

<b>Strategic Plan 1999 - 2004</b>
-----------------------------------

**Board Responsibility for the Strategic Plan:** *This strategic plan will guide the board and committee chairs in deciding allocation of chapter resources, program planning, and directing the energies of officers, committees and members. The plan is concise and modular. It is concise so that its content is immediately accessible and understandable. It is modular so that sections of the plan are reaffirmable or revisable at regular intervals, which are specified in the plan. The board is responsible to ensure that chapter efforts are consistent with the plan, or that any inconsistencies are remedied by appropriate revision of the plan.*

### **Vision**

**The Pittsburgh Chapter, Special Libraries Association, will develop leaders for special libraries, harnessing the potential of information in the new millennium.**

*Board Responsibility for Vision: The board will reaffirm or revise the vision every five years at the winter board meeting (2004 is next reaffirmation/revision)*

### **Mission**

**The Pittsburgh Chapter, Special Libraries Association, offers professional development opportunities, enables special librarians to add value to their organizations, advocates and promotes the role of special librarians in the community, and facilitates communication between the association and chapter members.**

*Board Responsibility for Mission: The board will reaffirm or revise the mission each year at the winter board meeting.*

### **Strategies**

- **Position chapter members to meet future information challenges**
- **Increase chapter membership; encourage member participation in chapter activities; and develop chapter leaders**
- **Provide channels for effective communication among members**

*Board Responsibility for Strategies: The board will reaffirm or revise the strategies each year at the fall board meeting.*

### **Priorities**

- **Provide opportunities for members to develop selected professional competencies and skills**
- **Offer continuing education classes for members to develop new skills, such as web development, internet searching, knowledge management, marketing or strategic planning**
- **Offer membership services anticipative of and responsive to member needs**
- **Develop a recruiting brochure**

- **Design selected chapter functions in conjunction with the SLA Pittsburgh Student Chapter to recruit new members**
- **Disseminate informative and timely announcements**
- **Foster the development of the chapter web site**

*Board Responsibility for Priorities:*

*The president will determine priorities, reflecting the Strategies, each year by the fall board meeting. The president will direct the appropriate board members or committee chairs to develop tactics to accomplish these priorities.*

*President's Responsibility for the Priorities submitted 2/18/99 with draft strategic plan:*

*The strategic planning committee submits examples of possible priorities above, to illustrate the intent of priorities. Some of these priorities are broader, some more specific, and there is some overlap. The committee recognizes that these may or may not be the most urgent priorities for this year. The President should revise or rewrite these priorities for the 1998-1999 chapter year. Approval of this draft strategic plan includes this flexibility regarding the Priorities. This paragraph should be removed from the strategic plan after the Priorities are revised.*

## **The Final Lap**

***by Linda Hartman, Chapter President***

As any driver knows, along with the spring weather come the orange barrels which indicate construction. These can be welcome if the road has been full of potholes such as ours were this year. Unfortunately, I fell into one of those potholes. I neglected to have the nominating committee announced in the Pointer and at the meetings in the spring. This mistake did not allow input from the general membership for candidates for the office of President-Elect, Treasurer and one of the Directors. The nominating committee was working diligently and did come up with a slate. Unfortunately, it was not filled until after the April membership meeting and after the May meeting announcement had to be sent. A detour was put into place in order to have the names out before the elections. We made use of the Chapter website by placing the names on it and offered to fax, mail or give over the phone, the names on the slate to any member requesting them. I realize this is outside the normal mode of operations, but we were trying to do the best with the situation at hand and it gave us the chance to go virtual as the Association is trying to do. I want to assure the membership that this mistake was not intentional and was purely an oversight on my part. I regret any problems this may have caused.

As I finish the final lap, I would like to say THANKS to Dave Majka for the super programs this year. We went from Y2K to David Bender, PhD, Executive Director of SLA. Dr. Bender visited with the Special Libraries Management class at the University of Pittsburgh during their last course of the year. What a great send off! He then met with faculty and students at SIS during a colloquium before attending a planning meeting with local library leaders and educators to discuss continuing education for information professionals. This was all before chatting with members at our Chapter meeting.

After dinner, Dr. Bender spoke about the future of the information profession and the Association. What should we call ourselves in the future? Should the "L" word stay in the name? What is your opinion? Intellectual Capital and Competencies are also a part of our future. Continuing Education is another concern of the Association. How can you, the member, be best served? And of course, Dr. Bender spoke of the Association's striving toward a virtual association; using technology to transmit information in a more timely and cost effective manner. He then addressed questions posed by members of the audience.

Thank you to all of the committees and board members for participating and making contributions this past year. Good Luck to Dave Majka and his board as they take us into the new millennium. If Dave's leadership of the past year is any indication, Pittsburgh will be starting the new century in fine shape!

This document was approved by the Pittsburgh Chapter of SLA's Board and is submitted here for the Members by the Strategic Planning Committee: Denise Callihan (PPG), Diane Eldridge (Westinghouse Electric Company), Chris Heil (Medrad), and Scott Trask (Kennametal).

## **President's Message**

*by David Majka*

The Pittsburgh Chapter will soon enter a new millennium with a new set of officers. I am honored to hold the Chapter Presidency at this interesting time. Our Chapter is certainly in solid shape for the year 2000. We have a stable membership and Treasury, a brand new strategic plan, and a dedicated group of members. I will rely heavily upon the wise counsel and energetic efforts of the other Chapter officers, Directors and Committee Chairs in the year to come.

I would like to review several areas that will be the focus of my efforts during my Presidency.

The SLA has plans to become a virtual organization and the Pittsburgh Chapter must make plans to follow suit. We already have means for communicating electronically with our members and these must be augmented. At the same time, I realize that conversion to an all-electronic Association is an evolutionary process which must recognize that not everyone is on the same footing when it comes to Internet access. I will constitute a committee to examine this issue and to make recommendations for changes during the course of this year.

Our Chapter's joint ventures with the MLA and WPLLA for the videoconferences and the holiday party were very successful this past year. I intend to work with the Presidents of both of these organizations to continue these very beneficial undertakings in the year to come. I think that there is great merit in spreading the financial risk of the videoconferences among the three organizations, and great benefit to facilitating interaction between the respective memberships.

I also have several outreach initiatives that I would like to see the Chapter undertake this year. The first of these is the mentoring program for LIS students at Pitt and Clarion. This program is badly needed and I would like to see it implemented. The second is an outreach program to Chapter members who do not attend our monthly activities. I would like to see why they do not attend, and if possible to do whatever it takes to make the programming more attractive to them.

Finally, I would like to improve the succession planning process for both the Pittsburgh Chapter and the SIS student chapter. It is vital that a pool of qualified and approachable candidates for leadership exists in both organizations, and that a process is in place to ensure that there is no loss of momentum in either due to unfilled positions. There is too much to do.

Please contact me at (412) 262-8358 or [majka@robert-morris.edu](mailto:majka@robert-morris.edu) if you have any comments, questions, or suggestions regarding the activities of the Pittsburgh Chapter. Please consider helping out if you are approached to serve on a committee, as an officer or for other help or information. It takes a lot of work on the part of a lot of people to make the Pittsburgh Chapter work. Thanks to the dedication shown by my predecessors, so far it has worked extremely well .

## Chapter News

At the Annual Business Meeting on May 27, 1999, members voted in a slate of new officers. Our new President is David Majka from Robert Morris College. Denise Callahan from PPG is the President-Elect and Nick Kotow from Alcoa will continue as Treasurer.

Also at the April meeting, members toasted our Triple Triumph Team, SLA International award winners Angie Pollis formerly at US Steel, Barb Spiegelman from Westinghouse Electric, and Lynn Tinsley from Carnegie Mellon University.

The Pittsburgh Chapter Leadership award winner went to Barb Folb, Outreach Librarian at Western Psychiatric Institute and Clinic, for her role in the development of the Pittsburgh Chapter's web site. As Webmaster Barb explored locations for the site and created the Home Page and continues to update its contents. Everyone in the Chapter expressed appreciation for her achievements which have benefited members everywhere.

Angie Pollis introduced the new Librarian at US Steel, Megan Dennis. Megan who is our Chapter Archivist will go to US Steel from the Carnegie Library of Pittsburgh where she worked in Science and Technology Department as a Reference Librarian.

Our Bulletin Editor, Mary Grace Desiderio, was selected as Department Head for the Carnegie Library of Pittsburgh's Job and Career Education Center. JCEC staff provides a variety of resources and services for job seekers and students. Services range from resume consultations to Internet classes on how to find a job via the Internet.

## Investing in the Workforce of the Future

*by Mary Grace Desiderio*

Not far from the Library Center which Esther Nathanson discusses elsewhere in this issue, in the old Alcoa Building which has been renamed the Regional Enterprise Tower, the Pittsburgh/Allegheny County CareerLink is being forged by government agencies and community-based organizations involved in job training and workforce development. The Workforce Investment Act of 1998 mandates that monies for employment services and training now be shared by these various groups and that they must provide seamless, universal access to information and services for both job seekers (whether unemployed, underemployed, or

simply seeking a career change) and employers in each service delivery area. The integration of services provided by the state Job Centers, Dislocated Workers program, Vocational Education, Adult Basic Education, Welfare-to-Work, Goodwill, and others is being hammered out. The new customer oriented one-stop employment, career development, social services, and training center in the RET is set to open in August.

With the objective of developing a world-class workforce in our region which will attract and keep new businesses here as well as our young people, this ambitious effort will bear watching. Visit the State of Pennsylvania's [TEAM Pennsylvania CareerLink site](#) to access the jobs database being developed, as well as to read more about CareerLink developments.

## CALL FOR PAPERS

### **CONTRIBUTED PAPERS SESSION BIOMEDICAL AND LIFE SCIENCES DIVISION SPECIAL LIBRARIES ASSOCIATION CONFERENCE JUNE 2000, PHILADELPHIA**

To All Biomedical and Life Sciences Librarians and Information Specialists

The SLA Biomedical and Life Sciences Division invites submissions for its annual Contributed Papers Session for the Philadelphia Conference in June 2000.

**SESSION THEME:** The Publishing Revolution: How Information Professionals in the Life Sciences are Managing and Shaping Changes in Scientific Journal Publishing.

With the increasing cost of scientific journal subscriptions and the proliferation of electronic journals, what innovative programs has your library implemented to deal with the increasing complexity of serials management? Does your library subscribe to new, lower-cost scholarly publications? Are you subscribing to both the print and electronic version of journals in your collections? How are you handling concerns over the archiving of e-journals? How have your journal collection development policies changes? What impact has the need to negotiate license agreements for e-journals had? Are you participating in any consortial licensing arrangements?

**ABSTRACT:** A 200-500 word abstract should accurately convey the subject of the paper, its scope, conclusions and relevance to the program theme. Attention will be paid to evidence of scholarship in methodology.

**DEADLINE FOR SUBMISSION OF ABSTRACTS:** September 15, 1999.

**PAPERS:** If chosen, acceptance of your paper reflects a commitment on your part to: 1) submit the complete text of your paper to the program convenor by March 31, 2000; 2) give a presentation of your paper for no longer than 20 minutes at the SLA annual conference, June 10 - 15, 2000 in Philadelphia; 3) where appropriate and feasible, offer a brief demonstration or representation of your project during your presentation.

**SUBMIT ABSTRACT TO:**

Anne Marie Malley [amalley@mail.calacademy.org](mailto:amalley@mail.calacademy.org) (email submissions preferred)  
Academy Library

California Academy of Sciences  
Golden Gate Park  
San Francisco, CA 94118  
phone: 415-750-7101  
fax: 415-750-7106

## Sight Bites

### *by Earl Mounts*

"Jerry Jones, owner of the Dallas Cowboys, is stepping forward to fund the Library of Congress's \$1 million dollar campaign to buy duplicate volumes of Thomas Jefferson's personal library that were destroyed in a Christmas 1851 fire at the Capitol."(complete story at <http://www.usnews.com/usnews/issue/990419/19whis.htm>)--Washington Whispers, U.S. News & World Report, April 19, 1999, p.7.

"Managers in both the public and private sector are increasingly daunted by the task of managing the information beast. Everyone has a story about the last minute request for some obscure data that required many hours of shuffling boxes and peering through dusty paper files. The effort often requires the skills of a librarian, but unfortunately your library is not quite so organized." (complete article at <http://www.eswp.com/baker.htm>) --Taming the Information Beast, Pittsburgh Engineer, Spring 1999, p.4.

"In 9999, computers follow the same form as the human brain, and they are grafted onto our brains. With all this computing power, it's almost unbelievable that since the late 20th century, only 4 digits have been allocated for the year designator."--The Y10K Bug, Today's Engineer, 1st Quarter 1999, p.38

"A piece of electronic paper gives you the best of both worlds. It is highly readable and portable, and can be reused millions of times, just as a single computer screen can display an endless series of images. It can hold an image indefinitely, or erase an existing image and replace it with a new one."(complete article at <http://www.newscientist.com/ns/19990515/papergoese.html>)--Paper Goes Electric, New Scientist, May 15, 1999.

"The ability to spot-treat stains, remember who doesn't like brownies with nuts, memorize the baby-sitter's number, and remember that toilet paper is needed, even when it's not on the grocery list, involves talents residing in the twilight zone of human accomplishments. These skills do nothing for a resume but are essential to civilized survival."--Karen Engberg, It's Not the Glass Ceiling, It's the Sticky Floor, Prometheus Press, 1999.

## Chapter Profile

### *by Marge Sroka*

This issue's highlighted librarian is Dina Fulmer of PSP Human Resource Development, a group of industrial psychologists located in the 2 Mellon Bank Center in downtown Pittsburgh. PSP supplies pre-employment assessment at all levels, from plant worker to CEO. They consult on organizational development, career development, succession planning, and performance-based downsizing. They offer interview training, team-selection-criteria determination and employee

opinion surveys. PSP has been in business since 1946, originally as Psychological Service of Pittsburgh. The current staff, both professional and support, is 12 full time and 4 part time.

Dina is a part time solo librarian offering information worldwide. Library patrons include staff professionals, and clients in Mexico, China, the UK, Germany, Australia, Saudi Arabia, etc. In addition to the usual library responsibilities, Dina performs tasks not typically associated with librarians. She acts as editor and translator, sometime graphic designer, and desk top publisher. She markets the library to clients and prospective clients via a newsletter and word of mouth. There are no fees for services. PSP considers library services as value added for clients. The library is very small, mostly housed in two rooms, one about 18' X 20', the other about 18' X 10'. Established in 1946, the library consists of about 2,000 books, five or six drawers of vertical files, and two computers. A frequent request is to find out-of-print books for clients. For this task Dina recommends the following web site: Advanced Book Exchange at <http://www.abebooks.com>.

Dina started her career as assistant librarian at Jones & Laughlin Research Laboratory, and became librarian three years later. She left J&L when she became pregnant with her first child, soon after which her husband was transferred to Lausanne, Switzerland. In Lausanne she worked as a free-lance writer and translator for IMEDE in Vevey, Switzerland. (IMEDE is a post-graduate business school, operated jointly by Nestle and Harvard Business School.) When she returned from Switzerland, she worked as a free-lance translator, and as a part time jill-of-all-trades for an architect. Before joining PSP, she co-owned and operated a catering business

She has been on the Upper St. Clair Board of School Directors for nearly 16 years, now serving her second term as president (the first was in 1987). This is a volunteer unpaid job which consumes approximately 15 hours per week. She is also the treasurer of the Board of Management of Deer Valley YMCA camp. She loves to travel, to ski, and to read mysteries and history. Other interests include cooking, needlework, and refinishing furniture. She has a great interest in the arts and in politics.

## Pittsburgh Area News

*by Esther Nathanson*

Thomas Petzinger, Jr., author and regular columnist with The Wall Street Journal, will discuss his new book entitled *The New Pioneers: The Men And Women Who Are Transforming The Workplace And Marketplace* on Monday, July 19, 1999 at 12:15 p.m. at the Library Center, 414 Wood Street.

The *New Pioneers* sets forth Petzinger's view that a powerful revolution is reshaping the face of American business and creating an opportunity-rich economy. Evidence of change is in successful small- and medium-size firms, where dynamic innovators and entrepreneurs are creating a collaborative new work place.

Tom Petzinger has spent twenty years at The Wall Street Journal. For the last four years, his weekly column "The Front Lines" has appeared every Friday. He is a winner of the Gerald Loeb prize, highest award in business and financial journalism.

He will be speaking in the GRW Theatre on Level Two of the Library Center. The event is free and open to the public. His appearance is being sponsored by the Business Services Department of The Carnegie Library.

*More about the Library Center:*

The Library Center, a joint venture of Point Park College and the Carnegie Library of Pittsburgh, celebrated its second anniversary on May 12th.

Long heralded as a creative collaboration and an exciting conversion of the previous Bank Center into a space devoted entirely to a library, the facility has certainly lived up to its expectations.

The Business Services Department of the Carnegie is thriving at the Library Center. In addition to its print and computer resources, this department offers a setting for representatives of the Service Corps of Retired Executives (SCORE) to meet on an informal basis with members of the public who are considering or undertaking small business enterprises. A SCORE member is available in the Business area every Wednesday from 10 a.m. until 2 p.m.. The Library Center's GRW Theatre serves as the site for more formal SCORE seminars.

In addition to increasing the accessibility of SCORE, the Business Department continues to sponsor its Thursday lecture series on topics of interest to business, to investors, and to consumers of financial information. Members of the Business staff also offer programs to the public on Internet investment resources, Internet business sources, and programs in support of minority business enterprise.

Two other departments of special interest at the Library Center are satellites of those in Oakland--the Job and Career Education Center and the Foundation Center. The Foundation Center offers resources, both print and CD-ROM, in support of grant-seeking-identifying sources of funding and working through the process of applying for grants--as well as information on management of non-profits, including development of boards and volunteers. The Foundation Center has been offering programs describing its resources. In the summer, the Foundation Center at the Library Center is staffed Wednesday, Thursday, and Friday afternoons from 1:00 to 3:00 p.m.; the collection itself is available whenever the building is open.

The hours of the Library Center for the summer (the end of May through Labor Day in September) are Monday-Thursday from 9:00 a.m. until 6:00 p.m., Friday from 9:00 a.m. until 5:00 p.m., and Saturday from 10:00 a.m. until 4:00 p.m. There will be no evening or Sunday hours.

---

*THE POINTER, Summer 1999*  
*Bulletin of the Pittsburgh Chapter, Special Libraries Association--Volume 65, Number 2*

The Pointer is edited by Mary Grace Desiderio