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**From the President**

*By Caitlin Hunter  
Reference Librarian  
UCLA School of Law*

It feels like yesterday I was writing this column for the SCALL Newsletter’s Fall 2022 Issue, amazed that summer was over and the semester was starting. One blink later and the semester and the year are almost over!

Thank you to everyone who attended SCALL’s Fall Meeting. Programs Committee chairs Alina Kelly and Michelle Gorospe planned a fun game of SCALL and SANDALL trivia, ably hosted by Immediate Past President Patrick Sullivan. If you missed the meeting, you can read all about it in Sherry Leysen’s article, featured in this newsletter issue.

As I said in my previous column and at the meeting, we are so pleased to have the SANDALL members join us, and I hope this can serve as a spark for more local meet-ups and activities. Even before the pandemic, I regularly heard from SCALL members in Riverside and Orange County how difficult it was to drive all the way to downtown Los Angeles after work and how much they wanted more virtual and local options. I was pleased to hear from some San Diego members they are hoping to organize events in their area and I encourage anyone who would like to host a local meet-up in any area to email me ([hunter@law.ucla.edu](mailto:hunter@law.ucla.edu)) or volunteer using SCALL’s [committee volunteer form](#). I want SCALL to be an organization

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*continued from page 1 (From the President)*

anyone can get involved with - whether you're a long-time member or just joined, whether you have a lot of time or a little, and whether you want to chair a committee or just host a single no-further-commitments meet-up.

One opportunity to get involved is right around the corner. As we have for the past several years, SCALL will be hosting a post-holiday party, where members can get together and enjoy one another's company after the hectic rush of the holidays is done. Please see [page 3](#) for details.

After the holiday party, it's on to the Institute! Vice President Joy Shoemaker has begun planning a fantastic and informative Institute. I'm excited to announce that the SCALL Institute will be taking place February 24 to February 25, 2023, at the Mission Inn Riverside. The theme will be Pipelines to Success: Creating essential connections to people, resources, and expertise. Registration has officially opened! Attendees can register for the SCALL Institute [here](#). Exhibitors can register for the SCALL Institute [here](#).

Finally, I want to encourage donations to SCALL's Community Youth Internship

Experience Program (CYIEP). The CYIEP places high school students in paid law library internships. It is specifically targeted at students from low-income schools who, unlike wealthier students, may not



otherwise have the connections to get internships in professional environments or the financial stability to skip paid summer work for an unpaid internship. CYIEP makes it logistically and financially possible for these students to gain work experience in professional environments and make professional connections. It also raises awareness among high school students of law librarianship as a possible

career path and helps to create a more diverse pipeline of future law librarians.

Each year, the CYIEP typically places two students in paid internships funded by the host library and funds four paid internships, thanks in part to an extremely generous donor who has graciously contributed \$2,500 each year. However, it's not clear this generous donor can continue contributing going forward and minimum wage in Los Angeles has been steadily rising. CYIEP is investigating a few fundraising opportunities, including identifying grants and soliciting donations from businesses.

One immediate step that the SCALL Board has taken is matching up to \$1,000 in donations to the CYIEP. I hope you will consider [donating](#) to this wonderful program! I also encourage you to reach out to the [CYIEP Committee](#) if your library can host an intern, especially if your budget allows your library to fund the internship.

As 2022 draws to a close, I also hope that you all have a chance to spend time with your loved ones, enjoy a break from work, reflect on the old year, and look forward to the new one.

## Fall Program Recap: Getting to Know SCALL + SANDALL

*By Sherry L. Leysen  
Reference Librarian  
UCLA Law Library*

With SCALL members voting at the Annual Business Meeting in June 2022 to approve the merger of the San Diego Association of Law Libraries (SANDALL) into SCALL, the SCALL Fall Meeting held on October 27, 2022, presented the perfect occasion for members to connect with one another virtually. In addition to enjoying a bit of friendly, mid-day competition, the program also celebrated the rejoining of SANDALL members.

SCALL President Caitlin Hunter kicked off the program, *Getting to Know SCALL + SANDALL*, with a warm welcome to all.

Having become a chapter nearly twenty-five years ago at the AALL Annual Meeting and Conference held in Anaheim, Hunter shared SANDALL's history and recognized its members for their many collaborative and welcoming events, always held at beautiful locations throughout San Diego. Hunter also praised and thanked SANDALL members for their enthusiasm, talent, and commitment.

When it was suggested that SANDALL and SCALL once again join forces as one chapter for southern California, the idea was met with great enthusiasm. Over the years, SANDALL and SCALL have enjoyed a cooperative relationship, coming together on successful regional programs. Hunter shared this successful collaboration would be a model moving SCALL forward. As part of the merger, members will have more occasions for local meetups throughout the southern California region, along with the current virtual options.

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*continued from page 2 (Fall Program Recap)*

Hunter also invited all members to [participate as volunteers](#), sharing there are many opportunities for involvement. Noting there is space for everyone to get involved and all levels of engagement are welcome, Hunter encouraged members to reach out with event or program ideas. Hunter thanked all members for creating such an active and creative community.

Immediate Past President Patrick Sullivan then led attendees through several rounds of SCALL + SANDALL trivia, with Board Member Tanya Livshits managing the Zoom breakout rooms and Programs Committee Co-Chair Alina Kelly keeping track of each group's responses.

The first question asked **what objects appear within SCALL's logo**. The answer: palm trees. SCALL members may recall that the SCALL logo has evolved over time. With three, dark green palm trees rising in height, SCALL's current logo was most recently preceded by a logo incorporating two palm trees as part of the DTLA skyline.

The second question asked **when SANDALL became an official AALL local chapter**. According to SANDALL's history, it considered becoming a chapter separate from SCALL in the early eighties, with more serious discussions taking place in the early nineties. Its chapter movement gained traction during that decade, leading to its official approval as a chapter at the 91st Annual Meeting of AALL in July 1998.

The next question asked **when AALL approved SCALL as a local chapter**. The answer: July 1953. SCALL was welcomed as a chapter at the 46th Annual Meeting of AALL, which was held in Los Angeles that year. The vote took place during the First General Session on July 6 in the Hotel Statler, which had just opened the year prior at the corner of Wilshire and Figueroa. (For those wondering about the Statler, a couple of hotel brands would occupy that space in the ensuing years, with the new Wilshire Grand eventually rising from that location.)

Sullivan then asked attendees **how many times the SCALL Institute was held in San Diego**. The answer is ten, a number that includes the Joint Institutes. According to SCALL's history, the first SCALL Annual Institute in February 1973 was held in San Diego.

Question five asked attendees to report **how many joint institute meetings were held** with the southern (SCALL/SANDALL) and northern (NOCALL) California regions combined, with a bonus for knowing the years. The answer, according to SCALL history: four, held in 1999 (Monterey), 2003 (San Luis Obispo), 2006 (Sacramento), and 2012 (San Diego).



Sullivan next asked members for the **name of the SANDALL column that appeared in the San Diego Daily Transcript**. The answer, according to SANDALL's history: *Off the Shelf*.

An especially lighthearted question, SCALL's immediate past president then asked attendees to **name SCALL's immediate past president**. Sullivan then asked attendees to **name SANDALL's immediate past president**, Havilah Bakken. (Members mentioning Eriberto (Eddie) Ramirez or Ian Kipnes also were counted correctly.)

Lastly, Sullivan asked **which U.S. state is closest in size to the combined territory of SCALL and SANDALL**. Answer: Michigan (or Iowa).

As the responses to the trivia questions were being tallied, attendees gathered in two rounds of small breakout rooms, offering another opportunity to meet and chat with colleagues.

Concluding the program, Hunter thanked Sullivan, Livshits, Kelly, and Programs Committee Co-Chair Michelle Gorospe for coordinating the event and trivia questions, with Kelly announcing the group with the most correct answers, and the group not involved in a tie.



## CYIE: Inspiring the Next Generation

By Judy Lee  
Senior Research Analyst  
Sidley Austin  
and  
Daisy De Anda  
Legal Research Specialist  
Sheppard Mullin

SCALL's Community Youth Internship Experience Committee ("CYIE") has had a big year. After two summers on hiatus due to the global pandemic, the program returned this year in full gear and with a rebrand—yes, we changed our name and created our very first program logo! We were also thrilled to resume our longtime collaboration with the [Los Angeles Education Partnership](#) ("LAEP"). And if that wasn't enough, 2022 is also CYIE's 30th anniversary!

With so many great things happening, it's hard to focus on just one topic, but we want to take this opportunity to highlight one of CYIE's most important resources: the student participants. So read on to meet the 2022 CYIE interns and learn about some impactful takeaways they shared with us at the program's closing meeting.

In case you didn't know, the CYIE program selects high school juniors and seniors to work in paid summer internships at law libraries and legal organizations throughout Southern California. This year's program commenced July 1 with four students at four host sites: Delila Morales, a recent graduate from San Fernando High School, interned at the Law Library for the [California Court of Appeal](#), Second Appellate District. Audrey Gonzalez, a rising senior from San Fernando High School, interned at the [Loyola Law Library](#). Raphael Martinez, a rising senior from Social Justice Humanitas Academy, interned at the [USC Law Library](#). Eneas Arrezola also interned at the Law Library for [San Bernardino County](#) but was unable to join us for our closing meeting and is not pictured or quoted in this article.

### TRANSFERABLE SKILLS

For many high school students, a summer internship is an opportunity to become more independent and discover new things about themselves. For others, it can unveil a whole new world that paves the way to their future. The CYIE program provides a balance of both while developing skills the participants can adapt for future job opportunities. For example, intern Delila Morales shared that she overcame her shyness and learned not to be afraid to ask questions or approach her colleagues. In addition to developing confidence and expanding her communication skills, she worked successfully on projects like loose-leaf filing, which she found therapeutic. The interns also develop crucial administrative skills like completing job applications,



**COMMUNITY YOUTH INTERNSHIP EXPERIENCE**  
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*A new name and a new logo! The Community Youth Internship Experience is back open for business*

communicating with payroll departments, and learning time-sheet procedures.

CYIE students learn to be punctual and meet deadlines, as well. Audrey Gonzalez gained skills in time management and planning while working at Loyola. Knowing when to take your time and pace yourself with projects is key. Audrey recalled with a smile that she surprised her supervisor by completing assignments sooner than expected. She then developed her patience skills while waiting for new projects. As Ancient Rome philosopher Lucius Annaeus Seneca said, *quality over quantity!*

### NETWORKING

Another important resource CYIE provides our interns is the opportunity to establish positive connections in the law library profession. Raphael Martinez plans to use his new networking skills to connect with USC alumni and stay in touch. A single internship experience exposes each student to hundreds of potential contacts with whom they can build lasting connections.

We encourage our interns to start conversations in any environment, from the breakroom or elevator, to a commuter train ride. They never know who they will meet, and making a positive impression could lead to a potential employer saying, "I would love to have you join my team!" On the flip side, by hosting a CYIE internship, law librarians can become mentors and create a pipeline to further growth and renewal in our field.

### PROFESSIONAL WORK EXPOSURE

CYIE interns are immersed in a professional work environment. Participants learn to work in the real world by experiencing first-hand the importance of work ethics, responsibility,

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*Current and potential law librarians. L-R: Committee Co-Chair Sangeeta Pal, interns Raphael Martinez, Delila Morales, and Audrey Gonzales, and committee members Daisy De Anda and Judy Lee (Photo courtesy of Daisy De Anda)*

and good judgment. For example, early in his internship, Raphael realized he needed to communicate with his supervisor about transportation challenges he was experiencing. Once he informed her, he learned that open, honest communication can take you a long way. Keeping your employer informed is vital to becoming a professional.

#### **POSSIBLE CAREER PATH**

In addition providing valuable job skills, the CYIE program also sets interns on a possible career path toward law librarianship. For example, Audrey spent time behind the reference desk at Loyola, and Delila performed legal research in Westlaw and Lexis. Audrey also got to tour a downtown law firm library and was impressed that a CYIE alum is now the head librarian there! The interns also met our very own Daisy De Anda, another fellow CYIE alum of the 2004 program. We hope these experiences will inspire the interns to apply for library studies in the future or return to be interns for a second year!

We are proud to have had these promising students intern with the program this year. We watched them grow, learn, and build skills that will help them in the future. We hope that through this experience and the networks they formed, these students will be inspired to aim for a career in law librarianship. If you are also inspired and would like to participate as a host site, please contact [Diana Jacque](#) or [Sangeeta Pal](#). Or consider [donating](#) to CYIE to help support today's students and tomorrow's law librarians!

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## Member Spotlight: Getting to Know SANDALL

By Judy K. Davis

Senior Law Librarian and Head of Access Services  
USC Law Library, and longtime member of both SCALL and SANDALL

SCALL is a friendly and sociable group, and we love having new members join our organization. But sometimes we get an especially nice treat when a former member who has been away for a while returns home and rejoins SCALL. This issue's Member Spotlight is about a special member who has done just that: SANDALL—the San Diego Association of Law Libraries. We interviewed SANDALL to welcome it back, to remind our longstanding members of what a delightful colleague it was, and to introduce it to SCALL's newer members, who may be less familiar with this old friend.

**SCALL:** Welcome back! Quite a few new members have joined SCALL since you were last with us. Would you tell us a little about yourself, so everyone can get to know you?

**SANDALL:** Sure! I was part of SCALL since SCALL was founded in 1953. You may not know it, but SCALL's territory extends from the northern boundary of San Luis Obispo County all the way to the Mexican Border.

**SCALL:** So, would it be correct to say you were one of the founding members of SCALL?

**SANDALL:** Absolutely! Our history goes way back.

**SCALL:** What were the circumstances when you struck out on your own?

**SANDALL:** I enjoyed being part of SCALL, but sometimes the drive up from San Diego made it difficult to participate in all your wonderful events. Plus, there are so many fantastic law librarians in San Diego I thought it would be great for them to get to know each other in a smaller group! Some of the San Diego librarians met informally as far back as the 1970s. Over the years, these meetings grew, and the librarians discussed a more formal structure. Eventually in 1991, I created bylaws, held elections, and became a more formalized group.

**SCALL:** Sounds like fun! What did you call yourself?

**SANDALL:** Well, (laughs) I was originally called "SCALL San Diego," but that sounded a little too much like your name, so I changed it to SANDALL.

**SCALL:** No worries. I've always liked that name, and I remember the cute sandal and flip-flop swag that ensued, so it all



*Okay, it's not the original flip flop keychain, but doesn't it make you want to go to the beach and read a treatise?  
(Image courtesy of Judy K. Davis)*

worked out for the best! But on a more serious note, you eventually became an official AALL chapter, didn't you?

**SANDALL:** Yes! I petitioned to become a chapter at the 1998 AALL Annual Meeting in Anaheim. Shortly after, I had bylaws, committees, and my first slate of officers. And you gave me a birthday gift of \$5,000 to get started. Thanks again, by the way!

**SCALL:** Always happy to help a friend! I'd say you used it well. What are some of your favorite accomplishments over the years?

**SANDALL:** I did many things I'm proud of, but here are a few:

- After existing barely two years, I had my first Fall Workshop, entitled "2000: A Cyber Odyssey," which included a full day of programming covering issues like Internet privacy and digital copyright. This was just the start of successful programming I held over the years, including an Annual Fall Institute.
- In 2003 I participated in my first Joint Chapters Institute, in San Luis Obispo. This was the first time the three California AALL chapters came together for an institute.
- In 2012, I hosted the Joint Chapters Institute in San Diego, entitled "The State We're In: California Law Libraries in Unprecedented Times," with almost 200 participants.
- I had lots of fun social events in some fantastic locations. The annual Holiday Party and Spring Socials were some of my favorites, plus the Mud Run, Art and Wine Social, and many happy hours!
- I had several political victories over the years, helping support or defeat numerous pieces of federal, state, and local legislation to further the missions of libraries and law librarians.

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- And like you, I have funded many law librarians seeking to attend educational events such as the AALL Annual Meeting. I've always been proud when I can help deserving members of our profession.

**SCALL:** Wow—I didn't realize how busy you were! But somehow you always stayed in touch over the years.

**SANDALL:** Of course! SCALL members have always received member-rate registration at SANDALL events, and you have generously reciprocated. I've also enjoyed having my president or vice president attend all your institutes, and yours have done the same at mine! Several librarians have even maintained memberships in both organizations for many years.

**SCALL:** You've accomplished quite a lot while you were away, and SCALL is thrilled to have you back as part of the gang again. Is there anything else you'd like to add?

**SANDALL:** Thank you for the warm welcome. I really enjoyed the Fall Meeting with that great trivia game about my history.



*The sun may set on SANDALL as a separate entity, but the opportunities for synergy and collaboration are just beginning  
(Image courtesy of littleny and Judy K. Davis)*

I'm looking forward to attending more events and making some new history with our "new-old" combined chapter. And don't forget—if you're looking for a fun place to hold a meeting or social event, San Diego's just a couple of hours away!



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## UCLA Law Fellows Program: Demystifying the Law Library for Pre-Law Students

By Rachel Green  
Faculty Services Librarian  
UCLA School of Law

I am excited to write my first SCALL Newsletter article on a subject near and dear to my heart: UCLA Law Library's contribution to the UCLA Law Fellows program. [Law Fellows](#) is "designed to encourage and prepare high-potential undergraduate and graduate students for a career in law, increase the pipeline of diverse students interested in law, and demystify the law school experience." The program includes, among other components, Saturday academies in which law faculty teach lessons across various areas of law. One Saturday academy each May involves a research session in the law library, led by librarians and library staff.

The Law Library has been participating in Law Fellows for about 25 years, and I am grateful to my colleagues and predecessors who created and developed our program. I started participating a few months after I joined the Law Library, and within a couple of cycles, I took over coordinating our Saturday sessions. I am focusing today on our most recent 2020-2022 sessions, because our transition from in-person to virtual – and back! – has been illuminating.

In the program's first years, there were typically just 2-5 reference librarians volunteering, with each leading a group of 10-20 students. Eventually, we expanded our volunteer group to include librarians and library staff from our access services and bibliographic services departments. Expanding the group has greatly enriched the student experience. Students benefit by having group leaders with different areas of expertise, and having more volunteers is ideal because it gives the students more individualized attention in smaller groups.

Traditionally, and pre-Covid pandemic, our structure consisted of two main elements: a library tour and a case-finding exercise.

The tour would take students through the four floors of our library, where we pointed out fun materials at the circulation desk and gave an overview of our collection and study spaces. For the case-finding exercise, each library volunteer would take a group to either the federal or California reporters, instructing students how to read a case citation and then giving each student a unique case citation and prompt. For example, a student might receive a slip of paper reading: *Simmons v. Baltimore Orioles, Inc.*, 712 F. Supp. 79 (What did Simmons do during the 8th inning?).

With the pandemic, we couldn't host our May 2020 session in person, so we pivoted to a virtual program. An immediate advantage to hosting it virtually was that we included library volunteers who previously could not participate in person. We ended up with twelve volunteers, a record number! We also had a fairly even split between reference and access services, so I paired people having an access services colleague handle the tour and a reference colleague handle instruction.



**Tower Reading Room**  
(Image courtesy of Rachel Green)

This partnership among our own staff was a major benefit. In pre-pandemic times, we all independently handled both the tour and instruction, which created a bit of a strain on people who were not as accustomed to one of the two tasks. By pairing up, we not only enjoyed the camaraderie of working together, we also gave the law fellows the best of our shared expertise. The value in working in pairs was especially evident when law fellows had questions we otherwise would have struggled to answer, as we could simply turn to our colleague with more knowledge in the given area. For example, when I as a reference librarian was asked detailed questions about our access policy and checkout materials, it was a relief to turn to my partner!

Another benefit we saw was in terms of content. To make the virtual sessions more interactive, we added time for "ice breakers" and introductions at the beginning of the session,

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and we sprinkled in interactive questions throughout: for example, following the virtual slide for our microform room, “Does anyone know what microform is?”

Finally, teaching virtually allowed us to highlight electronic case law research instead of print. In person, the student law fellows always seemed to enjoy seeing and using the old-school print reporters, but it also felt odd to forego electronic research. Providing instruction online meant that we could use the California Court’s free [case law research tool](#). We taught the students how to search the system and then had them all work on the same few case citation prompts, eventually sharing their answers with the group.

When we finally returned to an in-person Law Fellows in 2022, we retained most benefits we had gained during our virtual years, with our library volunteers working in pairs and including more interactive features in the tour. The result was

possibly our best Law Fellows yet! My colleagues and I continued to enjoy the camaraderie and shared expertise of working together, and our student law fellows enjoyed a more interactive experience.

Our in-person return meant that we also went back to finding cases in print. However, I updated an optional “take-home” assignment I had developed pre-pandemic that walks students through the process of researching cases online, including an introduction to advanced searching.

Access to legal information lies at the heart of our profession, and both the law and librarianship fields require that individuals be able to access and understand the laws that govern them. While students in our Law Fellows program are exposed to legal reasoning in their other Saturday academy sessions, I like to think that our library’s contribution to the program helps to instill an appreciation for the very process of locating legal information – and that students leave our library eager to return, which they often do!

## Looking Back: SCALL Newsletter Archive

*Lisa Schultz*

*Head of Reference and Research Services  
Loyola Law School*

Our 50th Anniversary celebration continues, with another journey into the SCALL Newsletter archives. The theme this time? Past issues, current problems.

First, let’s go back to November 2004 (Vol. 32, No. 2), a time when close federal elections were a new phenomenon. The current newsletter comes shortly after the Midterm Elections of 2022. As I write this column, control of the U.S. Congress remains uncertain, and thin margins are now the norm.

Then, come with me to March 2003 (Vol. 30, No. 4), as Victoria Williamson reflects on recruiting the next generation of law librarians. If the current hiring cycle is any indication, this is an issue that has become even more pressing over the last ten years.

## A Corporate Computer Lab: Hybrid of the Future? SCALL in Silverlake: Prof. Hasen on Elections – How “Florida” Could Happen Again

*By Bill Ketchum*

*San Bernardino County Law Library  
with contributions from Margot McLaren  
Whittier Law Library*

SCALL’s business and dinner meeting on October 12, 2004 was enjoyable and well attended as usual. Casita del Campo, on Hyperion in Silverlake, provided a delicious and plentiful Mexican buffet and two adjoining private dining rooms for our crowd.

Kudos to Program Chair Michael Saint-Onge for selection of the location, and even more for engaging our speaker for the evening, Professor Richard L. Hasen of Loyola Law School, Los Angeles, to talk to us on what might go wrong in our November 2 national presidential election. Using the word “Florida” in the title of his talk to signify election problems, he called our attention to several issues about which we heard later or read in the news in the weeks surrounding the election.

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The election officials' prayer was, "O Lord, let this election not be close!" Prof. Hasen said, because a thin margin would certainly bring litigation. Indeed, "armies" of lawyers were ready in swing states to act if necessary. As Prof. Hasen said, Democrats and Republicans "yelled" about voter suppression and voter fraud, respectively.

New, untested computer voting equipment, partisan election officials, the perennially debated electoral college system, and the absence of any plan to hold special elections or delay the voting locally or nationally in the event of a terrorist attack were among the other potential Election Day problems Prof. Hasen discussed. Sure enough, some votes were lost when computers or their operators failed; and partisan election officials wrangled in court about whether observers sent to check voters' qualifications would really be there to intimidate the other party's voters. On the other hand, the electoral college system of "winner take all" in most states turned out to be less of an issue this time than in other recent elections, because this time the same candidate won a majority both of the popular vote and of the electoral vote. Most fortunately, the question of whether and how to postpone the voting in the event of a terrorist attack on Election Day did not come up. Had that happened, we know from Prof. Hasen that partisan local election officials would have decided what to do.

Related to voter suppression is the disenfranchisement of felons, an issue Prof. Hasen described that is still in the news. It is interesting in the political context because Democrats claim that it disproportionately applies to black Americans in violation of the Voting Rights Act (42 U.S.C. §1973). As amended in 1982, that law prohibits any voting qualification "which results in" racial discrimination. On November 8, 2004, the U.S. Supreme Court denied certiorari in cases on this issue from Washington and New York while a Florida case proceeds. The New York Times reported on November 9 that in addition to evidence of current discriminatory effect, plaintiffs in the Florida case have presented evidence that there was intent to discriminate in the 1868 enactment of that state law.

"This is going to be the most closely watched election in history," Prof. Hasen said. It sounded like hyperbole at the time, but I think he may have been right.

## Take a Break to Reflect...

*By Victoria Williamson  
University of La Verne Law Library*

At a liturgy mass held a few weeks ago for the Catholic Christian Doctrine (CCD) students at our church, the priest asked the students a question, "What would you want to be when



you grow up?" I listened patiently to each kid who raised a hand to answer the question, one by one. As you may have guessed, the answers given covered a wide range of professions, from doctors and lawyers to priests and social workers. What really struck a chord for me at that particular moment was the fact that none of the kids answered, "I want to be a librarian." While this did not surprise me, it prompted me to ask why and reflect on what we, as librarians, can do to put a dent on the problem of librarian shortage.

We have all heard about the graying of the library profession. We have read articles providing statistics that back up the grim reality of librarian shortage and the need to beef up recruitment and retention. The Library Journal, in its latest issue, began a series of articles that focus on the issues relating to recruitment and retention. The February issue of AALL Spectrum featured an article that addressed the crucial question of where the next generation of librarians will come from. Both articles presented clear and convincing evidence that librarians, individually or collectively, must take proactive measures, innovative and effective programs to attract new graduates and make the profession enticing enough to be able to compete for the best and the brightest candidates.

I'm not about to give you a list of reasons why none of the kids in those CCD classes wants to be a librarian, or why the architect and not the librarian won the vote in a "tongue-in-

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cheek” survey for Barbie’s next profession, and why librarians still have a long way to go towards projecting a more positive image to attract the younger generations and gain the respect they so rightly deserve.

Instead, I ask myself, “What have I done lately that encouraged someone to become a librarian?” In my day-to-day interactions with library users, student workers, paraprofessionals and staff members, I ask myself, “Have I projected a positive image or conducted myself in a positive manner regardless of whom I am dealing with?” When dealing with a difficult patron, do I maintain a “cool and collect” demeanor? Do I handle the situation in a professional manner or in a way worthy to be emulated by anyone who happens to be present at that time? When I’m with or around people outside my profession, do I leave them with a positive impression, one that shows pride in what I do and gains their respect and admiration?

I believe strongly that each of us, on a personal level, can bring in new people into our profession by being a living testimony of why becoming a librarian can be “awesome and cool” in the eyes of kids, whether they be in preschool or high school; makes good sense, financially, as a career choice for college graduates; or can be a viable and fulfilling alternative career for other professionals. A career that will allow them to enjoy the quality of life they want for themselves and their family.

We all have heard or read stories of how a friend or colleague became a librarian. How a single isolated encounter with a nice, warm, caring and very helpful librarian inspired a child to become a librarian. How a short and casual meeting with a colleague has helped someone decide on a career change. It’s amazing how a simple act of kindness, a few words of encouragement and a warm and honest display of interest from a librarian can stir someone in the direction of becoming one.

I share in the belief that we are librarians first, and law librarians second. As librarians we have the obligation to take an active role in tackling the problem of librarian shortage. Whether we do so individually, by being role models and recruiting one person at a time or collectively, by launching a radical and an all out national campaign or becoming active members of our favorite recruiting or mentoring programs, we should take it upon ourselves to recruit. We owe it to ourselves and to our profession to reach out to those who never thought of it as a career option, those who may be undecided still, or those who may have been discouraged or at a disadvantage, to become a librarian.

As a law librarian, I ask myself, “If I truly love being a law librarian and genuinely proud and honored to be one, why

not share the things that I love about it with not only the people that I care about, but also with those whose lives I’ve touched or those I’ve connected with?” Remember the time when you found or learned something new? It may have been a new hairdresser, an excellent novel or a great buy. You were so excited that you raved about it for months and recommended it to your friends, family and even to a stranger standing next to you in line at a grocery checkout counter. Why not take that same approach? I think that we should take the same attitude of excitement and perhaps add a little bit, if not more, of a sense of urgency whenever we see an opportunity to promote the law librarianship profession. Why not breathe new life to AALL’s Recruitment to Law Librarianship motto of “Each One, Recruit One” and take it to heart?

A few years ago, I would never have thought of going to library school had it not for someone who shared with me her interest and enthusiasm for librarianship. She was at the time working for a major online research service provider and was attending library school. She encouraged me and shared with me everything that I needed to know to get into the library program. I truly value the time, effort and encouraging words she had shared with me. To her, I give my sincere gratitude.

When my son’s turn to answer the priest’s question came up, he replied, “I want to be a basketball player.” I casually and without a blink of an eye whispered to him, “I thought you want to be a librarian?” His reply was, “Oh yeah! I want to be a librarian too!”





# Membership News

By Angie So and Araceli Argueta

## Welcome, new members of SCALL!

- **Bianca Randall** of Baker McKenzie
- **Jimmy Pak** of Western State College of Law

## Other membership news:

- **Valerie Horton** and **Havilah Steinman Bakken**, after working together at San Diego Law Library as Reference Librarians, both started at Ogletree Deakins as Research Knowledge Analysts within a month of each other. As two public librarians forging a new path together, they are excited for new challenges and learning more about the unique skillset firm librarians have!



*Valerie Horton and Havilah Steinman Bakken (L-R)  
(Photo courtesy of Havilah Steinman Bakken)*

- **Cindy Guyer** (USC Gould School of Law) got her blog post "[Using an Infographic to Encourage Deep Reading.](#)" first published in the RIPS Blog, which was then republished nationally by LLRX.

- **James Sherman** (SCALL Life Member), post two years of cancellations and postponements due to covid concerns, finally got to take his 70th birthday trip – a river cruise across Northern Portugal into Northwestern Spain, including a bike tour of Salamanca, Spain – all initially scheduled for April 2020! The trip was spectacular until a few days before the scheduled departure. On his return trip to the ship from the bike tour: first a cough, then a runny nose...The morning after, despite two covid vaccines, two boosters, and regardless of feeling great, James tested positive! He, with many fellow cruise-mates who also tested positive, got to quarantine at a beautiful luxury hotel in Porto, Portugal, where the staff service was amazing. James kept testing positive. Luckily for him, one of his fellow cruise-mates, also in quarantine, happened to be a professor of medicine at a major medical school in the Northeast, who was able to get Letters of Recovery. The letters allowed both guys to take their trips back home after 12 days in quarantine. To boot, James upgraded his return flight to Business Class, and obtained an overall amazing experience!



*Library founded in 1290 at the Universidade de Coimbra, Portugal (Photo courtesy of James Sherman)*

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

<p><b>Araceli Argueta, Co-Chair</b>  <b>SCALL Membership Committee</b>                  Collection Management Services Assistant -Serials &amp; Acquisitions                  Loyola Law School                  Los Angeles, CA 90015                  213-736-1172                  araceli.argueta@lls.edu</p>	<p><b>Yun (Angie) Ji So, Co-Chair</b>  <b>SCALL Membership Committee</b>                  Access Services Librarian                  Loyola Law School                  Los Angeles, CA 90015                  213-736-1126                  yun.so@lls.edu</p>
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## Career Opportunities

Date Posted	Job Description	Location
November 25	Research Specialist; Akin Gump	Los Angeles; Irvine or San Francisco
November 25	Research Analyst; Sidley Austin	Los Angeles or Other Cities
November 16	Senior Research Librarian; Munger Tolles & Olson	Los Angeles or Other Cities
November 15	Research Analyst; Buchalter	Los Angeles
November 7	Law Library Director; Tulare County Public Law Library	Visalia
November 7	Research Specialist; Jackson Lewis	Multiple Western U.S. Locations
November 1	Research Librarian; Jones Day	Any U.S. Office
October 31	Reference and Digital Collections Librarian; Pepperdine Law Library	Los Angeles
October 19	Public Services Assistant –Archives; Loyola Law School Library	Los Angeles
September 27	Electronic Services Reference Librarian; Santa Clara University Law Library	Santa Clara
September 26	Copyright Librarian; Chapman University	Orange
September 20	Research Librarian; Nixon Peabody	Los Angeles or San Francisco
September 6	Manager of Research Services; Best Best & Krieger	Any California Office
September 1	Sr. Research Analyst; Morgan Lewis & Bockius	Any West Coast Office; Hybrid
August 31	Research Analyst; Morgan Lewis & Bockius	Any West Coast Office; Hybrid
June 14	Research Analysts; Holland & Knight	Any U.S. Office
May 10	Student Services Librarian; UC Hastings Law Library	San Francisco

By Don Buffaloe

Chair, SCALL Placement Committee  
donald.buffaloe@pepperdine.edu

View complete job descriptions at [scallnet.org/career-opportunities/](http://scallnet.org/career-opportunities/)

# Treasurer's Report

By Sangeeta Pal, Access Services Librarian, UCLA School of Law

## SCALL Balances

Bank Balance as of November 9, 2022	\$37,468.02
Paypal Balance as of November 9, 2022	\$0.00
Petty Cash Balance as of November 9, 2022	\$84.75
Total Balance as of November 9, 2022	\$37,552.77

## Committee Income and Expenses since July 1, 2022

Committee	Budget	Income	Expenses	Budget Balance	Net Income
Archives	\$100.00	\$0.00	\$0.00	\$100.00	\$0.00
Awards	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00
Board	\$1,950.00	\$2,332.30	\$3,299.09	\$983.21	-\$966.79
Community Youth Internship Experience	\$6,000.00	\$39.30	\$6,157.73	-\$118.43	-\$6,118.43
Government Relations	\$400.00	\$0.00	\$0.00	\$400.00	\$0.00
Grants	\$7,000.00	\$0.00	\$0.00	\$7,000.00	\$0.00
Institute	\$12,000.00	\$0.00	\$0.00	\$12,000.00	\$0.00
IT	\$2,000.00	\$0.00	\$0.00	\$2,000.00	\$0.00
Library School Liaison	\$6,000.00	\$0.00	\$0.00	\$5,000.00	\$0.00
Membership	\$1,400.00	\$5,978.00	\$434.60	\$6,943.40	\$5,543.40
Newsletter	\$300.00	\$1,003.00	\$33.82	\$1,269.18	\$969.18
PALI	\$150.00	\$0.00	\$0.00	\$150.00	\$0.00
Professional Development	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00
Programs	\$3,000.00	\$0.00	\$0.00	\$3,000.00	\$0.00
Public Relations	\$450.00	\$0.00	\$0.00	\$450.00	\$0.00
Secretary	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00
Treasurer	\$500.00	\$0.00	\$103.20	\$396.80	-\$103.20
Totals	\$42,750.00	\$9,352.60	\$9,925.24	\$42,177.36	-\$572.64

The CYIE expenses reflect donations that were received in the last fiscal year, but were used in this fiscal year.

## 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:

Spring 2023	March 13, 2023
Summer 2023	May 1, 2023
Fall 2023	September 5, 2023
Winter 2023	November 13, 2023

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2022–2023

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