

Rebecca Elaine Tavares Chapman

ADDRESS (work)
Charles B. Sears Law Library
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EDUCATION

University at Buffalo, State University of New York.
Masters of Science, Information and Library Science, (Graduated - June 2020)

- Benjamin and Helen Ravin Endowed Scholarship recipient, 2018-2019
- Coursework in HTML, CSS, Javascript, MARC records, Dublin Core, MODS, RDA, XML and MARCXML

University of Minnesota Law School, Minneapolis, MN.
Juris doctorate, (Graduated – May 2002)

University of Minnesota, Minneapolis, MN.
Bachelor of Arts, American Studies major, Political Science minor,
(Graduated – May 1999).

CERTIFICATION

- NYS Public Librarian's Professional Certificate (September 15, 2020)
- Minnesota State Bar Certification, 2002-present
- California State Bar Certification, 2013-present

EMPLOYMENT HISTORY

CHARLES B. SEARS LAW LIBRARY

UNDERGRADUATE OUTREACH & INDIGENOUS STUDIES LIBRARIAN, NOVEMBER 2020-PRESENT

SENIOR ASSISTANT LAW LIBRARIAN, NOVEMBER 2020-PRESENT

STUDENT REFERENCE LIBRARIAN, FEBRUARY 2020 – MAY 2020

INTERN, AUG. 2019 – NOV. 2019; JAN. 2019 – APR. 2019

UNIVERSITY AT BUFFALO SCHOOL OF LAW

TEACHING FACULTY, SPRING 2021

- Staffed Reference desk for patron intake. Walked patrons through the research process.
- Entered information into Springshare internal database for later analysis.
- Engaged with patrons over chat programs, email, phone, or in-person.
- Taught undergraduate legal research and engaged in remote learning instruction with synchronous and asynchronous platforms.
- Researched classified information and the shifts or trends over time.
- Aided staff, faculty, and students in the research process.

- Technologies used: Blackboard, Camtasia, Panopto, Canvas, Hootsuite, Slack, Mukurtu, WordPress and more.
- Databases and search platforms used: Proquest, EBSCO, Primo, Lexis-Nexis, Westlaw, Bloomberg Law, Hein Online, WorldCat, Web of Science, OCLC and other database functionality.
- Created LibGuide sections for Indian law and Federal Indian Legal Resources.
- Researched and analyzed questions on law librarian tenure process and publications.
- Researched archival processes and the importance of maintaining archival institutions.
- Researched and drafted article on archival work and Seneca land issues for potential publication. Learned archival intake process and helped researchers in archives.

RELATED EXPERIENCE

SENECA GAMING AUTHORITY - BUFFALO, NY

CONSULTANT, FEBRUARY 2019 – DECEMBER 2019

CHIEF COUNSEL, JUNE 2015 – NOV. 2017

- Managed employment, Human Resources, Security issues, and all regulatory issues associated with the Indian Gaming Regulatory Act and New York State laws and regulations.
- Researched and aided in research related to legal regulations on sports betting and employment matters.
- Developed and honed regulations related to Sports Betting in New York State and liaised with tribal officials to analyze legislative materials and appropriate tactics and responses.
- Crafted appellate decisions for the administrative body of the Seneca Gaming Authority.
- Lectured and provided instruction on regulations, regulatory research, and employment matters.
- Crafted policies related to:
 - Privacy and confidentiality;
 - Human Resources;
 - Communications and Chain of Command.
- Managed legal department for the Gaming Commission of the Seneca Nation.
- Drafted administrative policies and procedures related to gaming, employment, contracts, administrative governance, public safety.
- Drafted changes to the Tribal-State Compact and advised client on options related to Compact negotiations and Compact related communications with the State of New York and other outside entities.
- Acted as liaison between the Gaming Commission, the Seneca Nation, and the State of New York.
- Crafted administrative hearing procedures and administrative hearing decisions.
- Reviewed contracts related to employment, purchase of goods and services, loan agreements, and development contracts.
- Wrote briefs, memoranda, and advised client on motion practice.
- Reviewed, analyzed, and summarized current case law and updates in the field to advise client on future strategies.
- Appeared and presented materials for training and informational purposes to the Seneca Nation.

CHAPMAN LAW OFFICES, SACRAMENTO, CA
SOLO PRACTITIONER, SEPT. 2013 – JUNE 2015

- Managed and conducted trials for clients on matters regarding employment disputes.
- Advised clients on creation of loan entities and other business development.
- Crafted internal documents for administrative and governing committees.
- Reviewed and revised independent consulting contracts for software engineers and advised clients on effective negotiation.
- Revised purchase agreements and other documents for loan portfolios owned by international companies.
- Crafted employee handbooks and advised clients on employment investigations.
- Crafted wills, healthcare directives, and estate planning documents for clients.

ROSETTE, LLP, SACRAMENTO, CA
ASSOCIATE ATTORNEY, NOV. 2011- NOV. 2012
OF COUNSEL, DEC. 2012 TO SEPT. 2013

- Conducted litigation before the Civilian Board of Contract Appeals, Interior Board of Indian Appeals and managed litigation.
- Amended government client's laws regarding gaming and financial matters related to gaming for conformance with federal laws and rules.
- Reviewed development and loan contracts, revised contracts, and advised clients on figures for negotiations.
- Conducted employment investigations for government clients.
- Wrote litigation briefs, analytical memoranda, and summaries for contract dispute litigation.
- Through solo efforts on brief writing and client development, obtained a \$150,000.00 client account for firm of 15 attorneys.
- Represented tribal clients in ICWA hearings in Minnesota.
- Created a tribal constitution for a tribal entity seeking federal recognition. Advised that client on the federal recognition process and the steps needed to start and complete the process.

NATIONAL INDIAN GAMING COMMISSION, WASHINGTON, DC
STAFF ATTORNEY, JAN. 2007- MAY 2010

- Reviewed tribal ordinances, management contracts, and other agreements for compliance with the Indian Gaming Regulatory Act (IGRA).
- Advised client on administrative law at both state and federal level.
- Researched and prepared memoranda on Procurement issues, Appropriations questions, and ethical guidelines.
- Conducted administrative trials on behalf of client before the Commission.
- Handled enforcement actions and settlement negotiations required under IGRA.
- Prepared for litigation and arranged the administrative record for enforcement actions.
- Wrote opinions on whether games and machines complied with IGRA and Commission regulations.
- Wrote opinions on whether parcels of land were Indian land for the purposes of gaming.
- Wrote and published administrative regulations in the Federal Register.
- Wrote opinions on other administrative law matters.

**MILLE LACS BAND OF OJIBWE, ONAMIA, MN
DEPUTY SOLICITOR GENERAL, JAN. 2005- JAN. 2007**

- Reviewed and amended leases, as well as handled evictions and collection actions against delinquent tenants.
- Handled foreclosures and lease requests on the reservation.
- Reviewed plats for zoning compliance and reviewed all construction contracts for compliance with procurement laws.
- Monitored contractor compliance with the Tribal Employment Rights Ordinance and created a new construction contract template for use on all projects.

**HO-CHUNK NATION TRIAL COURT, BLACK RIVER FALLS, WI
STAFF ATTORNEY, JUNE 2002- JULY 2003**

- Advised *pro se* tribal members of their rights within the Court.
- Conducted research on all issues pertaining to the Nation and its interaction with the state and federal government.
- Presented numerous memorandums of law on those issues for the court.
- Wrote and published the Ho-Chunk Trial Court Bulletin and Newsletter on a monthly basis for all members of the Ho-Chunk Bar. Updated members on new pronouncements from the court and procedural changes.

TEACHING

Courses

- Teaching Faculty. Law 302 – Undergraduate Legal Research. (15 week course in Spring 2021, and again in Spring 2022). Sole course instructor. University at Buffalo, SUNY. North Campus. Teaching legal research to undergraduate students interested in attending law school in the future.
- Senior Assistant Librarian and Outreach Liaison to Indigenous Studies. AMS 113 (Fall 2021); AMS 100 (Fall 2021). Trained undergraduate and graduate students in database searching and research related to Indigenous studies and environmental matters as part of interdisciplinary coursework in Indigenous Studies.
- Senior Assistant Librarian. RA Training 2021. Multiple Instructors. Working with research assistants for law school professors to train them on legal research and resource location for special projects and scholarly publications.
- Staff Attorney. Workshop (Multiple Sessions 2010, 2008). Panel lecturer. National Indian Gaming Commission Trainings. Washington, DC; Tulsa, Ok. How to Spot an IGRA Violation.
- Staff Attorney. Workshop (Single Session 2007). Panel lecturer. National Indian Gaming Commission Trainings. Tulsa, OK. How to Spot a Management Contract.
- Staff Attorney. Workshop (Single Session 2007). Panel lecturer. National Indian Gaming Commission Trainings. Tulsa, OK. How to Protect Your Confidential Informant.

PUBLICATIONS

Journal Articles (Peer-Reviewed)

113 LAW LIBR. J. 173 (Nov. 15, 2021)
(Summer 2021 edition)

Rebecca Chapman. *Protecting Our Spaces of Memory: Rediscovering the Seneca Nation Settlement Act through Archives.*

(Submitted for peer review in October 2021)

Rebecca Chapman. *When the Goalposts Move: Government Information, Classification, and Censorship.*

Contributions to Books

Publication will be in 2022 (under contract with W.S. Hein)

Rebecca Chapman. *A Brief History of Law Libraries and Their Structures*, in ORGANIZATIONAL STRUCTURES FOR ACADEMIC LAW LIBRARIES: PAST, PRESENT, AND FUTURE, at 1 (Elizabeth Adelman and Jessica de Perio Wittman, eds. 2021).

PRESENTATIONS

- Presentation (Single Session 2017). Sole lecturer to the Seneca Gaming Authority and Guest Elders. Seneca Gaming Authority – Buffalo, NY. The NIGC’s NOV Enforcement Process.
- Presentation (Single Session 2017). Sole lecturer to the Seneca Gaming Authority and Guest Elders. Seneca Nation – Cattaraugus, NY. The State Gaming Office versus The SGA.
- Presentation (Single Session 2015). Sole lecturer to the Seneca Gaming Authority, the Seneca Nation Legislature, and Guest Elders. Seneca Nation – Cattaraugus, NY. Compact Issues with New York State Police.
- Presentation (Single Session 2015). Sole lecturer to the Seneca Gaming Authority and Guest Elders. Seneca Gaming Authority – Buffalo, NY. The National Indian Gaming Commission – The Regulations.

- Presentation (Single Session 2015). Sole lecturer to the Seneca Gaming Authority and Guest Elders. Seneca Gaming Authority – Buffalo, NY. Seneca Nation – the Gaming Ordinances.
- Presentation (Single Session 2014). Panel discussion lecturer – invited to speak nationally by ABA Indian Law Conference Committee. ABA Federal Indian Law CLE – Washington, DC. What are the Ethical Considerations of Representing Opposing Factions in Tribal Government Disputes?
- Presentation (Single Session 2002). Sole lecturer to all Ho-Chunk Nation attorneys and judges for CLE credit. Ho-Chunk Nation Tribal Court. Black River Falls, WI. Legislative and Cases Update for the Ho-Chunk Nation.

PROFESSIONAL MEMBERSHIPS AND CONTRIBUTIONS

- Member of American Association of Law Libraries since 2019.
Member of Professional, Engagement, Growth and Advancement – Special Interest Section (PEGA-SIS).
 - Member of Outreach and Publications Committee, Social Media Coordinator (July 2020-July 2021)
 - Board Liaison to Outreach and Publications Committee (June 2021-present)
 - Board Liaison to Bylaws Committee (June 2021-present)
 - PEGA-SIS Board, Member-At-Large (June 2021-present)
- Member of Academic Law Libraries – Special Interest Section (AALL-SIS).
- Member of Government Law Libraries – Special Interest Section (GLL-SIS).
- UUP Member. (Department Representative, Spring 2021-)
 - UUP Committee on Membership List
- Member of the Association of Law Libraries of Upstate New York (ALLUNY), April 2021.
- Member of the State University of New York Librarians Association (SUNYLA), May 2021.
- Member of the California Bar since 2013.
- Member of the Minnesota Bar since October 25, 2002.
- Member of the Minnesota American Indian Bar Association since August 2005.
 - Secretary 2006-2008
 - Board Member 2006-2014.
- Member of the California Indian Law Association since 2013.
 - Board member 2014.

PROFESSIONAL DEVELOPMENT

Teaching the Teachers Conference. Virtual Conference hosted by Fordham Law School, December 7, 2020.

Virtual Worlds for Virtual Times. Virtual Conference hosted by SUNY Center for Online International Learning, Jan. 19, 2021.

SUNYLA Midwinter Virtual Conference 2021. Virtual Conference hosted by the University at Buffalo, February 12, 2021.

Introduction to Native American Cultural Competency. Virtual Conference hosted by Niagara County Community College, February 12, 2021.

Loretta Ross Lecture: Calling In, Not Calling Out. Virtual Conference hosted by University at Buffalo, February 17, 2021.

Digital Possibilities and Collaboration with First Peoples. Virtual Conference hosted by the University at Buffalo, February 22, 2021.

PRB Workshop. Virtual Conference hosted by University at Buffalo, February 24, 2021.

Law Librarians & Legal Information Professionals as Partners in the Access to Justice Movement. Virtual Conference hosted by AALL, March 3, 2021.

Harnessing the power of open APIs to rapidly build your institutions digital ecosystem. Virtual Conference hosted by Preservica, March 11, 2021.

Ithaka Research Findings: Teaching Undergraduates Using Primary Sources. Virtual Conference hosted by Proquest, March 16, 2021.

Publishing Pro Tips Author Workshop. Virtual Conference hosted by Elsevier, March 19, 2021.

Algorithms, Bias, and Automating Inequality. Virtual Conference hosted by University at Buffalo, April 16, 2021.

Virtual Symposium on Citation and the Law, hosted by Lillian Goldman Law Library at Yale Law School, April 21, 2021.

Ensuring Equality in Legal Academia: Strategies to Dismantle Caste. Virtual Conference hosted by American Association of Law Schools, May 10, 2021.

Understanding and Disrupting Implicit Bias - Diversity, Equity, and Inclusion Workshop. Virtual Conference hosted by University at Buffalo, May 19, 2021.

CALIcon2021. Virtual Conference hosted by CALI, June 2-4, 2021.

Reflecting Back and Moving Forward: Effective Instruction in Online, Hybrid, and In-Person Learning Environments. Virtual Conference hosted by Institute for Law Teaching and Learning, June 10-11, 2021.

Authentic Authorship: Understanding Indigenous Claims and Connections, Native American Journalists Association, June 10, 2021.

SUNYLA Annual Conference. Virtual Conference hosted by SUNYLA, June 16-17, 2021.

TWEN Online Learning with the Knowledge Center. Thomsen Reuters, June 23, 2021.

CRIV Vendor Roundtable on Digital Accessibility, July 14, 2021.

Integrating UB Libraries Library Liaisons, Research Guides, and Roadmaps into Your Course, July 15, 2021.

The History of Boarding Schools with Dr. Brenda Child, Red Lake Nation College, July 15, 2021.

2021 AALL Virtual Conference. Virtual Conference hosted by AALL, July 19-23, 2021.

WNYLRC. Data for Librarians. October 2021.

Archive for Webinar. How academic libraries are bringing diversity, equity, and inclusion to their campuses. October 2021.

Participatory Digital Archiving and Academic-Community Collaboration. November 2021.

PROFESSIONAL AND ACADEMIC HONORS

AALL/LexisNexis Call for Papers, Student Division, Winner 2020

A. Benjamin and Helen Ravin Endowed Scholarship recipient, 2018-2019

SERVICE

Spring 2019	Created LibGuide section in New York State Indian law that focused on Tribal Treaties and where to find them.
Spring 2019	Also created LibGuide section in Federal Indian Law that focused on new materials to find for free online with the Department of the Interior.
Spring 2020	Assisted in creation of law library display for works by Lawrence Lessig.
Spring 2020	Assisted in creation of law library display celebrating Katherine Johnson.
Fall 2020 – present	AALL PEGA-SIS Outreach and Publications Committee. Committee uses newsletters, social media postings, and electronic publication forums to educate, to mentor, to develop new librarians and their skills.

- Spring 2021 – present
Equity and Social Justice Advisory Group (ESJAG).
ESJAG supports and advocates for the principles outlined in UB’s Inclusive Excellence Strategic Plan.
- Spring 2021 – present
AALL PEGA-SIS Board, Member-At-Large.
Representing membership on issues of concern to new librarians and creating projects that nurture the development of new librarians.
- Spring 2021
Charles B. Sears Law Library Mission Statement Committee.
Reviewed mission statement for law library and updated it to reflect current goals and vision.
- Spring 2021 - present
UUP Department Representative.
- Spring 2021 - present
Hill Collection Development. Worked with team to consider intake of collection items related to Haudenosaunee Nations and scholarly materials for research purposes.
- Spring 2021- present
Gunther-Michelson Collection Development. Worked with team to intake collection items related to scholarly work of Gunther-Michelson and related Haudenosaunee items. Consider featuring collection as part of Haudenosaunee materials at UB.
- Spring 2021- present
Preliminary Grant Work. Mukurtu project related to Department of Indigenous Studies. Formation and creation of a digital repository and archival back-end system for Haudenosaunee materials belonging to only the Haudenosaunee Nations and those collected at UB. Creation of the system would present a new digital portal for scholarly exploration of Indigenous materials and further future scholarship in these areas.
- Summer 2021
Digital Accessibility Reviews Committee related to ADA decree. Collaborated in committee across academic institutions and the AALL Technical Services SIS to establish digital accessibility reviews and models for broad use in legal materials.
- Summer 2021
Faculty Criteria Document review. Worked with committee to update and manage criteria for optimization. Offered final document for approval. Approval received.

- Summer 2021 Reviewed the Workplace Violence and Bullying Prevention Policy with UUP for inclusive language, completeness, and protection of all UB employees.
- Summer 2021-Fall 2021 Committee for Student Services Law Librarian. Engaged with UB professionals to review candidate credentials, perform intake and review of candidate responses, and develop evaluations of candidate performances. Collaborated with other UB professionals to recommend candidates to move forward based on UB criteria and policies.
- Fall 2021 Created LibGuides for new Department of Indigenous Studies based on Missing and Murdered Indigenous Women, and Indian Boarding Schools. Pointed students to multiple resources available on the topics and provided individual research assistance for new students and researchers on the topics.
- Fall 2021 Obtained access to new Indian law database within HeinOnline for the Department of Indigenous Studies and the law students.
- Fall 2021 Advocated for additional database access through Gale for Indigenous database materials to support the new Department of Indigenous Studies. Moreover, created list and advocated for purchase of additional items and resources to build out physical collection of the new department.
- Fall 2021 Created display outside law library that celebrated Native American Heritage Month with a special look at the Haudenosaunee Communities in New York.
- Fall 2021 Appeared on UB Podcast, Libraries Out Loud (LOL), to promote the Indigenous Studies department and related collections in Indian law and tribal resources. Gave special attention to the Haas and Berman collections and specific items or stories from items within the collections.