



NOCALL News

Northern California Association of Law Libraries
A Chapter of the American Association of Law Libraries

November - December 2005

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President’s Message

The year is well underway, and NOCALL has had an incredibly busy year so far with more to come.

The NOCALL executive board has been working hard on how to better serve its members. Two big discussions are underway which we will vote on at the January Business Meeting. The first involves vendor members serving on committees. An article in this issue of NOCALL News by Tina Dumas outlines the discussion on this topic.

The second discussion is on whether we should run contested or uncontested elections. NOCALL has traditionally run contested elections and there is a proposal to run a single slate of candidates instead. I encourage everyone to read about these issues in

NOCALL News, participate in the discussions both on our email listserv and in person, and to come to the January Business Meeting to vote.

Already this year NOCALL, along with LMA – Bay Area Chapter, the Northern California Region of the International Legal Technology Association (ILTA), and the Association of Legal Administrators, hosted a cocktail reception on October 5, 2005 at MacArthur Park Restaurant in San Francisco to celebrate Professional Legal Management Week. Attended by about 60 people, 10 from NOCALL, it was a very successful evening. The groups agreed to talk again next year to have more activities then. Holly Riccio, NOCALL Secretary, was the NOCALL representative who coordinated the evening with the other local groups.

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Also in October, NOCALL, along with the San Francisco Mid-Sized Firm Librarian Group, hosted Joni Cassidy of Cassidy Cataloging Services (New York City), for a two-day seminar, "Fast Track Law Cataloging : Original and Copy Cataloging for Law Firms". A review of this article appears later in this NOCALL News article.

2005-2006 is a very big year for NOCALL and I want to thank everyone who is working so hard to make it all happen. Please feel free to contact me if you have any questions or comments about any NOCALL activities or if you would like to volunteer to work on a committee. See you all at the January Business Meeting!

The Fall Workshop will be a Winter Workshop in January this year. Education Chair Fran Jones has plans well underway and they will be announced soon. The Joint Institute in Sacramento also promises to be a fabulous event this year. Plans for a children's book drive are also being developed.

*Pam Rino,
NOCALL President*



NOCALL News

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- Mar/Apr – Mar. 3
- May/June – May 5

MUSINGS FROM MARK

by Mark Mackler
California DOJ, San Francisco

BOOK LOVERS BEWARE... is the title of a recent study published by two great law librarians at Stanford, Paul Lomio and Erika Wayne. Since 2002, they have surveyed the law students to determine what percentage of them did most of their research through online resources. The results:

"It should come as no surprise that the students described their research habits as primarily online. What did surprise us was the strength of their preference...The students strongly favor electronic resources...Many students will only look at the online resources." You can read the full report at www.law.stanford.edu/wp/OnlineResearchSurveys.v211.pdf.

YOU CAN CALL ME ALITO, OR YOU CAN CALL ME SCALITO, OR YOU CAN CALL ME SCALIA

LITE...From President Bush's nomination of Judge Samuel Alito to the Supreme Court: "Today, Judge Alito is joined by his wife Martha, who was a law librarian when he first met her. Sam and I both know you can't go wrong marrying a librarian." Yes, folks, it's true. When Judge Alito was U.S. Attorney for New Jersey, he met and married Martha-Ann Bomgardner. She was the law librarian for his office.

AND FINALLY, AT THE RISK OF SOUNDING

CRANKY...This blast came about as a result of the recent exchange on Law-Lib between Scott Burgh in Chicago and Laura Orr in Oregon. For those of you who missed the fun, Scott started it by criticizing those who use Law-Lib as an ILL tool. Laura defended those who use it for ILL by stating: "They have only us until they find or build a local network, learn about the process of librarianship and legal bibliography." You can read the full exchange in the Law-Lib archives. It was thought-provoking and very civil.

Here are my two cents, for what it's worth:

- (1.) If you do use Law-Lib or NOCALL or the Mid-Sized Law Firm Group for ILL, how about indicating the sources you have already tried?
- (2.) Don't expect others to do your homework for you. As I write this, I am looking at a printout from Law-Lib from November 3. Someone from a law firm in Florida asked for no less than nine easy-to-get reference items.
- (3.) Have you tried picking up the telephone and calling someone who might be able to help you? Not all of us prefer a general e-mail over personal phone calls.
- (4.) It will not kill you to attend occasional NOCALL or Mid-Sized meetings. Sure, everyone is busy. But you are more likely to get the help you need if people know who you are.
- (5.) Contribute your time to groups like AALL, SLA, NOCALL and Mid-Sized. Why should the same folks

continually volunteer to work to make a better profession for all of us when you are doing absolutely nothing? (6.) Think of the big picture concerning professional development and the satisfaction you might experience by spending time with (and maybe learning from) your colleagues. Lucy Curci-Gonzalez said it best, I think: "But many of our newer law librarians are not building that network over time relying on our good nature and generosity over the Internet. Gen X & Y don't seem to think networking or verifying are necessary and beneficial."



PROFESSIONAL READING IN REVIEW

by Susan Llano
U.C. Davis Law Library

"Closing the Gap" by Stephanie Maatta, *Library Journal*, v.130, no.17, October 15, 2005, p.26-33, <http://www.libraryjournal.com/article/CA6269428.html>. The latest numbers are out for placement and salaries in *Library Journal's* survey of LIS school graduates. The overall outlook is positive. Salaries are increasing, although by a modest amount. The pool of LIS graduates are slowly getting more diverse and minority graduates reported salaries that were 8% higher than last year. There is still a gender gap when it comes to salaries of men and women, but that gap has narrowed. Finding that first job out of library school was not easy for everyone though, and it took an average of 4.5 months for graduates to find a job. (This issue of *Library Journal* also includes an amusing article by a recent LIS grad about his search to find a job. It is called "The Quest" by Evan Simpson and can be found at <http://www.libraryjournal.com/article/CA6269442.html>).

Salaries are also the topic of the next article, and the outlook is rosy for librarians...

"Robert Half Legal Releases Annual Salary Guide: Starting Salaries for Lawyers and Other Legal Professionals Projected to Increase" *PR Newswire*, October 26, 2005. http://prnewswire.com/news/index_mail.shtml?ACCT=104&STORY=/www/story/10-26-2005/0004195106&EDATE=

According to the newly released Robert Half Legal 2006 Salary Guide, average starting salaries are expected to increase 6.1% in 2006. Although everyone from attorneys to legal secretaries can expect an average increase of 5 – 6% next year, it is the law office librarians that are expected to see the biggest gain with salaries increasing 16%! Again, these are expected gains in starting salaries, not ongoing salaries, so don't expect to see an immediate increase in your paycheck for next year. These projections were derived from the job orders and placements handled nationwide by Robert Half Legal. (www.roberthalflegal.com)

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The issues involving librarians and tenure are addressed in two articles in the Chronicle of Higher Education...

“Should Librarians Get Tenure? Yes. It’s Crucial to their Jobs” by Catherine Murray-Rust, **Chronicle of Higher Education**, v.52, no.6, September 30, 2005, p.B10.

Ms. Murray-Rust gives the pro side of this issue. She has tenure at Colorado State University where she serves as the dean of libraries. Her main argument for tenure is the status that it would give librarians as faculty members. This status would make the librarian more visible on campus since they would participate in university governance and collaborate with faculty as peers. This visibility and status would ensure that librarians would have a voice in shaping the future of their institution’s activities.

“Should Librarians Get Tenure? No. It Can Hamper their Roles” by Deborah A. Carver, **Chronicle of Higher Education**, v.52, no.6, September 30, 2005, p.B10.

Ms. Carver gives the flip side of the tenure argument by contending that the advantages given by tenure are those that librarians can get through “academic status”. Disadvantages of tenure for librarians include spending less time and attention on core responsibilities because of tenure expectations. She also thinks that the pressure associated with achieving tenure might discourage applicants. She contends that librarians and faculty work under a different set of expectations and the need for tenure among faculty (for reasons of academic freedom) do not apply to librarians.

“Congressional Research: Service Reports Revealed” by Deborah A. Liptak, **Online**, v.29, no.6, November 1, 2005, p.23.

This article gives a nice rundown of the different places that one can find CRS reports. If you’ve ever been frustrated trying to track one down, read this article and bookmark the web sites they refer to. CRS reports can be a goldmine of information, but they are not readily available. The one company, Penny Hill, which claims to have a comprehensive collection back to 1995 is fee-based.

Also, we can not conclude this column without addressing the hot topic of the day...Google Print.

“Google to Return to Libraries” by Verne Kopytoff, **San Francisco Chronicle**, November, 2, 2005, p.C1
<http://www.sfgate.com/cgi-bin/article.cgi?f=/c/a/2005/11/02/BUGGMFHGIL1.DTL&hw=google&sn=002&sc=636>

After a brief 2 ½ month break from digitizing books, Google has resumed its scanning project. The hiatus was supposed to provide publishers with the opportunity to “opt out” of Google’s program, but few did (according to Google). Publishers, on the other hand, felt they

shouldn’t have to opt out of the program; rather Google should apply to them for permission. We will just have to wait and see what happens as lawsuits against Google, the most recent filed by the AAP, make their way through court.

For a look at the European Digitization Plan, see this article by Andrew Albanese in Library Journal.
<http://www.libraryjournal.com/article/CA602669.html>

To read about Microsoft’s plans to begin their own digitization project, see the following article by Katie Hafner in the International Herald Tribune.
<http://www.ihf.com/articles/2005/10/26/yourmoney/msft.php>



FAST TRACK LAW CATALOGING : ORIGINAL AND COPY CATALOGING FOR LAW FIRMS

by Sara A. Fox,
Severson & Werson, PC

On October 27 and 28, 2005 the Midsized Firm Librarian’s Group (San Francisco) in conjunction with NOCALL, hosted Joni Cassidy of Cassidy Cataloging Services (New York City), for a two-day seminar, “FAST TRACK LAW CATALOGING : ORIGINAL AND COPY CATALOGING FOR LAW FIRMS”. Thirty-four law librarians and staff from law firms, academic law libraries and a public county law library attended. Attendees were mostly hailed from California, but one came from as far away as Utah.

The seminar covered the creation of bibliographic records, selecting subject headings and number building, with an emphasis on cataloging legal resources. There were also several lively discussions of merits and shortfalls of various electronic cataloging programs and tips for selecting a system for your library.

The organizers wish to thank Thomson West for hosting the conference and Colleen Cable and Gabriela Guitierrez in particular for their assistance, Hanson Bridgett for providing the microphone, Coblenz Patch Duffy & Bass for photocopying and messenger services, and Severson & Werson for being patient with over-committed Library Manger while she devoted time and energy to this project, Pam Rino, NOCALL President, for her support and assistance, and of course, Joni Cassidy for being such a knowledgeable instructor.

PROPOSED BYLAWS CHANGES TO ALLOW ASSOCIATE MEMBERS TO SERVE ON NOCALL COMMITTEES

compiled by Tina Dumas, M.L.S.
Nixon Peabody LLP

As some of you may know, in 2004, it was suggested that NOCALL update our Bylaws to reflect recent practices. Specifically, changes were proposed to allow non-voting members (Associate Members) to serve on committees, as either a member of the committee or chair of the committee. The proposed changes do **not** change Associate Members' voting status, nor do they allow Associate Members to run for Executive Board positions.

As noted above, it has been recent practice in NOCALL to have Associate Members serve as committee chairs and members. This happened for a number of years, without any conflict of interest, and it is also a common practice of AALL. You may have even served on a committee with some of them. However, in order to address the concern that there may be a conflict of interest, part of the proposed bylaws changes would include the addition of a conflict of interest statement, which would apply to ALL members, associates, or otherwise.

The changes were not voted on in 2004 due to the lack of a quorum at the May Business Meeting. The NOCALL Executive Board seeks to re-visit this issue at the January (2006) Business Meeting. We encourage all members who are interested in this issue to attend the January Business Meeting. Check the NOCALL list for date and location information.

The remainder of this article lists the proposed Bylaws changes, as well as comments from Past Presidents of NOCALL, who have had the challenge of filling committee chair posts.

1. Article II. Section 2. This section deals with the rights of membership and extends the right to serve as committee members and committee chairs to **all** association members.
 - New language:
c. Persons from any membership category, who reside within the Association's geographical boundaries, may be selected to serve as committee members and committee chairs.

2. Article VI (Committees & Representatives). Section 2. States that committee members shall be chosen (not just from voting members) but members of **all** categories who reside in the Association's geographical boundaries.
 - New language:
Section 2. Members of standing committees shall be appointed for terms of one (1) year, beginning at the close of the annual

meeting. Committee members shall be chosen from members *of all categories, who reside in the Association's geographical boundaries.*

3. Article VII. Conflict of interest. This is to add the language adopted by the Executive Board as a resolution to the Association's Bylaws.
 - New language:
*Article VII. Conflict of Interest.
Section 1. Officers and members of the Executive Board shall refrain from votes on matters before the Board which have a potential pecuniary impact on the member or the entity by which the member is employed.*

Section 2. Officers and members of the Executive Board, as well as chairs and members of committees shall make decisions in the best interests of the Association and its membership notwithstanding the potential pecuniary impact on the member or the entity by which the member is employed.

Comments from Past Presidents of NOCALL:

I think the proposed changes reflect the reality that NOCALL has difficulty finding enough members who can and will volunteer to fill committee chair positions - and that often those same people volunteer year after year and carry out their duties as committees of one or two.

We have Associate Members who are long-time NOCALL members and have been devoted and steady contributors to our professional organization. They should be allowed to serve if they are willing.

I concur that the Conflict of Interest bylaw changes should be a package deal with this expansion of service opportunity. Not because our Associate Members would take advantage of their positions, but to remind all NOCALL members that if they represent NOCALL they must be certain that their decisions place NOCALL's interests before their own.

If people feel strongly that Associate Members shouldn't be allowed to chair committees, then they should be willing to volunteer in swarms so we need not rely on our Associate Members to perform the duties currently restricted to regular members.

Ellen Platt
NOCALL President 2002-2003

I support the Bylaws changes proposed above. My experience throughout the past twenty years as a NOCALL officer, committee chair, and committee member was that working with Associate Members, i.e. vendor representatives, was every bit as cooperative

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and productive as working with voting members. Frequently, Associate Members were former voting members, and I never supposed that they were putting their company's objectives ahead of NOCALL's; any more than I thought that voting members put their law school/firm/agency/court's objectives first. Furthermore, I think it unseemly and, in the end, counterproductive, to deny any member the opportunity to volunteer to serve NOCALL, particularly when recruiting committee chairs and members is so often difficult.

Mary Ann Parker
NOCALL President 1998-1999

I feel comfortable with the bylaw change as long as the conflict of interest provision is in the package. Many of the vendor representatives who participate in NOCALL formerly worked in libraries and have energy and good ideas to share as a member or chair of a committee. Most of the Associate Members would put NOCALL first in decision-making. However there is a chance that some might have a corporate mandate to promote their product or service and make decisions that do not benefit the Association. I think the conflict of interest language gives us a way of handling this issue. I know it is difficult to fill committees and would welcome Associate Members as committee colleagues.

Lauri Flynn
NOCALL President 1992-1993

All of who have read the NOCALL News over the years couldn't help being struck by the consistency of several factors including the contributions made by the NOCALL committees and the invariably high quality of the programs NOCALL has offered over the years and of the newsletter itself. It is worth remembering that the benefits NOCALL offers its members are the end result of work done by fellow members who volunteered to serve on committees.

However, today I am writing about something else which has consistently appeared in the NOCALL News. That is the perennial plea by incoming Presidents for volunteers to chair and serve on committees. (I admit, I did it too.) That is why I join my fellow past NOCALL presidents to urge you to amend the bylaws to enable members in all classes of NOCALL membership to chair and serve on NOCALL committees.

The demands of our professional and personal lives often make it difficult to include one more commitment, however professionally important or personally rewarding it may be. Many members are unable to be actively involved in NOCALL committees. This is one reason I support broadening the access to include members in other classes. The second reason is that some Associate Members have unique skills and expertise which would enrich all of us were they able to share these through serving on NOCALL committees.

At the same time, we all understand the potential exists for any member to blur their obligations to their employer and their obligations to NOCALL. That is why the Conflict of Interest Statement has been proposed. It is not directed at any one member or any one class of members, but it would serve as a useful reminder to all members of what we owe to our association and our fellow NOCALL members.

I am writing this the Thursday before the Special Election, and I know that you are all sick of hearing political ads and pitches for votes, but please, vote yes on the Board's proposals to broaden the eligibility to serve on and chair NOCALL committees and on the proposed Conflict of Interest Statement.

Susanne Pierce Dyer
NOCALL President 2003-2004

I totally agree with previous statements. It would be totally counterproductive to not have Associate Members serve. It's hard enough to get voting members to serve. As in any organization, we have a majority of members that aren't active which, again, limits the candidate pool.

NOCALL isn't a high priority for everyone. Or, rather, it is only a priority at different times in your career path.

Donna Williams
NOCALL President 2000-2001

Likewise, I agree with all that has been said and the changes have my support. We all have had the experience of looking for volunteers. I believe our Associate Members also have NOCALL's best interest at heart.

Todd Bennett
NOCALL President 1994-1995

I think it is fine to open the NOCALL committees and chairs to Associate Members. The Special Libraries Association does not to my knowledge make a distinction between vendor members and the regular membership who are interested in working to advance the Organization's goals and willing to serve.

Many of our vendor members have been with NOCALL for a while now and have contributed much to NOCALL. Further, I would be in favor of allowing vendor members to run for Executive Board positions.

Linda Weir
NOCALL President 1997-1998

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I would like to give a little background about why the decision was made in the first place with respect to who were Associate Members and what rights they had. In 1980 when we drafted the Constitution and Bylaws the atmosphere in AALL was very different than it is today. The membership requirements in AALL were much more restrictive and it was the expectation of AALL that the chapters membership requirements be similar. Hence the language in the documents.

As a President from the early days, I didn't have the problems that seem to haunt present day officers. The work environment was very different and permitted more people to feel that they could volunteer and contribute to the organization. Plus we didn't have as many committees in the very early days. Also I would like to point out that the geographic restrictions to the chapter were set up so that there would be no poaching of membership from SCALL or Westpac - although they were more than welcome to join as Associate Members. There was actually some concern on the part of other chapters when we were trying to organize.

Having said all of that, AALL permits chapters to set their own membership requirements (and attendant rights and responsibilities). I see no reason why Associate Members should not be granted the right to serve on committees either as members or chairs, especially since it has become increasingly difficult to get people to volunteer. I understand the concern some people have about permitting Associate Members to serve. However there are really two issues revolving around Associate Members' rights and responsibilities. Although AALL has extended voting rights and the right to serve on committees to Associate Members - something unthinkable in 1980, I see a compromise in permitting Associate Members to serve on committees either as members or chairs but in not extending voting rights to them which would mean they would not have the right to hold elective office. This would legitimize the practice that has been followed for the last several years (and to my knowledge no one complained about Associate Members doing committee work until we began to discuss the issue).

Someone also suggested that student members be given full membership and permit them to also serve on committees and vote as well. I think that is a good idea as well.

Mary Hood
NOCALL President 1982-1983

Other Past NOCALL Presidents in agreement with the proposed Bylaws changes:

Cathy Hardy NOCALL President 1999-2000
Donna Purvis NOCALL President 1995-1996
Nora Levine NOCALL President 1991-1992

WHAT ARE YOU READING?

by Nora Levine,
Reed Smith, LLP

ANIMALS IN TRANSLATION by Temple Grandin

Temple Grandin is a world-renowned animal behaviorist and autistic. In her latest book (nonfiction), she explores the connection between how autistic people see, view and understand the world, and animals. She draws on the latest brain study research, biology, genetics and social sciences to argue, I think successfully, that animals possess a form of autistic genius. Whether you are an animal lover, have an interest in autism, or simply want to learn more about how the mind works, I highly recommend this very readable book.

Sara Fox
Severson & Werson

SNOW FLOWER AND THE SECRET FAN by Lisa See

- I am in the middle of listening to this on audio. The book tells the story of two Chinese girls growing up in the mid 19th century and how they are not at all in control of their own lives or destiny. The book seems very sad to me. Also, the narrator, Janet Song, sounds like she is going to cry the whole time, which is a bit distracting.

QUENTIN'S by Maeve Binchy - The book is set in Dublin and the core of the book is a restaurant that figures prominently into the lives of the various characters. I like this book and have read it a number of times, because of the layering. There is a main story that brings all the characters together around the main character. But each person or group of people that interacts with the main character has a back story. The way Binchy has written the book makes it seem like there are a several short stories intertwined with the story of the novel. I also like it because several characters from Binchy's other book, Tara Road show up.

NIGHTS OF RAIN AND STARS by Maeve Binchy - The story starts out with four strangers and terrible tragedy. The strangers are not only strangers to each other, but are visiting in the village where the tragedy takes place. The book talks about how they come together and how they support the village in the dealing with the tragedy. It is a bit shallower and more predictable than Binchy's other novels, but not so bad as to be considered formulaic. Good airplane or beach reading.

LONDON BRIDGES by James Patterson - James Patterson is an interesting writer, because he switches between sweet books like Sam's Letters to Jennifer and books like this which are very, very violent in an almost incomprehensible way. This is the 10th in a series of

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books about Alex Cross, a forensic psychologist who works for the CIA. There is a lot of travel, which is appealing, but also a lot of frustration. The frustration may be part of the way investigations work, but some of the twists irritated a little bit. The music and weird voice (in the audio version) announcing the next chapter took time to get used to.

*Jaye A. H. Lapachet
Coblentz, Patch, Duffy & Bass LLP*

1066: THE HIDDEN HISTORY IN THE BAYEUX TAPESTRY, by Andrew Bridgeford

The Bayeux Tapestry is not actually a tapestry by strict definition, but an embroidered masterpiece. And history, by definition, is a narrative chronology of events, often formally written. The Bayeux Tapestry is an example of a history that was not formally written, but skillfully told in fabric and threads. Andrew Bridgeford doesn't re-write history but wants to elucidate events and characters, proffering another meaning of the fabulous (and lengthy) piece of fabric. He wants us to look at the story of the Battle of Hastings, giving us a background of what led up to this monumental and world-altering time in British and French (Norman) history. And to tell us that indeed, the English and not the Normans, are giving us their version of the story in a cleverly disguised narration in needle and thread.

We may be amused with alternative views of history, while wincing one eye, suspecting we're about to hear from a self-serving, iconoclastic, come-lately historian who wants to make a mark with his or her interpretation of facts. Bridgeford, a British historian, author and lawyer, has the credentials to tell us the other view of the "propaganda" that the tapestry has purported to portray for the past 900 years. Albeit, 900 years is a long time for facts and fancy to mingle, so let's go along for the ride.

The Normans, having prevailed at Hastings, had always been thought to give us their interpretation of their prowess and superiority in the battle. The author of "1066: The Hidden History in the Bayeux Tapestry" is here to tell us that the clandestine version was interpreted and produced by the English.

We picture the small, elite group at the deathbed of the childless Edward the Confessor, waiting to hear from his lips, the name of him to whom Edward might bequeath his crown. That Bastard William? Duke Harold? Well, we know what happened in the end – the victor doesn't call himself Conqueror for nothing. But have a read in Bridgeford's book and get to know the various characters, motives and lesser known events that weave this fun and fascinating version. There is a small, but very serviceable series of color photos of the tapestry.

The effort is intellectually stimulating, if not persuasive. For anyone who has interest in English or Norman history (including modern history – why the Germans were so fascinated and respectful of it during WWII). You'll make plans to visit the "tapisserie" in Bayeux, visit one of the nearby cafes and hold aloft a glass of Muscadet to honor the artfully tenacious (English or French) hands that made the splendid piece.

Carmen Oldano, Librarian
Weil, Gotshal & Manges LLP



We need your news!

If you or your staff members have attended a seminar, published an article, received an award, been elected to an office, or if you have done anything interesting, personally or professionally, please let us know!

Submit articles of any length to Mary Pinard at mpinard@saclaw.org.

2005-2005 Submission deadlines:

Sept/Oct - Sept. 16
Nov/Dec - Nov. 4
Jan/Feb - Jan. 6
Mar/Apr - Mar. 3
May/June - May 5

NOCALL UNCONTESTED ELECTIONS

Pros and Cons To Kickoff the Discussion

The NOCALL Board would like to get your input on whether or not we should have uncontested elections for future NOCALL elections. We would like to have an active discussion this year for future consideration and we encourage your input to any NOCALL board member or to our listserv. Donna Williams and Mary Hood start the discussion with well thought out pros and cons and share with you what shapes their opinion. A big thank you to Donna and Mary for taking the time to contribute their thoughts on this issue.

Pros

Donna Williams, Nominations Committee Chair

I want to preface the consideration of the uncontested election issue with some insight as to why I am supporting it. While this was brought up a few years ago and I was seriously opposed to it, I am now strongly in favor of it. After being on the Nominations Committee for the past 4 years and working hard with my committee to get candidates to run for office, I feel that we have been lucky to have members that are willing to step up and run for an office. Here are a few other considerations that the Nominations Committee thought you should consider:

- The Nominations Committee is composed of experienced NOCALL members. It has to be a diverse group both by library type & geographic location. We also have to pick a diverse mix of candidates by library type and geographic location so that no one particular group is either in charge or left out.
- For the last four years in a row, the Board has made the decision to approve an uncontested candidate.
- We have another system of checks-and-balances because the seven members of the Board have to approve the slate of candidates before it goes to the full membership for approval.
- We lose good candidates when they don't win and want to wait a few years before running for an office again, which is totally understandable. It does, however, cut down on the available candidate pool.
- To hold the Office of VP-President Elect, Secretary or Treasurer, the Nominations Committee looks to the Committee Chairs. This can be a limiting approach but we want people with some NOCALL experience that can help guide the Board and represent the membership. (Unfortunately, in reality, Committee Chairs don't seem to change that often.)

- All of our NOCALL members are busier than ever. It is difficult to find people who are able to commit the time to being a NOCALL officer, and we are grateful to the members that do step up to run.
- As in any organizations, we have a majority of members that aren't continuously active, which again, limits the candidate pool. We realize and understand that there are times in members' careers and lives when other responsibilities and activities need to take priority over NOCALL.

I'd like to conclude by saying please consider this very seriously. It is becoming extremely difficult to get members to run for office. I think this is the right path for NOCALL to take.

On another note, this is a call to each of you to volunteer and be active in NOCALL! Being the Nominations chair, and on just about every other committee, Past President and Secretary, in the last 22 years has made me thankful for the camaraderie I've received from participating in NOCALL! It's nice to give back to the professional association that has always been there for me! Whether you participate as a committee member, chair or officer, it is a very fulfilling and worthwhile experience.

I want to thank Lauri Flynn & Erin Murphy, Nominations Committee Members, for their insight.

Cons

Mary Hood, Past President

Background:

One of the reasons for having contested elections was to provide a choice to the members. There was some concern early on that no one geographic group or library type take "control" of the organization and having a choice by offering at least two candidates for each position rather than offering a single candidate "slate" seemed the best way to address this issue. Of course this was in the day when it was easier for members (especially for firm librarians) to have the time and inclination to volunteer to work for NOCALL. I don't see that making it easier for the Nominations Committee to get enough candidates is a sufficient reason to change to uncontested elections.

Not having served on the Nominations Committee it is also easier for me to say that I think having a choice between candidates serves NOCALL best because I haven't had to arm wrestle people to agree to run. I guess I don't understand people's reluctance to run because they might lose. I ran thinking I would lose. My opponent was better known and had been very active in law libraries. Imagine my astonishment (having voted for my opponent) to learn that I had in fact won. I figure

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that if you agree to run for office and you don't win the election you end up with the best of both worlds: you get the credit for having volunteered; you develop name recognition (in case you are willing to run again which you should be since the elections are not supposed to be a popularity contest); and you get let off the hook (unless the incoming president can persuade you to serve on a committee).

I also think we need to reach out to more members to encourage them to get more involved with the association. You see the same names every year working on committees. I think perhaps many members are reluctant to put themselves forward because they think they haven't been around "long enough" or they have pressures at work and in their families that make it difficult for them to think they can effectively contribute.

I am concerned that permitting only one candidate per position would over time cause NOCALL to stagnate because only a very few people would be involved.

Perhaps a compromise should be considered to permit the Nominations Committee to present only one candidate for office if they have made a major effort to get two candidates per position. I submit that it is probably the vice-president/president position that poses the most difficulty for the nominations committee. I would not like to see only one candidate for each elected position, but perhaps have only the vice-president/president position permit a single candidate, if the committee has exhausted its resources.

- Contested elections give the members a choice
- Contested elections would encourage more members to have an opportunity to become actively involved with NOCALL
- Contested elections would enliven the organization



MEMBERSHIP NEWS

The names of members who have joined NOCALL since publication of the 2003-2004/2004-2005 NOCALL Directory and since the last newsletter are listed below, as well as changes and corrections for continuing members. Any corrections, changes, or additions to the Directory should be sent to:

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DIRECTORY UPDATE: The Daily Journal is working feverishly on the myriad changes that had to be made to the first proof of the directory. I know I said mid-October before but that's obviously not happening. Rest assured Andrea at the Daily Journal is pushing for completion as soon as possible. Thanks for your patience!!

New Members

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Continuing Members

**Changes are noted in bold.

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NOCALL Mailing List

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Joan Loftus, at njloftus@brobeck.com

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