in Seattle and enjoy the sights, so I didn’t feel I had to fit in sightseeing as well as the programs. THAT would have been stressful!

In the Intellectual Property practice area, it seems our lives have become bowls of alphabet soup as IP, WIPO, USPTO, TM, PTC swirl relentlessly in ever-widening circles. I was glad to learn of an IP Special Interest Group in PLL, which is like a rope thrown to a drowning woman! The first session I attended was entitled “Reinventing Trademark Research,” which gave an excellent basic analysis of trademark practice and the required strategies. Speaker Frank Curci of Preston Gates & Ellis discussed the key points of the Practice, including the significance of The Madrid Protocol, which will shortly become effective in the United States. The Protocol is a system for the international registration of trademarks. Curci also commented on the most effective ways to monitor developments in the field. The second speaker, Colette Napoli, presented a thorough step-by-step guide for trademark clearance searches, as well as the underlying reason for this procedure. Her handout was also helpful, with several illustrative examples of searches. This format was so enlightening that I encourage the program planners to consider a similar program on patents for the next conference!

The PLL Luncheon was also a ‘must,’ and provided an opportunity both to network and relax. I had heard Sandra Yancey speak before and had been struck by her personal warmth and energy. I wondered if she would be able to project the same to such a long and narrow room, especially to those of us seated at the rear. Never fear: Sandra gave an outstanding presentation that reached all of us in the far corners of the room as she urged everyone to make the most of individual capabilities and shared several practical tips on maintaining the focus and energy we all need to succeed.

Two sessions concentrating on the challenges and vagaries of the ubiquitous topic of Knowledge Management and the implementation of portals in law firms were must-sees on my personal agenda. At the first presentation, Terry Dick of West, Cheryl Briggs, Linda Will, and Kingsley Martin shared their quite extensive experiences and observations in an interactive panel format. Interspersing theory with real-life commentary, the Panel – particularly the equally ubiquitous K(ingsley) M(artin) – delivered invaluable insights into the workings of KM.

A later session featured a side-by-side comparison of portal involvement with Bobbi Cross from Schnader Harrison in Philadelphia, and Barbara Holt of Perkins Coie LLP in Seattle. There are striking differences in the approaches of these two firms. The difference in their attack is as varied as the firms themselves. While one director took the leadership role and total control of the portal project, the other was heavily involved but allowed others to lead the charge. The Dynamic Duo distributed a brightly graphic list of “Top Tips in Implementing a Law Firm Portal,” again varied, but having several common threads. Among their valued comments were these:

- “Maintain a sense of humor.” (Cross)
- “Stock up on stress reducing products.” (Cross)
- “Drink coffee. Strong coffee.” (Holt)
- “Be flexible.” (Holt)

Continued on Page 4

PLL PERSPECTIVES

EDITOR

Jan Brown
Montgomery, McCracken, Walker & Rhoads, LLP
Philadelphia, PA (215) 772-7611
gbrown@mmwr.com

ASSOCIATE EDITOR

Jeannine Sachar
Wiley, Rein & Fielding
Washington, DC (202) 719-7387
jsachar@wrf.com

ADVERTISING MANAGER

Ronda Fisch
Reed Smith, LLP
Pittsburgh, PA (412) 288-3377
rfisch@reedsmith.com

CHAIR, NEWSLETTER ADVISORY COMMITTEE

Judy Floyd Evans
LexisNexis®
Miamisburg, OH (800) 227-9597 x57963
judy.floyd@lexisnexis.com

PLL/SIS EXECUTIVE COMMITTEE

CHAIR

Holly M. Riccio
Davis Wright Tremaine LLP
San Francisco, CA
(415) 276-6506
hollyriccio@dwtt.com

VICE-CHAIR

Sue H. Johnson
Carrington, Coleman,
Sloman & Blumenthal, LLP
Dallas, TX 75201
(214) 855-3530
sjohnson@ccsb.com

PAST CHAIR

Janeen Heath
Munsch Hardt Kophoff & Dinan
Dallas, TX
(214) 880-7692
jheath@munsch.com

TREASURER

Caren Z. Luckie
Jackson Walker, LLP
Houston, TX
(713) 752-4479
cluckie@jw.com

SECRETARY

Elizabeth LeDoux
Covington & Burling
Washington, DC
(202) 662-6151
eledoux@cov.com

EXECUTIVE BOARD

Terri L. Lawrence
Thompson & Knight LLP
Dallas, TX
(214) 969-1738
lawrencet@tklaw.com

Laura A. Whitbeck
Nixon Peabody
Washington, DC
(202) 585-8110
lwhitbeck@nixonpeabody.com

PLL Perspectives (ISDN: 1068 9346) is published quarterly for distribution to members of the Private Law Libraries Special Interest Section of AALL ©2003 PLL. Reproduction in whole or in part without written permission is prohibited. Non-members may obtain single issues for \$10, or subscribe to the newsletter for \$35 per year. The PLL/SIS and the editor do not assume responsibility for, nor endorse, the statements advanced by the contributors or the advertisers in *PLL Perspectives*.

FEATURES

- SUNNY IN SEATTLE:
A PERSONAL VIEW OF AALL** 1
*by Linda Jean Schneider, Drinker Biddle & Reath LLP
Philadelphia, PA*
- WHY VOLUNTEER** 6
by Elizabeth LeDoux, Covington & Burling, Washington, DC
- MERGERS ARE INEVITABLE –
ACCEPTING ONE IS OPTIONAL** 7
by Malinda Muller, Reed Smith Crosby Heafey, Los Angeles, CA
- EUGENIE PRIME, KEYNOTE SPEAKER AT
PLENARY SESSION, ADVISES LAW LIBRARIANS
TO TAKE CHARGE OF THEIR OWN DESTINY** 10
*by Katherine K. Coolidge, Esq.,
Bulkley Richardson & Gelinis, LLP, Springfield, MA*

PLL NEWS

- FROM THE CHAIR** 3
*by Holly M. Riccio, Davis Wright Tremaine LLP,
San Francisco, CA*
- COMMITTEES CORNER** 11
*by Holly M. Riccio, Davis Wright Tremaine LLP,
San Francisco, CA*
- PLL EXECUTIVE BOARD MEETING 2002-2003
JULY 12, 2003, SEATTLE, WA** 12
by Elizabeth LeDoux, Covington & Burling, Washington, DC
- PLL BUSINESS MEETING
SUNDAY, JULY 13, 2003, SEATTLE, WA** 13
by Elizabeth LeDoux, Covington & Burling, Washington, DC
- PLL EXECUTIVE BOARD MEETING 2003 – 2004
SUNDAY, JULY 16, 2003, SEATTLE, WA** 14
by Elizabeth LeDoux, Covington & Burling, Washington, DC
- PLL-SIS TREASURER'S REPORT** 16
- GROUPS GAB** 16
*by Holly M. Riccio, Davis Wright Tremaine LLP,
San Francisco, CA*

PLL PERSPECTIVES DEADLINES

Fall: August 15 **Winter:** October 15
Spring: January 15 **Summer:** April 15

West is proud to support the AALL-PLL by laying
out its quarterly newsletter, *PLL Perspectives*.

THOMSON
WEST

West – part of Thomson since 1996,
bringing information solutions to the legal community.

FROM THE CHAIR

by Holly M. Riccio, Davis Wright Tremaine LLP, San Francisco, CA

As I sit here on the runway in Seattle, getting ready to fly back to San Francisco and return home to my own bed (and a week's worth of mail awaiting me on my desk at work), the spirit of the Energizer Bunny™ is still with me. My bags are stuffed to the brim with conference materials, Exhibit Hall goodies, business cards from those of you wanting to volunteer for PLL in the coming year, and lots of notes and good ideas I've gathered this past week. Oh, and there are a few things in my bag from the flagship Nordstrom store, too.

Before I begin to discuss what will be happening in the upcoming year, I first have to thank all the people who made things *really* start to happen for PLL this year. My sincere gratitude and deepest thanks go out to all of our PLL leaders – the PLL Executive Board Members, all of the PLL Committee and Group Chairs, all the volunteers who worked on and for those Committees and Groups, those of you who moderated, coordinated or spoke at an AALL program in Seattle, those of you who contributed articles to *PLL Perspectives* ... the list goes on and on. A special thanks goes to Janeen Heath, our outgoing PLL Chair, for bringing back some much needed energy and enthusiasm to PLL and also for scouring eBay for all things Energizer Bunny™.

For those of you who don't know the origin and significance of the Energizer Bunny™, let me explain, at least as far as I understand it. Years ago, someone jokingly referred to the PLL-SIS as the "Energizer SIS:" and the nickname just stuck. In fact, the PLL Executive Board used to have a pair of bunny ears that were passed down at our PLL Business Meeting in Anaheim from Anne Ellis to Glen Gustafson when he took over as the PLL Chair. In fact, if you use the Internet Archive Wayback Machine (www.archive.org) and look at the PLL web site in 1999, you can see a picture of Glen wearing those bunny ears. I challenge you to use your research skills and find this for yourselves!

So, as the Energizer Bunny's™ slogan goes, we just keep on going and going and going.... With the support and work of a wonderful Executive Board and fabulous Committee and Group Chairs, I have some great things planned for this year. One of my first priorities is to establish a PLL Award for Professional Achievement. On our end, this will mean work from the Executive Board to create the guidelines and procedures for the award and also the work of the Bylaws Committee to draft any necessary bylaws amendments. On your end, this will mean starting to think about PLL members you might like to nominate for this award. The award will be

conferred upon its first recipient at the PLL Business Meeting next July in Boston, MA. Be on the lookout later this year for more details, and start thinking now about whom you want to nominate.

Here are some other projects to be on the lookout for in the coming year:

- **PLL/ALL Library Visitation Program** – A PLL/ALL Joint Committee will work this year on creating standards and guidelines for this library exchange program.
- **Bylaws Update** – Our Bylaws were last amended in 2001, and the Bylaws Committee will be looking at them to see if other amendments are necessary.
- **Newsletter Survey** – The Newsletter Advisory Committee is working on a survey of the PLL membership to find out what members want from *PLL Perspectives* and also what members' thoughts are about moving the newsletter to an electronic format.

Although I come into my year as PLL Chair with my own ideas and thoughts for PLL and what things I'd like us to accomplish this year, I was elected to this position by you, the PLL members; and I want to make this SIS something that is responsive to your wants and needs. I met many of you this past week and got lots of great ideas and feedback and am bringing those back with me to incorporate into the SIS plans for this year. Please continue to tell me what you want from PLL, what you like about PLL, and yes, even what you don't like about PLL.

However, if you are unsatisfied with something that PLL is doing (or isn't doing, as the case may be), be prepared to help me come up with a way to change or improve the situation. I might even ask you to volunteer and work with PLL on your idea! To paraphrase from *A League of Their Own*, "...there's no [whining] in [PLL]."

This year's AALL Annual Meeting in Seattle has been one of the most invigorating and exciting for me, due to all of the wonderful new people I was able to meet and all of the old friendships I was able to rekindle. I will miss the conference, city and colleagues once I'm back home, but I am glad to be back home in my own bed again. Just as San Francisco is home to me, PLL is also a sort of home to me, too, and has been ever since I became a professional law librarian. I am honored to serve as your Chair in the upcoming year, and I hope I can make PLL feel like a second home to you, too.

Continued from Page 1

Although Bobbi and Barbara may have expressed it quite differently, they strongly agreed on one principle: “Make your move and deploy. It will never be 100% complete.” (Cross) “Accept that you will never make everyone happy.” (Holt) Speaking as one in the midst of a project, I heartily agree! It is always a ‘work-in-progress.’

In order to address two of my primary administrative responsibilities and concerns, I attended sessions on “Negotiating License Agreements -- Revisited” and “Cheap is Good: Stretching the Library Dollar.” The former updated a presentation at the Orlando conference with a case study of a regional law firm in the Seattle area. At the latter, Dr. James Walther attempted to parallel the preparation undertaken by a marathon runner with that of the librarian/administrator who is trying to balance cost-effective purchasing with providing good value for the price. Gitelle Seer followed with her own “exercise-themed” 10 steps to Library Budgeting, eliciting appreciative comments and response from the audience.

As a participant in the recent AmLaw Tech Library Survey, I was interested in attending a “Briefing” held by Mark Voorhees of American Lawyer Media. In addition to an interesting discussion about a book I happen to own, entitled “The Myth of the Paperless Office,” Mark attempted to draw out the opinions of the audience with regard to branding and copyright issues, as well as the future of our print collections. This is only the second year of the survey, but it does identify trends and provide valuable statistical information, which should improve with more participation.

The highlight of a vendor-sponsored user group meeting was the presentation by Nina Platt of Faegre & Benson, who discussed selecting and implementing the Integrated Library System, and using its available modules and functionality to manage library and intranet projects. She

urged colleagues to see this as the future of the field, utilizing our organizational strengths to analyze and produce tangible results in the law firm project environment. Nina is certainly an excellent role model in this capacity.

To balance the sessions that focussed on specific practices and technical topics, I also sought out those that offered suggestions on managing one’s time and workload or ways to grasp a fresh perspective on existing situations. “Building a ‘Radar System’ for Future Planning” was a valuable program in this respect as it explored the basics for monitoring changes and targeting potential solutions. Eugenie Prime’s presentation was outstanding and inspiring, as well.

I wanted to catch the session on “How to Get to ‘Yes’ by Saying ‘No’ More Often” but could not refuse an invitation to return to the exhibit hall! The latter was the usual cornucopia of goodies, giveaways, and glamour, with increasing emphasis on newly released KM products and CLE. I also availed myself of the gracious invitation of Bridget Dacres to visit the new library of Preston Gates & Ellis, which provided an opportunity for a contingent of firm librarians to observe changes she had made as part of their recent relocation, and to discuss their own downsizing plans.

At the end of the conference, thanks to the energizing mix of technical presentations, illustrative demonstrations and case studies, and motivational insights, I felt I had accomplished my original objectives:

- To be stimulated and energized.
- To share knowledge.
- To enjoy the sights and sounds of Seattle.
- To “Maximize Today, and Envision Tomorrow!”

WHY VOLUNTEER

by Elizabeth LeDoux, Covington & Burling, Washington, DC

In Seattle this summer I had an opportunity to explain why I spend so much time volunteering my time to AALL. It was the perfect time to take stock of what I do and why I do it.

If I am going to be completely honest with myself, then I have to say my involvement in AALL is mostly SOCIAL. I am currently the PLL-SIS Secretary. I really like the work PLL does. I think it is very important to sell our services to our employers, and we do that by exhibiting at the annual legal administrators conference (ALA), creating and distributing a marketing brochure and creating a toolkit. But when it gets down to it, as Secretary, I take the minutes at the meetings, so I get to concentrate on everyone's name. I also do the huge task of orchestrating our annual election. I sent a ballot to every one of you this year, and 500 of you wrote me back, many with personal notes (and a few correcting my zip code, which didn't need a correction, go figure). I like getting to know you. I had a wonderful conference this year because I had so many people to catch up with, to meet, to work with. For me, the SOCIAL is the very most important aspect of the work.

I am also the chair of the Government Relations Committee, which works with the Washington Affairs Office to effect change in government policy on issues of access and retention of information. When Janice called to ask me to do this job I really had to think about it. It is a huge amount of work, and the work is very serious. For someone who probably would have been just as happy going to beauty school as library school (both voc tech programs for all intents and purposes, both very portable careers for a Navy wife, one a little more glamorous than the other), I wasn't sure I was the gal for the job, or that the job was for me. I talked about this to several friends and advisors, and this is what I decided: I could either find a volunteer job in a no-kill animal shelter one or two days a month, or I could do the important work of chairing this committee. I knew I was interested in doing some kind of VOLUNTEER work, I just hadn't thought about using my skills as a librarian to do it.

There are some wonderful by-products of being involved with our profession. All of this socializing and volunteering is a perfect NETWORKING opportunity. My husband was active duty in the Navy for the last 13 years, and we moved every two years. The more librarians I got to know, the easier it was to find a job in a new city. Some people think networking is an impossibly daunting task, with lots of strained small talk and the exchanging of business cards. We aren't selling insurance here! For me networking is, and always has been, sitting around talking with my best girlfriends and their best friends. Networking is where we meet the librarians who are going to be our mentors and whom we are going to mentor in return. Networking is also meeting and getting to know

the attorneys, administrators and staff in our firms who hire us, fire us, give us raises, take away our square footage, increase our operating budgets, sing our praises and sign our paychecks. Networking might be the most important work we do.

In a world where I do not have the control I would like over the stock market, the business practices of my firm, or how and when my husband gets sent to war, I have a chance to exert some influence, to have an effect, to leave my mark and to make a difference.

When I take stock I realize I do not volunteer my time to AALL. Though the organization gives me opportunities, should I chose to take them, and inversely, allows me membership without requiring anything, I volunteer my time to my profession, to fellow librarians, to my community for myself, and myself alone. When the rubber hits the road, "what do I get out of it?" is the only question anyone wants an answer to, and the answer is "A LOT."

LRA 1/4 Page
Advertisement

MERGERS ARE INEVITABLE – ACCEPTING ONE IS OPTIONAL

by Malinda Muller, Reed Smith Crosby Heafey, Los Angeles, CA

Three librarians live on my block. This is generally unheard of. How often do you meet another librarian when you're out and about, let alone living next door to one? The three of us are all in different fields, one being the director of the Beverly Hills Public Library, one being a high school librarian, and myself, the law firm librarian. None are "newbies" to the field; we'd probably fight over who's the "more" of being over 50 (not telling), and we are all career librarians. You do the math. Honestly, I'm not the clubby type. I've never been able to bring myself to join the synagogue, did not join a sorority in college, and I gave up tennis and took up golf after discovering you don't need a partner to play golf. But, over the years I've surprised myself with pleasurable memories of times I've had with these neighbors. It seems that we always have something interesting to talk about, some observation to ponder, some simple contemplation that ends up with a whole shape, dimension and form. Let's face it, librarians are deep.

At our firm, whispers had been going around for several months about a merger. We were all in denial. Our firm family had been around for over 100 years. We had great clients, ease of working in multiple offices all in the same time zone, using the most current versions of our Microsoft applications. We had committed staff, non-patronizing lawyers, and many, many long timers. The end of 2002 confirmed the rumors, only it was a "combination" rather than a merger. Pardon me? For the California librarians, the time had come to get excited, look forward, share the collective knowledge, and consider the fun of visiting other offices in terrific cities and making new friends. Well, we haven't done much office hopping, and the collective knowledge thing has made me feel the way a new associate must feel after only a few weeks on the job. Then, add to that the fear of failure with 15 sets of professional eyes waiting for you to be innovative, show your stuff.... well, you know how it is. The managers spent oodles of time putting together an Integration "Success" Guide, and you still couldn't get all the acronyms straight: CRA, PGL, PHL, PGH... They were like a new language. I was never a quick study in my high school French classes. Trying to figure out whom to go to for approval to download a complaint from a commercial new complaint service, now that's been fun, too. So, how have we managed since January? Let me count the ways.

Resources, Human and Technological

About a month after the 'combination', I had a background check to conduct. It involved a New Jersey lawyer. When I couldn't find a pretty state bar site to hand me my information, I contacted the Princeton librarian. She knew the backdoor to success. The path led to a completely different place (I'll have to look it up for you, later, in my Rolodex if you want to know). I quickly learned that I had potential help in New Jersey, New York, Pennsylvania, Washington DC (can you imagine a buddy next door to the Library of Congress and all those regulatory agencies?), even Delaware. The New Jersey librarian and I have coined another acronym,

NBF, for New Best Friend.

Within the first three months, I got new passwords (not so great) for old research tools and new passwords (terrific) for database sources I'd never even heard of. All of a sudden, I could churn out a quick summary of a company via OneSource as an attorney was walking out the door. I had legal news coming to my inbox via Ozmosys, and the Million Dollar Directory and the Directory of Corporate Affiliations just a click away on the Intranet. My heart literally skipped a beat the first time I witnessed the beauty of an Adobe Distiller web page and the ease with which I could ship that masterpiece off to a requestor. This particular club was starting to look somewhat interesting....

Specialists

After seven years representing mostly pharmaceutical companies and their litigation matters, the hidden nuances of trying to get the lowdown on other areas, such as private company data, have left me feeling somewhat incomplete. Had I really turned over every stone? The "combination" changed that. Across the department, and country, we are finding librarians who specialize in IP, business, regulatory matters, etc. Now I can run a background check, do the wrap up summary of findings, and qualify the presentation with a copy to the specialist to jump in anytime if I've missed something. This watching your back thing is quite reassuring. My hair is graying more slowly.

Marketing/Branding

Can you imagine that we recently developed an official logo and slogan ("Information is Our Business")? PHL (Philadelphia) orchestrated a department wide challenge to come up with a slogan for the library stationary and our individual e-mail signatures. Many more creative souls than I came up with quips and phrases. The department now has incredible library wide stationery, etc. This move was a good one for promoting seamless service between offices. This activity and action was pretty darn clever and got us talking among ourselves also. Am I beginning to sound somewhat 'clubby' to you? I vote we add floaty pens to our arsenal next.

Professional Growth

(Translates to "a kick in the bottom.") While my annual reviews may repeat the same key words each year ('tenacious', 'thorough', 'reliable', 'consistent') the truth of the matter is that I consider myself one who implements rather than innovates. How do you see yourself? Whatever you find, consider it up for grabs when your department suddenly grows ten times overnight. Suddenly you see work product from your new counterparts who turn out some 'fabulous' pathfinders, evaluations /analyses of new services and applications, and serve as panelists at professional meetings. Recently, I was asked to write an article for the Los Angeles County Paralegal Association. I am designing a marketing department checklist for the new Southland marketing

Continued on Page 8

Continued from Page 7

coordinator. I have been approached about preparing an in-house paralegal presentation on Internet searching. Needless to say I've done nothing like this before, and I certainly don't dare say "no" now!

Clout

We were big before and now we're really big. I could see it at AALL. Every vendor's heard of us. Now I'm being offered free trials, free training, more than special deals (apparently) for those competitors who want to get in the door. Post 911, the times seem to be getting back to an appreciation for less, for small. Lean and mean, smaller vendors without major corporate restraints can quickly innovate in pricing, interface, and content the nanosecond new technology develops. They are not to be overlooked. Being big gives us the chance to look at all easily, without many qualifiers by vendors. In-house, being big means more specialists to collaborate and coordinate to take all of this stuff in. The end result? A greater ability to identify, assess, and switch, ad hoc, to an information service that meets our information needs best, now. Some may see this philosophy as fickle, but you can't stand in the way of progress in our field.

The Future

No, not mine or my local counterparts, but the future of developments in the library. Before the 'combination,' we had a good Intranet, good resources, great librarians. Now, seldom a day goes by without some new development being contemplated, announced, or added to the current roster of services or applications. It is thrilling to realize and be part of the upcoming in development and KM initiative. Shortly the firmwide bar-coding project will begin with our circulation system. Librarian specialists are being associated with practice groups as liaisons and may soon begin attending firmwide practice group meetings. One begins to feel cutting edge...

Affirmation

This is not meant in the religious sense (hmm, maybe it is...) but rather the connected sense. Affirmation is how you feel when you're attending AALL alone for the first time in seven years and you meet up with a new 'combined' colleague who promptly takes you out for Dim Sum with six other friends of hers. Affirmation is how you feel when a new 'combined' colleague asks you for your ideas, thereby promoting mutual respect among those of the same 'tribe.' Affirmation is you knowing what your 'combining' colleague will feel when he/she passes a request from East to West Coast at the end of his or her day. They go home appreciating that somewhere, someone in your group is still in the middle of his/her workday. The assignment is going to get turned around pretty quickly, and they're going to look pretty good. Affirmation is how you feel contemplating that total quality service can be much easier to provide with all that additional intellectual power, collective problem solving style and characteristic pragmatism. This might be a worthy club to be associated with.

On March 17, 2003, there was an article in *Time* on page 49 called "In Sinc". The article reviews a new book called *Sync: The Emerging Science of Spontaneous Order* (Hyperion, 1st edition March 5, 2003). Here, the author surmises that humans would do well to study the laws of nature where the universe demonstrates an intrinsic pull toward harmony and cooperation. According to the article, this symbiotic tendency is apparently alive and thriving in many natural phenomena. Goatfish of the Red Sea swim in groups of a dozen, all dropping in unison to the seafloor at meal-time, groups of fireflies flash together in rhythm, etc. Apparently, balance and accord are self-sustaining strategies. Hmmm... Perhaps, this 'combination' could become my club to embrace.

GSI's Full Page Advertisement

EUGENIE PRIME, KEYNOTE SPEAKER AT PLENARY SESSION, ADVISES LAW LIBRARIANS TO TAKE CHARGE OF THEIR OWN DESTINY

by Katherine K. Coolidge, Esq., Bulkley, Richardson & Gelinas, LLP, Springfield, MA

One of the highlights of the AALL Convention in Seattle in July was the Plenary Session with Eugenie Prime. As I sat there listening to her spirited presentation, I had to ask myself, "Why is she so engaging?"

The answer came quickly. She has a sense of humor and she loves her career choice. Having recently changed my career from lawyer to law librarian, I identified with her message that change is good. From an interview with Doreen Cohen in March 1998, I learned a little more about her life strategy. Ms. Prime is a life-long learner and believes in self-determination. She takes responsibility for her own happiness within her career.

In her address to the assembled members of AALL she challenged us to do the same. Her method appears to be learning by example as she listed at least four books that she found inspiring:

The Power of Minds at Work by Karl Albrecht that explores the concept of OI (organizational intelligence) and harnessing the collective brainpower of an organization for the mutual goal of success.

The Soft Vengeance of a Freedom Fighter by Albie Sachs, the South African lawyer/activist who recounts his recovery from injuries suffered from a car bomb detonated by hatred for his beliefs.

Seeing Differently: Insights on Innovation edited by John Seely Brown, which is a collection of articles from the Harvard Business Review on the topic of how we generate ideas and encourage innovation in organizations.

Execution: The Discipline of Getting Things Done by Larry Bossidy, Ram Charan, and Charles Burck, which explains the process of linking people, strategy and operations to deliver results.

It is clear that Ms. Prime is continually learning and sharpening her skills while she teaches others. She admits that her strategy may not work for everyone, but everyone must have a strategy to succeed. In what felt like a pep rally spirit, she buoyed the audience's spirits and got us to start the process of self-evaluation. There was a genuine feeling of optimism in the air as everyone left the session.

Her message was clear and simple. We do not need to fear change. The best way to accept change is to "invent it, be it, do it." I was

reminded of a maxim that I learned from my obstetrician when I was feeling particularly overwhelmed after starting my first job out of law school with a one year old child at home. I was certain I needed professional help, but he gave me these words that I have come to live by: "If not me, then who? If not now, then when?"

These words guided me when the practice of law was no longer as challenging as it had been and I knew I needed to change something. They guided me as I applied to Simmons to obtain my MLIS. They guided me as I applied for my current position with Bulkley, Richardson & Gelinas before I had even completed my first semester of graduate school. And they guide me each day as I practice as a solo private law librarian. And so, I can further identify with Ms. Prime because I enjoy what I do and I'm happier than I've been in a long time. Ms. Prime reaffirmed my confidence in taking charge of my own happiness and career success.

As librarians, we are trained (and probably have a predisposition) to serve others by organizing and disseminating knowledge. It may be this attitude that hinders us in promoting our value in the firms we serve, especially when working with attorneys who may not understand what law librarians can do. I expect this leads to much career dissatisfaction on the part of law librarians. Having been on both sides of the fence, I have to admit that as an attorney I rarely sought the assistance of a law librarian because I did not know what they had to offer. But if attorneys do not know what we do and the value we bring to the firm, who's to blame? Ms. Prime has taught us, we are.

While self-promotion may be uncomfortable, Ms. Prime suggests that taking ourselves out of our comfort zone can be a good and challenging exercise. We can command respect if we expect it. When I speak of my relationship with the attorneys in my firm so many people presume that I am respected because I am also an attorney who practiced in the same community. I do not think this is the case. I think I am respected because I promote my legal reference services and I dress and act professionally in my daily activities. Communicating at a level and in a recognizable manner is key to commanding respect within any firm. These are rules under which I conduct my practice of law librarianship. And, as Ms. Prime advised, you can make anything happen when "you set the rules."

COMMITTEES CORNER

by Holly M. Riccio,
Davis Wright Tremaine LLP, San Francisco, CA

This year, *PLL Perspectives* will have two new regular columns – this one, Committees Corner, and Groups Gab. These columns will contain updates on what various PLL Committees and Groups are working on during the year, in an effort to keep the PLL membership more informed and, I hope, get more of you interested and involved.

For this initial column, I would like to start off with the roster of our PLL Committee Chairs for 2003-2004.

ALA Programs	Holly M. Riccio
Bylaws	Johanna Bizub
Education (2004)	Christine Graesser
	Jenny Kanji
Grants	Margarita Bull

Mentoring	Stephanie Fox Pierson
Newsletter Advisory	Judy Floyd-Evans
Nominations	Kathie Sullivan
PLL Toolkit	Michael Saint-Onge
Public Relations	Lucy Curci-Gonzalez
	Kaye Waelde
Strategic Plan	Martha Goldman
Webmaster	Terry Psarras

There are still some Committees that could benefit from more volunteers, so if you are interested in working on a PLL Committee this year, please contact me and let me know.

Wisconsin Tech Search Half Page Advertisement

PLL EXECUTIVE BOARD MEETING 2002-2003

July 12, 2003, Seattle, WA

by Elizabeth LeDoux, Convington & Burling, Washington, DC

In Attendance: Holly Riccio, Caren Luckie, Jan Brown, Philip Rosenthal, Sue Johnson, Terri Lawrence, Terry Psarras, Richard Leiter, Elizabeth LeDoux, Janeen Heath, Tory Trotta.

The meeting was called to order at 6:15 p.m.

Tory Trotta, AALL Vice President, spoke to us about committee appointments for 2004. She is worried that PLL is not adequately represented and asked for our opinions about the reasons.

The Board does not have the answer but agreed to post information about AALL Committees on the PLL listserv, write an article for *PLL Perspectives* and mention Tory's concerns at the PLL Business Meeting on Sunday morning.

Objectives Met This Year

Strategic Plan

"Promote Hiring of Law Librarians"

Holly attended the Association of Legal Administrators Conference in San Diego with the new brochure from the Public Relations Committee. Should we consider getting a table at the Law Practice Management Section of the ABA?

"Promote Core Competencies"

PLL Toolkit being created by Michael Saint-Onge

Marketing Possibilities

Key chains with "Librarians are Lifesavers" were created for ALA. Lifesavers candies with AALL logo and web site were also created.

Articles in *PLL Perspectives*

Programs not accepted for Seattle conference would make very good articles for *PLL Perspectives*.

Law Library Visitation Program

Richard Leiter has created a program proposal where academic law librarians would "job swap" for a summer with law firm librarians. He is looking for volunteers for a steering committee. Terri Lawrence volunteered to get involved.

Grants

Global Securities Information Inc. gave us \$10,000 for travel grants for which we are very grateful.

ALA

Holly attended the ALA (Association of Legal Administrators) Conference in San Diego. Several local librarians volunteered to help. They handed out issues of *PLL Perspectives* and *AALL Spectrum*. There were lots of questions from attendees. Holly raffled a gift basket with a "by-the-sea" theme. They also gave out key chains and lifesavers.

The Public Relations Committee is going to propose a program for next year. Also, vendors did 10-15 minute presentations, which we may do next year as well (May 2004, Philadelphia; May 2005, San Francisco).

Election Report

The secretary feels a slate with two people for each office is necessary. Bylaws were amended in 2001 to reflect that only one candidate is necessary. The PLL Nominations Chair contacted only local librarians. A decision was made to find a Nominations Chair with a broader, nationwide scope.

Procedures Manual

The PLL Procedures Manual is out of date, and an electronic version is not available anywhere. The Secretary will have the current, outdated manual created digitally, and the PLL Executive Board, Committee Chairs and Group Chairs will update the manual this year.

Thank You Notes for Volunteers

The Secretary is compiling a list of all volunteers last year. Each will be contacted for employer contact information, and letters will be sent to both the volunteer and their employer.

Stationery

PLL has bond stationery, but it may not be in compliance with AALL. We need to check with Rachel Shaevel.

Electronic Newsletter

The newsletter, *PLL Perspectives*, is expensive to print and mail. We need to go to an electronic format. PLL members were resistant last year. The Newsletter Advisory Committee is going to put out a survey this year to see if there is still resistance.

Partnering with Publishers

Terri Lawrence is developing a program to partner with publishers to help librarians write articles for *PLL Perspectives* and other publications. Librarians often need help fleshing out ideas, compiling information and formatting articles, and publishers are very good at all of these things. Terri has some very excited publishers, but they would like us to have some specific guidelines in place. Terri and Elizabeth will work on these guidelines.

Other Business

Philip Rosenthal, from Fastcase, is the SLA liaison to AALL. He came to ask the Board our feelings about the 2008 SLA Conference being held the same week as AALL, one in Seattle, the other in Portland. We informally agreed this was a disaster waiting to happen, unless we could make a joint conference work well, which most members doubted.

The meeting was adjourned 7:00 p.m.

PLL BUSINESS MEETING

Sunday, July 13, 2003, Seattle, WA

by Elizabeth LeDoux, Covington & Burling, Washington, DC

The meeting was called to order at 7:45 a.m.

Welcome: Janeen Heath

Secretary's Report

Elizabeth LeDoux asked to have minutes from the 2002 PLL Business Meeting approved. A Motion was made, seconded and approved. Election results were announced. 1474 ballots were mailed out, 533 valid ballots were returned. New officers were introduced.

Treasurer's Report

"We have money," Janeen reported.

PR Toolkit Report

Michael Saint-Onge reported he has four teams in place to develop the toolkit.

BNA sponsored the breakfast. We thanked them and had a warm welcome from Paul Wojcich.

ALA Liaison Report

Holly Riccio reported that she attended the Association of Legal Administrators conference in San Diego where she gave out the new PR brochure and PR materials. She thanked the SANDALL volunteers. Next year we are hoping to present a program or do training in the exhibit hall at the 2004 ALA Conference in Philadelphia.

Grants Committee

Randy Thompson, Mary Mahoney and Virginia Smith did a great job this year. They awarded seven travel grants:

- Mary Lou Calvin
- Katherine Coolidge
- Constance Dickson
- Christine Graesser
- Janice Henderson
- Akram Sadeghi Pari
- Terry Psarras

The committee has moved the grant deadline to early April from early May, making it easier to arrange travel for the July conference.

Next year the committee will look at to whom and how grants are given.

Global Securities Information Inc. gave us a \$10,000 grant to use for future years, for which we are very grateful.

Newsletter Report

Jan Brown is always looking for authors.

PR Committee

Lucy Curci-Gonzalez & Sue Johnson were the Co-Chairs of this Committee. They completed several projects this year:

"Law Librarians are Lifesavers" floating key chains created for the ALA meeting.

Lifesavers candies with AALL logo and web site.

Law Library Standards were put into a brochure and given to the legal administrators.

Records Committee

Lee Nemchek had a very busy year.

Programming was created for AALL and ARMA conferences.

She published *Legal Records Management Practice and Procedures and PLL Multitasking Directory*, which is in an electronic version at Washburn.

Networking – Legal records management listserv moved to aallnet.org.

Strategic Plan

Martha Goldman reports she is working on it and will solicit comments.

President

Janeen recognized Betty Roeske for 7 years of service to the Technical Services Group. She reported that PLL has committed \$5,000 over five years to the George Strait Minority Scholarship fund.

There was no new business.

Janeen was presented with a gift by Holly Riccio for her service as PLL Chair this year.

Meeting was adjourned at 8:45 a.m.

PLL EXECUTIVE BOARD MEETING 2003-2004

July 16, 2003, Seattle, WA

by Elizabeth LeDoux, Covington & Burling, Washington, DC

In Attendance: Esther Koblenz, Caren Luckie, Jenny Kanji, Laura Whitbeck, Michael Saint-Onge, Jeff Berns, Kaye Waelde, Jan Brown, Martha Goldman, Stephanie Pierson, Chris Graesser, Holly Riccio, Elizabeth LeDoux.

The meeting was called to order at 4:05 p.m. Minutes from July 24, 2002 were approved.

Strategic Plan

Martha Goldman reports that PLL has good objectives, but we are lacking action and time frames. Do we want a mission statement? Do we want an environmental scan (within the law library community and external impacts) which would consider financial, time and personnel resources?

Martha will write it but we need to provide the information. Michael recommended advertising the finished product extensively.

We do not have to use AALL's Strategic Plan, but we can borrow freely from it. Holly is very committed to creating our strategic plan.

Committee Chairs

ALA Programs – Holly Riccio
 Bylaws – Johanna Bizub
 Education Co-Chairs – Chris Graesser and Jenny Kanji
 Grants – Margarita Bull
 Mentoring – Stephanie Pierson
 Newsletter – Judy Floyd Evans
 Nominations – Kathie Sullivan
 PLL Toolkit – Michael Saint-Onge
 Public Relations Co-Chairs – Kaye Waelde, Lucy Curci-Gonzalez
 Strategic Plan – Martha Goldman
 Webmaster – Terry Psarras

PLL Projects

PLL/ALL Library Visitation Program – Richard Leiter's letter was passed around. Terri Lawrence has agreed to work with Richard on an exchange program where academic librarians will work at a law firm, while the law firm librarian will work at an academic library, for a set amount of time (to be worked out, but perhaps 6 weeks or so).

PLL Grant Letter – We will rework the grant letter requiring recipients to attend the business meeting and write an article for *PLL Perspectives*. This has been done in the past, but has fallen off the last few years.

PLL Procedures Manual Update – Elizabeth will create an electronic version. Committee Chairs will need to update the manual for their Committee at the end of their term. In the mean time the Executive Board will start to update the manual, and it will be loaded on our web page.

Thank You Letters – Elizabeth is contacting all Committee Chairs from last year to get names of volunteers. Then she will contact the volunteers to get the names of their employer or supervisor. Thank you letters will be sent to both from PLL.

PLL Perspectives –

- 1a. Article solicitation. Terri is working with publishers to develop a program for librarians to work with an editor to help develop and write good quality articles for the newsletter.
- 1b. Program proposals that were not selected can make very good articles as can successful programs this year.
- 1c. New reoccurring columns will be added, two of which will be "Committees Corner" and "Groups Gab."
2. Electronic Format Issues. We can not afford to continue to publish the newsletter in print. The Newsletter Advisory Committee will develop and send out a survey soliciting member opinions about an electronic newsletter. Electronic format should not be a problem.

Relationship Outside AALL/PLL – Sue Johnson and Holly will put together a program proposal for ALA. Brian Meyers from the ABA has been contacted. Holly would like to re-establish that relationship.

Bylaws – We need to look at Bylaws this year. There may be some updates needed, including adding a Professional Achievement Award.

Committee Cleanup – There are several committees that are defunct, and they need to be removed from the roster. They include CAPLL, RIPLL, Technology and Standards and Guidelines.

PLL Luncheon – BNA will be the sponsor for Boston 2004. Sue Johnson will coordinate the luncheon, and the menu will be published ahead of time so attendees know what the meal choices are and can make their selection (i.e. vegetarian, Kosher) accordingly.

Liaisons from Board to Committees

Sue – Bylaws, Education
 Caren – Grants, Nominations
 Elizabeth – Mentoring and Public Relations
 Terri – Newsletter and ALL/PLL Joint Committee
 Laura – Toolkit and Strategic Plan
 Holly – ALA

IPLL Group Caucus – Esther Koblenz and Jeff Berns would like PLL to address Patent Office issues. Jeff has already spoken to Bob Oakley, the AALL Washington Affairs Representative, and this matter will be brought before the AALL Executive Board this year.

Program proposals for Boston 2004 are due August 15, 2003. Jenny and Chris have lots of good ideas, and they will solicit from the PLL listserv.

The meeting was adjourned 5:20 p.m.

Lexis Full Page Advertisement

PLL-SIS TREASURER'S REPORT

Beginning Balance, 10/1/2002:	\$36,443.17
Revenues:	
Advertising	\$ 1,800.00
Total Revenues:	\$ 1,800.00
Expenses:	
Meeting Rooms/AV	\$ 867.04
Exhibit Expense	2,905.25
Food & Beverage	64.95
Awards	2,038.59
Postage/Freight	1,063.40
Printing	1,134.83
Newsletter Expenses	5,259.78
Transportation	545.50
Total Expenses:	\$13,889.34
Excess Revenues over Expenses	(12,089.34)
Ending Balance, 5/31/2003:	<u>\$24,353.83</u>
Membership as of May 31, 2003:	1,537

GROUPS GAB

by Holly M. Riccio,
Davis Wright Tremaine LLP, San Francisco, CA

This new regular column will highlight the activities of the PLL Groups and Caucuses over the course of the year.

First, I'd like to provide some historical background on the PLL Groups and Caucuses. As PLL grew larger, librarians with more specific concerns came into contact with one another. Through meetings and collaborations, some of these groupings evolved into PLL subsections. Presently, the PLL/SIS sponsors four groups and three caucuses.

The Groups are

- Corporate Law Librarians
- Independent Law Librarians
- Records Management Law Librarians
- Technical Services Law Librarians

The Caucuses are

- Intellectual Property Law Librarians
- Solo Law Librarians
- Mutli-Location Libraries

More information about each of the groups and caucuses can be found on the PLL web site. This web site contains the contacts for these groups as well as descriptions of the individual groups and caucuses, relevant Internet links, information on joining their listservs, and other useful documents and information.

The PLL Groups and Caucuses are a vital part of our Special Interest Section and I encourage you to read more about the one(s) that are of interest to you.

THOMSON
WEST

West - part of Thomson since 1996,
bringing information solutions to the legal community.

L-304959/12-03

PLL PERSPECTIVES

Jan Brown
Montgomery, McCracken,
Walker & Rhoads, LLP
123 S. Broad St.
Philadelphia, PA 19109

First-Class Mail

First-Class
U.S. Postage
PAID
Permit No. 332
Toledo, OH