



# The Confluence

Newsletter of the Special Libraries Association - Pittsburgh Chapter

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December 2008

## President's Message ~ Amy Watson

Growing up in our house my father had a nightly ritual. As bedtime approached, he'd begin to sing to us "Happy Trails to you... until we meet again..." My brother and I would always groan at our dad - singing off key and being cheesy, but we knew that he meant business and that there would be no negotiation for "five more minutes..."

As my year as Chapter President has been coming to a close, I've heard my dad singing in my head more and more often. I'm happy to have had the opportunity to be on this "trail," and am looking forward to next year as Past-President. We have a truly special group of people in our Chapter, and that's where the "until we meet again" comes in. I know that even though I'm done as President, 2009 will bring great things. Under our fantastic new leadership we'll continue to move forward and grow as a Chapter. We'll continue to honor old traditions and to make new ones. And we'll continue to see many familiar faces, and to welcome new ones.

At our December meeting, I decided to forgo the traditional president's address - because leading the Chapter hasn't been about me as president - it's been about everyone else. Looking around the room that morning, I not only saw my colleagues, but also former and current (and future!) Chapter leaders, and a room full of friends. I know that every year our nominations committee has great difficulty in find-

ing someone to step in as President-Elect. But the important thing to know is that none of us works alone. We all work on teams, we all mentor each other (our mentoring working both ways) and we all lead. I'm not minimizing the work that a President puts in - but more than that I should emphasize the rewards that this position has given me.

I had the incredible pleasure to attend two Leadership Summits in the companionship of Rachel Callison (Reno and Louisville), as well as represent the Chapter at Chapter Cabinet in Denver and Seattle. I can't recommend the Leadership Summits enough to upcoming leaders in our organization. I took away a better understanding of the global organization and our profession, but more importantly, the knowledge of just how fantastic our Chapter is.

We're a smaller Chapter compared to some of the groups that span 5 states or have thousands of members - but we should take great pride in who we are and what we do. We hold our own. We maintain an active and steady membership, and have a core group of people to help make our group consistently great. I've said it before and I'll say it again - I truly believe that we've got one of the best Chapters in all of SLA.

"Until we meet again" has another purpose here - When you look around the room at a Chapter event, you'll generally see at least one, if not more, former leader there. And while there is only

one President each year, there are 66 Past-Presidents who have served at least one year prior to me. And if you look at our committee chairs and teams you'll see these Past-Presidents taking on other roles - professional development, communications, networking, just to start - I myself will be taking on the membership chair next year. Some might look at this as the glass being half empty - we, like many other Chapters, have a hard time filling leadership roles. But I choose to look at it as being half full - that our past leaders are so passionate and addicted to making our Chapter great, we're all willing to lend a hand and do what it takes.

The board, committee chairs and team members who have served through 2008 are some of the best people in this city, and in our profession. Each of them has gone above and beyond during my term to make our Chapter something to brag about. And for their work, I am deeply indebted to all of them. I was blessed to be recognized for my leadership at this year's awards ceremony, and it was sort of embarrassing - because leading such a great group of past and future leaders was my true pleasure and award enough.

So happy trails to all of you, as 2008 comes to a close. We'll all meet again in 2009 - and I'll "keep smiling until then" knowing that serving the Chapter as your President was one of the most rewarding experiences in my professional career. See you all in 2009 for another amazing year!

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## Incoming Presidential Address - Donna Beck

Remember that skit on Saturday Night Live (Yes, I know that I'm dating myself!) where the characters Garth and Wayne hold up their hands, with palms out in bowing motions in the presence of famous guests? They are in awe as they repeat the words, "We're not worthy! We're not worthy!"

Throughout this year, I have often felt that I'm the one "not worthy" to follow in the leadership footsteps of those in our Chapter who have come before me as President-Elect and then as President. You people are so organized! Please call ahead before you visit me at Carnegie Mellon's Engineering & Science Library so that I can cover up the paper piles on my desk and hide my mess!

I am so privileged to have gotten to know some of you a bit better, and I look forward to conversing with more of you in the coming year. I am especially grateful to my immediate predecessor, the amazing Amy Watson, who has helped put together some great Chapter teams and serves the members in so many ways, especially by reaching out to survey us and to collect meeting recaps for this Bulletin. I truly do not know how I am going to follow in her shoes! I was re-inspired towards leadership-related activities when I heard Dr. Regina Schulte-Ladbeck's presentation on leadership at our September meeting. (See my recap of the meeting on page 7 of this issue.) She gave evidence of how leadership can be learned by her examples of leadership "lessons."

Our international organization surely would not have made it to age 100 had it not been for the many people who came before us and recognized the importance of special libraries and information professionals. Let's take the "1" out of "100" and consider how each "1" of us can contribute to making this year of celebration even better. Do you plan to go to the annual conference in DC this year? How can you help others to get there who might not have considered it possible without your encouragement? Do you have a special idea for a Chapter meeting or

event? Do you have a suggestion for a meeting place or activity? Are you interested in taking a student or new member to lunch? Do you have some information to share on our discussion list? Has a particular vendor helped your company or do you have a new favorite product? How about asking the vendor to sponsor one of our local meetings? Can we have a meeting or tour at your workplace? In what way has your hobby helped your career? Would you consider giving a 20 minute talk about your interests at one of our 2009 meetings? Every "1" contribution is important. I will gladly meet with any team or individual to help turn some of our ideas into ones that are useful for the whole Chapter. And please don't feel that you are unworthy to participate in your Chapter—whether or not you are able to attend meetings or serve in leadership roles—your contributions at any level will be appreciated. I hope to continue the new tradition of small teams planning one meeting a year. Other opportunities for short-term commitments are available year-round. Let me know what you are interested in!

One of the items on my agenda for this coming year is to start-up an oral history project for our Chapter. In recognition of the centennial, SLA fellows are working on an oral history project for SLA as a whole organization. Hopefully we can learn from and contribute to their efforts. I plan to come back from the Leadership conference with information to get our own project going. Your suggestions: what types of equipment we will need, who would be interested in being an interviewer or interviewee; are welcome at any time.

Even though I expect SLA's centennial year to be one of looking forward with pride, we all realize that as we celebrate, some members will be losing their jobs. An organization may be down-sizing, moving, cutting back because of the dim economy, or for whatever reason making the decision to lay off their information professionals. I experienced unemployment myself in the early '90's when the non-



profit environmental technology company with whom I worked part-time needed to make cuts. The solo librarian was reduced to half-time and I, her assistant, was laid off. When these events happen, we care about what's going to happen to the special collections that were built. In 2008, we witnessed the power of SLA in helping to reopen EPA libraries. In other cases, we adapt to challenges by updating the way we do business. Let's resolve to remain a resource for each other as we acknowledge our past 86 years as a Chapter and set the stage for the next 100 years as the Special Libraries Association.

### Welcome New Chapter Members!

August 2008

Haley Hodum  
Kara Robertson

September 2008

Krista Ford  
Blake Robinson

October 2008

Paula Krueger  
Chloe Mills

November 2008

Marcy Brown

December 2008

Coral Hess

## New Board Members Elected

On November 13th, via the Chapter discussion list, the Nominations Committee presented the slate of candidates for office for the 2009/2010 term. These nominees were officially voted into office at the Annual Business Meeting, December 6th.

### Office: President-Elect Gregory Carter

Gregory Carter received his Masters of Library and Information Science degree from the University of Pittsburgh in 1990. He accepted a position as Reference Librarian in the Science and Technology Department of the Carnegie Library of Pittsburgh in 1991, and remained there until 2004. During his tenure at the Science and Technology Department he developed outreach programs, participated in the internet revolution, and gained extensive experience with patents, trademarks and government documents. He was responsible for collection development and management in the fields of medicine, transportation, anthropology and communications. Gregory authored the annual "Science and Technology Purchase Guide" from 1993-1999 in published format, and from 2000-2003 in electronic format.

Upon leaving the Carnegie, he served as a Reference Librarian at Carnegie Mellon University's Engineering and Science Library while Lynn Berard was on sabbatical.

In 2006, Gregory accepted a position as Adjunct Instructor at the Drexel University College of Information Science and Technology, where he presently teaches courses on Information Ethics and the Social and Professional Aspects of Information Science.

Gregory's outside interests are many and varied, ranging from ancient religions to modern cinema; those interests also include European automobiles of the 1950's and 1960's, vegetarian cooking, and the Steelers.

Gregory looks forward to working with his friends and colleagues in the Special Libraries Association, returning

to them some portion of the kindness and support they have shown him throughout his career as a Librarian.

### Office: Secretary Earl Mounts

- \* Recently retired Technical Information Center Supervisor at Alcoa Technology Center near New Kensington.
- \* Formerly Computer Science Librarian at Carnegie-Mellon University's Engineering and Science Library and Humanities Bibliographer for Love Library at the University of Nebraska.
- \* Received MLS degree from the University of Pittsburgh in 1975.
- \* Member of SLA since 1982 and is a member of the Metals and Manufacturing Section of the Chemistry Division, the Science -Technology Division, and the Physics-Astronomy-Mathematics Division.
- \* Served the Chapter in various capacities, most recently, President in 2006.
- \* Shorthand rate of 73 wpm.

### Office: Director Chris Heil

- \* Received Masters Degree in Library and Information Science from the University of Pittsburgh's Graduate School of Library and Information Sciences (GSLIS) in 1976.
- \* Since January 1998 employed as Information Center Manager at MEDRAD Inc. Previously employed as contract indexer for Westinghouse Energy Systems, operations manager of data management contracts with the U.S. Environmental Protection Agency, project research manager at the U.S. Synthetic Fuels Corporation, and as a Junior - Senior High School teacher of Russian and Social Studies in PA.
- \* Participated in Special Libraries Association activities in the Washington, D.C. chapter; affiliation with Pittsburgh chapter began in 1994. Served on the By-laws and Mentoring committees.
- \* Member of the Westmoreland County Literacy Council. Served as secretary of the Pittsburgh chapter of AIIM (Association for Information and Image Management), and on Boards of Directors of homeowners' associations in Maryland and Pennsylvania.

## Chapter Member News



**Kim Gregory** (right, pictured above with Nancy Flury Carlson) started a new position at Westinghouse Electric Company in October. Kim's title is Market Research Analyst, working in NPP-Strategy and Business Development department. Congratulations and Good Luck Kim!

## Upcoming Programs at the Downtown & Business Branch of the Carnegie Library of Pittsburgh

### Thursday Noontime Business Program Series 12:15 - 1:00 PM

- December 18 - *How a Web Site Can Make a Difference in Your Business*
- January 8 - *Making the Most of Your Retirement Savings Plan*
- January 15 - *What's New in Taxes for 2008/2009*
- January 22 - *Resolution: To Get Organized in 2009. Need Help? Ask the Experts!*
- January 29 - *Is Self Employment Right for You?*

## TEAM MEMBER PROFILE



**Name:** Karen Liljequist  
**Role on Board/Committee:** Employment Team member  
**Education:** University of

Pittsburgh, MLIS; Colgate University, BA Political Science

**Employment:** Medical Librarian, The Children's Institute, Pittsburgh

**Member of SLA Since:** 2005

**Favorite Part of Being an**

**Information Professional:** The best part of being a solo librarian is the diversity of tasks- no day is ever the same. I'm always learning something new from the research I do and my interaction with clinicians, patients, families and staff.

**Least Favorite Parts of My Job:**

Cataloguing and Budgeting

**Being a Member of SLA has**

**Helped Me:** Being a member of SLA complements my membership in the Medical Library Association and offers me comprehensive resources, training tools and networking opportunities.

The local chapter of SLA is a great place to connect with professionals in a congenial and collaborative way.

**Hobbies:** Swimming, knitting, "eco-crafting," watching films and of course- reading!

**Last Books Read:** *The Gargoyle* by Andrew Davidson and *The Book Thief* by Markus Zusak. I usually have a couple of books going at once.

**Favorite Vacation Spots:** Maine and London.

**Four Things I Never Leave the**

**House Without:** Keys, ID, Cell phone, Ziploc filled with first aid supplies (really!)

**Favorite Movie:** *Diva*

**Three Words to Describe Me:**

Curious, Reliable, Dedicated

**Spot in Pittsburgh I Take Out of**

**Town Visitors to:** I recently moved to Pittsburgh and love showing off the city.....the Incline, top of the Cathedral of Learning (our friends like to brag that they've taken the stairs!) and the Strip District.

## CHAPTER MEMBER PROFILE



**Name:** Haley F. Hodum  
**Education:** M.L.S., Clarion University; B.A. in Creative Writing, Susquehanna University

**Employment:** Information Analyst, Westinghouse Electric Co.

**Member of SLA Since:** August 2008

**First Library Job:** Student Assistant Extraordinaire, Blough-Weis Library, Susquehanna University.

**Favorite Part of Being an**

**Information Professional:** When I get a phone call from family members asking questions like "I have had wrinkly fingers for two weeks now. What is that a symptom of?" "I remember this scene from a movie where the man slides an engagement ring down a string onto a woman's finger. What movie is that from?" "What is the name of that jewelry store in that town that we went to that one weekend sometime last year?" I told them I could find anything; they believed me.

**Least Favorite Part of My Job:**

Anything involving numbers.

**Being a Member of SLA has**

**Helped Me:** Become excited about my profession.

**Family/Pets:** Two cats, Gus-Gus and Fermi.

**Hobbies:** The Chicago Cubs, baking desserts, running (short distances), writing, watching *The Office* religiously, and adopting/sponsoring cats in local shelters (this may actually qualify as an addiction. I just can't seem to stop).

**Last Book Read:** *The Road* by Cormac McCarthy. Sub-Question, Favorite Book(s): *The Strawberry Statement*, *Peter Pan*, *The Fountainhead*, *The Night Country*, and all things Austen, Salinger, Dorothy

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If you would like to be featured in an upcoming  
**PROFILE**  
contact Amy Watson.

## CHAPTER MEMBER PROFILE

Photo  
Not  
Available

**Name:** Paula Reed  
**Education:** MLS University of Pittsburgh; BS Slippery Rock University – Library Science & Secondary English Education

**Employment:** 25 years at MSA (Mine Safety Appliances); Quaker Valley Junior High (3 years)

**Member of SLA Since:** 1984 – First meeting attended was Alcoa Tech Center Library Tour and I was hooked!

**First Library Job:** When I was in fifth grade, I catalogued and organized the family book collection (with my mother's permission) using the Dewey Decimal system which I had recently learned about during weekly school library visits. It was in fifth grade that I decided then and there and never looked back that I wanted to be a librarian when I grew up! (There are still books at my parent's house with Dewey Decimal numbers written on the inside covers. BTW, this was long before CIP data was invented.)

**Favorite Part of Being an**

**Information Professional:** Finding that needle in a haystack! I absolutely LOVE to investigate, research, extract key points and organize information so it is useful and actionable to the end user.

**Least Favorite Part of My Job:**

Dismantling libraries and dispersing and discarding collections.

**Being a Member of SLA has**

**Helped Me:** Being a member of SLA has opened up the world for me! As a former solo librarian, and now a "solo" market and competitive intelligence professional, my membership in SLA is my lifeline to colleagues who share my professional interests. Additionally, I look forward to each local chapter meeting to catch up with old friends, meet new acquaintances, and learn "what's new" in our profession.

**Family/Pets:** My wonderful husband, Greg – we'll be married 19 years in 2009 and the time has flown!

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## Rebirth of a Chapter Award - Rachel Callison

Have you heard? Pittsburgh Chapter has a new award. Well, perhaps it's not so much a new award as it is a refurbished one...and it's ready to be awarded for the first time in 2009. The **Promising Professional Award** was designed with the intent of encouraging new Chapter members to participate more fully in both SLA and Pittsburgh Chapter activities. By defraying the costs associated with attending either SLA Annual Conference or Leadership Summit - new members can experience first hand the many opportunities available to them for organizational involvement.

### A LITTLE BACKGROUND

Prior to 2006, this award was known to the Chapter as the 'Student Award' and/or the 'Conference Scholarship' and had traditionally been awarded to a library science student from either the University of Pittsburgh or Clarion University to assist them in attending Annual (SLA) Conference. While revising the criteria and descriptions for other chapter awards throughout 2005 and 2006, discussions about the future of this 'Student Award' occurred at Chapter board meetings. Members of the board and committees expressed the concern that although students and long-time members were benefiting from the chapter's awards, newer members just starting their

involvement in the profession and SLA were not necessarily sharing equally in this recognition.

### BENCHMARKING & PURPOSE

While serving as Chapter President in 2007, I tasked the awards committee that year with researching what other SLA Chapters and Divisions were doing with regard to awards for students/new members and to share this information with the board. I also asked board members and committee chairs to provide the awards committee with their ideas on what should be the purpose of this award. There was agreement that the goal of the award should be to get new members (including students) more involved in both the local Chapter and SLA International. It was also decided that the amount awarded should be consistent on a year to year basis and be used for either membership fees and/or as a stipend for annual conference.

### A FINAL DRAFT, A VOTE ...AND IT'S READY TO GO

At the Spring 2008 board meeting, the awards committee presented their benchmarking findings along with an initial draft of the award. Some feedback was provided and a final draft of criteria and description was distributed to executive board and committee chairs at the Fall 2008 board meeting. At that time, the awards committee also asked everyone to provide any final input by October 2008 regarding

New Member Award, including any possible name suggestions. A forthcoming teaser about the new award was posted in the August 2008 issue of the *Confluence*, v. 73(2) along with requests for nominations of the other six Chapter awards. An email containing the final information was sent to the 2008 executive board in November in order for them to officially vote on acceptance of the award. All voted to approve.

**Promising Professional Award** description, criteria and application process can be found at [http://units.sla.org/chapter/cpit/awards/promproaward\\_cpit08.pdf](http://units.sla.org/chapter/cpit/awards/promproaward_cpit08.pdf) (as well as on page 10 of this issue). Recipients will be awarded up to \$1000 and the deadline for applications to attend the 2009 Annual Conference in Washington, DC is **February 1, 2009** with an award date of **March 1, 2009**. Leaving plenty of time to make the Early Bird Registration cut off date of **April 3, 2009**. So if you've been a member of CPIT or SLA for 5 years or less, now is the time to submit an application.

Information about all of our Chapter's Awards and past recipients – including links to SLA International Awards information – can be found on the awards section of the Chapter's website at <http://units.sla.org/chapter/cpit/awards.htm>

### Hodum continued from Page 4

Parker, Vonnegut, Hornby, C. S. Lewis, and anything resulting from the Lost Generation.

**Favorite Vacation Spot:** Outer Banks, North Carolina.

### Four Things I Never Leave the

**House Without:** Checking the oven, my phone, money for the turnpike, and my keys.

**Favorite Movie(s):** *Igby Goes Down*, *Dog Day Afternoon*, *What Have We Learned*, *Charlie Brown?* and *Star Wars*.

### Three Words to Describe Me:

Smile, Sparkle, Shine

### Spot in Pittsburgh I Take Out of

**Town Visitors to:** Anywhere with a hot dog.

### Reed continued from Page 4

**Hobbies:** I am 100% an outdoorsy gal: walking, biking, hiking, hunting, enjoying nature. But if I'm indoors, then I am a Sudoku addict, plus I enjoy reading and cooking.

**Last Book Read:** *The Last Lecture* by Randy Pausch and *Final Gifts* by Maggie Callanan & Patricia Kelly

**Favorite Vacation Spot:** I can find plenty of things to do right here in Western PA, but for an adventure, make it the Sierra Nevada range along the California/Nevada border; if we're visiting friends, then Iowa or Kentucky is the destination!

### Four Things I Never Leave the

**House Without:** A destination in mind; a smile in my heart; a positive attitude; a way to get back in!

**Favorite Movie:** *Desk Set* (of course!!) with Katharine Hepburn as the consummate corporate librarian!

### Three Words to Describe Me:

Enthusiastic, Inquisitive, Patient

### Spot in Pittsburgh I Take Out of

**Town Visitors to:** (1) Ride the incline to Mount Washington to take in the view (2) Tour-Ed Mine in Tarentum to experience just a taste of our region's heritage in coal mining.

## Oral History Association Meeting Recap - Donna Beck

On October 15, 2008, Chapter member & SLA fellow, Lynn Berard and I had the opportunity to attend a day-long workshop at the Oral History Association's Annual Meeting, conveniently held in Pittsburgh this year at the Sheraton Station Square Hotel.

The sessions, "Oral History Field Recording" Digital Audio and Digital Video were led by Gerald Zahavi and Susan McCormick. They both teach at the University of Albany, SUNY and oversee: Talking History: <http://talkinghistory.org/>.

Attendees of these sessions have been promised a list of recommended resources and additional materials. We are still waiting to receive these. In the meantime, I wanted to share some of what we learned from the audio session.

One of the most important facts to realize when starting an oral history project is that currently NO digital archive standards exist. Other things to keep in mind:

- Periodically, files will need to be migrated.

## Allegheny Observatory Recap - Donna Beck

After Thanksgiving dinner, my father—the retired meteorologist—directed our family to look out his bedroom window. He pointed up to the southwest sky at two bright objects, the one appearing shortly below the other as the brighter of the two. "That's Venus and Jupiter," he declared. According to [SkyandTelescope.com](http://SkyandTelescope.com), these two planets will not appear this close again until May 2013. I couldn't help but wish that I was at the Allegheny Observatory getting a telescopic view of the scene!

Unfortunately, I had "star-crossed" luck this year on the night that I planned for a special tour of the Observatory for our Chapter. Friday night, September 12, 2008 was rainy and overcast. My daughter, family friends, and I met up with diehard members—Alice Bright & Bob Sullivan, Yan Yu & her son, and Nancy Al-

▪ Your "broadcast quality" as the "master" file should be the best that it can be.

- Decide how many copies you want to make and WHERE to store them.
- Get the verbal consent of the interviewee recorded.

Hint: Create your own system to name a file. For instance, use "M" for master or main file and "P" to stand for the processed file.

Recommended digital recorders should be 16 bit, with sampling rate of 44100; in other words, CD format. The instructors discussed these recorders: Zoom H2, the Zoom H4, and the LS10.

- MP3 capability is not recommended since the file should not be shrunk.
- Recorders are always changing, so invest in a good microphone.
- Digital recorders do well with condenser microphones.
- To make a "balanced" connection also buy a recorder with an XLR plug.
- Wireless mikes are not recommended since you have to worry about interference.

To get reviews on tools, go to [www.transom.org](http://www.transom.org).

stadt—in the hopes of at least getting a glimpse of the moon from one of the telescopes. Unfortunately, the clouds would not allow it. However, we had two wonderful tour guides, affiliated with the University of Pittsburgh's Department of Physics & Astronomy, lead us from the lecture hall to other sites throughout the building including the library, laboratories, and crypt—which holds the remains of previous directors, James Keeler and John Brashear, their wives, and Professor Keeler's son.

We also heard the story of how, in 1872, the lens of the Fitz-Clark refractor was stolen and then held for ransom. Read more about it: <http://www.pitt.edu/~aobsvtry/fitzclark.html>. Tours of the Observatory start up again in April, so consider scheduling one (free of charge!) especially if you have never been there before.

We also learned ways to avoid "digital clipping"—use the vu meter, never use the automatic level control and set level on the "lower" end—below the peak. Have a "pre-conversation" to get a sense of what the real volume will be for the recording.

The digital session provided us with even more information overload! I won't go into details at this time, but I can at least provide a cool website for how to work with lighting: <http://www.lowel.com/edu/>

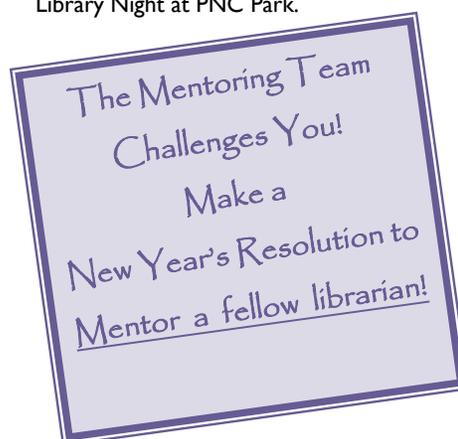
Here are some other interesting sites that serve as examples of oral history projects. People involved with these projects attended the workshop sessions with us.

<http://www.truestorypictures.org/>  
<http://ordinarystories.com/>  
<http://tellingstories.org/>

I especially like the way the photos and photo captions were displayed in these projects.

I hope this brief overview will inspire you to participate in the oral history projects within your organizations (including SLA Pittsburgh Chapter!) or communities.

If you know of a special "social" gathering opportunity in 2009 for Chapter members, please let me know, and we will be happy to advertise it. In 2008, we had such opportunities as the Allegheny Observatory tour, Library Night at the Symphony (January meeting), and Library Night at PNC Park.



## September Event Recap “Leadership on the Rocks” - Donna Beck

“Leadership on the Rocks” was the night’s focus at our September Chapter meeting, held at Dell’s restaurant in Bloomfield. Regina Schulte-Ladbeck, Professor of Physics and Astronomy at the University of Pittsburgh, was the guest speaker.

“I’m also a rock climber,” Professor Schulte-Ladbeck stated in her introduction. She believes that other aspects of her life have been influenced by the “leadership lessons” gained from rock climbing. Her presentation included examples on: Deliberateness, Effectiveness, Advocacy, and Legacy.

She asked us to consider, “What do we need leadership for?” In Dr. Schulte-Ladbeck’s life, this has been in the field of astrophysics. She spoke from the viewpoint of the universe as a whole and the history of astronomy. A look out into space is a “look into the past.” How do we live out our “defined space time”?

This led into the question: How does one become a leader? Expectedly followed by: Are leaders born, or can they be made?



Amy Watson wins a sheet of SLA Centennial Stamps as a door-prize!

Acknowledging the influence of luck, Dr. Schulte-Ladbeck defines leadership as “...how humans make choices and enact them in the world.” She quoted psychologist Albert Badura, “Chance favors the inquisitive and venturesome,

who go places, do things, and explore new activities.” This flowed into her descriptions on the different ways to lead during a rock climb and the different forms of climbing.

Chapter member Nancy Carlson graciously agreed to don Dr. Schulte-Ladbeck’s rock climbing equipment (see photo) as we were reminded—by a reference to “The Ten-Year Rule”—that becoming an expert at anything takes “deliberate practice” over time. So if you want to apply this to leadership, you need to take any opportunity to LEAD!

Leadership models were presented. Dr. Schulte-Ladbeck’s slide presentation included photos from her rock climbing experiences, philosophical quotes, and some clever cartoons. She emphasized the importance of sharing leadership responsibilities. The “traditional” leader in a rock climb holds your life in his or her hands. You have to be able to communicate with each other and know your “partners’ needs and limitations.”

In her efforts to advocate leadership, Dr. Schulte-Ladbeck spearheaded the Leadership Certificate Program at the University of Pittsburgh. She believes that professors are in a role to prepare their students to lead and that leadership activities have an “academic” basis and do not have to wait to be tapped until one is mid way through one’s career.

Finally, according to Dr. Schulte-Ladbeck, what we leave behind—our legacy “...is a strong motivator for leadership.” Her own legacy, for example, is as a researcher and all the articles that she has produced detailing the results of her research.



Nancy Flury Carlson models Dr. Schulte-Ladbeck’s equipment. Check out a video of this on the Chapter’s Facebook page!

Here is the quote from Einstein that Dr. Schulte-Ladbeck was unable to display at the end of her presentation. So, let me appropriately finish with it:

*Creating a new theory is not like destroying an old barn and erecting a skyscraper in its place. It is rather like climbing a mountain, gaining new and*

*wider views, discovering unexpected connections between our starting points and its rich environment. But the point from which we started out still exists and can be seen, although, it appears smaller and forms a tiny part of our broad view gained by the mastery of the obstacles on our adventurous way up. - A. Einstein*

# flickr\*

Do you have digital images of Chapter members or past events?

The Chapter now has a “professional” Flickr account, which allows us unlimited images and sets (which we have been using to categorize by year). We’d love to make our current collection even larger!

<http://www.flickr.com/photos/slapittsburgh/sets/>

If you do have images, please contact Rachel Callison or Amy Watson, and we will add them to the account. (Or enlist you to!)

# October Professional Development Event Recap - Competitive Intelligence Professional Competencies - Denise Callihan



( L-R) Dr. John Prescott (Speaker), Denise Callihan (Professional Development Chair), & Jerry Eonta (EbSCO)

Dr. Prescott focused on describing two competency research initiatives—the Society of Competitive Intelligence Professionals (SCIP) CI Professional Competency Framework & the World-Class CI Function Competency Framework. His premise is that the legitimacy of the field of competitive intelligence is directly linked to its level of professionalization.

The second Professional Development Event of the 2008 calendar year was held on Wednesday, October 29 at Alexander’s Pasta Express. [John Prescott](#), the Thomas O’Brien Chair of Strategy and Director of the Katz Doctoral Program at the University of Pittsburgh presented his work covering efforts at legitimizing the field of Competitive Intelligence (CI). A total of 33 attended the event – 17 chapter members, 9 students, and 7 guests. Among the guests in attendance, Jerry Eonta from EBSCO Publishing was recognized for sponsoring a portion of the meeting.

The one initiative with SCIP has been to develop and validate a CI Professional competency framework. SCIP’s focus was on the individual, and tries to answer the question, Is CI a Profession? Instead of developing an encyclopedic reference on competitive intelligence, they focused on providing a compendium of competencies (clusters of skills, abilities, and behaviors required for successful performance in the job) and outlines those competencies that set CI apart from related professional disciplines.

The framework contains seven competency domains (see Inset 1) and 86 individual competencies. This framework will be used as the foundation for

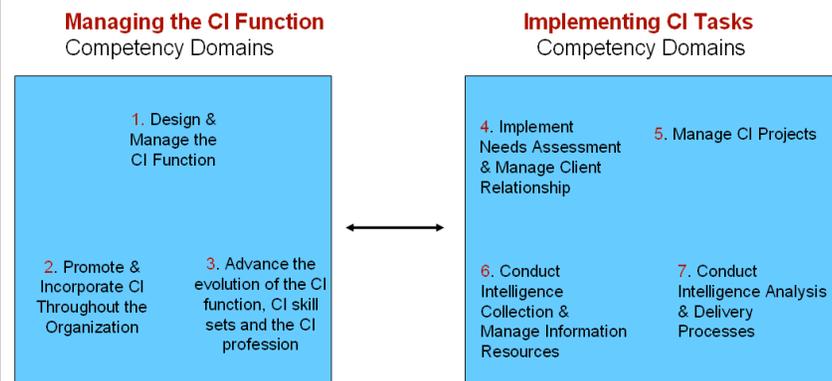
the development of a certification process for SCIP.

The second initiative is the development of a World-Class CI Function competency framework. The focus was on the CI function. They answered questions like, What are the dimensions and aspects of a world-class CI function, How have world-class companies developed CI: what are the main phases of development and how are they described in terms of milestones relating to the various aspects? Based on field research with world-class CI units, the framework contains nine domains (see Inset 2) and 51 individual competencies. A set of norms have been developed to allow CI functions to compare their level of achievement across the domains and competencies.

For more detail on these two initiatives, see:

- <http://www.centraledesktop.com/prescott/competitiveintelligencebodyofknowledge/> and
- <http://www.world-class-ci.com/>

## Inset 1 Conceptual Framework and Competency Domains©



## Inset 2 The World-class CI Framework’ 9 Dimensions

1. The strategic significance of CI
2. The CI function in the strategic business unit
3. Organization culture with respect to CI
4. Human resources for CI
5. Non-human resources for CI
6. Collection, analysis, dissemination and management of intelligence
7. Selection and management of CI projects
8. Top level management control of CI
9. Evolution of the CI unit

## December Event Recap - Annual Business Meeting & Awards Program

On the morning of Saturday, December 6th, Chapter members met at The Holiday Inn University Center in Oakland, combing the day's festivities to include our annual business meeting and awards program, while celebrating the beginning of the holiday season.

After brunch, President Amy Watson called the meeting to order. The minutes from last year's meeting had been distributed prior via the Chapter discussion list, and were approved. Treasurer Brian Steinmetz gave a brief report on the Chapter's financial status, and Committee Chairs in attendance all gave reports. (Detailed information will be available via meeting minutes on the Chapter website.) As part of new business, Eve Wider, Nominations Committee Chair, presented the slate of nominees for 2009. As there were no additional nominees for President-Elect, Secretary or Director, the membership voted in Gregory Carter, Earl Mounts, and Chris Heil, respectively. (More information on the slate can be found on page 3 of this issue.)

After the business meeting was adjourned, Amy Watson presented her President's message, and thanked the members of the board who worked so hard to make this year a success. Donna Beck then presented her incoming President's message, which is available on page 2 of this issue.

Ange Pollis then presided over one of the most important events of the year - our awards ceremony,



Publications Award winners  
Donna Beck and Rachel Callison

The first presentation was done by awards committee member Marge Rhodes, introducing the winners of the Publication Award. Donna Beck and Rachel Callison were recognized for their recently published book chapter, *Your Library Instruction is in Another Castle: Developing Information Literacy Based Videogames at Carnegie Mellon* in the peer reviewed ACRL casebook titled Gaming in Academic Libraries: Collections, Marketing, and Information Literacy.

The second award given was the Innovation in Technology Award, and recognized Karen Liljquest, employment team member, for her "use of technology to cull new job postings thus expanding positions posted to the Chapter's discussion list and website." The Catalyst Award was given to Gail Stebbins, student relations chair. Gail has "served as a superior leader as a student, and she continues by way of continued relationship building with both of the library schools—students and advisors—with the type of energy that we have not seen for years!" Unfortunately, neither Karen nor Gail could join the Chapter in person to celebrate and be recognized.

Our Chapter is full of great mentors, and illustrating that, the Mentorship Award this year recognized two individuals. Award committee member Kate Joranson introduced Eve Wider, who "has brought rigor and compassion to those entering librarianship" as part of the Hillman reference intern program (now the Partners Intern program), for years. Ange Pollis then introduced Denise Callihan, who was recognized for her work both with students, but also with practicing professionals. Denise "constantly keeps on top of what is happening in the information world and alerts Chapter members to keep us current and knowledgeable."

The Pittsburgh Chapter Leadership Award was presented by award committee member Rachel Callison, who stated "even though this person followed me as President of the Chapter -



(L-R) Kate Joranson, Mentoring Award winner  
Eve Wider, Ange Pollis

I follow her lead on everything." This award recognized Amy Watson, for her work as recent Chapter President-Elect and President.

The final recognition was a coup d'etat by members both on the awards committee and off. Bob Sullivan presented Ange Pollis with what she thought was a birthday surprise, but in fact many individuals had collaborated to recognize the person who bestows recognition on the rest of us - by presenting her with the Chapter's Lifetime Achievement Award. Denise Callihan presented Ange with a moving tribute, and Lynn Berard snuck in a poster showing off Ange's many accomplishments. A standing ovation left Ange speechless (which she said was a first)! Ange was inducted into the Hall of Fame by SLA International in 1999, and it was a privilege to recognize her on a local level for her many incredible contributions to the profession and our Chapter.



Lifetime Achievement Award winner  
Ange Pollis, and coup leader Lynn Berard



SLA  
AWARDS  
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PITTSBURGH CHAPTER - SLA  
PROMISING PROFESSIONAL AWARD

The Pittsburgh Chapter's **Promising Professional Award** is intended to encourage new information professionals to participate more fully in SLA and Chapter activities by awarding grants that can be used to defray costs associated with attending either the Annual (summer) or Leadership (winter) Conference of the Special Libraries Association.

#### ELIGIBILITY

- Must be a member in good standing, for 5 years or less, of **both** the Special Libraries Association and the Pittsburgh Chapter. Students are eligible, as long as they are members of both. Membership status will be confirmed via SLA Headquarters.

#### AWARD

- Stipend up to \$1000 and an award certificate.
- Recipient will be hosted by Chapter President and/or President Elect at an event during the conference.

#### AWARD APPLICATION PROCEDURE & REQUIREMENTS

*Please submit the following documents:*

- Resume
- A brief description of professional development objectives / what you hope to gain from attending the SLA annual meeting; not to exceed two pages.
- Budget projection/estimate of expenses, such as: registration, airfare, lodging, continuing education course.
- Recipient will write an article for the chapter's newsletter on their conference experience.

#### DEADLINES FOR SUBMISSION

If wish to attend Annual (June)

All applications must be received by February 1

Notification of Award will be by March 1

If wish to attend Leadership (January)

All applications must be received by August 1

Notification of Award will be by September 1

#### SUBMIT APPLICATION VIA EMAIL TO

Ange Pollis, Awards Committee Chair at [arpollis@verizon.net](mailto:arpollis@verizon.net)

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**The Confluence** is the newsletter of the *Special Libraries Association - Pittsburgh Chapter*. The next issue will be published April 6th, 2009. Article submission deadline is March 23, 2009. Please contact Amy Watson at with any submissions, or issues or concerns relating to the newsletter.

