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# SCALL Newsletter

## President's Column

by Pauline Aranas  
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Welcome to the start of our 2005-2006 year! We started this year inaugurating our Lifetime Achievement Award by honoring Charles Dyer, Director of Libraries, San Diego County Public Law Library, and Richard Iamele, Library Director, Los Angeles County Law Library, for their contributions to SCALL and to county law libraries. We presented this award to Charlie at the Pacific Chapters Joint Reception at AALL and to Richard at his retirement party at the end of July.

On the educational front, Past President Jennifer Berman will represent SCALL at AALL's Educational Summit, September 23-24. Twenty-six AALL chapter and SIS leaders will discuss and plan for future professional development opportunities for law librarians. Conferees will consider what they know and believe about our members' needs, wants and preferences relative to professional development programming. If you have any suggestions or recommendations, please feel free to contact Jennifer.

Plans are underway for the 3rd Annual All-California Chapter Institute. The joint chapter Institute will be held on March 30 through April 1 in Sacramento, California at the Holiday Inn Capitol Plaza. Institute Co-Chairs Patrick Meyer (SCALL), Prano Amjadi (NOCALL), and Ellie Slad (SANDALL) are diligently working on plans to offer an outstanding educational experience for our membership.

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# Roy Tennant Takes a Look at the World of Law Libraries — And Sees a Lot We Could Do Better

by Brian Keefe  
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Roy Tennant who is the User Services Architect at the California Digital Library and a frequent writer and speaker on library topics gave the first Plenary Session speech at this year's AALL Annual Meeting.

Tennant does not shy away from challenging his fellow librarians. He wrote a controversial article calling for the death of the MARC record. He was, in fact, a very appropriate speaker to keynote a meeting whose theme was *Strategize! Values, Visions, Vistas*, for Tennant has been looking at the big picture of libraries. So, on a July Sunday afternoon in San Antonio, Tennant told our audience of law librarians what his survey of libraries and librarians revealed.

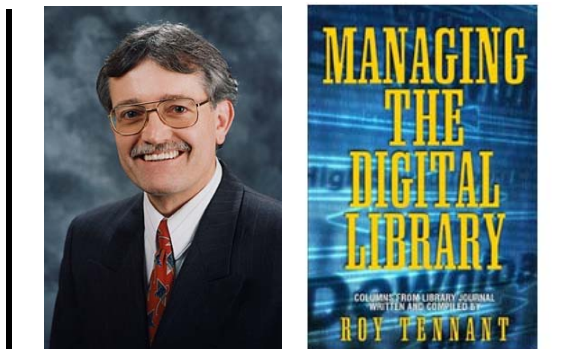
Tennant called for librarians to strategize before it's too late. In his speech, he indicated that what has most typified law librarians' vision for libraries has been a lack of it. In recent years, according to Tennant, librarians have been outsourced, considered irrelevant and marginalized in a variety of ways. Librarians are worried, and Tennant said we should be.

The Internet has changed the world of information. Private industry has outdistanced librarians in making use of this technology. Who would ever have thought that searching for books could be fun? One answer is certainly not those who use the library catalogs that we currently provide. However, Amazon.com has made book searches fun by adding reviews, summaries, cover art as well as digital tables of contents. Amazon.com has created a much more functional catalog than libraries have.

Using a phrase that he has before, Tennant said, "You can't put lipstick on a pig." It is still a pig, he said. Tennant called for wholesale changes in libraries' catalogs, not the kind of cosmetic changes that libraries generally make. Change should instead be such as to make our catalogs robust.

Libraries need to rebuild the infrastructure of libraries to take advantage of technology and to make the library user-friendly. They need to focus primarily on the needs of the users and not those of the library or librarians.

However, the solutions proposed by Tennant for libraries to apply more technological innovations were not so innovative themselves. At least, the annual meeting's newsletter didn't think so. *The AALLmo News* called Tennant's mechanisms



Roy Tennant is a librarian, essayist and author, and a frequent speaker on cutting edge library topics.

*(Images used with permission.)*

for changing the way librarians do things vis-à-vis technology "trite truisms."

Firstly, Tennant said that where librarians can't beat the innovations of private industry, we should join them. He used the example of the mapping system used by Google. This mapping is now being adapted by OCLC's open world catalog project to show which libraries holding a book are closest to the library needing it.

"United we stand, divided we fall," said Tennant. This second point was Tennant's most significant message. Librarians must collaborate more. He urged the sharing of book reviews, bibliographic records and digitized tables of contents. Tennant mentioned Koha, an open source integrated library automation system. He also referred to Liblime, a company that provides vendor support for library open source software like Koha. Another example of libraries' cooperation is the redlightgreen.com system developed by the Research Libraries Group. That system helps college and university students locate books of interest, and then it tells them whether these are found at their favorite libraries.

Thirdly, Tennant said that we must keep what works  
*(continued on page 13)*

## Traveling Sideways Through Continuing Education

by Leonette Williams, Associate Director  
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Many SCALL members look forward to attending the Annual Institute for the opportunity to continue their professional education. This past Institute is a good example of how well the membership's need for continuing education can be met. The 2005 Institute topic focused on intellectual property and provided both lectures on recent developments by attorneys practicing in the field and instructions on doing research on the topic from experienced librarians. In addition to learning something substantive, attendees can network with their fellow colleagues, reconnect with old friends and meet new ones.

Continuing our professional education and socializing at the same time would seem to be reward enough. But do not overlook the chance of yet another added bonus. Every attendee at a SCALL Institute could benefit by speaking to the vendors who support the Institute. There is ample time during the course of the Institute to spend time with each and every one of our exhibitors. The vendors may be highlighting a new product and/or making themselves available to answer questions about their products. Most times, the Institute committee will create a game, which encourages attendees to visit each of the exhibitors. Game participants may choose to enter a drawing and take a chance at winning a prize. In addition, several vendors encourage people to drop off their business cards, which are used for additional drawings.

Yes, participants can win! As a matter of fact, at last year's Institute, I won. Since I've been a law librarian for over twenty years and have practically never missed a SCALL Institute, I know most of our exhibitors enjoy meeting those visiting their booths to speak with them. After finishing my conversation with Carolina Rose, President of Legislative Research, Inc., I dropped off my business card in her basket.

Later, when the winners of the various drawings were announced, I heard my name called. I had won the drawing sponsored by Legislative Research, Inc.: a weekend excursion vacation. The certificate stated that the weekend was to be spent on Catalina Island, but Carolina generously told me any location of my choice was acceptable as long as it was fun and relaxing.

I thanked Carolina for her generosity; my husband and I chose to spend a few days in the Santa Barbara wine country. We stayed at a lovely hotel and spent our days touring the wineries, including the beautiful Sunstone Vineyards and Winery and the award-winning best estate winery, Zacca Messa; driving through beautiful countryside; visiting art galleries in San Olivos and enjoying the local cuisine. For those of you who saw the movie *Sideways*, we visited some of the same places as Miles and Jack, driving the Santa Rosa Road, viewing the River Course at the Alisal, and dining at the Hitching Post. Ignoring Miles' opinion, we enjoyed several glasses of both the Pinots and the Merlots.

Is attending the SCALL Institute worth it? YES!! How many opportunities as law librarians do we have to learn something new for our work, keep apprised of recent legal developments, network with colleagues, catch up with friends, and have a chance at winning a great prize?

The 2006 Institute will be sponsored jointly by SCALL, SANDALL, and NOCALL; look for details in future issues of the *SCALL Newsletter*, and by all means, don't miss it!



*Entrance to Sunstone Winery, Santa Ynez Valley*

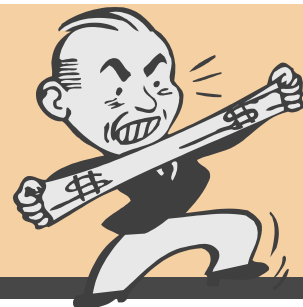
(Photo by Leonette Williams)





# Three Law School Libraries Share Budget Strategies

by Ed Butler, West End Branch Manager  
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The importance of thinking in new ways to respond to changing law library realities was emphasized at an AALL annual meeting panel discussion focusing on financial limitations on law library operation.

Several law school library administrators shared their discoveries and coping measures for the session entitled, "Shrinking Budgets and the Long-Term Impact on Library Collections," in July in San Antonio.

Cost cutting collaboration between the University of Iowa Law Library and the University's general library was described by Caitlin Robinson, Head of Collection Services and Manager of Collection Development at the Law School Library.

The coping strategy of the Georgetown University Law Library, in the face of a whopping budget cutback, was described by that Library's Collection Development Librarian, Doug Lind.

The value of smart, nimble budgeting in the face of financial challenges, changing conditions and growing space costs was discussed by Mike Chiorazzi, Director of the University of Arizona Law Library.

## Cooperation at Iowa

On the question of why libraries should consider collaborating, Robinson noted that there has been an exponential growth in resources, a wider range of formats, and increasing fiscal constraints in recent times. She estimated her legal serials expense has increased 44 percent in the four years between 2001 and 2005, and legal periodicals are increasing 16 to 18 percent per year.

In the meantime, the technological platform (electronic accessing) "has just gotten so good" that it forces rethinking of how resources should be made available.

Robinson said challenges in library-to-library cooperation include the need for good communications, the need to accept risk, the need to be flexible, and the need to rethink evaluations of libraries based upon how many books they have on their shelves. Another factor is the cost of sharing print materials between libraries. The participating libraries must lay out a plan of action that is supported by

library leadership.

Robinson said Iowa has tended to have a print-oriented law library, offering a student body of 700 and full-time faculty of 50 a total of 1,154,749 volumes and volume equivalents. Meanwhile, the acquisitions budget is divided between 80 percent for the general library and 20 percent for the law library.

Ways the two Iowa libraries have worked together include a shared computer system, on Ex Libris-based SFX technology, that allows linking directly from an online catalog to articles that are available electronically. Further, the two libraries jointly outsource cataloging for government documents and a variety of CIS products.

In keeping with the Law Library's strategic plan to develop a depth of historical materials, materials have been swapped between the two libraries on the condition that state residents and university students at large would retain access.

The libraries have also collaborated on a date restriction factor in the catalog, allowing focus on newer arrivals, and share an "open orders report" that allows the libraries to cooperate with each other in dealing with vendors.

Robinson said the two libraries found they had a 7 percent duplication of resources, something she is striving to reduce.

## Belt Tightening at Georgetown

Lind of Georgetown sees the shrinking budget issue for law libraries as having become much more pronounced in the past five years. Priding itself as a research library, Georgetown had been generously funded until about 2002. Then the dean gave them the sobering news that they'd have to cut back a third in three years, and now the current approved budget is the same as it was in 1997.

Lind said resulting analysis showed the Library was spending much more money on the same material in different formats. Georgetown ended up canceling much in the way of duplicate materials.

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## Identity Theft: A Growing Problem

Presented by Mary E. Matuszak, Sara R. Paul, Aaron Karczmer and Antonia Merzon  
AALL San Antonio, July 19, 2005

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One of the programs at the AALL Conference in San Antonio, Texas that caught my attention was one entitled Identity Theft and Personal Identifying Information. This hot topic session was held on Tuesday, July 19, 2005, and was well-attended.

Identity theft is a common crime in which a criminal obtains a victim's personal identifying information to commit fraud or other crimes. The criminal will assume the person's identity to escape law enforcement or to begin a new life. The bulk of identity fraud cases involve people the victim knows on a personal level—acquaintances, family members, relatives, friends, co-workers and employees. Last year, about 9.3 million people in the United States had their identity stolen, resulting in a total annual loss of \$52.6 billion. Identity theft cases are the most difficult to prosecute because they involve crimes across many states.

Criminals obtain a victim's identity from dumpster diving in residential and business areas, stealing personal mail (such as bank statements and credit card applications), committing robberies or pick pocketing, perpetrating various telephone/fax schemes, or victimizing an individual at his or her workplace (by gaining unauthorized access to the employee's computer). A victim's identity may be stolen by "phishing" or "pharming" Internet scams where personal information can be obtained fraudulently and then purchased by others for criminal purposes; by gaining access to electronic databases through data broker and bank/credit card breaches; and by "skimming" credit card numbers directly into the criminal's computer for illegal use. Skimming may occur in such businesses as car rental companies, fitness clubs, cell phone stores, department stores, and financial institutions where credit card information is stored.

What preventive measures should one take to avoid becoming a victim? The first step is to notify immediately local law enforcement agencies and to file a police report. Next, contact all three major credit bureaus (Experian, Equifax, and Trans Union Corp.) to close compromised accounts and to place fraud alerts on them. Then, request a copy of the report from each of the reporting agencies. Re-

view the credit report for inaccuracies and for unauthorized accounts. Report lost or stolen credit cards, and shred all bank statements and other personal information. Unfortunately, victims spend an average of 28 hours repairing their credit. Next, contact the Social Security Administration, the Internal Revenue Service, the Securities and Exchange Commission Office of Investors, the United States Department of State, and the United States Department of Education. Finally, obtain a firewall and antivirus software to protect your computer database from hacking. Avoid sending sensitive information unless the website is secure; do not use the auto-log feature; and do not respond to email requests that are not familiar. By following these safety measures, identity theft can be prevented and damage can be minimized.



## President's Column (cont.)

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Many thanks to those who volunteered their services to chair and to serve on committees this year. When I was a neophyte SCALL member, I recall a phone call I received from then President Earl Weisbaum. He asked me to chair a SCALL committee. I had just started at USC Law Library as a reference librarian. My first thought was, "What did I know?" and "Shouldn't a more experienced member be appointed as chair?" After consulting with my USC colleagues, I took up the challenge and found it a rewarding experience. I know other SCALL members share the same sense of reward given their remarkable commitment of time, energy and effort to this Association.

I'd like to take this opportunity to express my gratitude to Karen Lasnick and Diana Jaque for their service on the Board. I will miss their leadership and sage advice. Welcome to new Board member Paul Moorman and welcome back to Patrick Meyer. This summer the Board has been hard at work carefully reviewing the recommended changes to the Policies and Procedures Handbook as submitted by Larry Meyer, Chair of the Special Committee. We can look forward to an exciting year, culminating in the celebration of AALL's centennial anniversary in St. Louis in July.

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## A Message of Support From SCALL

by Pauline Aranas, SCALL President

On behalf of the SCALL Board, I wish to express our support and concern for all our friends and colleagues and their loved ones in Louisiana, Mississippi, and Alabama. We send our wishes for your safety and well-being.

AALL has established a web blog, AALL LawLibAssist (<http://aallnet.typepad.com/katrina/>) to help gather information from and about our community. The AALL website also provides links to the American Red Cross, United Way, and Noah's Wish (<http://www.aallnet.org/index.asp>).

SCALL Board members plan to work with AALL's leadership to brainstorm for ideas on how best AALL as an association can help and partner with others to provide assistance to our devastated colleagues. For example, several libraries across the nation and in Canada suggest that those who are in a position to do so should hold on to their duplicates for at least the next few months until we can determine whether any affected library needs assistance to rebuild. If any SCALL member plans a major library move or may downsize this fall/winter and lacks space to keep discarded items, please contact a SCALL Board member. We will try to work with you to find some storage space.



# Indexes, Taxonomies, and the ™ Generation

An Educational Program at AALL in San Antonio, 2005

Reported by Bill Ketchum, Reference Librarian  
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*Indexes, Taxonomies, and the Google Generation* was the title of a program moderated by Marilyn Bromley, Library Director at BNA, at AALL's Annual Convention in San Antonio in 2005. The panel included Chuck Knapp, Indexing Manager for BNA's legal services; Dan Dabney, Senior Director for Taxonomies and Subject Access Research at Thomson West; Irene Good, Educational Technology Specialist, Legal Information Librarian, and Lecturer at Boston College; and Christine Graesser, Legal Information Specialist at Brown, Rudnick, Berlack & Israels LLP in Hartford, Connecticut.

## Google Generation

"Google Generation" refers to people who grew up with computers and web and text searching. Many of them find text searching easy and think that what they find this way is good enough. They need to be taught the benefits of indexes and taxonomies. Indexes work, according to Chuck Knapp, because of human input. A human being has taken the time to read all the material and to analyze, classify, and organize it, so that it is easier to find.

"Will indexes be obsolete if all information becomes electronic?" he asked. In an engaging and persuasive presentation, he showed that, in a research experiment, law students got more right answers faster when they used indexes than when they used text searching. The law students and the researchers saw that there are legal research questions that are very difficult to answer using a text search. If you have very specific facts or proper names, you may be lucky. However, he said, "in subjects where language choices are not universal, such as wrongful termination, " which may be called "wrongful discharge," "retaliatory discharge," or simply "firing," you may need the indexer's input to bring these materials together. Thus, when you want all the relevant material on a topic or when you need to know how various topics and sub-topics relate to one another, you may miss a lot if you rely on text searching.

## Taxonomies

We call a system of classification, especially a hierarchical one, a "taxonomy," (a term familiar from high school biol-

ogy). West's Key Number System is a taxonomy of legal concepts. A system thus organized with entries and sub-entries to show the contexts in which a term is used (and that it may occur in more than one context) can be extremely useful to a researcher. Dan Dabney pointed out that in law we often want not only the answer to a question, but also the limits of that answer, such as when and how a rule applies or does not apply. In text searching you do not see these "boundaries." You "don't have a good map of the information space," he said.

## In Law Schools

Irene Good explained how to teach law students the benefits of using an index. She said we should lecture first and explain that using some sort of classification scheme in the search will eliminate "false positives." It will also yield results that do not contain the search terms, results that a text search would have missed. Research should begin with material that someone (the indexer) has already selected for researchers of the same topic to look at.

## In Law Firms

Christine Graesser, who has academic and public law library experience, now works in a law firm. She said that researchers do not reject indexes and taxonomies out of hand but "look for any port in a storm." They want "whatever suits their practice and their cognitive style, but the 'path of least resistance rule' also applies." They will use the easiest tool even if it is not the best tool. Attorneys "will not use anything that is not right in front of their noses unless it's worth it," she added. Taxonomies, indexes, and free-text searching all have value, she said. She recommends the first two when the researcher is not already familiar with the topic, which is much of the time. Use free-text searching in Lexis or Westlaw to supplement other research or to research a rapidly developing topic, she recommends, because the material may be too new even to be included in an index.

Ms. Graesser advises indexers and catalogers to make their systems (1) "consistent with other systems" such as West's Key Number System and with existing systems in their organizations; and (2) easy to understand and sum-

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# Managing Difficult Conversations

Presented by Michael Moffitt  
University of Oregon School of Law  
at the  
AALL Conference, San Antonio, July 20, 2005

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Many moons ago when I was a teenager and fresh on the dating scene, I remember one young woman who I wanted to meet. She was beauty personified. Her hair was like fine spun gold, her eyes like two blue lagoons, her skin like silk, and her voice was that of a hundred angels singing praises to Bret. Anyway, despite my many attempts to get to know her, nothing I said would convince this vision of beauty that I was her Prince Charming or, at the least, that she should go with me to the Sadie Hawkins dance.

The problem with new introductions is that you never know if what you intended to say is actually communicated to the receiver, or if the receiver is in a position to receive your message. In my case, my message of “I love you and think you’re beautiful” might have been interpreted by my vision of beauty as “Hold still while I ogle you from a distance.” Not what was intended, of course, but that was the message probably received by her. Of course, all this miscommunication could have been avoided had I been able to listen to Michael Moffitt of the University of Oregon School of Law, who presented his “sermon” on *Managing Difficult Conversations* at the AALL Annual Meeting in San Antonio on July 20, 2005.

According to Mr. Moffitt, people tend to erect barriers when engaging in discussion with others. Some of the barriers to effective listening include Judging (*You’re wrong. That’s not what happened*); Defending (*Whatever happened, it wasn’t my fault*); Problem-Solving (*The way to fix this is to....*); Anticipating (*This is like what happened to me when I ...*); and Daydreaming (*I wonder what we’ll have for dinner tonight*). Any of these barriers can sidetrack a conversation and prevent the message from being conveyed and understood as intended.

What librarian has not had a belligerent patron storm into a library and demand to be heard? No matter the patron’s own defensive barriers exhibited; what barriers do we, as information professionals, convey to our patrons? Anticipating? (*If you’d just stop yakking for five seconds, I’d tell you what you want to know*); Judging? (*Yadda, yadda, yadda. This person doesn’t really have anything to say*); Daydreaming? (*Calgon, take me away!*).

Another problem confronting persons trying to communicate ideas is that what people may think or feel often differs from what they say. Because 55 percent of communication is by body language, 38 percent by vocal cues, and only seven percent by words, this “gap” between what is spoken and what is heard increases if the receiver is either not prepared to receive the message or is experiencing feelings of resentment against the speaker.

Notwithstanding the barriers to communication, there are ways we can better convey our message. First, Mr. Moffitt suggests inserting the word “passionate” into a conversation. For example, “I see that you are passionate about this issue.” This word helps the listener relax as he or she sees that we are empathic to their cause; and it helps place the person in a better light within our own minds.

Second, if something is said (for example, the use of swearing or other offensive language) that produces in us a reaction of disapproval, say “ouch” or “does that work for you when you use that language?”

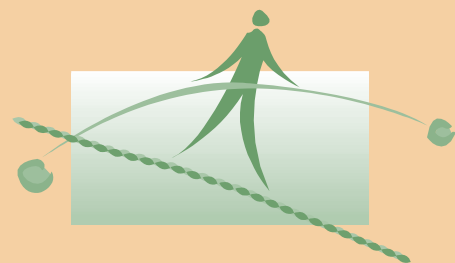
Finally, we can examine the other person’s perspective and summarize what we have just heard. Things to listen for may include where they went on vacation, where they live, anything about their family (such as the number of their children), and any holiday or future vacation plans.

So the next time you are preparing to tackle a difficult conversation or just want to ask that special someone to dance, take a deep breath and go slow. Heck, if that doesn’t work, just picture the receiver of the message in their birthday suit—that always works for me!



## Martin's Adventures in the Exhibit Hall and Through the Power Point

by Martin Korn, Head Librarian  
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I spent part of July in the steamy heat of San Antonio this year. This was the first time I brought the rest of the Korn patch to watch me go to work in another city for a change. I have to thank the Local Arrangements Committee for a very enjoyable "Family Fun Round-Up" the evening before the start of this year's meeting. We had a good time at the social events we could all attend; in fact, my five-year old said that "Daddy's parties" were the best part of our Texas travels.

Down to brass tacks, what did I think of this year's Exhibit Hall? Since I didn't visit every booth, and in fact missed quite a few, I'm only going to point out a few highlights and fall into a hazy dream state where I will both rant about vendors in general and wax poetic about some wishes for a vendor world full of all things good and wonderful.

### What I Liked.

OneLog by ITS—I really liked this product. It assists in cost recovery, tracks usage, monitors general traffic, selectively blocks access, and even makes toast. Okay, the last part isn't exactly true, but all the other stuff could really come in handy. The hard part is getting my IT department interested. Both Lexis and Westlaw have similar products that require careful examination; but if you are looking for a stand alone product that isn't tied in with a whole host of other licenses, then OneLog is an excellent option.

Courthouse News—I'm so glad they came this year. I finally got to meet the people behind the telephone voices. I was really interested to hear about their new alert delivery options.

ALM—These folks really know law firms. I especially enjoyed their breakfast seminar; hearing their take on law libraries was very interesting and encouraging.

Oceana—They really know their stuff. Now I have someone to call for questions related to "unique" foreign law resources. If I can only get them to publish a compendium on foreign competition law (that goes for you, too, Kluwer!). Disclaimer—my five-year old is best friends with the daughter of one of their authors.

Kluwer—I was really pleased to see their new customer accounting interface. Also their partnership with Lesiant

has provided me with some interesting options.

Sheshunoff—It seems that coming out from the cover of Thomson is a good thing for both Sheshunoff and their customers. They were the first vendor ever to ask me for advice on how to price a product still in development. Still a work in progress, however, and it remains to be seen how they will finally turn out.

### Dream State On, Rant Mode.

Why is it that vendors so often shoot for the moon? One vendor explained to me that the reason they do not yet distribute their newsletters via email is because they are taking the time to create a wonderful searchable archive of all their back issues, and include them in a larger database of other newsletters that would allow users to search across multiple titles at the same time. From my perspective—who cares? Get the newsletters out on email now, and in PDF for crying out loud! For the most part newsletters are important for current awareness. It is extremely rare for someone to ask librarians to "please search the last 60 issues of the *Banking Report* for any discussion of GLB." Much more common is the request for "an article in the *California Hygiene Law Monthly*, written by John Smith in the first half of 2000." If I need to conduct a free text search in a newsletter, I'll most likely be able to do that with Lexis, Westlaw, ProQuest, etc. It would be far more helpful for the publisher to simply put their print subject indices online, along with links to the individual issues. That would allow us to free up shelf space, the vendor would save loads of money in postage and handling, and everyone would be happy. Leave the big searchable archives to the aggregators. They have the experience and the search engines already in place.

Frequent demo/sales pitch visit programs—Okay, I'll admit it, I got hooked this year. What is really funny is how my kids determined which of the two anchors got the majority of my exhibit hall time—no one warned us that the indoor climate of a San Antonio summer is similar to a Siberian winter. When my daughters discovered that a large blanket was available, I was cast into the sea of blue for more than half my allotted vendor time, not allowing me enough time to visit with all the other vendors on my list. I've since come to the realization that I don't need to spend much time at all with the frequent demo/sales pitch visit

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## Martin's Adventures (cont.)

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programs. Those vendors already come to my office regularly, repeat almost all the same demonstrations a month later back home (with food, too!), or will offer a private demo just for the asking. (They do hire *really* good library relations representatives.) What I need to do is spend more time with both the smaller and newer vendors; they have much to offer and this is often their only opportunity to get in front of us.

Where was Business Laws, Inc.? I want to know more about this excellent publisher. Come to think of it, where were CEB, James Publishing, Executive Press, American Legal Publishing, Patent Publishing, LawMemo, IP Law Bulletin, Merlin Information, Daily Journal, etc.....? The law librarians are all waiting to give them money.

Where was the ABA's publishing arm? I'd really like to talk to them about the books they sell (and how they sell them).

What was with that bead booth?

And, oh yeah, I didn't win any raffles or anything. That just doesn't seem right.

### Switching to Utopian Visions Now.

As I mentioned previously, I'd sure like the individual newsletter publishers to stick to providing content. Let the behemoths manage the big searchable databases. Just giving us a good index (which most have already done in

print) with copies of the old issues is adequate, and it saves everyone time and money.

Change the Exhibit Hall. This year you had to walk past most of the booths to get to the big anchors in the back; that was a good thing. I'd almost like to see them in a completely different area, however. That would allow librarians who only see them once a year to spend more quality time with their representatives, and at the same time give the "little guys" more face to face time with their existing and potential customers. I'd really like to see AALL focus on the smaller vendors even more in the future. Also the Chapter and SIS displays shouldn't be hidden in the back as if we were embarrassed by their presence. Put those in the middle aisle and have the vendors placed on either side.

Hold a CRIV program right in the Exhibit Hall. I want the vendors to hear the good and bad, right there, close to their laptops and connected to their home offices.

Lower prices on just about everything.

More tote bags. With wheels. And umbrellas, too.

Well, that's about it. I'm sure I've forgotten much; there were many bright and shiny objects to distract me this year. Next year, I'm definitely going to try and follow my own advice so I don't run out of time again—focus on the "smaller" vendors.

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## Don't Miss the SCALL Fall Event!

See  
Page  
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For  
Details



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For  
Details



## Cultural Diversity: How Are You Managing?

by Victoria Williamson, Reference Librarian  
University of La Verne Law Library  
williamv@ulv.edu



One of the many benefits of attending conferences like AALL is the variety of programs presented. Of course, the downside to this is when two or three equally interesting programs occupy the same day and time slots. This year I didn't have as much difficulty making my choices as I had in previous years. One piece of sage advice I received back when I attended my first AALL conference was to choose at least two programs outside my field but of interest to me nonetheless.

*Managing for Cultural Diversity* was one such program. Presented on a Monday afternoon, the program kicked off with skits depicting the different styles managers and employees of different cultural backgrounds use when they interact and communicate with one another. One scene showed an Asian employee casually talking about her vacation plans to her African American boss. Interestingly, the dynamics between the two individuals change as the ethnicity of the characters playing their roles change. For example when the characters are played by two individuals of the same ethnic background, there is less discrepancy between what is going on in their minds and what is actually being said to each other. Each person's eye contact, body language, tone of voice and manner of speaking varies considerably depending on his or her ethnic background. The program discussions touched on how an understanding of an individual's traditions, values, religion, and artistic expressions contributes to effective communication and ultimately, in successful work relationships with that individual.

According to a recent *Wall Street Journal* article, managers who have the ability to recognize and understand cultural differences and are capable of getting the best out of their employees—regardless of age, culture, background, nationality and religion—are rare and in demand. Managers or not, librarians benefit from learning how to communicate and interact effectively in a culturally diverse workplace. Dorinda Rolle, President of Rolle & Associates, a management and consulting firm that offers services in strategic planning, board development, corporate training, etc., to both businesses and nonprofit organizations, spoke on the value of cultural diversity in the workplace and the strategies of successful cultural diversity management.

What is cultural diversity? Culture can be defined as traditions, values, religion, and artistic expressions of a people group. Diversity includes race, gender, age, language, and physical characteristics that make us different from one another.

At the outset of the discussions, the following basic assumptions were made:

1. Diversity is a good thing. It makes good business sense.
2. The world is changing. We are becoming an increasingly global community and a culturally diverse workforce.
3. Don't assume anything about anybody.

While the United States is often regarded as the great melting pot where people from a variety of ethnic origins assimilate into a single society, the idea of assimilation is not too applicable in today's global work environment. Assimilation is taking on the traits of another culture and leaving the culture of origin behind. Acculturation is the taking of one or more cultural traits of another group resulting in a new and blended culture. Neither assimilation nor acculturation is a realistic approach to diversity at work. Both have become outdated and not an appropriate "ideal" for a nation that is as diverse as the United States.

Multiculturalism is a more realistic and "ideal" approach to diversity at work. Multiculturalism refers to many cultures, and in diversity work it means valuing the differences of others and creating an environment that does not require assimilation. It is based on the idea that cultural identities should be maintained and valued, not discarded or ignored.

Cultural diversity matters to each and every one of us, personally and professionally. It is important to recognize and respect the different racial, ethnic, and gender backgrounds in our society. Different cultural groups have different values, styles, and personalities. Recognizing and understanding these different values, styles, and personalities facilitates effective communication and creates a

(continued on next page)





## Google™ Generation (cont.)

(continued from page 8)

marize so that people can use them “on the fly.” Patrons need information quickly, and librarians need to be able to explain quickly how to use a research tool.

She recommends identifying particular patrons who might benefit from a particular taxonomy or index tool, such as a litigator who may have forgotten about the West Key Number System and the digests and then offering them brief instruction. Such a person may be using just Lexis or Westlaw free-text searching. She says we should limit what we try to teach so as not to overwhelm the researcher, and that we should be ready on a moment’s notice to instruct on a research tool.

### In Public Law Libraries

State, court, and county law libraries open to the public have the different challenge to provide legal information for patrons they may see only once, patrons who range from lawyers to pro pers. These libraries have little chance for follow-up with their patrons. They also typically do not offer classes, so they must always be ready to offer one-on-one instruction to patrons on the various search tools including indexes and taxonomies, and they

must use the reference interview to determine which patrons will benefit from this instruction.

### Challenges and Recommendations

Two of the well-known challenges to librarians are the large volume of research tools to learn and the shortage of time to learn them. Ms. Graesser says we have to keep up anyway. She regularly reads LLRX and other sources. She adds that we must have active channels of communication with our patrons, such as newsletters, email alerts and, where possible, hand-delivery of research results to law firm members, many of whom who email their reference questions. We should do this to keep our patrons informed about effective research tools and about what is available in our libraries. This helps the patrons and markets our products and services as librarians, both to our users and to our funders, and other supporters. These recommendations are valid for all law librarians.

*Readers may purchase recordings of the educational sessions from the 2005 and earlier AALL annual conventions via [www.aallnet.org](http://www.aallnet.org) (Click on Annual Meeting, then on “Handout Material and Audio-tapes”) or [www.mobiltape.com](http://www.mobiltape.com) (Click on “Educational” and follow the links).*

## Roy Tennant (cont.)

(continued from page 3)

and discard what doesn’t. He said that most of our finding tools should be discarded because they “suck.” Librarians are the only ones who like to search for something more than to find it. There is a distinction between these, and we should be aware of it.

To truly keep pace with what is happening about us and to remain relevant, librarians must focus on the needs of our users rather than on those of libraries or ourselves. We should do a “needs assessment” to determine what our patrons really want.

Librarians must continue to learn, to learn constantly, and challenge ourselves to do better. We must move faster to put technology to use and our professional association, AALL, can help us to do so.

## Cultural Diversity (cont.)

(continued from page 12)

workplace environment that supports and values all cultures. The speaker offered the following strategies for successful cultural diversity management:

Clearly communicate expectations. Learn to listen and probe for understanding. Build authentic and significant relationships with people one regards as different. Treat employees as individuals and learn about their cultural and personal values (and cultural value systems). Accommodate diverse learning styles. Become aware of your personal values, biases and your comfort level with people who are different from you.

In essence, the best strategy is to apply the “Platinum Rule”—Treat others as they want to be treated. By communicating and building relationships, you create an environment where people get to know each other better and work together more effectively.





## Richard Iamele Honored at Gala Event

by Bill Ketchum, Reference Librarian  
San Bernardino County Law Library  
williamk@sblawlibrary.org

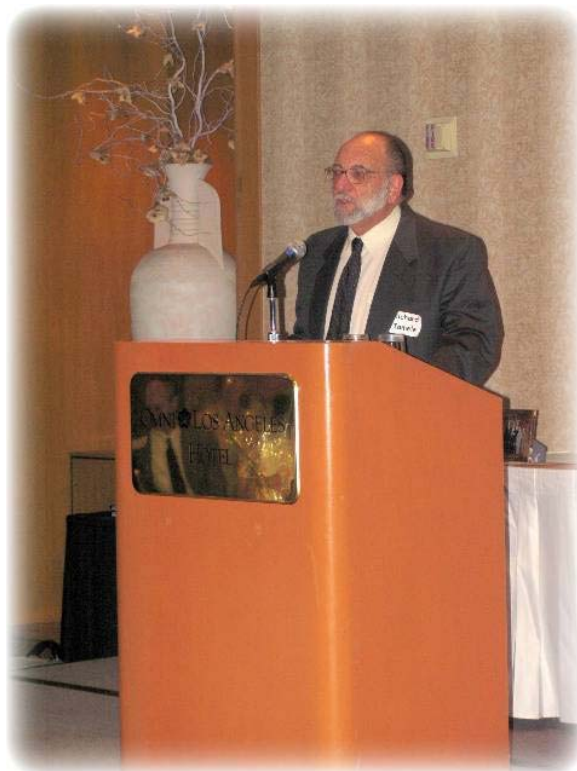
Colleagues and friends of Los Angeles County Law Library Director Richard T. Iamele honored him Friday evening, July 29th, with a wonderful retirement dinner and many tributes at the Omni Hotel in Los Angeles, near the Law Library where Mr. Iamele had worked since 1971. He had served in both cataloging and reference before becoming Director, a position he held for the past 25 years.

Certificates, plaques, and various gifts came from representatives of the California State Assembly, the Los Angeles County Board of Supervisors, the Los Angeles County Superior Court, the Los Angeles County Bar Association, the Southern California Association of Law Libraries, the staff of the Los Angeles County Law Library, and the Law Library's Board of Trustees. SCALL's immediate Past President Jennifer Berman presented the organization's Lifetime Achievement Award to Mr. Iamele in recognition of his many years of service. Susan Steinhauser, Esq., President of the Board of Law Library Trustees, emceed the evening. She praised Mr. Iamele for enhancing the public's "access to quality information and therefore access to justice" with his "practical and realistic solutions to difficult problems." She ended the formal part of the evening saying, "Remember how important it is to have top-notch people like Richard and Marcia [Koslov, the incoming Director] working for us!"

*(More photos on next page)*



*Photos by Robert Wright*



*SCALL Past President Jennifer Berman presents Richard Iamele with the Association's Lifetime Achievement Award.*

*Richard addresses colleagues, friends and other well-wishers at his retirement dinner party.*

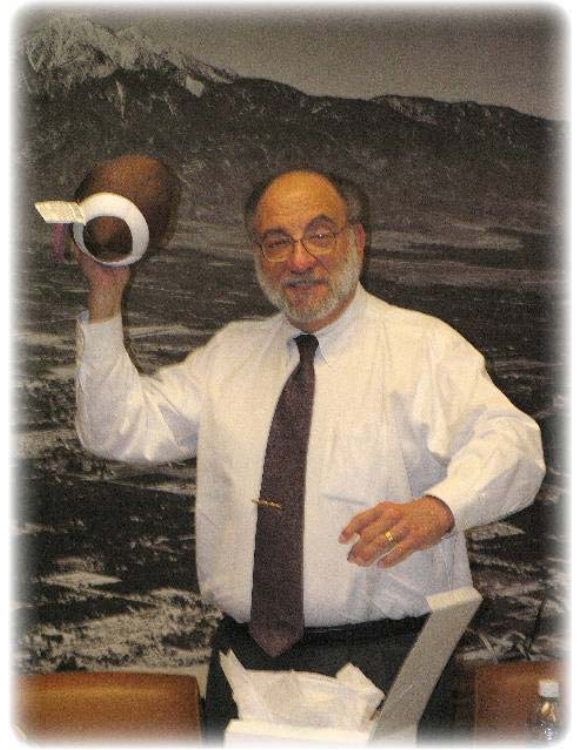


## Richard Iamele (cont.)

(continued from page 14)



*Los Angeles County Law Library Board President Susan Steinhauser presents Richard with a plaque.*



*Go long! The "game ball" presented to Richard by the LACLL Board at his last Board meeting.*

*Photos by Robert Wright*



*Congratulations and best wishes, Richard!*

*From left to right:*

*Patrick Meyer, Paul Moorman, Cornell Winston, Jennifer Berman, Leonette Williams*



## Membership News

### Welcome New Members!



Tina Dumas, Reference Librarian, Nixon Peabody LLP

Keith Gurtzweiler, Recruiter, Library Associates

Barbara Huff-Duff, Analyst, City of Hope

Elizabeth Kanavina, Reference Librarian, Irell & Manella LLP

Leon Kaye, Sales Representative, 10K Wizard Technology LLC

Sheila A. Kern, Librarian, Davis Wright Tremaine LLP

Kelly Kilgannon, Account Manager, Practice Technologies

Eileen Martner, Library Manager, Robins Kaplan Miller & Ciresi LLP

Kim Perry, Inter-Library Loan Specialist, Dickstein Shapiro Morin & Oshinsky LLP

Karol Pfeifer Howard, Reference Specialist, Bryan Cave LLP

Sarah Rankin, Assistant Librarian, Proskauer Rose LLP

Ellie Slade, Reference Law Librarian, San Diego County Public Law Library

Linda Spath, Librarian, Nixon Peabody LLP

Erin M. Walsh, Office Administrator, Dickstein Shapiro Morin & Oshinsky LLP

Brian Williams, Foreign/International Law Specialist, University of San Diego Legal Research Center

Jean-Paul Vivian, Assistant Librarian, U.S. Courts Library

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**Please send in your renewals to be included in the 2005/2006 SCALL Membership Directory.**

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Any corrections, changes, or additions to your membership information should be sent to:

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Chair, SCALL Membership Committee  
Latham & Watkins LLP  
650 Town Center Drive, 20th Floor  
Costa Mesa, CA 92626-1925  
Tel.: (714) 755-8289  
Fax: (714) 755-8290  
E-mail: karen.o'donnell@lw.com





## SCALL Conducts Annual Business Meeting

by Ed Butler, Reference Librarian  
San Bernardino County Law Library  
edb@sblawlibrary.org



Transfer of the gavel to new President Pauline Aranas highlighted the June 29th annual business meeting of the Southern California Association of Law Libraries.

Outgoing President Jennifer Berman received a floral gift at the meeting held in a courtroom of the historic Pasadena courthouse of the Ninth U.S. Circuit Court of Appeals.

Meeting business consisted chiefly of officer and committee reports after a supper of catered sandwiches, salads and pastries.

Berman noted that the three California association chapters are planning to host jointly the 2006 annual Institute to mark the centennial of the American Association of Law Libraries. She also noted that SCALL had recently completed the first revision of its policy and procedure manual.

Among highlights of individual reports:

- The Treasurer's Report put the annual SCALL budget at \$38,400.
- The Archives Committee is setting up an archives page for the Association website.
- The Government Relations Committee is keeping an eye on pending legislation, such as a proposal for uniform filing fees in the state courts.
- SCALL distributed \$3,000 in grants during the recently concluded fiscal year.
- Twenty interns were placed with employers during the year as part of the Association's Inner City Youth Program.
- SCALL had 366 members on June 13, 2005. A directory of membership was at the printer's as the report was given.
- A total of 87 job announcements were advertised by SCALL through a link from the online Newsletter to the placement page.
- A new edition of *Locating the Law* publication is being planned.

## Inner City Youth Committee Announces Grants Received

by Jan Goldsmith, U.S. Documents Bibliographer  
Young Research Library, UCLA  
jgoldsmi@library.ucla.edu

The Inner City Youth Committee is proud to announce that through the efforts of our fearless co-leader, Brian Keefe, we received \$20,000 in grants this year, our 13th consecutive summer program.

We received a grant for \$2,000 from Westlaw, and Northrop Grumman awarded us \$5,000. We have also received \$10,000 from Washington Mutual, and \$3,000 from our own generous SCALL Board. We also received a donation from Retrieval-It and will be receiving one from Legislative Intent Service. The grants allowed us to fund 10 student internships in academic and public organizations, such as local law schools, county law libraries and court libraries. These institutions usually cannot pay the students' wages.

ICYIP would like to thank all our donors. We are very grateful for their generosity. We would also like to thank all our host sites again for their years of support. Without them, the program would not be possible!

For the first time this year, we have placed an intern in the District Court of Appeals. Thanks to Carol Ebbinghouse for this new site.

Thank you, Brian, and thanks to all of SCALL for both financial and "moral" support over the last 13 years. Your generosity during the Institute raffle was particularly appreciated.

# Minutes of the SCALL Executive Board Meeting Culver City, California December 2, 2004



A regular meeting of the SCALL Executive Board was held on Thursday, December 2, 2004 at San Gennaro Pasta Café & Bar in Culver City. Board members present were: Jennifer Berman, President; Pauline Aranas, Vice-President/President-Elect; Jessica Wimer, Treasurer; Jim Senter, Secretary; Diana Jaque, Past President; and Tom Fleming, Board Member. Board Member Karen Lasnick was unable to attend.

A quorum being present, the meeting was called to order at 4:52 p.m.

## I. Approval of October 12, 2004 Board Meeting Minutes

Jessica moved to dispense with the reading and approve the Minutes of the October 12, 2004 Board Meeting. Diana seconded and the motion was approved.

## II. Treasurer's Report

Jessica distributed the Treasurer's Report, showing total assets to date of \$35,163.08.

## III. Secretary's Report

Jim thanked Tom Fleming for taking the Minutes of the October Board Meeting.

## IV. President's Report

### A.) *AALL Pacific Chapters Reception*

Jennifer reported that we will be coordinating the Pacific Chapters Joint Reception with NOCALL, SANDALL, WESTPAC and LLOPS, Sunday night at AALL before the opening dessert bar reception. West Group is donating \$4,000 for the reception and there is \$300 left over from the reception at the last AALL. WESTPAC has volunteered to coordinate the reception at AALL in 2006.

### B.) *Life Members*

The Board will present the name of Belinda Sanders to the membership at tonight's regular meeting as a candidate for Life Membership in SCALL.

### C.) *AALL VIP*

The Board needs to begin thinking about possible candidates for VIP sponsorship to AALL. Registration fees will be paid by AALL for up to two VIPs from each chapter.

## V. Vice-President/President-Elect's Report

Pauline reported that she and her team are finalizing the logistical details with the hotel for the upcoming Institute in Palm Springs. Lexis Nexis is sponsoring the Saturday luncheon and will host a pre-conference program Thursday afternoon. West is sponsoring the Friday night opening reception and will host a pre-conference program on Friday morning. The hotel is offering a special rate of \$139 for Thursday and Friday night stays, \$149 for other nights. Registration mailing should be going out in early January. There are a number of great speakers lined up, with several more to go. Exhibitor letters are being sent out.

(continued on page 21)





# SCALL's Fall Meeting and Event

## Preview the Renovated USC Law Library!

### Hear a Distinguished Speaker! (TBA)

**Date:**  
**Place:**  
**Time:**

**Tuesday, October 18, 2005**  
**University of Southern California**  
5:30 p.m. — 6:30 p.m. No-host bar in the fountain area of the USC University Club  
6:30 p.m. — 7:30 p.m. Dinner, University Club  
7:30 p.m. — 8:15 p.m. Dessert and Speaker's Presentation

**Menu**  
**Choices:**

Braised quarter chicken with tomatoes, red wine and olives served with mashed potatoes and sautéed spinach.....  
Grilled Pacific Snapper Vera Cruz served with black beans and Spanish rice.....  
Mostaccioli pasta with roasted peppers, eggplant, feta cheese and marinara sauce (vegetarian).....

**Cost:**

**\$26.00\***

\*The USC Law Library has underwritten a portion of this event. Additionally, the SCALL Executive Board has graciously approved for SCALL to subsidize the parking fee. Parking is available at USC Parking Structure X. Enter at Gate 3 on Figueroa Street (between Jefferson and Exposition Blvds). For a map showing the parking structure and University Club, go to [www.usc.edu/bus-affairs/uclub/about/map.html](http://www.usc.edu/bus-affairs/uclub/about/map.html).

**What to Do:**

Submit your registration and check for \$26 (students half-price) by Friday, October 14th to:  
Brian Raphael  
USC Law Library  
MC0072  
Los Angeles, CA 90089-0072  
Questions? Contact Brian Raphael at (213) 740-6482 or [braphael@law.usc.edu](mailto:braphael@law.usc.edu)

Name: \_\_\_\_\_

Affiliation: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

Menu Choice: Chicken \_\_\_\_\_ Fish \_\_\_\_\_ Vegetarian \_\_\_\_\_



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## Minutes (cont.)

(continued from page 18)

### VI. Committee Reports

The Board received and read all committee reports by email, and those reports are filed with the Minutes of this meeting.

### VII. New Business

Victoria Trotta, President of AALL, will be attending the Institute as our special guest, and will be speaking at the closing luncheon on Saturday. If her schedule permits, the Board will take her out to dinner Friday evening following the opening reception.

Pauline moved that the meeting be adjourned. Diana seconded the motion and the motion passed unanimously. The meeting was adjourned at 5:38 p.m.

Respectfully submitted,

Jim Senter  
SCALL Secretary

### Addendum

At the dinner meeting of the regular membership on December 2, 2004, Board Member Tom Fleming moved that Belinda Sanders be awarded Life Membership in SCALL. Laura Cadra seconded, and the motion carried unanimously.

### **NOTE: ADDITIONAL MOTIONS MADE AND BUSINESS CONDUCTED BY EMAIL**

1. December 22-23, 2004. Present by email: Berman, Aranas, Wimer, Senter, Lasnick, and Fleming. Diana Jaque was unable to attend.

Pauline moved that the Board approve an increase in fees (as noted below) for the 33rd annual SCALL Institute, *IP for the IP: Copyright, Patents and Digital Technology for the Information Professional*, to be held March 4-5, 2005 at the Embassy Suites Hotel in Palm Desert, California. Fee proposal—*SCALL members*, from \$95 to \$100 (late fees from \$105 to \$110); *non-members*, from \$105 to \$110 (late fees from \$115 to \$120); no change in *students/retired librarians* (\$45/\$55 if late). Jessica seconded the motion. Following discussion the motion was put to a vote, and passed unanimously.

2. April 28, 2005. Present by email: Berman, Aranas, Wimer, Senter, Lasnick, Fleming and Jaque.

Diana moved that SCALL join NOCALL and SANDALL in a Joint Institute celebrating the AALL Centennial, to be held in Sacramento, California in Spring 2006. Pauline seconded the motion. Following discussion the motion was put to a vote, and passed unanimously.

3. June 28, 2005. Present by email: Berman, Aranas, Wimer, Senter, Lasnick, Fleming, and Jaque.

Jessica moved that we approve the Minutes of the 2004 Business Meeting. Diana seconded the motion. Following discussion the motion was put to a vote, and passed unanimously.



## Budget Strategies (cont.)

(continued from page 5)



He noted that American Bar Association evaluation of libraries for accreditation is situational, in that factors it considers include the mission of the law school, the research that is done, the size of the student body, and the character of the curriculum.

Lind indicated that Georgetown needs to maintain some duplication due to its sheer size, with 2,000 full-time Juris Doctor students, 115 full-time faculty, 300 adjunct faculty, and 13 associated clinics.

He said cost cutters analyzed the collection subject by subject, looking at need and whether two publishers covered the same thing. "We saved a ton of money doing that. There was a lot of that in our collection," he said.

In general, Lind said the Library had favored ownership over mere access to material. It has adopted a new policy of preferring ownership but, based on space limitations and fiduciary obligations, access will be accepted over ownership where prudent.

The Library took a serious look at non-legal journals available electronically as an alternative. It decided to keep print for cases, statutes, and administrative materials for all 50 states, in addition to treatises and monographs in all general legal topics. Also kept in print were form books and rare and historic legal materials.

One potential area settled upon for cutting print, he said, is law reviews that are less heavily cited. Access without print copies was found sufficient for state and federal government documents that are not primary law.

Other items dumped in print form were state digests and *Shepard's Citations*, which Lind said have not been missed.

Meanwhile, the Library is relying on electronic accessing of newspapers and looseleaf services where possible, and it is encouraging faculty to pursue such online alternatives.

### New Building at Arizona

Chiorazzi, the Arizona Director planning for a new building, flatly said he aims to dispose of everything in paper

that he can. He noted that his relatively small school has only 150 students per class and must consider effective use of resources. He said Lexis and Westlaw access account for 5 percent of the budget, and with smart budgeting, the School could afford more personnel to support the use of such sources.

He said limited resources must be reallocated for the sake of making meaningful purchases, as 90 percent of the usage occurs in 10 percent of available information.

Allocating more money for personnel would help support larger student bodies helping generate more tuition-based income, and support faculty in the utilization of resources.

Chiorazzi said he keeps only one set of national reporters and would like to dump all paper periodicals that are available on Hein Online or Westlaw. He said subscription and bindery savings for titles available electronically on Hein Online alone would be an estimated \$80,000 per year, compared to getting all 1,000 Hein Online journals in print.

Chiorazzi said space costs are key to dropping paper alternatives. Such costs are increasing 15 percent a year and are projected at \$400 per square foot in 2008. With a square foot good for 10 volumes, the Hein Online equivalent saves \$800,000 in building costs, he said.

While law libraries have tended to be what he called "empire builders" wanting to add to their collection, Chiorazzi said, "I think we have to be responsible...we have to be vibrant" about responding to changing times.

Further, law libraries need to be financially realistic about being vulnerable to cutbacks. "We're not as special as we think," he said.

He sees a shift to an information provider role irrespective of what the physical resource looks like.

Chiorazzi said his Library has adopted a theme of "focused excellence" that emphasizes meeting the needs of the faculty and adapting to change as needed to accomplish that theme.



## Job Opportunities

Compiled by:

*Don Buffaloe*  
Reference Services Librarian  
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School of Law, Malibu  
[Donald.Buffaloe@pepperdine.edu](mailto:Donald.Buffaloe@pepperdine.edu)

*Katie Kerr*  
Associate Director, Library Services  
Pepperdine University  
School of Law, Malibu  
[Katie.Kerr@pepperdine.edu](mailto:Katie.Kerr@pepperdine.edu)

*Click on any entry to see the complete job announcement.  
Last updated: September 16, 2005*

Catalog Librarian, UCLA Law Library, Los Angeles, Sept. 14

Librarian; Paul, Hastings, Janofsky & Walker LLP, Costa Mesa, Sept. 13

Library Assistant—Technical Services; Skadden, Arps, Slate, Meagher & Flom LLP, Los Angeles, Sept. 3

Associate Dean, Library & Information Services; Pepperdine University School of Law, Malibu, Sept. 2

Reference/Electronic & Digital Collections Librarian, Pepperdine University School of Law, Malibu, Aug. 29

Reference Librarian, Baker & McKenzie LLP, San Francisco, Aug. 25

Law Library Technician, Library Associates, San Francisco, Aug. 24

Part-Time, Temporary Law Library Reference Librarian, University of San Francisco, San Francisco, Aug. 23

Temporary Law Library Manager, Library Associates, Los Angeles, Aug. 17

Electronic Resources Librarian, Library Associates, San Francisco, Aug. 16

Reference Librarian, Bingham McCutchen LLP, Los Angeles, Aug. 16

Records Clerk—Two Positions, Latham & Watkins, Costa Mesa, Aug. 12

Technical Services Librarian—Law Firm, The Glenmont Group, Los Angeles, Aug. 12

Head of Reference Services—Law Firm, Legal Option Group, Los Angeles, Aug. 11

Library Assistant—Law Firm, Legal Option Group, Los Angeles, Aug. 11

Reference Librarian, Western State University College of Law, Fullerton, Aug. 8

Law Library Assistant, Library Associates, Riverside, Aug. 4

Temporary Law Library Assistant, Library Associates, Los Angeles, Aug. 2

Reference Librarian, Stanford University Law Library, Palo Alto, July 15

*(continued on page 21)*





## Job Opportunities (cont.)

(continued from page 23)

Reference Librarian, Irell & Manella LLP, Century City, July 15

Head of Reference Services, O'Melveny & Myers LLP, Los Angeles, July 13

Head of Cataloging, California Western School of Law, San Diego, July 7

Reference Librarian, Fordham University School of Law Library; New York, NY, June 30

Part-Time Library Assistant, White & Case LLP, Los Angeles, May 23

Library Assistant, Greenberg Glusker, Los Angeles, April 18

Library Manager, Law Firm, Northern California, April 4

Library Manager, Infocurrent Information Management Placement, Silicon Valley, March 21

Foreign and International Law Librarian, Los Angeles County Law Library, Los Angeles, March 18

Reference Librarian, Latham & Watkins, San Francisco, February 14



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## A Message From Charley Dyer

To My Friends in SCALL:

I was astounded and tremendously thankful to receive SCALL's first Lifetime Achievement Award at the Pacific Chapters Reception at the AALL Meeting in San Antonio. As I prepare for my new career in writing and consulting, and my wife and I plan to relocate to Washington State, I will always remember and cherish the many friends I have in SCALL. It has been a pleasure to work with all of you. I will remember the many learning experiences SCALL has given me, and the good works that SCALL has done. Best wishes to all of you, and I will continue to see many of you at future AALL meetings.

Thanks,

Charley Dyer

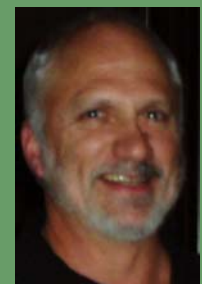


Photo by:  
Victoria Williamson



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## SCALL Committee Chairs 2005-2006

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