



Vol. 36, No. 1
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SCALL Newsletter

President's Column

by Jessica Wimer
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It's hard to believe, but the AALL Annual Meeting is almost three months behind us. This year's meeting, held in Portland, Oregon, presented SCALL members with great chances to mix, mingle, and of course, network with our colleagues in different positions from all types of law libraries. Even though this is a national event, I strongly suspect that it would be quite difficult to make it through an Annual Meeting without running into one of your SCALL colleagues! We are very lucky to have such an energetic chapter with members who actively participate at the national level. It was wonderful seeing the many hats SCALL members wore in Portland. Our members were speakers, volunteers, moderators, and yes, even planners and organizers of the meeting. For those of you who especially enjoy the opportunities to socialize, the Pacific Chapters Joint Reception, hosted this year by LLOPS and sponsored by Thomson West, was a great chance to catch up with the other librarians on this side of the country. Since so many of us were able to make it, there was a great turnout!

Keeping with the theme of reaching out and connecting to our librarian colleagues, let's take a minute to talk mentoring. Mentoring continues to be an integral part of our organization due to the strong efforts our Library Liaison committee makes in reaching out to library students who are interested in becoming law librarians. I am convinced that the benefits of this relationship (for both the mentor and mentee!) should not end at graduation. Once new law librarians leave the classroom, there is still so much to learn. Beyond handling the day-to-day challenges that arise when starting a new profession, new librarians are quickly faced with the need to balance the many opportunities for professional involvement.

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Editor's Notes

by

Hugh J. Treacy

I'm honored to succeed Victoria Williamson as Editor of the *SCALL Newsletter*. Vicky has shown great leadership in that role for the past five years, and the *Newsletter* has been among the best of all publications of its type during her tenure.

With the hope to make it even better, I've created and distributed an online 20-question survey for SCALL members to provide me and the Newsletter Committee with valuable input. The survey went out in late June to all SCALL members for whom we have current contact information. Many thanks to Belinda Beardt of AIM and Pauline Aranas, Chair of the Membership Committee, for their invaluable assistance in this effort.

I appreciate the time it took each of the SCALL survey respondents to review all aspects of the Newsletter, from its design and layout, to its content, frequency of publication, and method of delivery. The results of the survey are found in this issue for your review, along with what it may mean for future issues of the *SCALL Newsletter*. Thank you for your support of our best efforts to bring you the latest news, information, program reviews, biographical sketches, and more from law libraries across southern California.

SCALL Newsletter Submission Deadlines

We welcome the submission of any articles of interest to the law library community. Contact Hugh J. Treacy, *SCALL Newsletter* Editor, at htreacy@law.whittier.edu.

All submissions should be received by the following dates:

October 13, 2008	Nov. / Dec. 2008 issue
December 8, 2008	Jan. / Feb. 2009 issue
February 9, 2009	Mar. / Apr. 2009 issue
April 13, 2009	May / June 2009 issue



And the Survey Says...! The Future of the SCALL Newsletter

by Hugh J. Treacy, SCALL Newsletter Editor
htreacy@law.whittier.edu

For a few years now, SCALL members and the staff of the SCALL Newsletter Committee have been discussing the future of the *SCALL Newsletter*. No, there are no plans to scrap this fine publication! However, we are very interested to learn more about what you, the readership, think about the newsletter.

So, last June I created a 20-question survey on Survey-Monkey.com and sent it to all 348 SCALL members of record, using the latest available mailing list dated April 30, 2008. Thirteen SCALL members included in this total were not contacted successfully because SCALL did not have current contact information for them. Just under 26% of the membership I contacted responded and completed the survey.

What do we now know about you and the *SCALL Newsletter*?

The majority of respondents work in private law firm libraries, and a plurality of you have worked in law librarianship for more than 20 years. The largest number of you who responded are employed in positions having direct contact with your constituent groups in all library types. Overwhelmingly, you are SCALL members who also subscribe to and regularly read announcements distributed through the SCALL listserv.

Now we get to the nitty gritty. By a margin of more than 4 to 1, you routinely open the link to read each issue. However, more than half of you who don't read the newsletter regularly stated the reason why you don't is that the issues take too long to open; slow downloads from the link or the webpage make the newsletter less likely to be read.

More than 85% of you who indicated that you don't read the newsletter because it is too difficult to access would prefer to receive newsletter issues in some other format than electronic PDF file format. Most of you in this category would like to access an HTML version, or receive a mailed print version. A few would like to receive both a mailed version and access to an HTML version.

Now on to the appearance, content and frequency of publication of the *SCALL Newsletter*. Eighty-five respondents provided us with their assessment of the most enjoyable aspects of the newsletter. 71% of that number most enjoy the content of each issue; smaller numbers of you selected



Vol. 35, No. 3
May/June 2008

President's Column

by James B. Reuter
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Congratulations to Brian Raphael, Robert Wright, and Marget McLaren, who were nominated to run for positions on the 2008-2009 Executive Board, and thanks to Jennifer Herman and her Nominations Committee for their hard work in identifying and securing these outstanding nominees. Brian Raphael (USC) is running for Vice President/President-Elect; Robert Wright (LA Law Library) is running for the office of Secretary; and Marget McLaren (Whittier Law School) is the nominee for Executive Board Member. These are three exceptionally active SCALL members whose contributions over the years have been considerable. I thank them for stepping up to the plate once again. Service on the Board is a very rewarding experience and more importantly helps our Chapter flourish and prosper. The new officers will be installed at the annual Business Meeting on Wednesday, June 25, 2008, and I hope you all can be there. By the time you read this, the election will be over, so I will confidently thank you in advance for sending in your ballots.

This has been a terrific year for SCALL! By all accounts, Jessica Wimer and her Institute Committee put together an outstanding 36th Annual Institute, and final budget reports indicate that the Institute raised a significant amount of money that SCALL will be able to use for scholarships and grants. Jessica has also spearheaded our new logo project; and by now you will have had the opportunity to vote for SCALL's new logo. Membership Chair Pauline Arunas reports that our numbers are up substantially over last year. And last but not least, Mary Anne Donaldson has steered the ICYIP committee to safe harbor through some very rough waters this year. Thank you to all of our dedicated chapter leaders.

Our annual June Business Meeting is coming up soon. Please make plans to attend the meeting, which will be held on Wednesday, June 25th at the historic U.S. Courthouse for the Ninth Circuit Court of Appeals in Pasadena. A highlight of the meeting will be SCALL's special tribute to this year's award winners and life member nominees. Awards Committee Chair Laura Cadra contributes the following:

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Southern California Association of Law Libraries / A Chapter of the American Association of Law Libraries

the method of publication, the appearance, advertising and job opportunities. A few selected the frequency of publication as the most enjoyable aspect of each issue.

In decreasing order of importance, 63 of 88 respondents want full-length articles of professional interest to continue. 56 SCALL members would like *Membership News* to continue. 54 members want short announcements and reminders—content with a short shelf-life—to continue. 50 of you find the *President's Column* and *Editor's Notes* as being very important content. 47 librarians expressed their preference for the hotlinked *Job Opportunities* page, while 44 enjoy the program reviews of SCALL Institutes, AALL annual meetings, and other significant law librarian gatherings.

Less than half of the 88 respondents favor sections containing board and committee contact information; photos and clip art; the *Dear AL* column; SCALL Board meeting minutes; advertising; and crossword puzzles, in decreasing order of importance.

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SCALL Newsletter (cont.)

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Fifty-three percent of 76 respondents stated their view that no content should be eliminated; 26% responded that the crossword puzzle should disappear. Fifteen percent view the inclusion of SCALL Board meeting minutes to be unnecessary; 12% would like us to discontinue the *Dear AL* column; 11% would like our publication to be advertising-free; 8% favor no clip art or photos to accompany other content; 5% see no need to include a regular column by the SCALL president or the newsletter editor. The same percentage would like to eliminate full-length articles of professional interest, program reviews, and board and committee contact information. Only 1% of respondents favor elimination of short announcements and the *Membership News* section.

Seventy-seven respondents answered the question about the appearance of the newsletter. Fifty-seven percent determined that no changes are necessary. In the "Comment" section of the question, one librarian suggested that the Table of Contents be hyperlinked, taking the reader from there to an article of choice. Further, articles should continue on consecutive pages for better readability. Another respondent commented that, while advertising is necessary to support the publication, it does not add to the publication's cachet or professionalism. Another wrote that the graphics found in each issue look nice but contribute to the "user unfriendliness" of the issue because they add to the file size, making the issue slower to download.

Sixty-two percent of 84 respondents indicated that frequency of publication (5x per year) is just fine; and 90% of 80 respondents indicated that the *SCALL Newsletter* should not change its name.

My intent implicit in the last three questions was to gauge support from the membership for generating ideas to make the *SCALL Newsletter* a better publication. While most respondents indicated they would not want to join the Newsletter Committee and participate formally in the creation of each issue, a significant number indicated their willingness to function as the eyes and ears of their libraries to submit brief, factual comments about their libraries for a future column called *Heard Around Town*.

Even more respondents agreed to submit photographs of events occurring in their libraries to be posted in future issues of the *SCALL Newsletter*. All of us on the Newsletter Committee appreciate this willingness to keep SCALL members informed of noteworthy events and occasions happening in their law libraries. We will routinely contact our colleagues across southern California for your news of

note.

What effect will the survey have on the future of the *SCALL Newsletter*?

At our Newsletter Committee meeting held at Whittier Law School Library on August 1, 2008, the staff discussed the survey results and determined the highest priority to be the movement of the newsletter from an Adobe PDF file format issue to an HTML version that will be easier to distribute, open, and read.

Law firm librarians Ramon Barajas, Jr. and Andrienne Gaerlan have joined the committee and volunteered to transition us from PDF to HTML sometime during the current volume of issues. Both Ramon and Andrienne have experience working with HTML newsletters and have promised to assist me and the committee with this task. We thank them very much for their willingness to help!

We must first contact our advertisers to let them know we intend to produce an HTML version of the *SCALL Newsletter* as soon as practicable. The advertisers must agree to change their ads to make them more suitable for this format.

An intermediate step is to keep the newsletter in its current PDF file format, but crunch the total file size down as small as possible; we will have to compress all photos and negotiate with our advertisers to create smaller ads before that can happen.

As pointed out in the survey, some of our members would like to see no ads, or ads placed all together, in future issues.

Advertising is very important to the financial health of SCALL. Newsletter Committee Business Manager Margot McLaren informed me recently that the newsletter has brought to SCALL almost \$3,400 in advertising revenue since December 2007. We expect that amount to rise to more than \$4,000 before the end of the calendar year. Over the past five years, advertising revenues have topped \$12,000.

Clearly, this significant amount of advertising revenue is an important reason to continue to accept advertising in our publication. In our PDF file format issues, I mix ads and article texts on the same pages in order to draw the eyes of potential customers to those ads. Advertisers want their ads to be prominently displayed, and we do our best to make that happen. I try to continue lengthy articles on

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SCALL Newsletter (cont.)

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consecutive pages wherever possible, keeping in mind our desire to mix ads with articles throughout the publication.

Our cost to bring each issue to you has been nothing, thanks to the willingness of our employers to allow us to create and distribute each issue to you during our work hours using our employer's computer hardware and software. Yet to be determined is whether we can or should—and how we might—make available print copies of each issue for those members who prefer their newsletter in this traditional format. We will discuss this topic further and let you know.

Based on the survey results, I've unilaterally decided to suspend—but not eliminate—the crossword puzzle that I've placed in each issue for the past few years. Although it is a labor of love, each crossword is a time-consuming labor that has not generated a large following. Let me know how you feel about it and other issues—we're considering a "Letters to the Editor" section and a number of other ideas!

All of us on the Committee are excited about the *SCALL Newsletter's* metamorphosis over the coming year. We hope you share our enthusiasm, and we welcome your support and participation to make this newsletter the best it can be.

President's Column (cont.)

(continued from page 1)

With these challenges in mind, I am excited to announce that this year's Membership Chair, Pauline Aranas, is exploring new ways to develop mentoring relationships for SCALL members. This would allow for a personal, and *local*, professional relationship that is guaranteed to benefit all involved. If you are interested as either a new librarian, or perhaps a more "seasoned" professional, please contact Pauline to get involved.

This year promises to be another great year with plenty of challenges and new opportunities ahead. We are sure to get off to a great start at the upcoming Fall Business meeting. We again will be at Café Metropol, in downtown Los Angeles. This will be our second meeting at this unique and entertaining venue. Our speakers, Belinda Beardt and Deborah Schwarz, will address an area of interest to us all I am sure – the state of the law librarian employment market in Southern California, now and in the future. Regardless of whether you currently have a job or are searching for one, there are many questions about the direction of our profession that will be addressed. I hope to see you there!

Finally, I can't conclude without sending a big "thank you" to our outgoing Board members: Past President Patrick Meyer, and Secretary Mark Gediman. Robert Wright decided to stick around a bit longer, and has now assumed the title of Secretary. I have had the pleasure of working with Patrick for many years now, and credit him for encouraging and inspiring me to stay involved in SCALL activities. I was lucky enough to first get to know Mark when he joined the board as secretary, and it soon became quite apparent to me why he is so highly regarded by SCALL and AALL members. Thanks to you both for all your hard work!



Masthead and Page Headers: Drew Williamson.
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San Bernardino County; Page 16: Victoria William-
son; Pages 17-18: Latham & Watkins LLP; Pages 19-
20, 22: John O'Donnell; Page 21: Gina Catalano.



Finding a Law Library Job

by Brian Keefe, Argosy University
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As I was considering possible topics for this issue, I decided to write about an experience that is common to all SCALL members—finding a law job.

Of course, the literature about job seeking is voluminous. There are innumerable books about how to find work. Resume writing specifics fill volumes. Books about interviewing line library shelves. There are videos, CDs and web sites about the process.

But in doing this short article I interviewed two consultants from local agencies that place law librarians.

I interviewed Belinda Beardt of Advanced Information Management and Keith Gurtzweiler of Library Associates. They work with the local agencies that I know are doing law librarian placement.

I thought their recommendations were of three kinds: 1) the things job seekers need to do; 2) the way the job seekers need to present themselves; and 3) the way they should think about themselves.

Belinda Beardt of AIM said finding a job is about networking. Even in a world where jobs are posted on web sites and jobs are posted electronically, Belinda said that a job seeker should go and meet with people and tell them he or she is looking for work.

The job seeker needs to get referrals to those employers who need workers. Belinda encouraged job seekers to go to SCALL meetings and ask people there about possible job openings. Actively and openly seeking referrals is important. It may be difficult, but it is critical.

Belinda said that, of course, the job seeker needs to prepare well for interviews. In doing so, it is necessary to anticipate and prepare for potential questions.

The job seeker needs to demonstrate a willingness to do whatever it takes to get the job. If a particular skill is needed, and the job seeker doesn't have it, then he or she can even offer to pay to get the needed training.

In speaking to potential employers, the interviewee has to demonstrate enthusiasm, self-confidence and self-esteem. In any interview, the job seeker needs to accentuate the positive about who they are and what they have done.

The interviewee must act as they want to be perceived. Whatever they may be feeling, come the day of the interview, the job seeker should act as enthusiastically, as personally and as optimistically as they can. Like the actor who looks within himself to find whatever qualities a role demands, the job seeker has to draw forth from within himself or herself, the personal qualities needed for a successful interview.

Belinda also spoke about how the job seeker should think. People seeking jobs need to focus on developing their self-esteem, especially during this difficult time. As people think better of themselves, this self-esteem shows through to the outside. When others see this, the person becomes a more attractive job candidate.

Keith Gurtzweiler of Library Associates said that a library job seeker should look at the specialized web sites for law library jobs like NOCALL, SCALL, AALL and SLA-SCC.

Job seekers can use recruiters. When working with them, the job seeker needs to see the relationship as a long-term. A job search can be a long process. It may take months or even a year or more. The numbers of applicants for any job dictate that more people will be rejected than selected. A search will normally take many applications and interviews. This is to be expected.

Job seekers have to know their own priorities. If you need to find work to pay your bills, then your priorities will be different than if you are looking for a new job to make more money or to work fewer hours.

Recruiters know that job seekers are applying for jobs themselves and may be using other recruiters. A job seeker needs to keep track of their applications. They do not want to duplicate their efforts or seem unprofessional by submitting multiple applications to the same employer.

About resumes, Keith said that a resume should be tailored to the particular job for which the applicant is applying.

Using a resume consulting service occasionally may be a good idea if only to get feedback about the overall impression that the resume makes. Recruiters will typically

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Law Library Job (cont.)

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review resumes when working with a qualified candidate who is being considered for a position.

It is good to remember, Keith said, that the first person reviewing the resume will generally be from human resources. So, resumes should not employ library jargon that is not readily understandable.

Keith said that the job seeker should do more than research potential employers. He or she should network and ask about employer's corporate culture. The dynamics of any workplace are complex. If there are stories circulating about a certain employer, it is important to understand the entire situation. There are opportunities to be explored in any organization. If need be, Keith said the job seeker can tactfully and diplomatically inquire in the interview about particular workplace situations.

Job seekers should consider the context of any job. Being a reference librarian in one law library may mean something very different than being one in a different law library.

What about interviewing? Keith referred to a *New York Times* article that said job seekers need to match their behavior to that of the interviewer. As much as they can, the job seeker should mirror back to the interviewer that person's own behavioral style.

Interviewing is a skill that can be learned, and so it is important to practice it. Using a professional interview coach may be helpful, but it can be expensive.

And, Keith like Belinda said that an interview is a performance. Keith likened it to an Olympic event. The athlete has practiced for it many, many times. When it is time for the event, the athlete does what they have done so often and does it with a smile.

Keith also talked about how the potential job seeker must perceive the process and themselves. The person looking for work has to view themselves and their experiences holistically.

If a previous job did not go well, it is important to see what was learned and what was accomplished. At every job, a person will learn new things and accomplish something. The focus should always be on the positive.

The same is true of the job search. Simply writing a letter, making a telephone call, smiling when talking to someone during the search are accomplishments. For the job seeker to be persistent, he or she must focus on every thing they did well.

In closing I would like to add my own observations. Belinda Beardt of AIM said that when an employer talks about "fit", he is always talking about personality. I have read that while it may be damning with faint praise to say of a date that they have a good personality. The exact opposite is true of a job search. An employer who thinks that a candidate has a good personality may be halfway to hiring that person.

Personality may not be easily changed. But, it can be managed for the job interview. In preparing for an interview, job seekers should know about their "presence" and how they can improve it during the interview.

When job seekers do mock interviews, they should solicit feedback about their voice, their posture, and their facial expressions. I think that doing a mock interview in front of a mirror can be a cheap way of measuring oneself in an interview. Job seekers not only can get feedback from other persons, but they can observe themselves. If a job-seeker can afford it, doing a videotape of a mock interview would be useful. Having a professional interview coach critique it could make the process even more helpful.

Those familiar with baseball say that pitching is seventy percent of the game. In finding a job, persistence and personality are equally critical parts of the game. Encouraging oneself is critical to having these.

Below are some web addresses I recommend:

NOCALL Jobs: <http://www.nocall.org/jobs/index.html>

SCALL Jobs: <http://www.aallnet.org/chapter/scall/placement.htm>

AALL Job Placement Hotline: <http://www.aallnet.org/hotline/hotline.asp>

SLA-SCC Job Opportunities: http://www.sla-scc.org/web_pages/job_opportunities_section/job.htm

LISjobs.com web page with advice on finding jobs: <http://www.lisjobs.com/advice.htm#interview>

University of South Carolina School of Library Science web page with interview questions: <http://www.libsci.sc.edu/career/invuFAQs.htm>

A Job Spider web page with interview advice for librarians: <http://www.thejobspider.com/job/directory/resource-subdirectory-839.html>

Quintessential Careers web page about mock interviews: http://www.quintcareers.com/best_interview_prep.html

SCALL FALL MEETING OCTOBER 14, 2008

THE LAW LIBRARIAN EMPLOYMENT MARKET IN SOUTHERN CALIFORNIA: ITS CURRENT STATE AND FUTURE PROSPECTS

Presented by:

Belinda Beardt, COO
AIM Library & Information Staffing
and
Deborah Schwarz, President & CEO
Library Associates Companies

TIME

PLACE

COST

5:30 Cocktails (Cash Bar)
6:15 Buffet Dinner
7:00 Speakers

Café Metropol
*(Authentic European Bistro in the heart of the
LA Downtown Artists District)*
923 E. 3rd Street
Los Angeles, CA 90013
(213) 613-1537
www.cafemetropol.com
Limited self-parking, \$5.00 valet
Save gas and ride Metro or Metrolink!
Union Station is just a few blocks away.

\$37.00
\$18.50 (Students)

Submit your registration and check payable to **SCALL** no later than
Tuesday, **October 7th** to:

Paul Moorman
USC Gould School of Law Library
699 Exposition Blvd.
Los Angeles, CA 90089-0072

Name: _____

Affiliation: _____

Address: _____

Telephone: _____ Email: _____

Questions?

Contact the SCALL Programs Committee:

Paul Moorman, [213-740-2626](tel:213-740-2626)/pmoorman@law.usc.edu,

Michal Saint-Onge, [323-662-8443](tel:323-662-8443)/michael.saint-onge@lexisnexis.com, or

Esther Eastman, [213-785-2532](tel:213-785-2532)/eeastman@lalawlibrary.org.



Inner City Youth Internship Program Turns Sweet 16

by Jan Goldsmith, Retired Reference/U.S. Documents Librarian
UCLA Young Research Library
jan.goldsmith1@gmail.com

SCALL'S Inner City Youth Internship Program (ICYIP) has just completed its 16th successful year of placing inner city high school students in summer jobs. Along with its hard-working committee, (yes, we have to pat ourselves on our collective backs!) we have YOU, the SCALL membership, to thank as well, for finding places in your law firms, your city and county offices, and your businesses, to train these students for the working world. You have made a big difference in the lives of many teens, and we thank you all, including the SCALL Board, for your heartwarming and unwavering support of the committee's work.

This year was an especially exciting one for us, because we formed a new partnership with Urban Education Partnership. UEP is not only a fiscal agent for ICYIP, but also a full partner in identifying, preparing and placing student interns in law-related organizations across Los Angeles. Working closely with the Los Angeles Unified School District, UEP's mission is to help students in high-need schools improve their academic achievement through collaborative partnerships with educators, parents, and the community. UEP recruits the student interns for ICYIP, and we help prepare and place the students in law-related organizations and law libraries. (For more information about UEP, visit their web site at <http://www.laep.org/>).

Since its inception in 1992, ICYIP has placed 180 students in libraries and businesses in Los Angeles. Of these, 25 have been hired permanently by their host sites, while many have moved on to attend college.

Our program still needs help from all of you:

- Become a member of the Inner City Youth Internship Committee: We are primarily concentrating on fundraising, host site recruitment, and summer "lunch and learn" events for next year's interns.
- Pass along our ICYIP solicitation letter to your HR directors – we want jobs for the kids, but they don't have to be in the library!
- Encourage your firm to make a contribution so that ICYIP can fund more summer internships this year.

- Make a contribution to ICYIP yourself. By contributing through UEP, your contribution is tax deductible. Many thanks to our anonymous donors this year -- they funded at least two full internships! To contribute, send your check made payable to Urban Education Partnership and designate SCALL ICYIP on the check. Please mail your contribution to: Mr. Mark Karaptian, Urban Education Partnership, 315 W. Ninth Street, Suite 1110, Los Angeles, CA 90015.
- If you know a law-related institution which might be interested in having summer help (whether as a host site which pays an intern or an ICYIP funded site), please let us know. You can reach me at jan.goldsmith1@gmail.com.

Please help us make our 17th year the most successful ever!



Save the Date! **2009 SCALL Institute**



If you are interested in serving on the 2009 SCALL Institute Committee, contact:

Brian Raphael
SCALL Vice President
(213) 740-2622

braphael@law.usc.edu

Embassy Suites La Quinta Hotel and Spa

La Quinta is a resort community located just a few miles east of Palm Desert in California's Coachella Valley. La Quinta offers beautiful mountain scenery as well as outdoor activities such as golfing, hiking and biking. In Old Town La Quinta, across the street from the hotel, you'll find a variety of unique shops, restaurants, and art galleries in an historic village setting. The tentative topic for the Institute is Alternative Dispute Resolution (ADR). Stay tuned for details!



Court-Placed Volunteers Boost, Challenge Law Library for San Bernardino County

by Ed Butler, Branch Manager
Law Library for San Bernardino County
edb@sblawlibrary.org

[Editor's Note: This article appeared in the May 2008 issue of the CCCLL *FYI Newsletter* and is reprinted here with the permission of the author.]

At the Law Library for San Bernardino County, we have experienced a surge in numbers of young people offering themselves for volunteer service at the library.

Whereas in the past they often were students collecting volunteer service credit, most now are referred by the local juvenile court. They typically need to serve 10 to 30 hours, apparently as part of a criminal sentence or as a condition of deferral of sentence. We receive no direct notification from the court, but the young defendants contact us in search of an agency in which to serve. We initial and sign verification that they have performed the necessary hours of work.

Presumably the crimes involved are of a minor nature. I have had glimpses of documentary references to traffic violations and petty theft.

We are having a generally favorable experience working with these young people. They tend to be diligent about keeping focused on assigned duties, take direction well, and want to keep busy while they are with us. Frequently they don't drive and are reliant upon family members to bring them to our library and take them away again. Such reliance can result in schedule conflicts resulting in rescheduling of work hours.

This exposure has provided a window into modern adolescent lifestyles. Typically the young people have their own cell phones and are computer savvy. Voicemail announcements when trying to reach them typically open with extended musical numbers that they have apparently downloaded as a personal choice. One young girl usually wore a metal jewelry piece protruding from her lip.

Finding duties to keep the young people occupied in a single staffer branch law library can sometimes be challenging. An ideal task, not requiring much guidance or training, is stamp processing of pocket parts and shelving of them. We also have them process mail in general, including stamping, tattle taping and labeling. It can be difficult to have them do other shelving without excessive supervision being required. We have generally avoided delegating looseleaf filing to them.

A regular fallback duty is shelf reading. Other options include deferred maintenance projects such as shifting needed



*Rancho Cucamonga Branch
Law Library for San Bernardino County*

to accommodate growth, labeling of books lacking labels, and replacement of labels where they have fallen off.

We also have had them perform housekeeping duties such as vacuuming, sweeping, dusting and window washing.

One young man had a penchant for graphics, and I had him make some shelf labels that we needed.

I would say our general experience of working with these volunteers has been positive. Their youthful outlook adds something to the space of the library. Finding duties for them can be challenging, but it also helps accomplish some things sooner than otherwise.

Congratulations!



Brett Christensen

Cheryl Kelly Fischer

Diana Jaque

**Fellows of the 2008 AALL Leadership Academy,
October 3rd & 4th, Oak Brook, Illinois**



AALL Portland: Educating the “C” People

by Larry Zamora, Librarian
Troy & Gould, Los Angeles
lzamora@troygould.com

[Editor's Note: This article appeared in the September 2008 issue of *The One Person Library: A Newsletter for Librarians and Management* (www.ibi-opl.com). Used with permission of the author.]

SUNDAY, JULY 13, 1:30 P.M.

Session A-3:

Educating the “C” People: Engage Your Decision Makers and Help Them to Evolve

Panelists:

Monice Kaczorowski – Neal, Gerber & Eisenberg LLP

Gayle Lynn-Nelson – LexisNexis

Deborah S. Panella – Cravath, Swaine & Moore LLP

Holly Pinto – Holland & Hart LLP

This session addressed ways that librarians can begin to move themselves into the inner circle of their organizations' upper management (“C” people are “chiefs;” Chief Executive Officer, Chief Financial Officer, etc.).

How does such a transformation happen? First, it's a conscious decision. That is, librarians must decide whether being at the “C” level is worth the time and sacrifice. To achieve and maintain such status means significant extra hours devoted to work, including long weekdays and also weekends. The reward, of course, is a seat at the center of the action, knowing what the insiders know, and having influence on the organization's future.

Second, reaching the “C” level means learning to think like an executive. Developing time and project management skills is essential. This comes through reading business-oriented literature, attending seminars, and applying business terms and practices to library functions. For example, creating a strategic plan tells upper management that the library has a business orientation and a genuine concern for the organization's bottom line. Another key to the process is an earned perception of library proactivity. Providing timely, relevant, and (most importantly) unsolicited articles and information to individuals in power, and identifying the information needs of key executives represent two ways of creating a dynamic reputation. In addition, a “C”-level skillset will include active listening, negotiation competence, and the ability to fulfill expectations.

This shift into a higher gear requires the development of a new perspective on the value of time, and how to make more of it. One panelist extolled the virtues of hiring interns, which not only frees the budding “C”-level librarian from less demanding (yet time-consuming) tasks, but also introduces a student to the workings of a professional library. Another panelist suggested a sharper focus on the library's long-term effectiveness, choosing “intentional ignorance” of news and information that did not address that specific goal.

As it turns out, the engagement and evolution of an organization's “C” people begins with the engagement and evolution of the “L” people.



AALL Portland: The Evolving Role of the Solo Librarian

by Larry Zamora, Librarian
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[Editor's Note: This article appeared in the September 2008 issue of *The One Person Library: A Newsletter for Librarians and Management* (www.ibi-opl.com). Used with permission of the author.]

MONDAY, JULY 14, 9:45 A.M.

Session E-3:

The Evolving Role of the Solo Librarian: How to Do It All Without Losing Your Mind

Panelists:

Lauri R. Flynn – Gunderson Dettmer

Sue H. Johnson – Carrington, Coleman, Sloman & Blumenthal, LLP

As one might expect, a lack of time is the solo librarian's biggest obstacle to doing it all without ending up in a facility for the terminally frazzled. For that reason, time management emerged from this session as the solo's greatest tool. Focusing on efficiency in keeping up with professional literature and in responding to research requests is key to the solo librarian's maintenance of a condition resembling sanity.

Accessing electronic publications through RSS feeds was pointed out as a great time-saver. It eliminates the need to remember which websites need to be checked on a regular basis, and directs attention only to those that require it. Paradoxically, another time-enhancing activity is that of reading some of the same publications as the attorneys. This can provide context for a research question, leading once again to an efficient use of time.

When confronted with particularly difficult research assignments, solos can also look to resources such as LLRX, beSpacific, and The Virtual Chase. The acknowledged best resource, of course, is other librarians, and nobody relies on colleagues more than the solos. The solo librarian's network was emphasized as probably the most efficient tool for addressing difficult research questions. Meeting fellow librarians (especially other solos) at conferences, and creating local networks through listservs and social gatherings provides access to leads, and can directly impact the time it takes to fulfill a knotty request.

Another way of managing time is to not say "Yes" too easily or frequently. Not saying "Yes" does not necessarily mean "No". It can simply mean "Not now". Not only does this free up time and set realistic expectations, but it also creates the accurate perception that a solo librarian's time comes at a premium.

In juggling research, clerical, and managerial duties, a solo librarian can also ask others to help. Oftentimes, a secretary or other support staffer can step in to help with certain tasks that require little instruction or supervision. The same principle applies when the solo takes much-needed time away. Letting a supervisor know where the LEXIS IDs are kept, and providing a list of vendor phone numbers can resolve simple problems while the solo relaxes on a beach. Also, arranging for a Lexis or Westlaw rep to come in for a few hours on a couple of days puts the attorneys at ease.

A solo librarian's workday has numerous benefits (autonomy, variety, no personnel issues, among others), and managing time is the key to enjoying them and furthering one's career.



Reinventing a Profession: The Changing Face of Librarianship

Reported by Margot McLaren
Serials & Government Documents Librarian
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San Diego Area Law Librarians (SANDALL) held its Fall 2008 Workshop on September 19, 2008 at the Marina Village Conference Center in San Diego, California. The workshop was well attended with over 20 people including four vendors. Coincidentally, this year marks SANDALL's 10th anniversary.

SANDALL President John Adkins introduced the speakers and the program. Vice President/Programs Chair Betsy Chessler provided the audience with an informal summary of recent SLA and AALL surveys on the state of special librarians and how the profession has changed over the past 5 years.

Three types of surveys were conducted: special libraries, AALL job postings, and head librarians at top 200 law firms. The School of Information and Library Science, University of North Carolina at Chapel Hill conducted a general survey of 2,004 individuals and five other surveys of between 312 and 680 individuals. The surveys covered demographics, future needs for special librarians, and trends in services over a five-year period (2002-2007). The results showed the following: the number of special libraries has decreased by 12%; staff has declined by 7.2% but the number of patrons has increased; about one third of special libraries serve between 1,000 and 10,000 patrons each; and there is an increase in use of electronic resources (such as journals, books, reports and document delivery), including the number of computer workstations and wireless computer networks that are available.

Another interesting tidbit from the special librarians survey: 72% of special librarians are over the age of 40; 93% are Caucasian, 82% are female; 62% hold an MLS degree; 18% have an MS, MA or equivalent; and about 40% earn between \$50,000-\$79,999 per year.

AALL conducted a statistical analysis of job placement listings from October 2002 to October 2007. There were a total of 1,148 job positions in the United States and Canada, with California holding the highest number of job postings (173), followed by New York (125) and Washington, DC (100). South Dakota had no job listings. On the other hand, the South had the most jobs (nearly 40%). Further information on the survey can be located in *Law Library Journal* (vol. 100, no. 3, Summer 2008, pgs. 529-539).

The last survey on head librarians at top 200 law firms was conducted by Alan Cohen and the results were published in *Law School Inc.* (vol. 6, no. 4, July/August 2008, pgs. 5-16). Ninety-four librarians responded. The results showed the following: 50% of the firms indicated that the library was the main source for competitive intelligence; 63% indicated that the library served as the main source for marketing research; 75% of the librarians are actively involved in their firms' knowledge management; and 56% of the libraries are operating with the same size staff or smaller than they did a year ago. Although libraries gather information, Cohen points out that libraries are not receiving recognition for their efforts, and the marketing departments are handling the reports. The survey also reported that the firms' average budget in 2007 was \$4.2 million and in 2008 was \$5.8 million. Overall, 85% of library directors are satisfied with their jobs.

Next, Betsy introduced four San Diego librarians, Marianne Sterna, Leigh Inman, Gina Catalano and Grace Viola, who are pursuing MLS degrees. Each discussed how they become interested in librarianship, what types of courses they are taking and how their courses are preparing them for work.



Belinda Beardt

After the break, Belinda Beardt of AIM Library and Information Staffing, Inc. discussed current job market trends. In her role as the Chief Operating Officer, she is responsible for finding the "right fit" (placing applicants in jobs where they would fit in) in library employment, and revising applicants' resumes. Belinda illustrated in her slides how the economy moves in cycles: from boom to bust and

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Latham & Watkins Makes Its Move

by Catherine Meller, Research Librarian
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The Los Angeles office of Latham & Watkins has recently relocated from the US Bank Tower on Fifth Street to the KPMG building in the Wells Fargo Plaza on South Grand Avenue. Although we've only been in our new surroundings for a little over two months, it already feels familiar, and our work routines continue as usual with some slight modifications. This is due in no small part to all the time and effort put into careful, detailed planning and scheduling of the library move, as well as that of the overall office move. With a little over a year's notice, there was ample time to plan and prepare ourselves both physically and mentally for the change.

Since the firm of Latham & Watkins originated in Los Angeles in the mid to late 1930's, the library had grown into quite an impressive collection of complete runs of case reporters that included 2nd series of the regional reporters, as well as prior and current editions of many standard treatises, law reviews, newsletters and other legal practitioner materials. As we are all aware, with the increasing popularity and availability of electronic legal research materials, the need to keep large back runs of case reporters and law reviews is quickly decreasing. We knew our physical space would be reduced, so we took advantage of the opportunity to perform a long-overdue intensive review and weeding of the library book collection. This process also assisted in reducing the amount of materials to which we applied barcode labels, in anticipation of the implementation of an automated circulation system sometime after the move.

We were kept up to date on design plans as they progressed through their many meetings with various levels of L&W administrative staff, designers, engineers and architects.

Once we knew how much shelving space we were going to have (about 2 months before the move date), and how that shelving would be arranged within the new library, the real work began. The book collection was measured and re-measured by subject areas in order to be sure of the amount of linear feet involved, and to map out how they



The reference desk at the new location.

could be placed in the new surroundings. As the build-out of the shelving in the new space was completed, staff went in with hard hats to measure and re-measure the new shelving areas in order to plan where materials would be placed in the new library shelving.

With the assistance of a mapping program developed by a member of our library staff, we were able to map the location of the current collection shelf by shelf, then correlate those coordinates to a map of their planned location in the new shelving. All this attention to detail ahead of time made the initial move 'afternoon' a breeze, as library staff was able to supervise and direct the moving crew to remove almost 3,000 linear feet of books from the shelves in the correct order onto the moving carts within 5 hours. This was done on a Friday afternoon, so the moving crew would be able to transport the books on their carts by truck to the new space, and have ample time and availability of the freight elevator to move the books up into the building. On Saturday morning, library staff members again supervised and directed the move crew in placing the books onto the new shelving in the correct arrangement, also within 5-6 hours.

The library book move was completed one weekend before the actual office staff move on the following weekend. We were able to maintain our reference support and services

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Latham & Watkins (cont.)

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A view of the stacks after the move.

during the week between the move of the books and office through use of electronic research materials, and with ample announcements ahead of time that if attorneys wished to maintain use of any library print materials during this week, that they would then be responsible for packing and moving them along with their own office materials.

Our new library location is on the north side of the 4th floor of the KPMG building. We have a bright and airy space with natural light coming in from the windows. There are great views of the Wells Fargo Plaza, and MOCA to the north. Although the library collection has decreased in physical size, we continue to maintain a comprehensive primary law and treatise collection reflecting all Los Angeles office practice areas. Our print collection is now housed in 10 open ranges within the library area, and in a compact shelving unit located directly across the hall from the library. We also have a conference and training room available within our space to utilize for many purposes. The room will be able to accommodate up to 8 people at a time, and includes a projector and a 'smart board' wall screen. The conference and training room will be utilized for orientation and training of attorneys and library staff, as well as for library staff conference calls and meetings.

We are enjoying our new space, and appreciate the opportunity for a 'fresh start' in providing library and research services to the attorneys in a new environment.

Reinventing a Profession (cont.)

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from bust to boom. When the economy is in a recession, some librarians will branch out into consulting or contract work. The question that she receives frequently is, "How is the job market?" Her response is, "Slow, but it will get better." To prepare for the next boom, Belinda provided the following

tips: review and update your resume; think green technology in 2-3 years; invest in professional development; network inside and outside of the library profession; and take refresher courses. Belinda concluded her presentation with a quote, "Your future looks bright!"

Featured guest speaker Karen A. Coombs, Head of Web Services at the University of Houston Libraries, discussed how the library profession is changing with Library 2.0 and Web 2.0, and with cutting edge experimental web technology such as mobile catalog and using open WorldCat applications for iPhones and iPod Touches. She also shared with the audience her use of web technology in her work experience.

Karen also offered a list of the top ten newsworthy items from the past year and discussed how they will impact libraries: Open Library (<http://openlibrary.org>), a digital library of in-print and out-of-print book records; Apple iPhone, a multimedia "smart" phone; Worldcat search API (application programming interface) allows OCLC member libraries to submit structured queries programmatically to WorldCat and retrieve information including bibliographic records; University of Prince Edward Island implements Evergreen library automation, freely licensed open source software that helps patrons to locate library materials and helps libraries to manage, catalog and circulate materials; Congress enacts National Institutes of Health (NIH) public access policy PubMed; Amazon's Kindle (e-book reader) debuts; Google announces book search APIs, which allow website developers to add Google book search features to their websites; Amazon is now selling digital rights management (DRM-free) MP3s; ProQuest databases are "widget-enabled," whereby a researcher may cut and paste snippets of information and place them on a web page; and a new version of SOPAC (Social Online Public Access Catalog) is released, which invites Ann Arbor District Library patrons to write reviews, rate books, and tag them with patron-created subjects.

Barbara Glennan and Brandon Baker of California Western School of Law Library provided a lively half-hour demonstration of electronic gadgets such as Amazon's Kindle, Sony's sub notebook Eee PC 900, and Apple's iPod.

Betsy Chessler concluded the conference with a magical online tour of virtual 3-D library worlds in Second Life. She was joined by Sandy Vella, Head of Library Instruction Services at UC Davis, and by Professor Connie Constantino of San Jose State University School of Library and Information Studies.



No Need to Pack the Rain Gear - Summertime Travel in Oregon

Article and Photos by John O'Donnell, Public Services Librarian
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As I arrived at the Portland airport, I had a strong sense of reminiscence. I had not been back to Oregon in 15 years, since my decision to go to law school in the Midwest. At that time I was living in Eugene, about two hours south of Portland. To make up for lost time, I decided to stay an extra two weeks in Oregon after the AALL conference ended. The conference was brief but great and came to a close on Tuesday night. On Wednesday morning, I played tour guide and took some colleagues out to the Columbia River Gorge to see the Multnomah Falls and the Bonneville Dam.

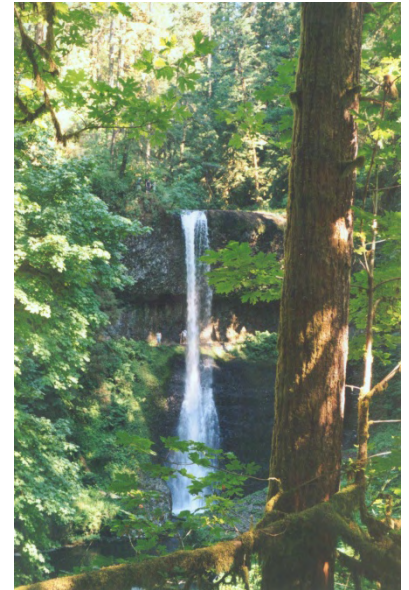
On Thursday, I rented a car in Portland and drove an hour south to Salem. About a half hour east of Salem lies Silver Falls State Park. The park contains ten waterfalls, each visible throughout a 7.2 mile hike. Middle Falls, one of the more picturesque waterfalls, drops 107 feet. This park is truly beautiful and is just as nice as some of the national parks I've visited. You can walk behind a few of the waterfalls and feel the spray of the water on your face and body.

After my four-hour hike, I drove an hour south to Eugene to visit some old haunts and see friends I had not seen in many years. Everything looked vaguely familiar despite the passage of time. A new bus line now runs along the edge of the University of Oregon campus. I visited the law school that was newly built after my departure to the Midwest. The school is sometimes jokingly referred to as "Nike Law School." Nike was founded by Phil Knight and his track coach at the U of O back in 1962. Knight named the

school after his father, William W. Knight. I headed for the law school library, of course. Since my visit was on a weekend, no regular library staff was on duty so I spoke with a student worker. She said she really liked working in the library and that there were no "office politics."

While in Eugene, I saw some old friends, including my former hockey coach. I had played goalie for the newly formed University of Oregon hockey team back when Eugene's first ice rink was built. I believe it is still the only ice rink between San Francisco and Portland. I remember that a daughter of "Coach," as we called him, had been born shortly after one of our hockey games had ended. His daughter is now planning to attend college this fall at Arizona State. Time flies! At night, Coach and his two daughters and I went to see Eugene's only professional sporting venue, the Eugene M's. The "M's" are a minor league affiliate of the San Diego Padres. Since baseball can be kind of slow, at least compared to hockey, it was a great chance to get caught up on our lives during a warm summer night under the stars.

After Eugene, I drove one hour west to the coast. I had never been to the southern Oregon coast that reaches down to touch the California border. The Oregon coast is unlike the Southern California coast; Oregon's coastline is not "built-up" at all. In fact Coos Bay, the largest coastal city in Oregon, is home to a whopping 16,210 people. Another distinguishing difference between Southern California beaches and those in Oregon is that Oregon coastal temperatures are always cool, even in the middle of the summer. Consequently, the beauty of the beaches is best enjoyed by walking and exploring, rather than lying on the beach or swimming.



*Middle North Falls,
Silver Falls State Park*



W. W. Knight School of Law, University of Oregon

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Oregon (cont.)

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One day as I was driving to one of these “cool” beaches, I saw two strange looking animals scurry into the woods near the ocean. I believe they were porcupines. They looked different from photos of porcupines I’ve seen. I think that the pictures that you often see of these creatures in books show the animals in full “ready for attack” needle-pointing mode. To me, they looked quite different while in their relaxed, non-defensive mode, even as I attempted to get a good shot of them--with my camera, that is!

Although Oregon may not contain a wealth of United States history--besides Lewis and Clark and 19th century pioneers traveling on the Oregon Trail--the southern coast does have one historic claim to fame. Near the southern coastal town of Brookings, a ship-based Japanese plane made the only successful attack of the U.S. mainland from an airplane during World War II. The plane dropped two incendiary bombs about 16 miles east of Brookings. Due to the wet conditions--it is Oregon, after all--the small fires were put out quickly.

After the coast I headed into California, then back across the Oregon border and inland toward Medford, Oregon and my next destination, Crater Lake. Before I left for Oregon, I worried about my camping options at Crater Lake. There were “Attentions!” and other notices highlighted with red triangles on the National Park Service websites. Due to an unusually high snow fall this winter, I was warned, the campgrounds were only partially open, and the smaller one where I was planning to camp was closed. Keep in mind these weather issues were occurring at the beginning of July. Amazingly, Crater Lake receives an whopping 533 inches of snow per year, more than 44 feet! When I actually arrived at Crater Lake, I was happy to hear my campground was open.

While planning my trip to the AALL conference and Oregon afterwards, I packed my camping gear (e.g., tent, sleeping bag) as well. I thought my librarian colleagues at the conference hotel check-in might wonder, “Why does he have three suitcases for a three-day conference?!” So, I packed lightly, deciding to bring a summer-weight sleeping

bag. Unfortunately, I paid for this decision at Crater Lake. At the 6,000 foot elevation, the campground temperatures at night were in the low forties, high thirties.

After warming up the next morning, I took a two-hour boat tour on Crater Lake. I learned that America’s deepest lake is nearly two thousand feet deep, about 6 miles across, and became a national park in 1902. During the tour, the park ranger asked if anyone had noticed that he had not brought a water bottle on the trip. He then proceeded to dip a wine glass into the water and drank from it. He said that the pure water of the lake would not pass most city drinking quality tests, but that the water is still among the purest natural water resources in the world. After the boat tour I drove the 33-mile rim drive around the lake, stopping at its many different viewpoints.



Phantom Ship, Crater Lake National Park

Bend, Oregon. If I win the lottery anytime soon, this is one place I plan to buy a house. Bend is not necessarily an expensive place to live, but to me it is one of the most beautiful outdoorsy places in the country. When I last lived in Oregon, I skied and white-water rafted many times in this area. I guess I would describe Bend as a kind of a low key and less expensive Aspen. One of our interns in the Public Services Department at Whittier Law School Library obtained a position at the community college in Bend, so I visited him and his new bride. In 2000 the population of Bend was about 52,000; in 2006 the population reached nearly 72,000. Apparently, the word is out!

After Bend I made my way back to Portland by way of the Mt. Hood area. You may have seen Mt. Hood from the Portland area during the AALL conference. I met some old friends on the day before I left and we went to Sauvie Island and spent the day at the beach. This island is in the middle of the Columbia River, which flows into the Pacific Ocean and forms the border between Oregon and Washington. A few times each hour huge barges marked with different Asian languages made their way down the nation’s fourth largest river, carrying industrial supplies from the Far East to their final destinations.

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Review of *Reading People: How to Understand and Predict Their Behavior - Anytime, Anyplace*

by Gina S. Catalano, Head of Reference Services
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As part of the San Diego County Public Law Library's *Attorneys as Authors* series, Wendy Patrick Mazzarella spoke about her new book, *Reading People: How to Understand People and Predict Their Behavior—Anytime, Anyplace*, co-authored with Jo-Ellan Demetrius, Ph.D. Ms. Mazzarella is currently a San Diego County Deputy District Attorney in the Sex Crimes and Stalking Division, prosecuting cases involving sexual assault and sexually violent predators.

Ms. Mazzarella explained that in the age of email and instant messaging, we are losing our ability to read people because we no longer communicate in person. She pointed out basic tips that can be applied in any situation, whether it's in the courtroom, interacting with patrons, or dealing with friends and family. Ms. Mazzarella discussed the following seven things that, if carefully observed, can help you to understand people and predict their behavior.

Personal Appearance

We can learn a lot from simply observing: what someone is wearing (clothing & accessories), their hair style, and personal grooming habits. This may not always be an accurate assessment, as someone may be dressed-down for the day or dressed to impress. But, it is still valuable to observe.

Body Language

We've all heard that body language can provide insight into a person's thoughts, but how many of us actually take the time to observe it in the moment? Is the person you are talking to leaning forward, showing that they are interested in what you have to say? Are they sitting with their arms crossed in front of their body? This could be a defensive posture. Do they avoid eye contact? If so, it could mean they are being deceptive.

It is important to remember that there are cultural differences that may account for some body language. Also, remember that sometimes people are doing things consciously; for example, if someone is cold they may cross their arms in front of them to stay warm, not as an unconscious defensive act.

Voice

Vocal variations can be more telling in reading people than the content of what is being said. However, observing vocal variations is most effective when you know what the person's voice sounds like in normal conversation. It is also important to consider the subject matter and forum of the discussion. If it is an uncomfortable subject or if the person is speaking to a large crowd, there may be natural vocal variations due to stress.

Communication Style

Ms. Mazzarella discussed six communications styles:

Nobel: just the facts, pure exchange of data.

Reflective: communication is an opportunity to build relationships.

Socratic: love the sound of their own voice, like to talk.

Magistrate: their way or the highway, opinionated.

Candidate: people-pleaser, try to avoid conflict.

Senator: chameleons—whatever works, can be seen as fickle.

Knowing someone's communication style can help you read them. It can also help you facilitate communication. This is especially helpful if you are working in a team environment or in a supervisory position.

Content

You can sometimes tell someone's sincerity by observing the content of their speech. Does a person respond, but not respond to the question being asked? This could mean that they are uninterested. Does a person respond to a question with a canned answer? They could be asserting their own agenda and not actually participating in the conversation.

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Wendy Patrick Mazzarella



Review: *Reading People* (cont.)

(continued from previous page)

Actions

A person's actions can speak louder than words. Do they say one thing, but do another?

Environment

The things people keep around them tell a lot about that person. What is in their office? Is it filled with family pictures, sports memorabilia, or is it plain with no artwork or decoration? Is their office a mess? It can be useful to forego an email or phone call and actually walk down the hall to talk to a co-worker. You can get a better insight into that person if you just take the time to meet in person and observe their surroundings.

Ms. Mazzearella stressed that the number one impediment to reading people is our own pre-conceived notions or stereotyping. In order to correctly read people we must approach them without judgment and let our powers of observation give us clues about who they are. She also warned that in order to read people accurately, all seven of the clues discussed above should be observed and considered. So, exercise those people skills and start using your powers of observation! We can learn a lot about each other, if we just take the time.

Oregon (cont.)

(continued from page 20)

As all good things do, my trip eventually came to a close. I donated to friends items I no longer needed or that were too large to take on the plane—my ice cooler, for example. After I returned my rental car, I was very surprised to discover that I had put 1,732 miles on the vehicle. The weather had been perfect, too. I am pleased to report that not one drop of rain had fallen during those many miles of exploration and throughout the time I spent reconnecting with old friends.



Heceta Head Lighthouse, north of Florence, Oregon



Cape Perpetua, central Oregon coast



South Sister Volcanic Peak



SCALL Membership News

SCALL Membership Directories

The SCALL 2007-2008 directory is available on the web. The 2008-2009 web directory will be forthcoming. As a reminder, the directory is password-protected. If you do not have a password, please complete the password request form on page 2 at the URL below and submit it to Ramon Barajas:

<http://aallnet.org/chapter/scall/pdf/membership.pdf>

If you are not listed in the current directory, please send your renewal form and a check payable to SCALL to: SCALL Membership, PMB 334, 8391 Beverly Blvd., Los Angeles, CA 90048.

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

Pauline M. Aranas
Chair, SCALL Membership Committee

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Welcome, New Members!

Emily Anne Day, Assistant Librarian at Southern California Edison.

Gabe Geltzer, Online Content Manager at Library Associates Companies/LAC.

Shannon Hein, Director of Sales with William S. Hein & Co., Inc.

Theresa Kim, Reference Librarian at Thelen LLP (San Francisco).

Gerald Kline, Director, Law Libraries at Santa Barbara & Ventura Colleges of Law.

My Le, Thomson Reuters.

Stephanie Plotin, Reference & Williams Institute Librarian at UCLA Law Library.

Carmen Reyes, Technical Services Supervisor at O'Melveny & Myers LLP.

Maryjoe Sandoval, Publications Manager with Daily Journal Corporation.

Deborah Schander, Reference and Electronic Services Librarian, University of La Verne College of Law Library.

Welcome, New Student Members!

Diane Gurman, UCLA GSE & IS.

Susan Schalbe, SJSU SLIS.

Other News

Esfandiar Abbassi, formerly Librarian at the California Department of Justice, Office of the Attorney General, is now Director, Substitute Librarian, Law and Business.

David Burch, formerly Computer Services Librarian, is now Head of Library Computing Services at Loyola Law School.

Jody Kelley, formerly Manager of Library Services is now Senior Library Manager at McKenna, Long & Aldridge LLP.

Ruth Levor, formerly Associate Director, is now Interim Director at University of San Diego, Legal Research Center.

Robert Rodriguez, is now Reference Librarian at Stroock & Stroock & Lavan LLP.

James Sherman retired as Librarian at National University (Fresno, CA). As a retiree, he works as a librarian at San Joaquin Memorial High School.

Michael Soriano, formerly a library assistant, is now a Reference Librarian at Latham & Watkins LLP.



Job Opportunities

Compiled by:

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*Click on any entry to see the complete job announcement.
Updated: September 25, 2008*



Part-time Legal Reference Librarian; San Diego County Public Law Library; San Diego, Sept. 25.

Library Assistant, Main Library—Temporary Assignment; San Diego County Public Law Library; San Diego, Sept. 25.

Cataloger, Main Library—Temporary Assignment; San Diego County Public Law Library; San Diego, Sept. 25.

Research Services Manager; DLA Piper; San Diego, Sept. 25.

Library Technician — Technical Services; Library Associates Companies; West Los Angeles, Sept. 18.

Circulation Services Librarian; Univ. of San Francisco School of Law Library; San Francisco, Sept. 6.

Librarians & Technical Assistants, California Dept. of Corrections and Rehabilitation, Statewide, April 15.



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