



# NEWSLETTER

Law Librarians Association of Wisconsin

A Chapter of the American Association of Law Libraries

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## President's Message

Connie Von Der Heide (Wisconsin State Law Library)

Greetings everyone! I hope you had a chance to get a little R&R this summer and are back in the swing of things for another year.

I'd like to start my first president's message with some thank you's, to Amy Bingenheimer and all officers and committee chairs for your leadership and dedication during the past year, and to this year's officers and committee chairs for your willingness to serve—for those of you now in your second or more consecutive year as committee chair, I will add to that the word "again!" I look forward to working with all of you.

I am very pleased that our chapter was again well represented at the AALL annual meeting, held in Orlando

*My hope for this year is that each one of us will do our part to create, maintain, or perhaps renew connections with LLAW.*

this past July. At least a dozen of us attended - many of who were actively involved in presenting programs, putting on events, and representing LLAW at various chapter leadership meetings.

The theme of this year's annual meeting was *Creating Connections*. We all know how important it is for us to create and maintain connections with those whom we serve: attorneys, judges, law students and faculty, government personnel, and the public. We also know the importance of the connections we create and maintain with our fellow law librarians. That's one reason many of us are LLAW members.

As I participated in sessions with leaders of other AALL chapters during the annual meeting, I came to realize that we LLAW-ers are pretty lucky when it comes to

connecting with each other. Our chapter is contained within one state rather than spread across an entire region of the country. Therefore we are able to meet more often than once a year, and our meetings are always nearby. (Traveling to Milwaukee or Madison a few times a year is quite easy when compared to, for example, getting from Eugene or Seattle to Anchorage for the next annual WestPac chapter meeting!). And with two library schools in our midst, creating connections with soon-to-be librarians is also relatively easy.

At the LLAW executive board meeting on August 28, I was also reminded of the many things our chapter does. The Program Committee is putting together another excellent slate of meetings and programs for us this year, including a celebration of LLAW's 20<sup>th</sup> anniversary—perhaps we can call that connecting with our roots.

The Public Access to Legal Information Committee is completely revising the LLAW legal research booklet published several years ago. The Public Relations Committee is updating our chapter brochure, and they're revitalizing our library school liaison program. The Grants Committee will again administer several grants for members to attend the annual conference and other professional development opportunities.

*(Please see "President" on page 5)*

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# LLAW BOARD MEETING

Minutes  
 First Quarterly Board Meeting  
 Law Librarians Association of Wisconsin  
 Wednesday August 28, 2002  
 Water Street Brewery  
 Delafield, WI  
 6:30 pm

President Connie Von Der Heide called the meeting to order at approximately 6:45 pm.

**Present:** Amy Anderson, Jane Colwin, Diane Duffey, Amy Easton Bingenheimer, Pat Ellingson, Mary Koshollek, Jane Moberg, Jim Mumm, Ted Potter, Sunil Rao, Carol Schmitt, and Bonnie Shucha.

**Absent:** Olivia Bradford Jaskolski, Laura Olsen-Dugan, Barb Walker, Heidi Yelk.

President's Report – Connie thanked everyone for volunteering in the Association. She said the Wisconsin Law and Technology Show will be held at the Pfister Hotel in Milwaukee on December 5<sup>th</sup>. No one knew whether any LLAW members were presenting at the show. Connie asked if LLAW would want to sponsor the show financially; no one was receptive of this idea.

I. Minutes for the April 25, 2002 (Fourth Quarterly) Board Meeting were approved

II. Treasurer's Report (Pat Ellingson)

Checking Account Ending Balance	960.24
Savings Account Ending Balance	3,131.47
<u>Certificate of Deposit Ending Balance</u>	<u>3,385.33</u>
<b>Total Ending Balance</b>	<b>\$7,477.04</b>

III. Committee Reports

Archives – Olivia (via Pat) questioned whether the newsletters would remain on the LLAW web site "forever," and if so, how this should influence how the Archives Committee retains them. Right now, the Archives keeps a paper copy of each one. It was agreed that the web master Amy Anderson will put all of the newsletters on a CD at the end of the LLAW year (ending May 31st) and send it to the Archives.

Government Relations – Heidi reported (via email) that

she submitted the Wisconsin portion of the AALL Permanent Public Access Project. This project consists of compiling a state-by-state survey of open records laws, statutory requirements for keeping public records and whether permanent public records access is a reality at the state level. Each state report consists of a question and answer section followed by an executive summary of the current situation. The Wisconsin report is about 50 pages. If anyone wants a copy they can contact Heidi. The publication goal for this is January 31, 2003.

Grants – No report.

Membership – Carol reported the following figures: 80 active members, 8 associate members, 4 sustaining members and 2 student members for a total of 97 members. There are 5 new members, of whom 3 are active, 1 associate and 1 student. Carol has a list of several people whom she could not track down to send membership renewal materials. She will send this list to the listserv for assistance.

Newsletter – Mary had many "issues." She began with the question of providing the Newsletter in electronic format (Portable Document Format) only, which involves the following points:

The newsletter would have to be published without advertising in order to be housed in the LLAW Newsletter archive on the LLAW web site as required by Washburn University, which hosts AALLNET. The possibility of archiving the newsletter on the site without advertising was mentioned.

LLAW would save on postage and printing costs, which could make up for losing the income generated from advertising. People who want the newsletter mailed to them could be charged a few extra dollars to offset the mailing costs.

It was decided that this should be brought up at the next membership meeting for the general membership to consider.

Mary said that Bev Butula attended the Council of Newsletter Editors (CONE) meeting at the AALL

*(Please see "Board Meeting" on page 4)*

# LLAW BOARD MEETING

*("Board Meeting" continued from page 3)*

conference; Bev reported that one of the topics discussed was having people whose images appear in newsletters sign release forms.

The Newsletter committee would like to send Jim Mumm to a course on Microsoft Publisher. One such course would cost \$149. The Newsletter Committee will continue to look for course options.

Nominating – No report.

Placement – Barb reported (via email) that she met with Diane over the summer to discuss Placement Committee responsibilities. So far she has fielded some job postings, relayed information on posting jobs to the Wisconsin.gov site to the LLAW list, and has been in touch with one recent UWM-School of Information Studies graduate about the services the Placement Committee offers.

Program – Bonnie and Ted reported that they plan to have the membership meetings alternate regularly between Madison and Milwaukee, beginning with Madison. The first meeting of the year, slated for October 2nd, will be on copyright and will take place at Fyfe's Bistro in Madison. Bonnie proposed having a cake for the 20th anniversary of LLAW. They will look into having a vendor pay for the cake and the cake serving fee. They will try to have a copy of the very first newsletter, along with a list of the charter members, available. For the second quarterly meeting, the Program Committee will try to have the AALL president or a past president visit. They are considering the topic of remote reference for February/March meeting, and a program with a technical aspect, such as "60 tech gadgets in 60 minutes" for the final meeting of the year.

Public Access – Sunil asked how many copies should be made of the Introduction to Legal Research book; 200 copies were made of the first edition. The goal is to have the book available by December, for the various library groups' division meetings. Sunil will call for estimates at various printers, and inquire how much they charge for additional prints beyond an initial 200.

Public Relations - No report.

Web Site – Amy Anderson is updating and maintaining

the LLAW web site. She could write up web site procedures for the LLAW Procedures Manual. She also mentioned that not all committees have a web page, e.g., Government Relations.

IV. Old Business - none.

V. New Business

Budget Requests – Each committee chair submitted his or her budget requests if present or via email.

Archives	0.00
Government Relations	25.00
Grants	3,500.00
Membership	47.00
Newsletter * (see below)	Pending
Nominating	0.00
Placement	0.00
Program ** (see below)	2,130.00
Public Access *** (see below)	Pending
Public Relations	200.00
Web Committee	25.00
<b>Total</b>	<b>\$5,927.00</b>

*(Please see "Board Meeting" on page 5)*

## Bob Berring: Future of Legal Information

AALL Annual Meeting: Thomson Tech Center  
Julia Jaet (Marquette University Law Library)

Bob Berring began his presentation by talking about cognitive authority: why we believe what we believe. The source of the information we receive has usually been an indicator of the reliability of that information, but with Enron and WorldCom, we are in a period when many of us are not only questioning the information we are given, but feel that information is being "packaged" for our hearing.

*(Please see "Berring" on page 8)*



## Library School Liaisons

### UW-Madison

*Amy Thornton,  
Laura Olsen Dugan*

### UW-Madison Student Liaison

*Kira Zaporski*

### UW-Milwaukee

*Bark Walker  
Candace Hall Slaminski*

### UW-Milwaukee Student Liaison

*Mark Rozmarynowski*

*("Board Meeting" continued from page 4)*

\*Newsletter: Mary was going to propose the same amount as last year (\$800), but this depends on the outcome of the decision on newsletter format at the membership meeting.

\*\*Program: There was discussion as to whether LLAW should underwrite meals at the meetings, for an additional \$800.00 annually. It was agreed to keep this in the budget request; the figure above includes this amount.

\*\*\*Public Access: The budget request amount will depend on the estimates which Sunil receives for printing the book (see committee report above).

Other Items From the Floor:

Jim asked that committee chairs submit lists of their members to him for publication in the next newsletter.

The meeting adjourned at approximately 8:40 pm.

Respectfully submitted,  
Diane Duffey  
Secretary

*("President" continued from page 1)*

These programs and projects help create and strengthen connections within our membership, with non-law librarians, and with prospective law librarians.

My hope for this year is that each one of us will do our part to create, maintain, or perhaps renew connections with LLAW. Many of us have already taken the first step by responding to the survey about quarterly meetings and the LLAW Newsletter, conducted earlier this year. Let's keep that momentum going and get even better connected by attending quarterly meetings (and bringing along a prospective member or a member we haven't seen in a while); serving on a committee and contributing to the projects listed above; visiting a library school class or other activity; writing an article for LLAW Newsletter; subscribing to the LLAW electronic discussion list; and using the LLAW web site.

It is through participation and communication that we create connections, and in connecting with each other we enrich both ourselves and our organization. I look forward to connecting with each of you throughout the year!

Connie

## LLAW NEWSLETTER

The LLAW Newsletter is the official publication of the Law Librarian Association of Wisconsin. Published quarterly. Copy deadlines are August 5, 2002, November 4, 2002, February 3, 2003 and May 5, 2003. Circulation varies, from 175-200 copies per issue.

Unsolicited contributions in electronic format are encouraged; contributions submitted for publication are subject to editorial review.

### ADVERTISING RATES

The following rates apply per issue:

- Full page – \$100 (print version only - \$50.00)
- Half page – \$60 (print version only - \$30.00)
- Quarter page – \$40 (print version only - \$20.00)
- Classified – \$4.00 per line (print version only - \$2.00)

All advertising is subject to editorial approval and positioning is subject to editorial discretion.

Contact the editor regarding advertising.

## AALL Meeting Report

Carol Bannen (Reinhart Boerner Van Deuren Norris & Rieselbach, s.c)

Ron Zempke, who has written the book, *Generations at Work*, gave the plenary session. He discussed three factors that have changed the way that we work including the fact that organizations have flattened out their hierarchy; that technology has put younger people in charge of older people and that society has changed and we now have two income families. He discussed the differences between the veterans born from 1922-1943, the baby boomers born from 1943-1960, the Gen-Xers born from 1960-1980 and the Generation Next from 1980-present or the Millennial.

Veteran employees learned conformity and duty before pleasure but may act as good parents. They make great mentors for the Millennial generation.

Boomers are very team oriented. They actually added five percent to the work week for every month during the 60's to bring up the average work week to almost 70 hours. They like personal recognition and are interested in legacy building.

Gen-Xers are the first latch-key kids. They taught themselves computers; they are very self-sufficient. This group sees loyalty as a dinosaur of the past and believes they are only as good as their last project. They ask will it be on the test? They also say that they've got a life. They will work on a particular task or a job and not really worry about the hours. They are looking for an opportunity to develop skills and have a little fun in the workplace. They also hate meetings. Boomers have to learn to trust them, train them, and challenge them.

The Millennial know that the world

is a tough place. They've come together in groups. In school, they learned to work in groups and get group grades. They are very collaborative. Many are moving back home. They have "practice weddings" and parents that want to sit in on their job interviews. They are very ethical. They want things to be fair and they need *how to* guidance. They expect career planning. They want to know what's next. They are connected to their cell phones and their instant messaging. They want to understand motives. People have to focus on their needs and coach and mentor. You have to keep it simple and give them just

what they need to know, not necessarily the whole picture. They are craving to be appreciated.

*To Recover or Not to Recover?* was the title of a session put on by a consultant, a librarian and a LexisNexis representative. They talked about the need for the librarian not only to have the amount billed on Lexis and WestLaw but also to know the accounts receivables and the write-offs to get a true picture of what the recovery is for these charges. On average, they say 60 to 70% of Lexis and Westlaw gets billed to clients and 25 to 30% is

(Please see "AALL Meeting" on page 10)

### Alphabet Soup (TS/OBS/CS/RIPS SISs) Reception

Angelina Joseph (Marquette University)

*The Joint Reception of the Technical Services/Computer Services/Online Bibliographic Services/Research Instruction and Patron Services Special Interest Sections, was held at the Orlando Convention Center from 6:00-7:30 pm on July 20<sup>th</sup> 2002. Once again Innovative Interfaces Inc. generously sponsored the reception. Five Innovative company staff attended the reception: Sandy Westall, Ted Fons, Barbara Herzog, Katja Moos, and Tom Jacobson. Technical Services SIS provided them with corsages/boutonnieres as a token of our appreciation.*

*The Joint Reception has been the opening social event of the annual meeting, and the AALL members thank III for their generosity.*

*In keeping with tradition, the Technical Services SIS member served as chair. The 2002 Joint Reception Planning Committee was composed of:*

*Angelina Joseph, TS-SIS*

*Mila Rusb, CS-SIS*

*Judith A. Vaughan-Sterling, OBS-SIS*

*Lynn Hartke, RIPS-SIS*

*The catering department of the Convention Center provided a variety of both cold and hot hors d'oeuvres and was presented in a buffet style on a table. The towering pineapple tree, topped with tropical greens presenting fresh fruit kabobs on its trunk, adorned the table. The reception was planned for 200 people, and there were around 215 attendees. All in all the reception was a great success!*

## "O" in Orlando

Pam Noyd (Foley & Lardner), LLAW Grant Recipient

Orlando was definitely hot in July! Given the hot, humid summer we experienced here in Wisconsin though, I came prepared for the heat. What I wasn't expecting were the daily thunderstorms that would roll in late afternoon and continue for hours! As one of the LLAW Grant recipients this year, I'd like to share my favorite programs with you.

The session I enjoyed the most was *Performance Management: Making the Connection Between You and Your Staff* presented by Bob Rosner of WorkingWounded.com. I went to this session thinking it was going to be a presentation on how to get the most out of your employees, or how to better manage your staff. What I found however was that the focus was on me, the boss, and how I can become a Retention Evangelist – the kind of boss people want to work for.

Rosner stated that there's no tougher time to be a boss; you're expected to do more with less; talented workers are harder to find and keep; and the legal climate is more confusing and treacherous than ever. The #1 reason being a boss is tougher today is change. According to a recent Watson Wyatt study, in the last two years 67% of managers have experienced a reorganization, 54% a merger, 43% a downsizing, 36% were outsourced. The second reason bossing is tougher is that employees are tougher. The third reason was loyalty challenges - a recent study found that only 24% of workers were truly loyal. The more interesting fact behind that statement is that "truly loyal" was defined as having plans to stay at a job for 2 years! Rosner advised not to be

concerned about the people who quit and leave, be concerned about those that quit and stay. The fourth reason is that knowledge workers make it harder. We often don't know how to do all the jobs of the people who report to us. Workers realize this and "hoard" the knowledge of how to do their jobs. Bossing today is also tougher because we're all burned out. We all have our own job to do and then in addition to that, we have to manage other people. We have to remember that the people we manage are burned out too!

So, how do we become the boss that people want to work for? Rosner discussed his 12 Steps to Better Bossing:

1. Don't create followers (leaders create leaders)
2. Don't be a "Ready, Fire, Aim" boss – it's important to be inefficient with your people. When an employee comes to you with a problem, consider asking: what have you tried, what haven't you tried, what's your plan and HOW CAN I HELP
3. Don't dodge opportunities for correcting problems – give your employees a chance to get it right, and be consistent. At the same time don't forget "Genius is the art of knowing what to overlook." -- William Blake.
4. Don't forget what employees really want – a recent ABC News.com poll found that contrary to what we as bosses think our employees want (namely money), most employees say that the most important thing

(Please see "O" on page 12)



## CONGRATULATIONS BONNIE SHUCHA!!!

LLAW is pleased to announce that Bonnie won the 2002 AALL/LexisNexis Call for Papers Award. Her paper, entitled *The Circle of Life: Managing a Law Library Web Site Redesign Project*, was an entry in the new member division. An awards ceremony was held at the AALL Annual Meeting where she received a beautiful plaque and cash prize of \$750.

Bonnie also presented her paper at the annual conference. The session, *AALL LexisNexis Call for Papers*, was held on July 22. The article abstract reads as follows:

In the great circle of life, Web site designs come and go quickly. Outdated designs are laid to rest as newer, more effective redesigns are born. Be-



Bonnie Shucha receiving award from Barbara Bintliff

cause the effectiveness of a law library Web site influences user success, a redesign project deserves careful thought and planning. This paper identifies the issues surrounding each phase of a law library Web site redesign project and explains the impact of potential management and design choices. Con-

(Please see "Award" on page 10)

## Life After Tasini

SLA Session – Los Angeles

Sue Center (University of Wisconsin Law Library)

This fascinating roundtable discussion, which was attended by the Legal Division and the News Division, reflected the perspectives of 3 panelists impacted by the *Tasini v. New York Times* decision. The panel included a freelance writer, the copyright attorney who filed the Tasini brief, and a newspaper librarian.

Anne Scheck, freelance writer, stated that freelance writers must be fairly compensated for their writing in order to eliminate the impact of bias or the need to curry favor with certain vendors or publishers. As a result of unauthorized Internet use of her material without compensation, Ms. Scheck believes that she is entitled to damages. Basically she sold articles to publishers who then re-sold her work. This pattern, which can perpetuate itself indefinitely, is known as “pilfering”. Her work has appeared in European journals without her knowledge or approval. Ms. Scheck reminded the audience that some newspapers sell their articles to vendors, and some just take information from the web and re-issue articles without obtaining permission from the original author. Experience has led her to encourage publishers not to re-sell articles to companies that market heavily (such as LexisNexis) because authors are then not compensated for their work. Ms. Scheck is glad that her information and articles are being utilized and does not wish them removed from databases; rather, she would prefer to be compensated for their use.

Harry Youtt is the attorney who filed the brief in 1993 on behalf of Jonathan Tasini. Mr. Tasini, a writer for the *New York Times*, was the lead plaintiff. As such, his

name is first in the brief, which has made his name notorious and has resulted in his not having had a by-line at the *New York Times* since 1993. Mr. Youtt emphasized the need to give writers their fair share—they should be compensated much like recording artists are compensated each time their song is played. He also emphasized the need to resolve this issue in an enlightened and civilized way—obviously he is seeking damages for his client.

Mr. Youtt also raised the related issue of injustice that occurs to faculty authors who write articles free of charge for reviewed journals and the journals are then sold to the academic institutions for a very high price. He believes that works are more valuable in electronic data format than in print, because of continuous and broad access to the information. The user does not have to locate a print copy that may physically be in limited locations. Ultimately, he believes it unlikely that writers will ever sue libraries.

Richard Geiger, Librarian at the San Francisco Chronicle, was tremendously concerned with the loss of historical archives as a result of the court decision. In terms of Tasini’s impact on his own library, there is very little money involved; however, the expunging of entire articles from huge indexed databases is a tragedy.

Following the panelists’ presentations, the questions were equally provocative. One listener raised the issue of the global struggle as to what to sell vs. what to share. Another librarian stated that it was despicable to pilfer the content

(“Berring” continued from page 4)

**Past:** Prof. Berring feels we have had stable, cognitive information in the legal system. For the past 125 years, the national reporter system has provided a reliable “reality stream.” This system kept the same “template” to report cases from all jurisdictions and we trusted the information it provided. This organizing system, (1) national reporters, (2) topic & key number, and (3) Shepard’s, was the way people thought about the law – it was a “value added system.”

**Present:** Prof. Berring feels this system has broken down. Reality for law students is what’s online - this reality base is expanding because of the 24/7 access to information systems that not only offer free training, but also giveaways and toll-free help. This new reality is not only unstable, but in a state of flux.



**Future:** Prof. Berring believes we need to redefine cognitive authority. When surveying his students about their idea for a “perfect case system” the overwhelming majority said they don’t need more information, but would prefer customized, quality information about the law. Prof. Berring believes we need systems that offer authority-driven, customized information but does not yet know what format these systems will take.

Until these systems are in place, our role as librarians is to continue helping law students make wise choices between fast & easy & cheap information, and quality, value-added information.

(Please see “Tasini” on page 12)



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("AALL Meeting" continued from page 6)

overhead. Some law firms are cutting up the Lexis contract to mask charges for case pulls and Shepherds. As they eliminate their books, they are not charging the attorneys for use of the books online figuring that they did not charge for the books on the shelf.

Some firms have a personal matter number that attorneys use to bill to the firm that help track the amount of personal Lexis and Westlaw that the attorneys use. A software package called *Research Agent* tracks time used on web products. By downloading the power invoice into Excel, you can analyze the statement by the percent billable, the percent to administrative, the percent billed to particular practice groups and to particular attorneys. They suggested using the top 10 to 15 users and then grouping the rest in all others. This way you can have an idea of particular attorneys or particular departments that are not billing. You can also use the Lexis *Client Validator* to make non-billable numbers unable, if you want to completely prevent firm research.

Sandra Yancy from the Yancy Consulting Group did the next session entitled, *Connecting With Your Audience*. She talked about presentation skills including moving around the room to keep people on task. If someone is not paying attention during a presentation by walking up and just standing next to them will invade their space and wake them up. You should always dress one up from the audience. Silence can be an important tool to accentuate the period. A pregnant pause can also help people remember a point. If you get cotton-mouth, you can use a drop of baby oil and cover your teeth with it. If you lower your voice, you command more respect. Keep your vis-

("Award" continued from page 7)

sequently, Web authors will be able to make more informed decisions about what is right for themselves and their users.

The entire article can be found at <http://library.law.wisc.edu/redesignarticle.wpd>. Also, watch for it to be published in an upcoming issue of Law Library Journal. Congratulations to Bonnie!

ual aids simple with less than 20 words on a screen. People remember 20% of what they hear, 30% of what they see and 50-85% of what they see and hear. Use 50-point font in all overheads.

The next session was *Where Will It All End? Law Book Pricing Study*. AALL has sponsored a study on law book pricing. From the year 1990 to 2000, the consumer price index went up 26% while law book publishing increased from 68% to 200%. As case books are being cancelled, treatises are becoming more important and the price is also going up. The merger of West of Thompson made prices go up across the board about 25%. Having electronic resources will make it even harder to cut titles since books are put in bundles whether you want them or not. It is much harder to cut out a particular title. Most of the people that use these things don't have any clue as to how much it costs. User education is very important. The 2001 price index will be out this fall and a 2002 index in January.

Mary Ellen Bates from Bates Information Services did a session on Wednesday entitled *How to Overcome Information Overload*. She said that many people don't have the natural filter that librarians have. We think about information

differently. We are constantly evaluating and qualifying the information that we are looking at and many people don't do that. People spend 150 hours a year looking for lost information. 71% of people say that their main job is tracking down information and 45% of the people watch TV and use their PCs simultaneously.

Some issues with information overload include the fact that we can't distinguish copies from originals. Information isn't necessarily readable. There are images, audio files, and language issues.

Companies that don't leverage their information assets will suffer. Wal-Mart manages its own inventories, but K-Mart lets vendors manage their inventory and we know who is still in business. Organizations must change their culture and not throw more IT at the problem. We have to teach people what information is really valuable. We are information collectors.

Internet portals with 25 desktop resources may be too many choices. We need to give guidance and clues to people as to exactly what they need. We need to help our patrons develop their mental content filter that librarians have naturally.

She talked about the Linda Cooper exercise. When she started as an independent researcher, Linda Cooper would request things and tell her to number each item and give two sentences as to why she included a particular article in the information that she was sending. It taught her to summarize, analyze and synthesize information. She talked about thinking before your search, using tools not search engines, focus on value added distilled resources and to set time limits for research. She said you should share killer applications but not "look at what I found today" tips.



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(“Tasini” continued from page 8)

(history archives) from databases before there is an alternative resolution for maintaining the information. Perhaps new contracts should be negotiated as technology changes rather than purging the information in response to new rulings. We were reminded that librarians should be preservationists. The value of information was raised. It was suggested that the U.S. should have a law to guard our information much like Europe does.

Finally, a representative from the Gale Co. stepped to the audience microphone. He was articulate,

courteous, and has previously served on panels with Jonathan Tasini to discuss these issues. (I regret that I do not have his name.) From the vendor perspective, the huge damage sums (\$600 million) should be dropped, because this is what is holding up resolution of the decision. He stressed the great cost to index and develop keywords for every article in Gale publications. He also recognized the fact that articles can take on a life of their own



with hundreds of hits or if they are sold to a vendor and then sold and re-sold. From his perspective it is the responsibility of the free lancer to set up a contract with the business to which the article is sold. A business model should be utilized in negotiations, and a business-based solution for the future would certainly reduce the possibility of such conflicts. Most vendors now require contracts since Tasini was filed, but most contracts require writers to give up their rights to the articles after the initial sale. Gale could not exist without the publishers that sell Gale the information. So far, only .25 of 1% of the articles in Gale publications have been deleted as a result of the decision.

(“O” continued from page 7)

at work is to be treated fairly.

5. Don't hide your expectations – don't ask your employees to be mind readers, clearly state all job requirements.
6. Don't forget, or be limited by, their comfort zone – the key is to get people out of their comfort zone but not to push them to a place that they can't handle.
7. Do reveal your “waterline” – the waterline is what they can handle on their own and what they need to bring to you.
8. Do honest performance management – people need honest feedback.
9. Do vary your style – use different approaches depending on the circumstances (i.e. let's work on this together, how do you feel, what do you think, try this, do as I do)
10. Do Re-recruit – ask, “What will it take to keep you in this job?” Often it's easy to provide, if they ask for something unreasonable tell them you'll work

on it and ask them other things they'd like.

11. Do Walk your Talk – what has a bigger impact, your word or your actions? Remember, your employees are watching you. Explain when it might appear that your walk and talk aren't aligned and FESS up when you make a mistake.
12. Do solicit Feed Forward – let go of the past and focus on future behavior change.

The time to start is NOW, remember a dead battery can't charge a dead battery, you, as the boss, are the battery driving the operation. Energize yourself, give light and the people will find their own way!

Another program I enjoyed was one I walked into by accident, I had mixed up the room numbers but found the subject to be so interesting and well presented that I stayed: “State of the Civil Union: A Legal Update on the Impact of Vermont Civil Unions”. The Vermont Civil Unions law responds to the unanimous Vermont Supreme Court ruling in December 1999 (Baker v.

Vermont, 744 A. 2d 864 (Vt. 1999)) that ordered state legislators to find a way to provide equal treatment for same-sex couples. Three same-sex couples that had been denied marriage licenses by their town clerks brought the lawsuit. The first speaker was Susan Murray from the lawfirm of Langrock Sperry & Wool who represented the plaintiffs in the lawsuit. Ms. Murray gave a complete history of the lawsuit and the legislation that followed, filled with many touching stories of the couples involved and the courage it took for them to move forward. The second speaker was Hector Vargas from the Lambda Legal Defense and Education Fund who discussed what the Vermont law means outside the state of Vermont.

I would like to thank LLAW for providing me with the grant - it was sincerely appreciated. I strongly encourage other members to take advantage of the LLAW grants program either to attend AALL next year in Seattle, or to participate in another professional development activity.

## Recommended Readings

Compiled by Cindy May

Anderson, Steven P.

“E-Mail Alert Services.”

Legal Information Alert 20(10):12-13 (November/December 2001)

Law firm librarian Steven Anderson discusses email alerts, which typically contain headlines and summaries of recent cases and news articles with links to full text. He summarizes and includes Web addresses for a number of email alert services for both primary and secondary sources.

Anderson, Steven P.

“A Look at Legal Intranet and Portal Solutions.”

Legal Information Alert 21(2):9-10 (February 2002)

The author reviews a number of Westlaw and LexisNexis products designed to help integrate these services into library portals or firm intranets.

Avalos, Francisco and Donnadieu, Elisa.

“Electronic Guide to Mexican Law.”

LLRX (March 1, 2002)

Barnett, Stephen R.

“From *Anastasoff* to *Hart* to West’s *Federal Appendix*: The Ground Shifts under No-Citation Rules.”

Journal of Appellate Practice and Process 4:1-26 (Spring 2002)

The author suggests that unpublished opinions may be citable without necessarily becoming precedential.

Bartos, Mila F.

“Law Firm Collaboration Via Extranets.”

LLRX (April 1, 2002)

Battalova, Sania.

“Overview of the Legal System of the Kyrgyz Republic and Web Resources.”

LLRX (March 18, 2002)

Berring, Bob.

“Unprecedented Precedent.”

Green Bag 5:245-247 (Spring 2002)

Prof. Berring reviews Judge Alex Kozinski’s entertaining decision in *Hart v. Massanari*, 266 F.3d 1165 (9th Cr. 2001), which concerns unpublished opinions.

Bissett, Jan and Heinen, Margi.

“Reference Coast to Coast: Accounting Information Sources for the Legal Researcher.”

LLRX (March 18, 2002)

Bozorova, Nargis.

“Researching Tajik Law: A Guide to the Tajik Legal System.”

LLRX (April 1, 2002)

Brannan, Anna Claveria.

“Fair Use Doctrine and the Digital Millennium Copyright Act: Does Fair Use Exist on the Internet under the DMCA?”

Santa Clara Law Review 42:247-276 (2001)

This comment explores the case law that influenced Congress to enact the DMCA and asks whether the DMCA’s anti-circumvention provision hampers fair use on the Internet. It analyzes the effect of the Act using a hypothetical situation and proposes changes.

(Please see “Recommended Readings” on page 14)

(“Recommended Readings” continued from page 13)

Brooks, Brian P.

“Publishing Unpublished Opinions.”

Green Bag 5:259-263 (Spring 2002)

The author discusses the impact of the publication of West’s *Federal Appendix* on the unpublished opinion debate.

Burke, Stephanie J.

“The Collapse of Enron: A Bibliography of Online Legal, Government and Legislative Resources.”

LLRX (April 15, 2002)

Butler, Marguerite L.

“Rule 11--Sanctions and a Lawyer’s Failure to Conduct Competent Legal Research.”

Capital University Law Review 29:681-717 (2002)

The author argues that sanctions for incompetent legal research are increasing and concludes that either more time must be devoted to legal research and writing courses or the instructors must make better use of the time allotted by targeting the problem areas that this analysis highlights.

Carter, Nancy Carol.

“American Indians and Law Libraries: Acknowledging the Third Sovereign.”

Law Library Journal 94:7-26 (Winter 2002)

This article sets out the legal background of tribal sovereignty and argues for increased attention to tribal law in American law libraries.

Christensen, John E.

“Internet Researcher: Selected U.S. Supreme Court Sources.”

Journal of the Kansas Bar Association 71(4):32-36 (April 2002)

Cimino, Cynthia M.

“Fair Use in the Digital Age: Are We Playing Fair?”

Tulane Journal of Technology and Intellectual Property 4:203-221 (Spring 2002)

The author argues for the continuing importance of the fair use doctrine in the digital age.

Cohen, Jason.

“Endangered Research: The Proliferation of E-Books and Their Potential Threat to the Fair Use Clause.”

Journal of Intellectual Property Law 9:163-191 (Fall 2001)

Corcoran, Mary.

“Corporate Taxonomist: New Role or Cataloger Reinvented?”

Practice Innovations 3(2):1-3+ (July 2002)

A taxonomy is a hierarchically ordered, systematic list of subject matter. This article discusses the benefits of taxonomies for law firm intranet access and presents basic principles of taxonomy preparation and development for law firm librarians.

Curling, Cindy.

“Gathering Data and Opinion: Using Zoomerang in the Legal Environment.”

LLRX (March 18, 2002)

Zoomerang is a software package for designing and conducting surveys. This review gives it high marks for value and ease of use.

(Please see “Recommended Readings” on page 15)



*("Recommended Readings" continued from page 15)*

Furlong, John.

"Needles and Haystacks: Legal Information Sources in Ireland."

International Journal of Legal Information 29:435-450 (Summer 2001)

This article begins by noting a number of complications inherent in Irish legal research, then goes on to discuss sources for constitutional law, case law, statute law, and regulations.

Gasaway, Laura.

"What's Happened to Copyright?"

Information Outlook 6(5):16-21 (May 2002)

Debate between copyright holders and users of information on the Internet continues. Prof. Gasaway reviews current proposals to amend the Copyright Act, Copyright Office regulations and reports, and a number of relevant cases that are especially important to librarians.

Glashausser, Alex.

"Citation and Representation."

Vanderbilt Law Review 55:59-126 (January 2002)

Comparing the publication of the *ALWD* [Association of Legal Writing Directors] *Citation Manual* to the American Revolution, this article traces the roots of lawyer dissatisfaction with the Harvard *Blue Book*, critiques the *ALWD Citation Manual* as an alternative, and suggests further reforms.

Glisic, Jelena and Marija Pavlovic.

"Guide to the Federal Republic of Yugoslavia Legal Research."

LLRX (April 15, 2002)

Gordon, Stacey L.

"Update XVIII: What's New on LexisNexis, Westlaw, Loislaw and VersusLaw."

Legal Information Alert 20(10):1-9 (November/December 2001)

This annual update reports additions, changes, and enhancements to the Web versions of the major CALR database services. It also reports on mergers and acquisitions, strategic partnerships, and a law-lib listserv thread about choosing between LexisNexis and Westlaw.

Greenleaf, Graham.

"Solving the Problems of Finding Law on the Web: World Law and DIAL."

International Journal of Legal Information 29:383-419 (Summer 2001)

The author describes Project DIAL, a research project designed to improve international law research on the Internet, and its end product, World Law. He explains the catalog structure and searching capabilities of World Law and speculates on its future.

Greville, Margaret.

"An Introduction to New Zealand Law & Legal Information 2002."

LLRX (September 2, 2002)

Grossman, Andrew.

"Finding the Law: Islamic Law (Sharia)."

LLRX (August 1, 2002)

*(Please see "Recommended Readings" on page 17)*



*("Recommended Readings" continued from page 16)*

Guerin, Katherine.

"International Contracts and Terminology: An Annotated Research Guide for the U.S. Practitioner."

International Journal of Legal Information 29:575-614 (Winter 2001)

This guide leads the researcher through secondary source material, including dictionaries, encyclopedias, treatises, restatements, annotations, digests, and legal periodicals. The second section covers the relevant primary sources, and a final section introduces Internet resources.

Hamilton, Rhea P.

"A Guide to Researching the Caribbean Court of Justice."

Brooklyn Journal of International Law 27:531-5542 (2002)

This pathfinder outlines sources and techniques for researching the Caribbean Court of Justice and Caribbean legal systems generally.

Hancock, Ruth and Clayton, Alison.

"Effective Recruitment and Selection."

Legal Information Management 2(2):23-29 (Summer 2002)

This is actually a set of two articles, the first on the pre-interview process, with a brief look at post-interview issues, and the second on interviewing skills.

Harjevschi, Mariana and Andritch, Svetlana.

"An Overview of the Legal System of the Republic of Moldova."

LLRX (August 15, 2002)

Harmon, Daniel E.

"Obsolete Back-Ups: Is Permanent File Archival a Futile Quest?"

Lawyer's PC 19(20):1+ (July 15, 2002)

The author laments the constant changes in hardware and software that complicate archiving.

Harmon, Daniel E.

"Tech's Relentless March: It's Still Advancing, But Is It Still Fun?"

Lawyer's PC 19(21):6+ (August 1, 2002)

Mr. Harmon looks back nostalgically to the early days of law office computing.

Healed, Paul D.

"Pro Se Users, Reference Liability, and the Unauthorized Practice of Law: Twenty-Five Selected Readings."

Law Library Journal 94:133-139 (Winter 2002)

This short, annotated bibliography brings together articles that Prof. Healed considers particularly helpful to anyone interested in the topics of pro se library users, reference liability, and the unauthorized practice of law.

Heller, James S.

"Copyright, Fair Use and the For-Profit Sector."

Information Outlook 6(5):6-14 (May 2002)

A review of selected litigation involving publishers and the for-profit sector sheds light on the application of the fair use doctrine and library exemption in that sector. The author discusses the Texaco decision and examines the meaning of fair use and the library exemption as set out in the Copyright Act.

*(Please see "Recommended Readings" on page 18)*

*("Recommended Readings" continued from page 17)*

Howell, Denise M.  
"Law Meets Blog: Electronic Publishing Comes of Age."  
LLRX (May 1, 2002)

Jacobs, Leslie and Strouse, Roger.  
"What Is Your Budget Saying About Your Library?"  
Information Outlook 6(6):6-17 (June 2002)

This is the first in an issue full of articles related to library budgets. The authors report on their survey results of corporate library budget practices, and make recommendations to help corporate librarians create better budgets.

Johnson, Kathleen M.  
"The Case of General Augusto Pinochet: A Legal Research Guide."  
Brooklyn Journal of International Law 27:519-529 (2002)

This pathfinder discusses the background of the Pinochet case and identifies sources and finding tools for researchers.

Keefe, Thomas.  
"Securing Successful Flat-Rate Contracts."  
Legal Information Alert 21(3):1-6 (March 2002)

Many issues are involved in negotiating successful flat-rate online services contracts with vendors such as LexisNexis and Westlaw. This article highlights some of these issues and encourages readers to take a more active role in the contract negotiation process.

Keene, Deborah M. and Gordon, Holliday.  
"Law Library Tours in the Information Age: Format, Effectiveness and Function."  
Legal Reference Services Quarterly 19:99-114 (2001)

Survey results demonstrate how basic library orientation is being conducted today in both academic and private law libraries. Adaptations have been made to accommodate the proliferation of electronic resources. The authors discuss the perceived effectiveness of orientation tours.

Kibbey, Thomas F.  
"Standardizing the Rules Restricting Publication and Citation in the Federal Courts of Appeals."  
Ohio State Law Journal 63:833-870 (2002)

This note proposes a model rule that would standardize the Federal Courts of Appeals' rules restricting publication and citation of certain opinions.

Kodner, Ross L.  
"Case Management Systems: Practical Tips for Implementation Success."  
LLRX (March 18, 2002)

Kramer, Sheryl Summers.  
"A Research Guide to Medical Malpractice and the Law: Revisited."  
Legal Reference Services Quarterly 20(4):111-126 (2001)

Prof. Kramer has designed this pathfinder to update one she published in LRSQ in 1995, so the two should be used in conjunction. This update includes eight areas not covered in the original article plus references to CD-ROM and Internet sources.

*(Please see "Recommended Readings" on page 19)*

*("Recommended Readings" continued from page 18)*

Kryvonos, Myroslava.  
 "Research Guide to Ukrainian Law."  
LLRX (May 1, 2002)

Lambert, Elizabeth.  
 "U.S. Supreme Court Research: Select Internet Sites."  
LLRX (May 15, 2002)

Laretto, Kenneth Anthony.  
 "Precedent, Judicial Power, and the Constitutionality of 'No-Citation' Rules in the Federal Courts of Appeals."  
Stanford Law Review 54:1037-1056 (May 2002)



This analysis of the Anastasoff decision supports the continuation of nonpublication and no-citation rules.

Leiserson, Anna Belle.  
 "Web Wizards: Engineers, Artists, and Librarians."  
Law Library Journal 94:167-176 (Winter 2002)

This first installment of a new *Law Library Journal* column, "The Web Insider," discusses the five basic jobs involved in developing a Web site. An appendix checklist summarizes the steps involved in each of the five jobs.

Leiserson, Anna Belle.  
 "A User's Perspective on Privacy and the Web."  
Law Library Journal 94:539-546 (Summer 2002)

Anna Belle Leiserson, Webmaster at Vanderbilt Law School, explores cookies and other technologies that can be used to invade a Web user's privacy. She recommends ways users can try to improve their chances for privacy on the Web.

Leiter, Richard A.  
 "State Laws on the Web or State Law Research: Musings on Print and Web Sources."  
Legal Information Alert 21(1):7-10 (January 2002)

This article takes a critical look at print and online sources for state law research, including resources for state-by-state comparisons of laws by topic.

Lord, Lissa.  
 "Electronic Newsletters! The Why and How of Them."  
LLRX (May 15, 2002)

Macoustra, Jane.  
 "A Web Guide to Free Legal and Compliance Resources on the Asia Pacific Region."  
LLRX (June 3, 2002)

Malinovskiy, Victor and Shakirov, Karim.  
 "A Legal Research Guide to Kazakhstan."  
LLRX (June 3, 2002)

*(Please see "Recommended Readings" on page 20)*

(“Recommended Readings” continued from page 19)

Mason, Sebrina A.

“Citing Unpublished Opinions: The Eighth Circuit Holds It Violates the Constitution to Ignore the Precedential Value of Unpublished Opinions: *Anastasoff v. United States* ...”  
Southern Illinois University Law Journal 26:119-148 (Fall 2001)

This casenote examines all the points made by the court in the *Anastasoff* opinion, gives a brief history of unpublished opinions and how the Eighth Circuit has applied its limited publication and no-citation rule in the past, and provides an analysis of the constitutional principles that support the decision and of the decision’s impractical effects.

Mee, John.

“Electronic Access to Legal Information in Ireland.”  
International Journal of Legal Information 29:451-457 (Summer 2001)

The first section of this article explains the origins of the British and Irish Legal Information Institute and lists the Irish legal sources which it makes freely available on the Web. The second section covers official government sources, and a final section covers commercial services.

Miller, William J.

“Chipping Away at the Dam: *Anastasoff v. United States* and the Future of Unpublished Opinions in the United States Courts of Appeals and Beyond.”  
Drake Law Review 50:181-206 (2001)

This casenote charts the development of the role of unpublished opinions, the arguments for and against the courts’ rules limiting their citation and precedential value, and the future of unpublished opinions and the rules limiting citation after *Anastasoff*.

Milunovich, Kent.

“Designing and Maintaining Law Library Web Sites: Some Practical Considerations.”  
Law Library Journal 94:487-508 (Summer 2002)

The author covers general Web site design principles and typical law library Web site elements. Appendices list suggested resources and results of a survey of elements present in law library Web sites.

Minow, Mary.

“The Children’s Internet Protection Act: The Recent District Court Decision in Context, for Librarians and Library Patrons.”  
LLRX (June 17, 2002)

Pacific, Sabrina I.

“Getting It Right: Verifying Sources on the Net.”  
LLRX (March 1, 2002)

Pacifici, Sabrina I.

“Short Takes: The New Lexicon Web Site.”  
LLRX (May 15, 2002)

Passos, Edilenice.

“Doing Legal Research in Brazil 2002.”  
LLRX (September 2, 2002)

Pedzich, Joan.

“Student Dress Codes in Public Schools: A Selective Annotated Bibliography.”  
Law Library Journal 94:41-57 (Winter 2002)

This bibliography is divided into two parts. The first part includes works on the legal issues involved in implementing and enforcing dress codes or policies in public schools. The second part lists works on the effects of school dress codes as well as works offering advice on how to write and enforce them.

(Please see “Recommended Readings” on page 21)

*("Recommended Readings" continued from page 20)*

Peltz, Richard J.

"Use 'The Filter You Were Born With': The Unconstitutionality of Mandatory Internet Filtering for the Adult Patrons of Public Libraries."

Washington Law Review 77:397-479 (April 2002)

Percy, Kumar.

"Fighting Corporate and Government Wrongdoing: A Research Guide to International and U.S. Federal Laws on White-Collar Crime and Corruption."

LLRX (August 15, 2002)

Petrucelli, Paul.

"Getting It Right: Shortcuts for Busy Practitioners To Evaluate Web Content."

LLRX (March 18, 2002)

Price, Loretta and Davis, Melinda.

"Seeds of Change: A Bibliographic Introduction to Law and Organizing."

New York University Review of Law & Social Change 26:615-668 (2000-2001)

The compilers have put together an annotated list of readings designed to introduce lawyers to grassroots social movements and organizations.

Quinn, Eugene R. and Portuan Miller, Kathleen A.

"Understanding Patents: A Legal Overview and Research Bibliography."

Legal Reference Services Quarterly 20(4):85-110 (2001)

The authors provide both a concise overview of U.S. patents and a research bibliography that includes references to numerous Web sites.

Quitschau, Drew R.

"*Anastasoff v. United States*: Uncertainty in the Eighth Circuit--Is There a Constitutional Right to Cite Unpublished Opinions?"

Arkansas Law Review 54:847-878 (2002)

This casenote argues that the ruling in *Anastasoff* was correct and that the no-citation rule is unconstitutional because it violates stare decisis, abridges free speech, and denies meaningful court access.

Reach, Catherine Sanders.

"Positioning for Power: Technology and the Law Firm Librarian."

Legal Information Alert 21(5):1-6 (May 2002)

The author encourages law firm librarians to get involved in selection of law office automation software for their firms.

Robel, Lauren.

"The Practice of Precedent: *Anastasoff*, Noncitation Rules, and the Meaning of Precedent in an Interpretive Community."

Indiana Law Review 35:399-422 (2002)

This article calls for the abandonment of U.S. Courts of Appeals publication and citation rules.

Rosen, Alyssa.

"Labor and Employment Law Resources on the Internet 2002."

LLRX (July 15, 2002)

*(Please see "Recommended Readings" on page 22)*

(“Recommended Readings” continued from page 21)

Rumsey, Mary.

“Electronic Media Discovery (EMD): Issues in Electronic Records, Discovery and Evidence.”

Legal Reference Services Quarterly 20(4):19-66 (2001)

This bibliography includes articles, books, and forms relating to potential evidence stored in electronic format, including computer hard drives, storage disks and tapes, intranets, voicemail systems, and email.

“Shakespeare and the Law.”

Oklahoma City University Law Review 26:470 (Spring 2001)

This special issue is devoted to Shakespeare and the law, and includes articles on the role of law in *Measure for Measure*, *The Merchant of Venice*, *King Lear*, *Richard III*, *Julius Caesar*, *Henry V*, *Antony and Cleopatra*, *Othello*, *Macbeth*, and *As You Like It*. There are also articles on citations to Shakespeare in Supreme Court cases and on introducing trials of literary characters into law and literature classes.

Southwick, Christian F.

“Unprecedented: The Eighth Circuit Repaves *Antiquas Vias* with a new Constitutional Doctrine.”

Review of Litigation 21:191-284 (Winter 2002)

This casenote introduces readers to the *Anastasoff* opinion and provides background on the origins of selective publication. It contrasts the modern concept of precedent with the Eighth Circuit’s opinion, explores the historical and theoretical underpinnings of the opinion, and concludes that the concept of precedent as a binding constitutional doctrine is mistaken.

Tjaden, Ted.

“Doing Legal Research in Canada.”

LLRX (June 1, 2002)

Tobias, Carl.

“*Anastasoff*, Unpublished Opinions, and Federal Appellate Justice.”

Harvard Journal of Law & Public Policy 25:1171-1184 (Summer 2002)

This analysis of the *Anastasoff* decision considers the impact of caseload growth combined with scarce resources on restrictive publication and citation rules.

Touchent, Dahmene.

“Guide to the Morocco Legal System.”

LLRX (May 15, 2002)

“Truth Commissions and Transitional Justice: A Select Bibliography on the South African Truth and Reconciliation Commission Debate.”

Journal of Law and Religion 16:69-186 (2001)

Vaidhyanathan, Siva.

“Copyright as Cudgel.”

Chronicle of Higher Education 48(47):B7-B9 (August 2, 2002)

The author addresses the effects of the Digital Millennium Copyright Act on intellectual freedom on the Internet, laments the loss of traditional copyright safeguards, and suggests strategies for mobilizing the public.

Wallace, Marie.

“Questions: Your Answer to Great Presentations.”

LLRX (April 1, 2002)

(Please see “Recommended Readings” on page 23)

*("Recommended Readings" continued from page 22)*

Whisner, Mary.

"Teaching the Art of the Reference Interview."

Law Library Journal 94:161-166 (Winter 2002)

The author offers suggestions on training new law librarians to conduct effective reference interviews. An appendix of tips is included.

Whittle, Steven.

"Finding Law in the 21st Century: An Introduction to the SOSIG Law Gateway."

International Journal of Legal Information 29:360-382 (Summer 2001)

The SOSIG (Social Science Information Gateway) Law Gateway is a Web based descriptive database of selected legal information sources on the Internet at . It is being developed by the Institute of Advanced Legal Studies at the University of London in partnership with the University of Bristol.

Widdison, Robin.

"New Perspectives in Legal Information Retrieval."

International Journal of Law and Information Technology 10:41-70 (Spring 2002)

This article focuses on recent developments in the United States, the United Kingdom and Australia in the provision of legal source materials online.

Young, Stephen.

"24/7: A Resource Guide to the Law of Time Standards."

LLRX (June 3, 2002)

Young, Stephen.

"CRS [Congressional Research Service] Reports."

LLRX (July 15, 2002)

Young, Stephen.

"United States Military Commissions: A Quick Guide to Available Resources."

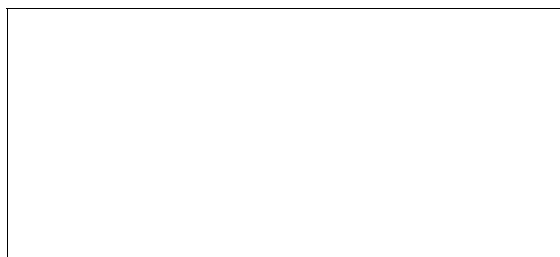
LLRX (March 1, 2002)

\* Photocopies of articles from periodicals cited herein may be obtained through the regular photocopy services of the UW Law Library (Outlaw: 608-262-3394) or the Wisconsin State Law Library (608-266-1600).





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