

LRC Research Training

Employment Law & Technology seminar Spring 2020

LRC Reference Desk: (619) 260-4612 lrcrefer@sandiego.edu

What we will cover



- Picking a paper topic
- Literature review
 - Evaluating sources
 - Books & articles
 - Law and other disciplines
 - USD and other libraries
- Note-taking tools and techniques
 - Perma.cc







PICKING A PAPER TOPIC

Legal Cannabis: What's an Illinois Employer to Do?

The National Law Review . 2 days ago



Google News

news.google.com

Can your boss read your emails? What to know about workplace privacy

Global News . 16 days ago



Al To Data Privacy: How Hiring Tools And Trends Will Drive Workplace Changes In 2020

Forbes . 7 days ago



Hit a paywall?

- Check library catalog
- Lexis & Factiva have thorough news archives

Does blocking certain websites at work hurt employee productivity?

Fast Company . 3 hours ago



Puff, Puff, Passed: 2019 Marijuana Laws in Review and 2020 **Projections**

Insurance Journal . Last month



Reliable Sources



- Evaluate sources for:
 - Authority author is identified, reputable, credentialed
 - Objectivity fairness, lack of bias
 - Accuracy provides references to sources, verifiable
 - Scope relevant to your topic and argument
 - **Currency** may vary by topic, but make sure you know the current state of thinking in your field (even if it's rooted in older writings)

Current Awareness Tools

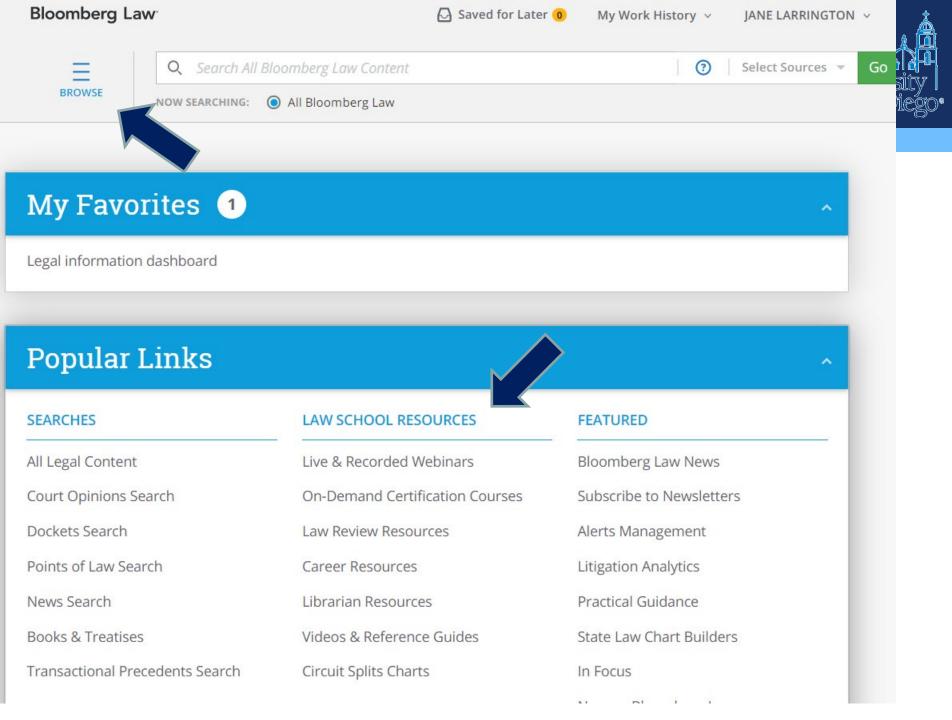


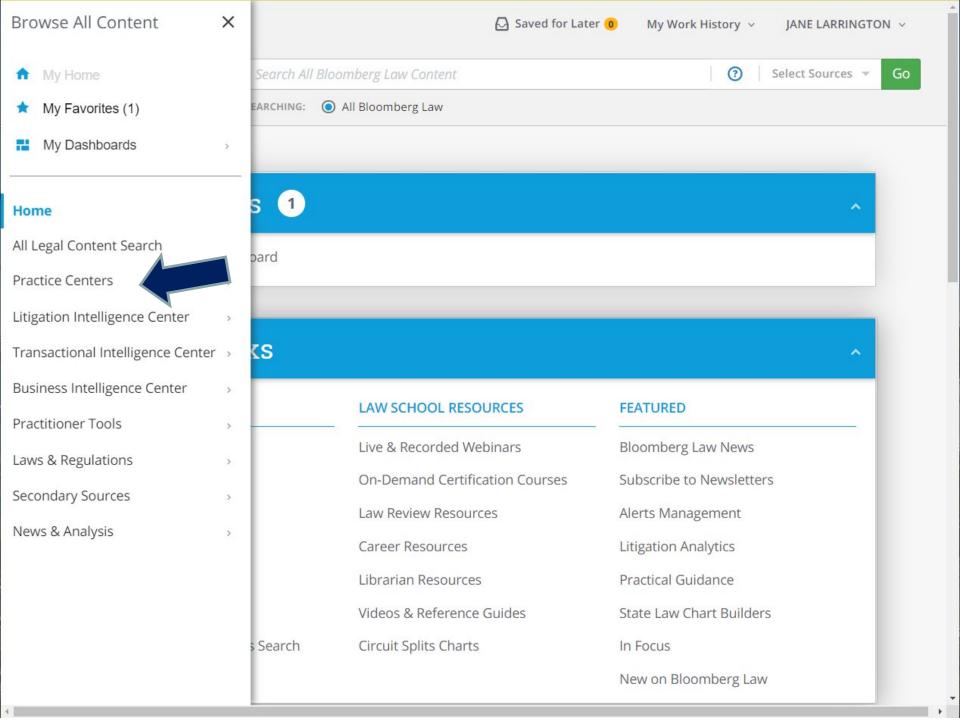
Current news by practice area

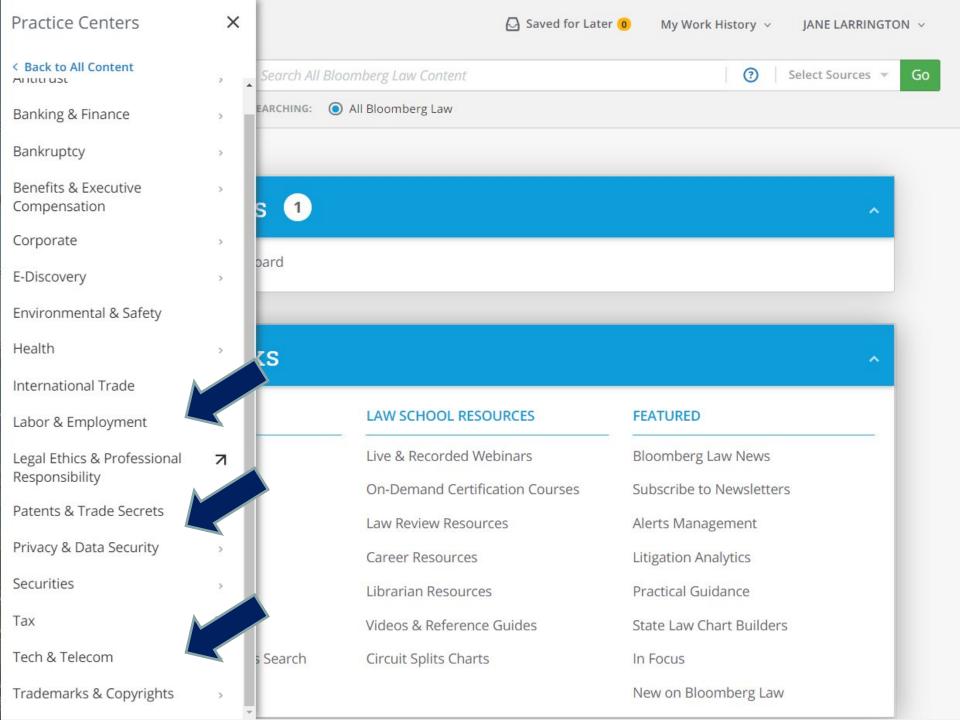
- <u>Bloomberg Law</u>: several relevant practice centers
- Westlaw/PLC: Labor & Employment
- <u>Lexis</u>: several relevant practice centers

Circuit splits

 <u>Bloomberg Law</u> > Law School Success > Law Reviews & Journals







Practice Center





Legal Analysis

BOOKS & TREATISES

All Labor & Employment Books & Treatises

Covenants Not to Compete: A State-by-State Survey

The Developing Labor Law

Elkouri & Elkouri: How Arbitration Works

BNA MANUALS & PORTFOLIOS

All BNA Manuals & Portfolios

Fair Employment Practices Manual

Individual Employment Rights Manual

Wages & Hours Manual

LAW FIRM RESEARCH

Employment Law

Labor Law

Government Employees

Immigration Law

News & Analysis

Bloomberg Law 2020

Bloomberg Law Analysis

Law X.0 Podcast

Daily Labor Report (2010 - present)

Construction Labor News (2010 - present)

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Opinions, Dockets, Arbitration Awards

Search ALL Court Opinions

Search Labor & Employment Court Opinions

Search ALL Dockets

Points of Law Search

Employment Arbitration Awards

Practice Center





Favorite

Privacy & Data Security: In Focus

General Data Protection Regulation

The GDPR creates a single EU-wide law on data protection intended to increase legal certainty for individuals, businesses, and data protection authorities.

California Consumer Privacy Act

The CCPA creates new consumer privacy rights and establishes a private right of action for security breaches and potential statutory damages per consumer, per incident.

Broadband Privacy

The repeal of FCC regulations that would have increased broadband customer control over personal information has prompted states to consider restrictions on ISPs' use of customer personal data.

NYDFS Cybersecurity Regulations

Certification of compliance with cybersecurity-related regulations adopted by NYDFS is required and enforceable effective February 15, 2019.

News & Analysis

Bloomberg Law 2020

Bloomberg Law Analysis

Law X.0 Podcast

2019 Privacy, Tech & Telecom Outlook

Privacy & Data Security Law News

Show More

Search News by Topic

Start typing topic or access the drop down list ...

Practical Guidance

Lessons for In-House Counsel

Contributed by Peter M. Marta and Asmaa Awad-Farid, Hogan Lovells

Data Breach Resources

GDPR Compliance

Cross-Border Data Transfers

Search News by Country

Q Start typing country name or select from drop down list

Search News by State

Vendor Contracts & Cyber Insurance

Outsourcing & Corporate Transactions

Privacy Policies

Health Care Cybersecurity

NY DFS Cybersecurity Regulations

Workplace Privacy

>> SEARCH ALL PRACTICAL GUIDANCE

International Privacy Profiles

Evaluate the regulatory landscape in more than 65 jurisdictions.

Q Type name or select "All Countries" to search database.

U.S. State Privacy Profiles

Access detailed treatment of state laws and regulations in our growing collection.

Type name or select "All States" to search database.

Legal Analysis

PRIVACY & DATA SECURITY PRACTICE PORTFOLIO SERIES



Q Start typing state name or select from drop down list ...

Practice Tools



CHART BUILDERS

Data Breach Notification Requirements (Domestic)

Prepared in cooperation with W. Reece Hirsch, Morgan, Lewis & Bockius LLP, San Francisco.

Disclosure of Medical Information (Domestic)

Medical Record Access, Retention and Disposal (Domestic)

Special Protections for Sensitive Health Information (Domestic)

Workplace Personal Information Protection (Domestic)

Workplace Electronic Monitoring (Domestic)

Global Workplace Privacy Requirements (International)

Data Protection (International)

COMPLIANCE TOOLS

Upcoming Enactments

An interactive timeline displaying the effective dates of enacted laws and finalized regulations from the U.S. and abroad.

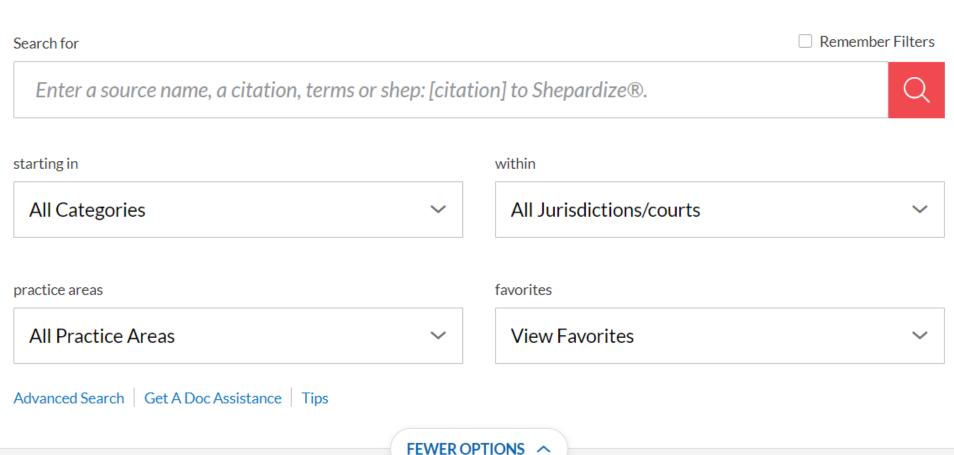
GDPR Developments

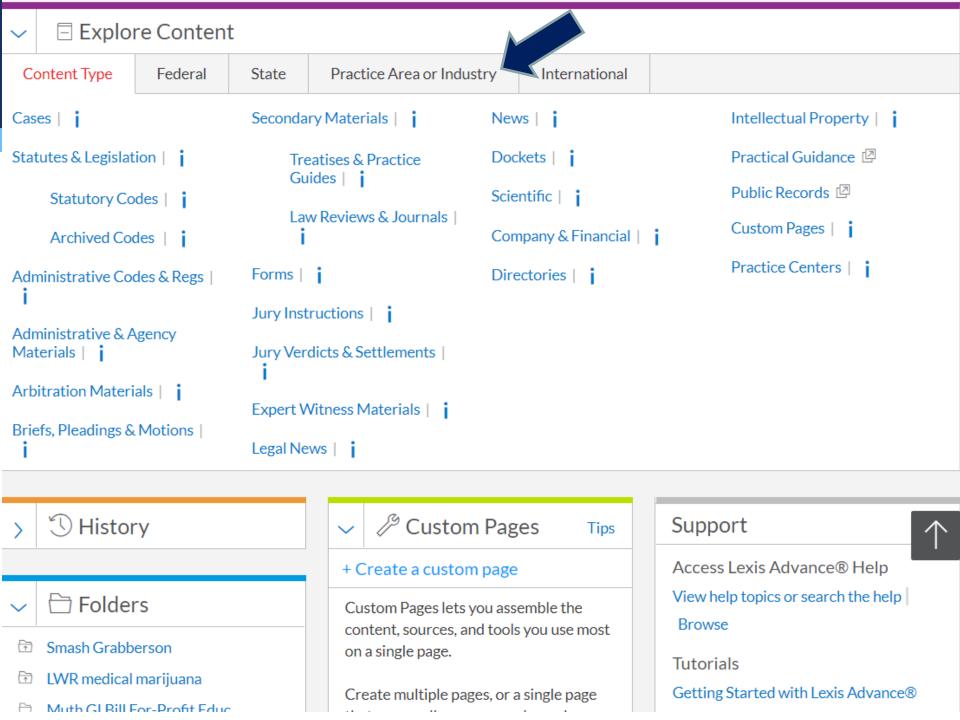
An interactive timeline recording ongoing guidance and developments related to the EU General Data Protection Regulation.

TRACKERS



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Content Type	Federal	State	Practice Area or Industry	International			
Administrative Law		Construction		Governments	Patent Law		
Admiralty & Maritime Law		Cont	racts Law	Healthcare Law	Pensions & Benefits Law		
Antitrust & Trade Law		Сору	right Law	Immigration	Public Contracts		
Banking Law		Corp	orate Counsel	Insurance Law	Public Health & Welfare Law		
Bankruptcy Law		Crimi	inal Law & Procedure	International Law	Real Property Law		
Business & Corporate Law		Educ	ation Law	International Trade Law	Securities Law		
Civil Procedure		Energ	gy & Utilities Law	Labor & Employment Law	Tax Law		
Civil Rights Law		Enter	tainment & Sports	Legal Ethics	Torts		
Commercial Law (UCC)		Envir	onmental Law	Life Sciences/Pharmaceutical	Trade Secrets Law		
Communications Law		Estat	e, Gift & Trust Law	Manufacturing	Trademark Law		
Computer & Internet Law		Evide	ence	Mergers & Acquisitions	Transportation Law		
Constitutional Law		Fami	ly Law	Military & Veterans Law	Workers' Compensation & SSDI		

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Home / Labor & Employment Law

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Search all sources on this page
 Select sources to search

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All Labor & Employment Law Cases | i

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All Labor & Employment Law Statutes and Legislation | i

All Labor & Employment Law Codes & Court Rules

Administrative Codes and Regulations

All Labor & Employment Law Administrative Codes and Regulations | i

Administrative Materials

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Related Resources



Access key resources and tools specifically tailored to the work you do

Labor & Employment

Employee Benefits & Executive Compensation Home / Labor & Employment

Labor & Employment | Actions ▼

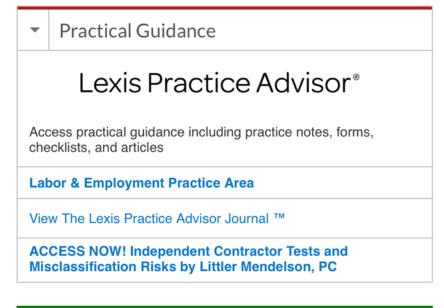
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•	Cases	Q+					
•	Statutes	Q+					
•	Litigation Resources	Q+					
	Federal and State Briefs and Motions, Combined	Q+					
	Federal and State Pleadings, Combined	Q+					
	Mega Verdicts & Settlements	Q+					
•	Arbitration Decisions	Q+					
•	Administrative Regulations and Materials	Q+					
•	Secondary Sources	Q+					
•	Matthew Bender Forms & Checklists	Q+					
Find a source							
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strategy.

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View insights on judges, attorneys, law firms, courts, and case types to build a winning case

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Tools

Cases Briefs

Trial Court Orders Expert Materials

Statutes & Court Rules Forms

Secondary Sources Jury Verdicts & Settlements

Practical Law Key Numbers 🤛

Regulations Proposed & Adopted

Regulations

State materials

Administrative Decisions & Proposed & Enacted Legislation

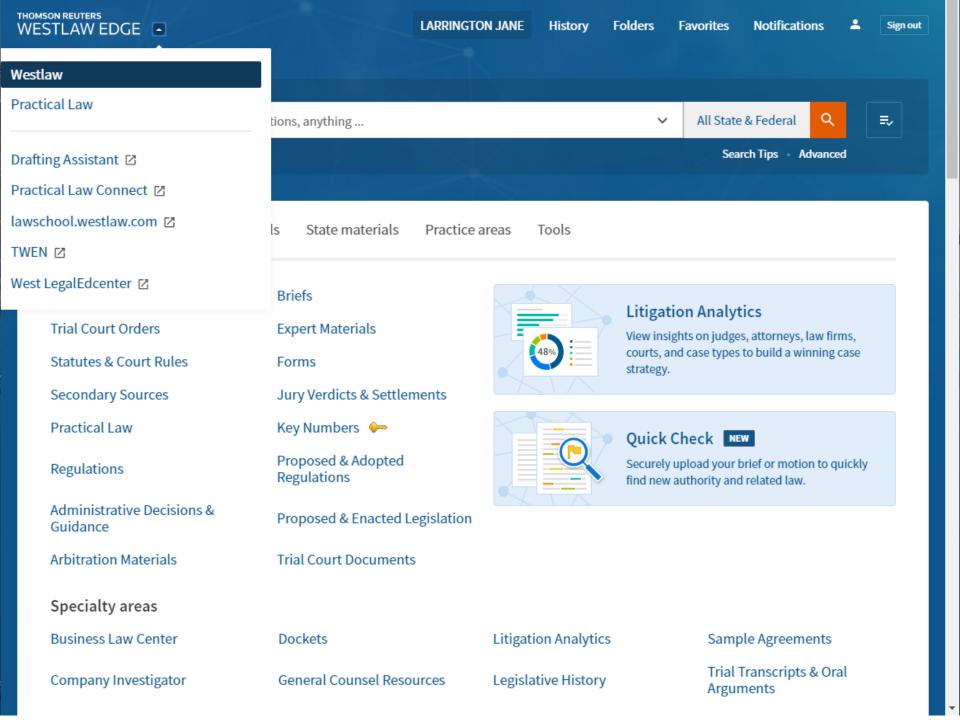
Arbitration Materials Trial Court Documents

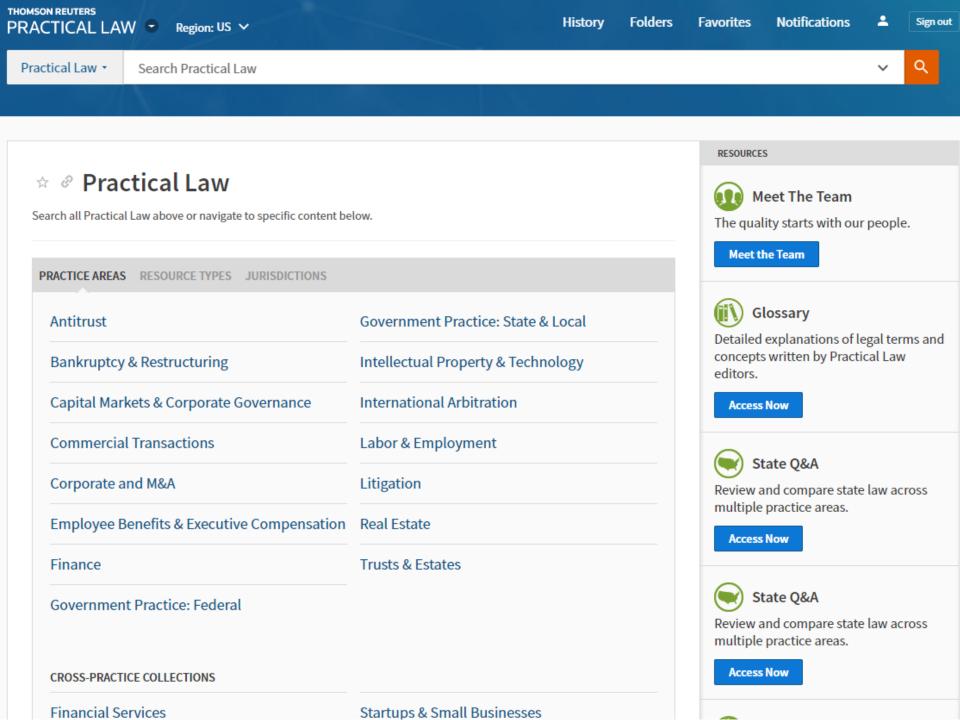
Specialty areas

Content types

Business Law Center Dockets Litigation Analytics Sample Agreements

Company Investigator General Counsel Resources Legislative History Trial Transcripts & Oral Arguments







Labor & Employment

Search Labor & Employment

Q,

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RESOURCES What's Market Summaries, analysis, and custom reports covering a range of employment-related agreements. **Access Now Multi-State Charts** Resources to help employers see how state laws vary on specific labor and employment law issues. **Access Now** Global Guides and **Cross-Border Topics**

Resources on global Labor & Employment law and practice.

State Q&A

State-specific Labor & Employment resources and comparison tools. Examples include:

Background Check Laws Leave Laws Non-Compete Laws Wage & Hour Laws





Recent Labor & Employment Updates

Employer's Destruction of Requested Video Surveillance Should Preclude Nonexistence Defense in Failure to Provide Information Case: NLRB Division... • 1/21/2020

In Greektown Casino, LLC, the Division of Advice of the National Labor Relations Board's (NLRB) Office of the General Counsel released an advice memorandum dated December 20, 2019 concluding that an unfair labor practice (ULP) complaint should issue against the employer for failing to provide...

What's Market Executive Employment Agreements for the Week Ending January 22, 2020 • 1/21/2020

A list of executive employment agreement summaries recently published by What's Market. What's Market provides a continuously updated database of executive employment agreements that allows you to search agreements using filters, such as the employer's industry, the executive's position, and the...

Registered Nurses Working in Non-Clinical Roles May Qualify for Professional Exemption Under the FLSA: Second Circuit • 1/16/2020



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Additional Resources

Practical Law Glossary What's New Practice Area Essentials Labor & Employment

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Regulations Proposed & Adopted

Regulations

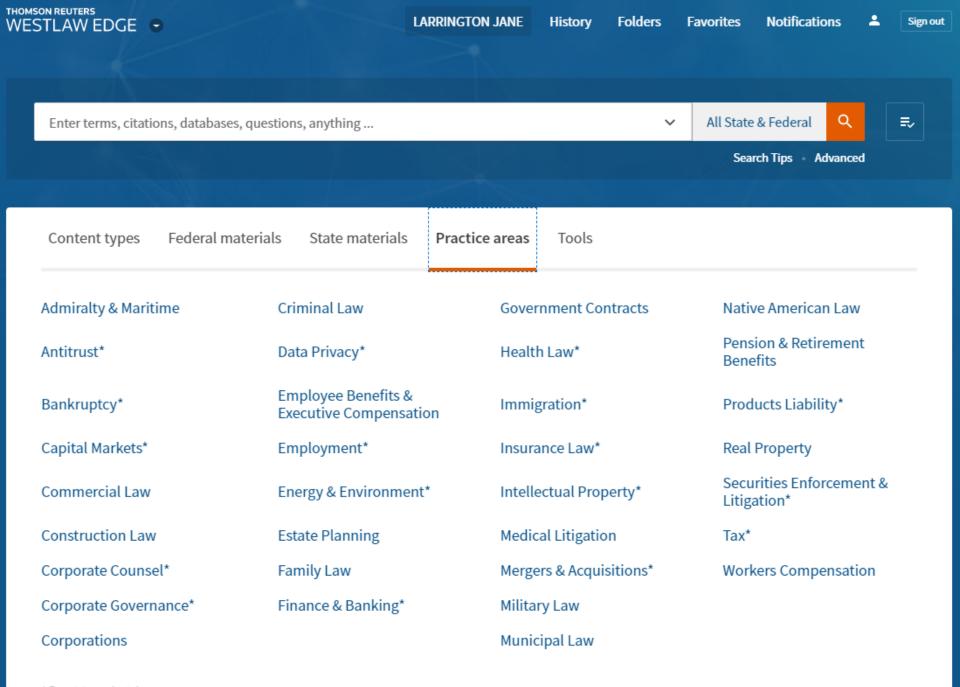
Administrative Decisions & Proposed & Enacted Legislation

Arbitration Materials Trial Court Documents

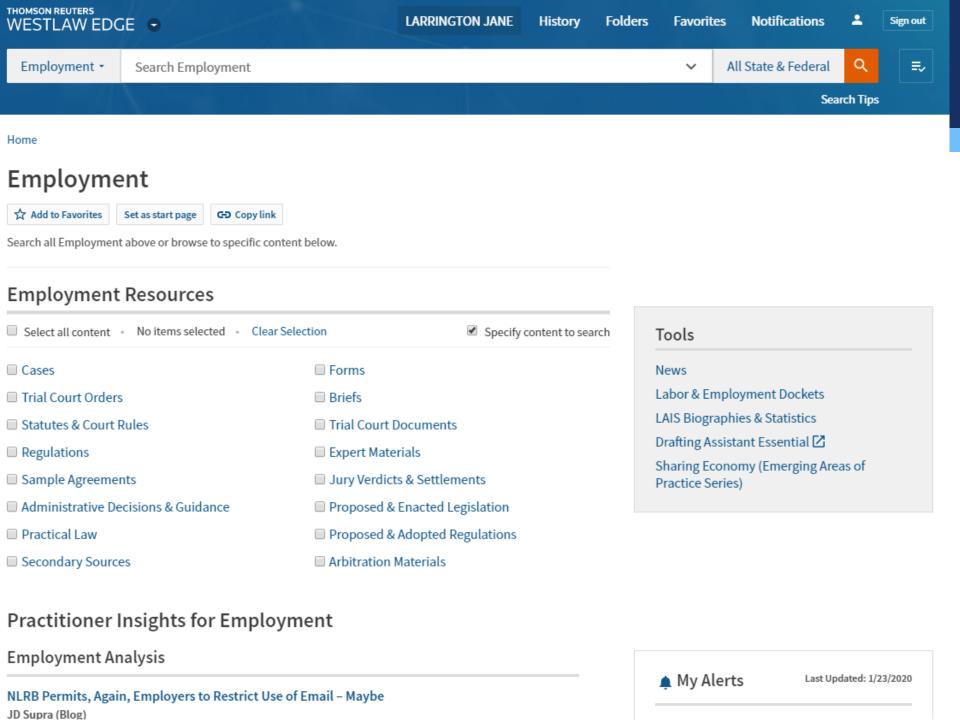
Specialty areas

Business Law Center Dockets Litigation Analytics Sample Agreements

Company Investigator General Counsel Resources Legislative History Trial Transcripts & Oral Arguments



^{*} Practitioner Insights





LITERATURE REVIEW

Literature Review



- A survey of books, scholarly articles, and any other sources relevant to a particular issue, area of research, or theory
- Helps you formulate your thesis and locate your arguments within the larger field of study

Reliable Sources



- Evaluate sources for:
 - Authority author is identified, reputable, credentialed
 - Objectivity fairness, lack of bias
 - Accuracy provides references to sources, verifiable
 - Scope relevant to your topic and argument
 - **Currency** may vary by topic, but make sure you know the current state of thinking in your field (even if it's rooted in older writings)



BOOKS

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Careers



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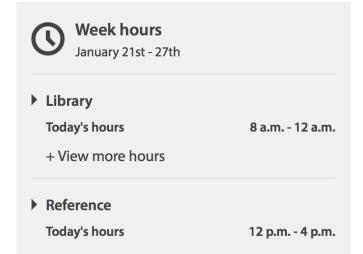
Databases A-Z

By Subject

employee privacy in workplace

Q

Library Account | Classic Catalog | Find Legal Journals | Course Reserves | Past Exams



UPCOMING EVENTS

24

VITA Training

WEDNESDAY, JANUARY 24, 2018 // 5

P.M.

Pardee Legal Research Center, Main

Computer Lab, room 122

JAN D

Sorry we are offline, but le...

Searching the catalogs



USD's online catalog find items located in the LRC and also in the Copley Library collection.

- Remember that the catalog can be used to find not just materials in our print collection, but it also provides direct access to materials in our subscription databases, and it also links to websites!
- You can search <u>USD's online catalog</u> from LRC's homepage



University of San Diego Copley Library Legal Research

CatalogPlus

Catalog

Results 1 - 25 of 31 for employee privacy in workplace

WorldCat ☑ Circuit ☑

Sorted by Relevance | Date | Title | Author



- PRINT BOOK (17)
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- Location
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- Collection
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- (12)
- Books (28)



Advanced Search

PRINT BOOK | 1995

Available at LRC Reading Room (KF3319.3 .E47 1995 v.1) plus 1 more see all



Additional actions:









PRINT BOOK | 2014 Available at LRC Reading Room (KF3455 .R47 2014) see all



Additional actions:









Your Rights

™ Workplace

Perspectives on privacy: increasing regulation in the USA, Canada, Australia and European countries / edited by Dieter Dörr and Russell L. Weaver

PRINT BOOK | 2014

Repa, J.D

Repa, Barbara Kate, author

Available at LRC Reading Room (K3264.C65 P47 2014) see all

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Additional actions:







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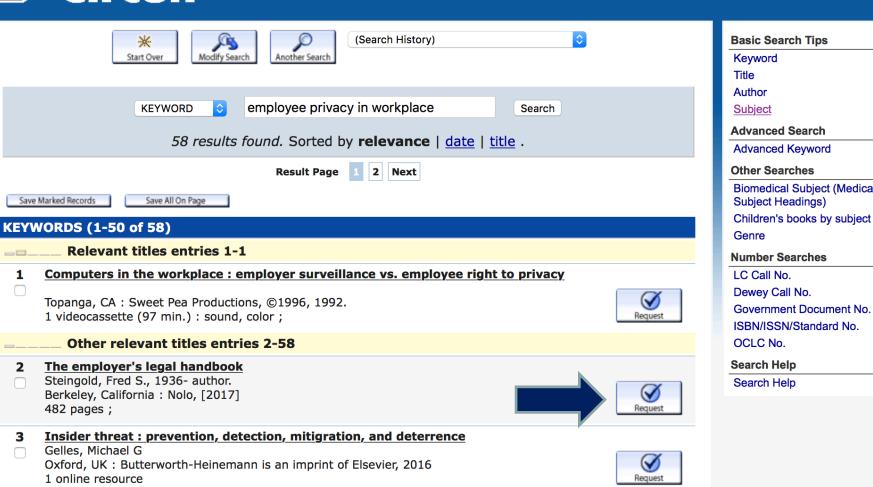
Circuit Catalog:

- USD is a member of a library consortium, the Circuit
- borrow materials from SDSU, UCSD, Cal State San Marcos, & the San Diego County & City Libraries.
- greatly increases the universe of materials that are accessible to you!
- delivered to LRC in 24–48 hrs.—pickup at Circulation desk

Access: You can link to the Circuit catalog through Sally (click on the hyperlinked Circuit logo) or go to: http://circuit.sdsu.edu

Circuit





Biomedical Subject (Medical Children's books by subject

The employer's legal handbook

Steingold, Fred S., 1936- author. Berkeley, California: Nolo, 2015. 481 pages ;



Perspectives on privacy: increasing regulation in the USA, Canada, Australia and **European countries**



Choose Your Institution

Requesting The bioethics of enhancement: transhumanism, disability, and biopolitics / Melinda Hall

With which institution are you affiliated?

CSU San Marcos
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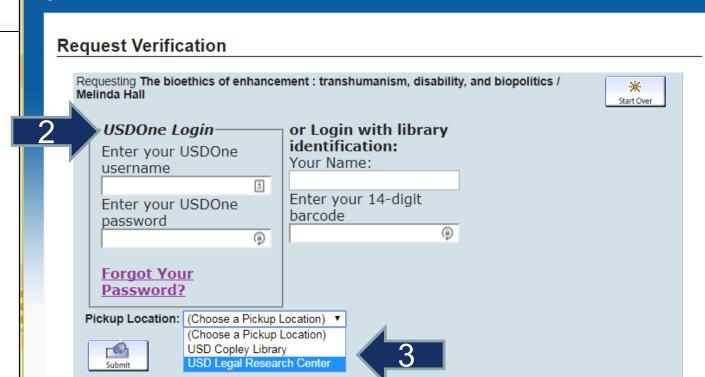
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Home | What is San Diego Circuit





Searching the catalogs



Interlibrary Loan (ILL):

- If you can't find an item at USD or through the Circuit, we may be able to get it through interlibrary-loaned from another library
- Check http://www.worldcat.org or come ask a reference librarian
- Delivered to LRC anywhere from 3 days to 3 weeks make your request early!

http://www.sandiego.edu/law/library/find-resources/ill/



LAW ARTICLES

Law articles



- Lexis
- Westlaw
- □ Google Scholar

Unpublished or forthcoming

- ☐ SSRN
- Bepress

https://scholar.google.com



Google Scholar

employee workplace privacy

Q

Articles

Case law

Recommended articles

Competency-Based Education: A Framework for a More Efficient and Safer Aviation Industry

F Mendonca, J Keller, B Dillman

See all recommendations

Stand on the shoulders of giants





Scholar About 518,000 results (0.07 sec)



YEAR *





[HTML] Workplace privacy: Employee relations and legal implications of monitoring employee e-mail use

BA Friedman, LJ Reed - Employee Responsibilities and Rights Journal, 2007 - Springer The tradeoff between employees' workplace privacy and employers' need to protect company assets, safeguard proprietary information, and avoid costly litigation has been receiving increased attention (Lee and Kleiner 2003; Mello 2003; National Workplace ...

[HTML] springer.com Full View



[HTML] E-monitoring in the workplace: privacy, legislation, and surveillance software

GD Nord, TF McCubbins, JH Nord - Communications of the ACM, 2006 - dl.acm.org ... advances. This article examines the employer/employee workplace privacy relationship. identifies the existing federal and state law governing workplace privacy, and discusses the rapidly developing monitoring software market ...

☆ 99 Cited by 79 Related articles All 12 versions >>>

[HTML] acm.org Full View

Employee perceptions of invasion of **privacy**: A field simulation experiment.

PD Tolchinsky, MK McCuddy, J Adams... - Journal of Applied ..., 1981 - psycnet.apa.org Page 6. EMPLOYEE PRIVACY 313 variables we have introduced here as well as other variables yet to be included ... Reference Notes 1. McChriston, B. Testimony at Department of Labor hearings on workplace privacy. Washington, DC, January 7, 1980 ...

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FTF Get this at USD

[PDF] Workplace surveillance and employee privacy: Implementing an effective computer use policy

S Cox, T Goette, D Young - Communications of the IIMA, 2005 - scholarworks.lib.csusb.edu Organizations face growing liability with regard to employee use of electronic resources. To mitigate the risk of liability, companies must develop and implement a computer-use policy outlining proper use of organizational electronic resources. This paper examines critical ...

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906,291 Abstracts: 774,295 Full Text Papers: 448,870 Authors: Papers received: 64,145

(last 12 months)

Paper Downloads

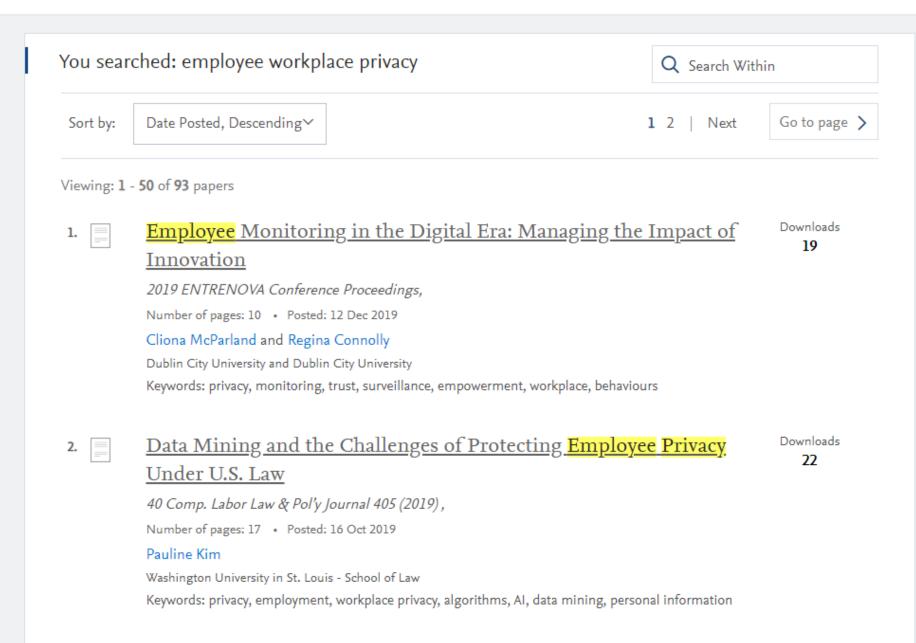
146,476,572 To date: 12,728,429 Last 12 months: Last 30 days: 909,357

References and Citations (1)

22,963,696 Total References: 2,721,202 Total Citations:

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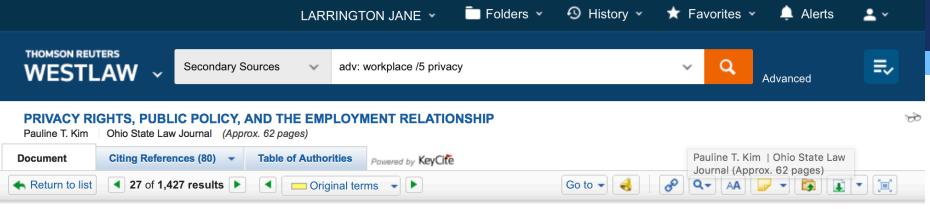
Search strategies



- Use multiple search techniques
 - keyword (natural language & Boolean)
 - subject
 - browse
- Ask a librarian
- Build from the sources you've already found
 - look at sources cited by those sources
 - use a citator (Shepard's or KeyCite) to find sources that have cited to sources you've already found

1996 article by Kim





57 Ohio St. L.J. 671

Ohio State Law Journal 1996 Pauline T. Kim ^{a1}

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PRIVACY RIGHTS, PUBLIC POLICY, AND THE EMPLOYMENT RELATIONSHIP

Two well-established common law doctrines increasingly are coming into conflict. The first protects individuals from unreasonable intrusions on their privacy. The second authorizes an employer to fire its employees at will, unless a clear agreement exists to the contrary. As employees have begun to assert their common law right of **privacy** ¹ in the **workplace**, their claims have collided headlong with the doctrine of employment at will.

The conflict became apparent during the legal struggles over the permissibility of drug

SELECTED TOPICS

Labor and Employment

Adverse Employment Action
Employee Wrongful Discharge in Violation
of Public Policy

Secondary Sources

s 1:7. Employment-at-will doctrine-Judicial erosion-Specific public policy exceptions

Oh. Empl. Prac. L. § 1:7

...A large number of states, including Ohio, have judicially adopted a public policy exception to employment-at-will, in addition to or in lieu of the contract and/or estoppel exceptions. These decisions ...

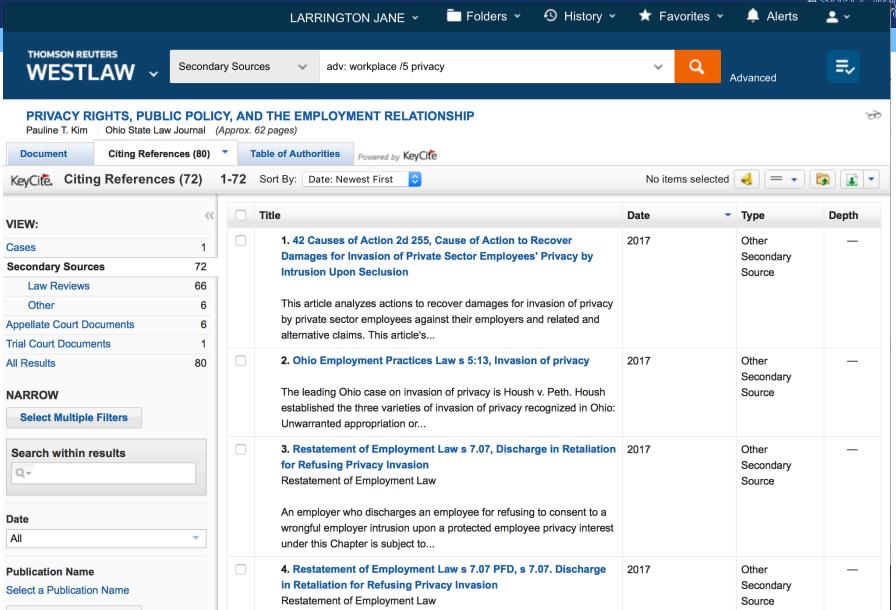
s 65. Liability for wrongful discharge of at-will employee under workplace or public safety policy and whistleblower statutes

39 Ohio Jur. 3d Employment Relations § 65

...Under the public policy exception to the doctrine of employment-at-will for purposes of an action for the wrongful termination of an at-will employee, the Ohio public policy favoring workplace safety i...

Recent articles that cite Kim







ARTICLES FROM OTHER DISCIPLINES

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Results

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- Languages & Literatures
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- Library Science
- Music, Dance & Theatre
- News
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- Politics & Government
- Psychology
- Reference
- Sociology
- Theology & Religious Studies

A few most relevant databases



Academic Search Premier JSTOR
Oxford Scholarship Online EconLit

Other libraries



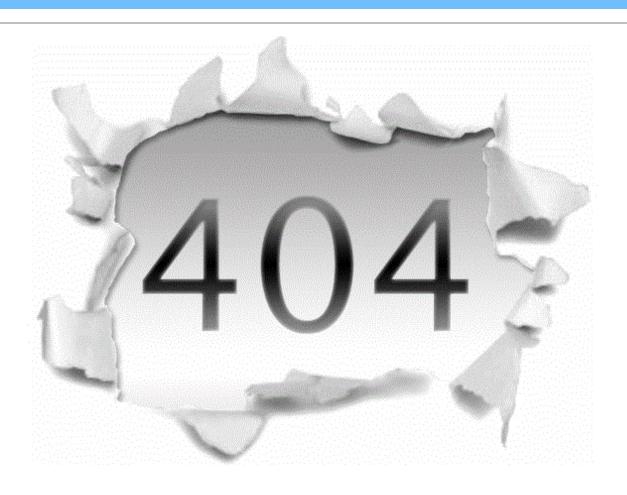
 You may be able to access subscription databases available at other libraries by visiting campus (UCSD, SDSU)



WEB TOOLS

Link rot





Ohh... You have requested the page that is no longer there.

In Supreme Court Opinions, Web Links to Nowhere



By Adam Liptak

Sept. 23, 2013











WASHINGTON — Supreme Court opinions have come down with a bad case of link rot. According to <u>a new study</u>, 49 percent of the hyperlinks in Supreme Court decisions no longer work.

This can sometimes be amusing. A link in <u>a 2011 Supreme Court opinion</u> about violent video games by Justice Samuel A. Alito Jr. now leads to a mischievous error message.

"Aren't you glad you didn't cite to this Web page?" it asks. "If you had, like Justice Alito did, the original content would have long since disappeared and someone else might have come along and purchased the domain in order to make a comment about the transience of linked information in the Internet age."

https://www.nytimes.com/2013/09/24/us/politics/in-supreme-court-opinions-clicks-that-lead-nowhere.html

Avoiding link rot



The Wayback Machine



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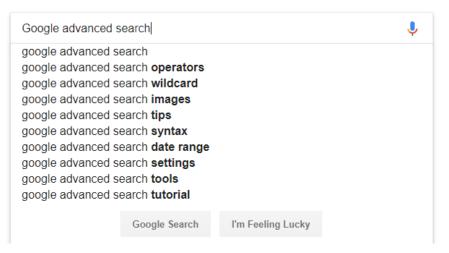
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The super secret Google Advanced Search page





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 - o exclude terms



ADMINISTRATIVE LAW

Administrative law



Legislative

Judicial

Hearings/

adjudications =

quasi-judicial

Executive

Regulations = quasi-legislative

Promulgating regulations



- Agency drafts proposed regulations
- Publish proposed regulations in the Federal Register (Fed. Reg. or F.R.)
- Opportunity for public comment
- Agency drafts final regulations
- Publish notice of final regulations in Federal Register
- Codify the final regulations in the Code of Federal Regulations (C.F.R.)

Administrative law documents



Regulations	Advisory & guidance documents	Decisions & Adjudications
Code of Federal Regulations (C.F.R.)	Varies widely across agencies	Varies widely across agencies
Federal Register	Check agency website, Westlaw, Lexis, BloombergLaw	Check agency website, Westlaw, Lexis, BloombergLaw
FDsys, Westlaw, Lexis, BloombergLaw		
Regulations.gov for proposed regulations		

www.gpo.gov/fdsys



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- Congressional Hearings
- Congressional Record
- Congressional Reports
- Constitution of the United States of America: Analysis and Interpretation
- Economic Indicators
- Federal Register
- Public and Private Laws
- United States Code
- United States Courts Opinions
- Browse All

Moments in History

- President Carter's White House Years and Post Presidency
- The Medicare Law of 1965
- Civil Rights Act of 1964
- Warren Commission Report
- Post JFK Assassination Audio Tape Recordings
- President Nixon's Watergate Grand **Jury Testimony Transcripts**
- The 9/11 Commission Report
- The Financial Crisis Inquiry Report
- Public Papers of the Presidents

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Help ▼

Resources *

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Make a difference. Submit your comments and let your voice be heard.





Retention of EB-1, EB-2, and EB-3 Immigrant Workers and Program Improvements Affecting High- Skilled Nonimmigrant... Closing on Feb 29, 2016

Instructions on Filing a Submission to FAA for applications, petitions, exemptions, and any other items for which a...

Protection of Stratospheric Ozone: Update to the Refrigerant Management Requirements under the Clean Air Act Closed on Jan 25, 2016

Agency Information Collection Activities; Proposals, Submissions, and Approvals: Reporting Requirements for Responsible...

Closed on Jan 25, 2016

Regulatory Impact Assessment and Initial Regulatory Flexibility Analysis Regarding the Customer Due Diligence...

Closed on Jan 25, 2016

Comments Due Soon

Today (19)
Next 3 Days (102)
Next 7 Days (200)
Next 15 Days (392)
Next 30 Days (682)

Next 90 Days (1,007)

Newly Posted

Today (118) Last 3 Days (167) Last 7 Days (511) Last 15 Days (971) Last 30 Days (1,820) Last 90 Days (5,535)



Home About Us Resources Help Connect With

Agency websites



There are hundreds of federal agencies. Here's an index of federal agencies or just Google the name:

http://www.washlaw.edu/doclaw/executive5m.html

Agency websites are a wealth of information, including links to recent bills, statutes, regulations, and decisions

Agency materials are also available on Westlaw, Lexis, and BloombergLaw

Company research



News

LexisNexis

BloombergLaw



NOTE-TAKING TOOLS & TECHNIQUES

Why good note-taking is important



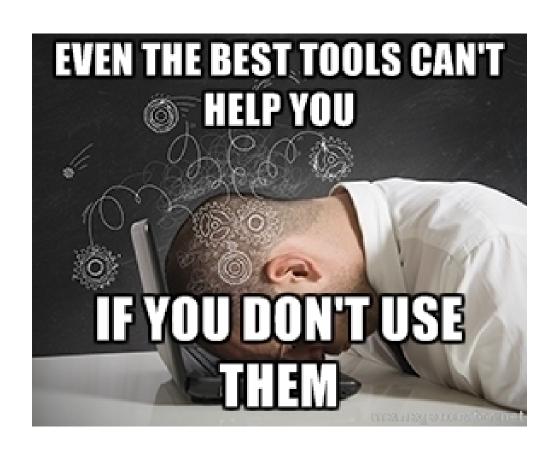
- Bolster your argument
- Avoid inadvertent plagiarism
- Save yourself time and trouble when creating citations



What to look for



- Reference manager
- Citation support for Bluebook style
- Organize and annotate PDFs and other digital content
- Fits your research style--something you will use!!



Note-taking apps













Web content management











Delicious



Document AND citation management



ENDNOTE

zotero





Typical features include:

- Free or premium upgrade
- Web, client, mobile apps
- PDF storage & annotation
- Cloud & local storage
- Web content capture
- Citation style ("bibliographic utility")

Note-taking tips



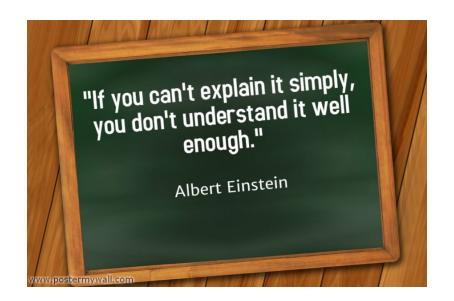
If you cut & paste text from another source to look at later, immediately mark it as copied text & include citation info



Summarizing & Paraphrasing



- Try to do it without looking at the source material
- Not enough to change a few words around, or substitute synonyms
- You literally have to rewrite the material using your own words



Citing the best source



- Don't rely on Source A to tell you what Source B says go back to the original
 - Don't cite Scholar A to tell your reader what Scholar B argued
 - Don't cite a book or an article to tell your reader what a case held
 - Don't cite a case to tell your reader what the statute says

Research log



- Keep a log of <u>where</u> you've searched and what <u>search</u> terms you used (not just what you found)
- This will save you time later

Sources & additional resources



Comparing reference managers:

- https://www.library.wisc.edu/services/citationmanagers/comparison-chart
- http://library.law.yale.edu/researchmanagement-and-citation

Setting up Bluebook style:

 https://www.law.georgetown.edu/library/resea rch/citation-tools/bluebook.cfm

Contact us



Drop by the desk:

- M-Th 9am-6pm

- F 9am-5pm

- Su noon-4pm

Email: <u>Ircrefer@sandiego.edu</u>

Chat: www.sandiego.edu/law/

<u>library</u>

Call: (619) 260-4612

Jane Larrington (619) 260-4766 or jlarrington@sandiego.edu