

## Advanced Legal Research: Tales from a Super Novice

By Lisa Junghahn

The UCI Law class of 2015 graduated this weekend, and I now have time to reflect on my first semester at UCI and of teaching Advanced Legal Research.

I was confident when I started the semester in January. This despite the fact that during my interview, the library director mentioned that coming to teach ALR could be hard. Looking back, I realize my confidence came from what colleagues had told me over the years: ALR is really just a transfer of remedial skills, and that even graduating law students are still mastering the very basics of legal research.

My confidence also came from teaching experience. I have previously taught legal research to librarians and LLM students. The focus in these classes was learning the US legal system and the production and arrangement of the law. As for technique, I under-

stood that students value clear goals, high expectations, active learning, prompt feedback, and positive personal interaction with the professor.

My confidence carried me through building the syllabus and the first weeks of the teaching materials. The first class was gentle. We introduced ourselves, reviewed the syllabus, communicated our goals, and brainstormed ideas for how to spend the last three weeks of class which I left open for students to decide which topics to cover or review.

The first assignment had two parts. I asked students to tell me what they knew about research and where they hoped to go in the class and beyond. I also had students complete a research assignment and write a reflection on how they felt about the assignment

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## From the President

By Victoria Williamson

This year has gone by so fast and I can't believe that summer is just around the corner. This means we'll soon be electing new members to serve on our Executive Board for 2015-2016. The Nominations Committee has secured an outstanding slate of candidates this year: Stefanie Frame, Joy Shoemaker, and Christina Tsou are running for Vice President/President-Elect, Treasurer, and Board Member, respectively. Each one brings a strong set of leadership skills, creative talents, and fresh new ideas to benefit our organization as we continue to move forward. Stefanie, Joy, and Christina – thank you for your willingness to serve. Everyone – watch for your ballots, and thank you for taking the time to vote!

Our annual Business Meeting will be held on Tuesday, June 23rd at the Ninth Circuit Court

of Appeals in Pasadena. The new board officers will be installed and I hope you all will attend to meet and welcome our new Executive Board members. It is also a perfect opportunity for our newer members to learn about our business and to meet and connect with seasoned and emerging leaders in our profession. I also hope to see many of our long time members who have been the backbone of our organization. Their continuing support and contributions make it possible for our Chapter to maintain its strength and keep its members engaged.

As the 2014-2015 term comes to a close, I want to extend my utmost gratitude to Paul Moorman for being such a wonderful mentor to me. There aren't enough words to express how much I appreciate the time, energy, guidance, and encouragement that he so generously has given me. Without his help, my term as your President would not have been as re-



warding as it has been. I am so thrilled that he will continue to serve as Past President. I also want to specially thank Laura Cadra for being my lifeline as Vice President. Just the thought of having Laura on my side was enough to give me the peace of mind I needed. And of course, thank you to Jessica Wimer, Amber Kennedy Madole, Judy Davis, and Michelle Tolley for all their hard work and commit-

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ment to ensure that we maintain our fiscal health and continue to provide valuable member benefits. It truly has been an honor and a pleasure to work with all of them. I certainly look forward to working with them again, both on and off the Executive Board.

Serving as your President and working with the Board has been truly one of the most rewarding experiences for me. I thank all our committee chairs and members for the incredible amount of energy, enthusiasm, and support they have given our organization year after year. Their commitment and dedication to serving our members in the best way possible cannot be understated. SCALL thrives because its members take pride in their work and are passionate about keeping the spirit of law librarianship alive. Thanks to all of you

for entrusting me with the privilege of serving you.

By now, you should have received your membership renewal notice and form for the upcoming year. Please be sure to log on to the SCALL membership directory to update your contact information and return your membership renewal form to Karen Skinner by July 15. Now is also the perfect time to volunteer to serve on our committees. I can say with confidence that you'll get the most out of your membership by becoming actively involved. SCALL has several committees that are always seeking volunteers. Not quite sure which committee to join? Please contact me and I will be delighted to steer you in the right direction. I look forward to hearing from you and hopefully to have the opportunity to work with you.

## Job Opportunities

*By Don Buffalo*

- Research Librarian; Akin Gump Strauss Hauer & Feld LLP; Century City, May 8
- Law Librarian; LAC Group; New York City, Washington, DC or Palo Alto, CA, April 27
- Research Analyst; LAC Group; Los Angeles, San Francisco, Silicon Valley or Orange County, April 20
- E-Resources Librarian; LAC Group; Los Angeles, April 15
- Librarians & Senior Librarians; California Department of Corrections and Rehabilitation; Statewide, April 10
- Associate Dean for Information Services; California Western School of Law; San Diego, April 1
- Blog and Newsletter Writer; JurisPro; Hermosa Beach/Work from Home, April 1
- Market and Competitive Intelligence Analyst; LAC Group; Los Angeles or New York, March 31
- Public Services Librarian; Thomas Jefferson School of Law; San Diego, March 11

*Don Buffalo*

*Chair, SCALL Placement Committee*

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## SCALL Scholarship Recipients

Congratulations to the following students, who received scholarships this year:

- Willa Henshaw (Corona) - Drexel University
- David Isom (Los Angeles) - UCLA
- Pedro Orellana (Montebello) - USC
- Jessica Pierucci (Tustin) - San José State University
- Mahum Shere (Corona) - Drexel University

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and their efforts. I was mostly trying to learn about them as people and to measure what they could do. The students, who were mostly 3Ls, said they enrolled in ALR to gain confidence in their research skills to avoid embarrassing themselves in front of a judge, law firm partner, or peer. Despite their concerns, they were truly exceptional. They had done pro bono work, clinical work, summer work, and work with faculty. They had driven Lexis, Westlaw, and Bloomberg around the world and back. They were full of thoughtful (and hard) questions.

I quickly had to readjust my expectations, assignments, and knowledge of the law and how it is organized. I also quickly started making what felt like mistakes. For example, I became focused on preparing assignments and giving timely personal feedback. In doing so, I failed to give myself time and space to really plan my lectures. Lectures are a great time to reinforce learning goals and to make connections among concepts – and they require a lot of preparation.

I also ended up changing the syllabus three times. This bothered me until I learned from seasoned ALR instructors that the class should be tailored to the unique qualities and

goals of the students. This includes adjusting up or down based on overall skill level, and adjusting with the progress of the teaching-learning process.

The first half of the semester felt disorganized (to me), and I started feeling self-conscious. I like to imagine that my discomfort led to positive changes. For example, I started checking in with students in person by coming to class earlier and staying later. I also encouraged students to ask questions by email or during office hours. These methods allowed me to stay on top of where everyone was in the learning process. For example, before starting our discussion of statutes, I knew students did not know how to make the connection between the common names of laws and the United States Code. I was able to garner excitement for learning, and for the class, just by demonstrating how to use a popular name table.

Without my own clear compass, class discussions became more spontaneous. And because I truly did not have answers to so many hard questions, I turned to the class for insight. Students seemed happy to have greater responsibility for their learning, and for teaching me new things. Over time, I became less embarrassed about not knowing things, such

as why there is no Title 34 in the United States Code, or why a large section of the California Code of Regulations had been renumbered. Students also became more open in sharing how they actually work. They were no longer embarrassed to tell me that they rely on resources like AVVO and Ravel Law, or that they only read news that is pushed out to them on Facebook.

Upon reflection, I like to believe that my being a novice at teaching ALR allowed me to better relate to the students. I became hyper articulate over concepts that were new to me, and could recognize this same articulation from students as they mined agency websites or conducted a legislative history for the first time.

I already miss my first ALR students! Hopefully, they will come back to offer insight on what tools and resources are actually useful and to guest lecture for the future generation of UCI Law graduates. Until then, I invite my SCALL colleagues to share best practices or suggested readings. I am eager to learn and to do better next time.

*Lisa Junghahn is the Research Law Librarian for Instructional Services at the UCI School of Law*

## Membership News

*Welcome, new members!*

**Cliff Bushin**, Librarian at **California Department of Corrections and Rehabilitation**

**Charles Frey**, Director of the Library at **Munger Tolles & Olson**

*Welcome, new student member!*

**Hadidjah Karapetian**, San Jose State University School of Information

Any corrections, changes, or additions to your membership information, as well as any announcements for Membership News, should be sent to:

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# Beware What You Tweet: Tips for Avoiding Workplace Liability with Social Media Use

By Susan Brodsky and Carolina Rose

Social media and its usage in the workplace is on the mind of many employers and employees. The February SCALL Institute in Riverside included a timely session providing insider tips aimed at curbing employers' liability for their social media policies and cluing employees in on best practices. The speaker, Christopher Carlton, who has over 30 years of experience advising employers, left us with the impression that this is a new and evolving area of law for employers and employees. As the Santa Ana winds breeze through, so do the laws for employment and social media, and change is truly in the winds

## The Changing Legal Landscape

Mr. Carlton began with a reminder to employers that it is important to understand the various types of social media, especially the most commonly used ones today such as Facebook, Twitter, LinkedIn and YouTube. Employers should take the time to become aware of the many laws pertaining to the use of social media in the workplace, especially the legal constraints on an employer's use of information that was obtained from an employee's social media site. For example, there are numerous employee protections stemming in large part from Section 7 of the National Labor Relations Act. Other federal laws apply, as do California statutes which protect privacy and disclosure of employee usernames and passwords to social media sites. Highlights include the following:

- Employers must abide by the relevant privacy laws.
- Employers may only use employees' social media content that is posted on publically available sites. For example, employers can and should use information from employee social media sites in making employment hiring

decisions. Generally, this information is both available to the public and work related, and is therefore not subject to privacy restrictions.

- Employers may not discipline employees for engaging in discussions regarding workplace conditions.
- Employers should keep current on all laws relating to social media use in the workplace because it is a constantly evolving area that is influenced by the fluctuating opinions of the NLRB. Notably, since the Board is politically appointed, decisions tend to alter with changing administrations. These decisions are also subject to reversal or modification on appeal to the federal courts.



## Employer Social Media Policies

Mr. Carlton also covered a number of areas pertaining to employers' social media policies:

- Policies should be written carefully so as to comply with all applicable laws.
- Employers should train and educate all employees on established employer guidelines and any prohibited activity regarding social media policy.
- Investigations into alleged violations of the social media policy should be investigated immediately with due diligence by the employer. This is key

to establishing whether the alleged violation may be a "protected concerted activity" under NLR section 7. All attempts should be made to preserve evidence found on social media sites.

- Social media policies should be consistently applied in a nondiscriminatory manner.
- Recently, the NLRB general counsel issued new rules on employment handbooks and policies. Rules employers may be using would be considered violations of NLR section 7. Rules that were found to be unlawful "explicitly restricted employees from discussing wage, hours and other conditions of employment with fellow employees." Numerous employer rules were found to be so restrictive as to hinder discussions between employees about work place conditions.
- The potential legal exposure for imposing discipline involving social media policies can be substantial. Employers are advised to consult with an experienced labor and employment attorney.

Mr. Carlton's talk proved to be extremely timely. On March 31, the NLRB ruled in the Pier Sixty case that it was a violation of Federal law to fire an employee for negative comments made about his boss on a Facebook posting two days before a union election, because the employee made "protected, concerted comments" and should not have been discharged. The take-home message is that employees should beware of what they say in the workplace; but more to the point, employees should take care where it is said or posted.

*Susan Brodsky is a Librarian at Carothers DiSante & Freudenberger LLP in Irvine. Carolina Rose is President of Legal Research & Intent LLC (LRI)*



## Executive Board Candidates

2015–2016

SCALL is pleased to announce the slate of candidates for the 2015-16 SCALL Board. Thank you to the members of the Nominations Committee for your work and congratulations to our candidates.

The annual election for the SCALL Board will begin Tuesday, May 26th.

In preparation for the election, please check your inboxes next week for an email from the AALL Online Election System. The email will include your election login information and voting instructions.

If you would like to take a look at the online election site before the polls open, please check out the site at <https://vote.aallnet.org/chp-scall/>.

Thanks in advance for your participation in SCALL's election process.

### Vice President/President-Elect: Stefanie Frame

Stefanie Frame is the Research Services Manager for Foley & Lardner LLP. She served as an adjunct faculty member in the paralegal program at West Los Angeles College from 2003 to 2013. She received her M.L.I.S. from San Jose State University, her J.D. from the University of San Diego School of Law, and received her B.A. from San Diego State University. She is a member of SCALL, AALL, SLA, and the California State Bar. Stefanie

served on the SCALL Board from 2007-2009, and was the Local Arrangements Chair for two SCALL Institutes (32nd and 35th) and a member of the Speakers Committee for a third SCALL Institute (33rd). Most recently, she was a speaker for the SCALL Institute (43rd) in Feb. 2015.

### Treasurer: Joy Shoemaker

Joy Shoemaker is the Branch Librarian at the U.S. Court of Appeals Library in Pasadena. She has previously worked at UC-Irvine School of Law, the Supreme Court of the United States, and Duke Law School. She earned both her J.D. and M.L.S. from Indiana University - Bloomington. A member of SCALL since 2010, she has served on the Library School Liaison Committee since 2010 and as the SCALL Newsletter compiler since 2014.

### Board Member: Christina Tsou

Christina Tsou is the Research Law Librarian for Faculty Services at UC Irvine Law Library. She received her J.D. in 2004 from Berkeley Law (Boalt Hall School of Law) and graduated from San Jose State's M.L.I.S. program in 2011. Before becoming a law librarian, she practiced litigation at two small firms. A member of SCALL since 2012, she currently serves as Co-Editor of the SCALL Newsletter. Christina looks forward to serving on the SCALL Board.



Stefanie Frame



Joy Shoemaker



Christina Tsou

### Submission Deadlines

The SCALL Newsletter team welcomes submission of any articles of interest to the law library community. Contact Christina Tsou, SCALL Newsletter Editor: [ctsou@law.uci.edu](mailto:ctsou@law.uci.edu).

All submissions should be received by the following dates:

July 13, 2015	July/August issue
September 14, 2015	September/October issue
November 9, 2015	November/December issue
January 11, 2016	January/February issue

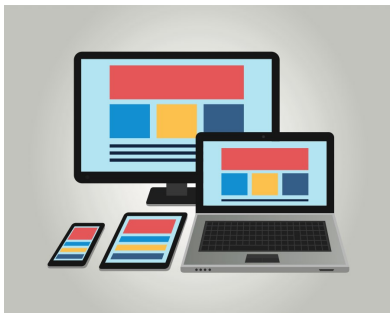
### Annual Business Meeting

Please mark your calendars for Tuesday, June 23rd, at the Ninth Circuit Court of Appeals in Pasadena. The new board officers will be installed that evening.

# The Internet Librarian Conference 2014: An Opportunity to Improve Your Libraries' Web Presence

By Sandy Li

Oftentimes, a patron's first "interaction" with a library is with its website. Nowadays, as more electronic resources become available and virtual reference assistance becomes more seamless, the library website becomes the primary means by which we help our users. This is true for law libraries as well — whether they are public, academic, firm, or court law libraries.



What does this mean for the law librarian? Many of us are becoming more involved with our library website. We may be involved in designing, developing content, or marketing the library website. Also, as technology changes, we have to stay up-to-date on changing developments and learn how to use that technology to improve our libraries' websites.

To learn about these new technologies and methods, I recommend attending the Internet Librarian Conference. I attended last year's conference which took place in Monterey, California. Before the conference, there is a full day of workshops, covering a wide range of topics such as tech trends in libraries and information architecture. The conference itself lasts three days with a different opening keynote speaker each day. The conference sessions are organized into five different tracks or "themes": Discovery & Search (Track A), Web Presence (Track B), Content Management (Track C), Evolving Libraries (Track D), and Internet at Schools (Track E).

Attendees, however, do not have to stick to one track; they can attend any of the sessions

that sound interesting. There is also an exhibit hall where attendees can meet with vendors like CEB and EBSCO.

One of the sessions I found helpful was the one titled "Web Trends to Watch in 2015." David Lee King, Digital Services Director of the Topeka & Shawnee County Public Library, discussed features that we now commonly see and come to expect in sleek, user-friendly websites. For example, he mentioned how sites are using interesting images as background. To illustrate this point, he recommended visiting [coulecreative.com](http://coulecreative.com).

He also said sites are using tiled navigation where tiles of images are used instead of lists. Some sites that do this include Pinterest and Flipboard.



King also focused on website content. He said sites are doing more with less. In other words, sites are becoming more visual and less text laden. Sites are also using storytelling as a way to engage visitors. He mentioned one site, [kiva.org](http://kiva.org), that has images of people on its homepage and when you click on an image, a pop-up window appears telling you about that person's story. King's presentation was not only informative but motivating. For librarians who need to revamp their website, King's suggestions could help them move in the right direction.



Another session I enjoyed attending was the one on learning about new mobile apps. There were apps that I had never heard of

before such as Citymaps. According to Citymaps' site, their app "enables users to create collections of places, or personal maps, with easily searchable themes so that users never forget a place again, and



always have their favorite spots with them on-the-go." It was also from this session that I learned about Word Lens, an app where you can translate text in real time by scanning the text using your camera phone. Word Lens' parent company, Quest Visual, was recently purchased by Google, so you can now see this feature in the Google Translate app.

I also enjoyed listening to the keynote speaker, Nina Simon, Executive Director of the Santa Cruz Museum of Art & History. Her talk was both engaging and inspiring. She discussed how the Santa Cruz Museum of Art & History went from an organization with little funding to a financially successful community gathering place in the span of just two years.

If you are interested in learning more about the Internet Librarian Conference, check out the [conference page](#) for 2015. The conference is a great opportunity to learn about new, emerging technologies, be inspired by new ideas, and to meet other library professionals who are facing similar challenges.



*Sandy Li is the Assistant Librarian at the U.S. Courts Library – Los Angeles*

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## Treasurer's Report

By Jessica Wimer

### SCALL Balances

Balance as of May 15, 2015	\$40,820.02
Pay Pal Balance as of May 15, 2015	\$500.00
Total Balance as of May 15, 2015	\$41,320.02

### Budget Details

SCALL BUDGET 2014-2015				
Committee/Officer	Budgeted Amount	Expenses	Income	Budget Balance
Archives	\$100.00	\$0.00	\$0.00	\$100.00
Awards	\$400.00	\$0.00	\$0.00	\$400.00
Board/Pres/Vpres	\$4,000.00	\$691.80	\$774.00	\$2,534.20
CRIV	\$0.00	\$0.00	\$0.00	\$0.00
Gov't Relations	\$500.00	\$0.00	\$0.00	\$500.00
Grants	\$6,000.00	\$5,765.00	\$0.00	\$235.00
Information Tech.	\$4,000.00	\$18.00	\$0.00	\$3,982.00
Institute	\$15,000.00	\$15,511.30	\$25,562.44	\$25,051.14
Inner City Youth	\$4,000.00	\$4,000.00	\$0.00	\$0.00
Library School Liaison	\$5,000.00	\$4,350.00	\$650.00	\$650.00
Membership	\$2,500.00	\$1,440.00	\$9,665.78	\$10,725.78
Newsletter	\$200.00	\$0.00	\$412.50	\$612.50
Nominations	\$100.00	\$0.00	\$0.00	\$100.00
Placement	\$0.00	\$0.00	\$0.00	\$0.00
Programs	\$5,000.00	\$4,555.36	\$4,632.01	\$5,076.65
Public Access Legal Info.	\$150.00	\$0.00	\$0.00	\$150.00
Public Relations	\$300.00	\$188.10	\$0.00	\$111.90
Secretary	\$1,000.00	\$896.80	\$0.00	\$103.20
Treasurer, Budget, & Finance	\$700.00	\$495.00	\$20.00	\$225.00
Professional Development	\$0.00	\$0.00	\$0.00	\$0.00
Totals	\$48,950.00	\$38,543.36	\$41,084.73	\$49,907.37



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