

# FCC/SLA Bulletin

An Update from the Fairfield County Chapter of the Special Libraries Association

<http://www.sla.org/chapter/cffc/>

## In This Issue

### Chapter meetings and events

- ▶ March 2005 Meeting:  
*Gaining Commitment*

### Articles

- ▶ Who and What is SLA?
- ▶ From Hospital Library to Academic Library: Janene Batten's Reflections
- ▶ From Ghana to Fairfield County
- ▶ FCC/SLA Member is PAWS 2005 Volunteer of the Year

### TidBits: "A Bit About....."

- ▶ Cynthia Geremia
- ▶ Shirlee Schwarz

### **President's Message**

### **Editor's Corner**

### **FCC/SLA Nominations**

### **Congratulations!**

### **Welcome New Member!**

### **FCC/SLA Bulletin Bibliography**

## President's Message

Greetings,

It seems like only a few weeks ago that the Chapter held its September networking social at the Lockwood Mathews Museum. And, now, suddenly, here I am on the verge of handing over the Presidential gavel to Susan Stramiello. Where did the year go?

I have two final items of business to share with you. First, the results for the 2005/2006 SLA Board of Directors are in. They are available [here](#).

The second item concerns the issue of changing the chapter governance year. In the last Bulletin, I mentioned the decision by SLA to change the chapter governance year from its current July – June schedule to a calendar year in order to put the chapters on the same fiscal schedule as our parent organization. My message stated incorrectly that the new schedule will start in fiscal year 2008. It will start with fiscal year 2007. My apologies for the error.

While this change was approved by the Chapter Cabinet in January, 2005, it still must be voted on by the general membership at the upcoming Annual Meeting in Toronto. Assuming that there would be no groundswell of opposition to this change, the Board of the Fairfield County Chapter met and discussed how best to handle this transition. The idea of electing an interim board to cover the six-month difference between our current governance year to the new format was considered ineffective to ensure continuity of leadership for the chapter. Therefore, the Executive Board voted to extend the terms of those elected/ appointed in June 2005 to run until January 2007.

While this procedural change may not seem like much, I think it is indicative of how SLA is actively seeking to streamline its processes and better serve its members. A number of new or improved initiatives were instituted over the past year – the Online University, the Legislative Action Center, increased emphasis on the Virtual Learning and Career Development Series. The Association's leadership is actively engaged in seeking to meet its members' needs.

On the local front, I'd like to thank a number of people for bringing this drive to our own chapter – the wonderful members of the FCC Board.

First and foremost, I thank Susan Stramiello for her outstanding work as President-Elect. She paired great organizational skills with unflagging enthusiasm and put together some memorable programs throughout the Chapter year. I know Susan will handle the duties of President with the same conscientiousness.

(Continued on page 6)



## Editor's Corner



Hi, Hey, Hello and Farewell!

In writing what is my last editor's letter, I can't help but reflect on the past 2+ years of my editorship. I didn't realize how much; but I'm amazed at the number of articles we have put out since the fall of 2002.

In these 2+ years, we issued 9 Bulletins, containing over 20 insightful and thought provoking articles. We have provided reports about the Chapter's activities and meetings to keep members abreast of happenings. We have informed the Chapter about new members, and have furnished profiles on members' achievements.

I must say that without your input, we would not have accomplished this much. This accomplishment gives me a sense of pride and good feelings for being involved with something of this sort. One of many pleasant experiences I have had was being

able to call on a number of you for articles that you gladly submitted. No one ever said "no", and I am indebted to you for the partnership, cooperation and teamwork. It has been a very rewarding experience and I appreciate the opportunity of being the editor of the Bulletin for the past few years.

The success of the Bulletin is due, in large part, to the many efforts you have all made, and I would just like to pass on my thanks to you for your contributions, compliments, encouragements, suggestions and ideas. I am also very grateful for the privilege of being part of a gifted team of individuals whose input and organizational skills have made the Bulletin a success. From the past presidents to the new president-elect: Kathy Walsh, Cindy Geremia, Marianne Cirrito and Susan Stramiello, thank you very for your moral supports. Particularly, I would like to say a very big "THANK YOU" to Cindy Geremia who has worked tirelessly in formatting, reformatting and reformatting anytime I had something new to add. Thanks Cindy, for putting up with me.

As a token of my appreciation, and in celebration of the accomplishment of the Bulletin, I have compiled for this issue, a bibliography of all featured articles during my tenure as editor.

Enjoy this issue, and have a wonderful Summer!

**Josephine Ndinyah, Editor/Content Manager**  
[josephine.ndinyah@pharma.com](mailto:josephine.ndinyah@pharma.com)  
(203)588-8166

## Who and What is SLA?

By Lois Weinstein, Chair, Leadership and Management Division

Once upon a time there was an organization of librarians who worked in corporate, government, academic, non-profit and other "special" libraries. That was long ago, long before the World Wide Web, Yahoo, Google and others like them, "faster than the speed of light" information resources that work 7 days a week, 24 hours a day for FREE!! With the expansion of these "free" resources, librarians who toiled selflessly, efficiently and expertly for many years began to be released from their "servitude". SLA used to be an organization that provided these librarians with continuing education (CE), colleagues to share with, and opportunities for learning new skills that went far beyond the CE courses. The "new" information resources did not need a professional community or an organization of like-minded beings since they were not human, but robots, and as Asimov explained to us many years ago, they are not the same as humans.

### Where does that leave SLA?

Oh, there are still some librarians working in corporate, government, academic, non-profit and other "special" libraries, but their number grow smaller each year as the heads of these organizations realize that robots do not need salaries, benefits, sick leave or vacations. However, the skills, knowledge and competencies that librarians have excelled in are needed now more than ever because the robots (Yahoo, Google etc.) can make some distinctions between the right answer and stuff that is similar, but not anywhere near what the requester needs. In addition, librarians are doing more teaching, end user analysis, competitive intelligence, web design, system design, and other higher level analyses, than ever before. These folk are not even called librarians any more, they have new titles that organizations consider more "valuable". These people are SLA and, if they do not know about SLA, they need to because it is an organization that serves their needs for continuing education, networking and a place to develop and hone new skills and competencies.

### Why now?

It has come to my attention not once, but more than once that some members (and I include myself in this group) have been more than unhappy with some of the changes and some of the reasons for the changes. I have also learned that some members have not been as pleasant about these changes as maybe we ought to have been. Let us all take a pledge right this minute to cease and desist from all negative thoughts and behaviors. I believe that we have a new Executive Director who really likes us,

the organization and wants us all to succeed. Let's help her, our elected Board and our staff and give them our wholehearted support. Does this mean that we should lie down and let a steam roller run over us, heaven forbid!! But, if something doesn't appeal to us, let us count to 10 and then communicate it professionally.

At the Leadership Summit meeting in Tampa, I listened to Janice LaChance's "State of the Union" speech which included remarks about a small minority of angry members. I wrote to her with my ideas and she has written back to me.

The following is part of her letter:

"On the one hand, I am actually relieved to hear that some of our volunteer leaders in Tampa walked away wondering where my comments originated. That means they have been spared some of the hurtful, personal attacks that I have witnessed being levied against their colleagues and the SLA staff, and I am very glad for that. If you recall, I did state in my remarks that this was not the kind of behavior exhibited by the vast majority of our members. Yet in many ways this is what frustrates me the most-that such a small number of unprofessional members can have a truly detrimental effect on SLA.

Lois, the kind of behavior I described in Tampa has tangible results-it is the reason good, long-term staff are leaving the association and I have been told this is the reason a number of people decline to run for the SLA Board.

As an executive, I believe it is my responsibility and obligation to do more than just brag about our many accomplishments, but identify what I believe are true threats to the Association. Please believe me when I say that I am not doing this to divide, I simply want the best for SLA and I have witnessed too many instances where this behavior constitutes a fundamental roadblock to SLA's ongoing success. From where I sit, it is akin to a cancer that is slowly eating away at the very things we need to grow and succeed-dedicated volunteer leaders like you and motivated staff.

True culture change cannot occur with just a few people tilting at windmills, it has to be rooted in the entire organization deciding for itself what its values are and holding each other to those standards of behavior. That is why I need your help and the assistance of everyone who was in Tampa.

Also, please don't interpret this as my being unhappy or dissatisfied as SLA's Executive Di-

rector. On the contrary, I love this job and I am gratified on a daily basis by the rank-and-file members who reach out to me and tell me the many ways SLA helps them succeed in their job and their careers. I am in my dream job and I love every single day at SLA. I am thrilled to be working for and with such smart people who impact the global economy and our society in so many significant ways. I could not ask for a better position.

This love of the job is exactly why I am so passionate about ending the negative culture that dominates so many discussions and saps our volunteers and staff. I feel I owe it to SLA for the terrific opportunities it has given me."

### **Where does that leave current SLA members?**

Many of our members, like myself, have been in this organization for more years than we like to count. Many of us wanted SLA to stay the way it always was. But!! If it does, it will cease to exist because the world has moved on and the "robots" are everywhere. I agree with Janice, all the members of SLA need to breathe new life into this organization. Here is how I think that all the members, but especially LMD members, can help in this process.

1. Volunteer to help your chapter or division. If called upon, say yes. If no one calls you, speak up, e-mail or call and offer your help.
2. Let go of the "old" and let in the "new". You may not like some (or maybe all) of the changes, but give them a chance. Try to remember what it was like when you were in a new job and you made a mistake or two. Did someone give you another chance? Remember how great that felt and how you grew and did better and better. Let's let that happen to SLA.
3. If you are angry or mad about the changes, express them in a way that you would like it expressed to you if someone was mad or angry with you. Long ago I learned an important lesson, when someone yells at me or speaks harshly to me I do not hear their ideas, only the tone that they are using. Let our tone be one of peace, willingness to help and professional courtesy.
4. Reach out to colleagues in your organizations and let them know what SLA can do for them. Who knows? They might join and make SLA a better place to be!!

Thank you for reading this message, I would really appreciate it if you would pass it on to chapter and division newsletter editors and if they would print it - let's get the word out. SLA is a renewed and vital organization with a historic and productive past, an uncompromisingly strong present and an unimaginably bright future!

## *From Hospital Library to Academic Library: Janene Batten's Reflections*

By Janene Batten, FCC/SLA Arrangements Chair



For those of you that do not already know, I recently joined the staff at the Harvey Cushing/ John Hay Whitney Medical Library at Yale University. I left behind a wonderful position as the Clinical Librarian at the Reeves Memorial Health Sciences Library at Bridgeport Hospital. Now, in my new position

I have dual responsibilities as Reference Librarian for the Yale School of Nursing, and reference responsibilities in the Medical Library.

My new position offers challenges that have put me onto a steep learning curve, with just a few flat spots along the way. For those of you that know me, this is just the ticket for me. One thing that I love is that I am constantly meeting new people. (But I wish I had a neat trick to help me to remember names. Alas it has never been one of my fortes!)

The thing that I mostly miss coming from the hospital environment to an academic one is the discussions about patients. I really enjoyed being an active participant in their care. Instead, discussions now center on more Library based concerns - which database has been introduced, and why we should keep the online access for this. I am still heavily involved in helping people to learn how to do their research and how to manage the information they find. I always loved to do this, so that continues to be a highlight.

In the end though, I have changed my workspace, but nothing really has changed. That is to say, I really love what I do. Just as before, I am working with stimulating people, and I work hard everyday to really make a difference to their world!

---

## *Gaining Commitment...*

By Marianne Cirrito, FCC/SLA President

On March 29, 2005 the Chapter held a membership meeting dedicated to the subject of achieving results through partnering with management. This event had been postponed from February due to inclement weather. But, we finally got together at Westport Public Library to hear our speaker, Tesse Santoro from Dialog.

Tesse's talk was titled "**Gaining Commitment: How to Partner with Management.**" This was a follow-up presentation to a talk Tesse gave the Chapter several years ago on the topic of "**Achieving Results Through Relationships: The Power of Influence.**" These presentations are made available to us through the auspices of Dialog's Quantum2 Workshops.

As she had in her first visit to the Chapter, Tesse gave an engaging talk about how we as information professionals/librarians must align ourselves with the most powerful, most highly regarded areas in our organizations. These are the areas with the most buzz, and, very often, the biggest budgets. Forming partnerships with them can increase our visibility and lead to a better appreciation of how our work helps our organizations' goals. In these days, with all of our businesses in a constant state of flux, identifying and creating internal champions and positioning the information center as a strategic resource is the key to survival.

The trick is to identify the right people to approach and begin to build a relationship with them. We must make sure we understand what people need, so a grasp of the organization's culture, its position in the marketplace and the actions and activities of its leaders are essential. It is often beneficial to determine one's own personality type by use of tools like the Myers-Briggs or DISC personality tests. If your style shows that you are task-oriented, but the person you wish to align yourself with is more people-oriented, then you should try to tailor any proposal you make so that the people aspect is highlighted.

The process of identifying champions and building relationships with them does not happen overnight. It may take many months before you reach the level where you feel you truly are a partner with the movers and shakers in your organization. But, however tough the road is to get there, the rewards for you and your library team will be worth it.

## *FCC/SLA Nominations for 2005-2006*

The following slate of candidates for the Executive Board of the Fairfield County Chapter of SLA for 2005/06 will be presented for approval at the May 18, 2005 Annual Business Meeting.

<b>David Breiner</b>	<i>President-Elect</i>
<b>Josephine Ndinyah</b>	<i>Treasurer</i>
<b>Dina Lokets</b>	<i>Secretary</i>
<b>Susan Edmands</b>	<i>Director-at-Large</i>

Many thanks to the Nominating Committee of **Kathy Walsh, Shirlee Schwarz** and **Aymara De Cardenas** for their efforts and hard work in assembling the candidates.

## *Congratulations!*

**Janene Batten** has accepted a position with Yale School of Nursing as Reference Librarian at the Cushing/Whitney Medical Library. Prior to joining Yale, Janene worked as Clinical Librarian at Bridgeport Hospital Health Sciences Library.

**Amanda Fair** of Purdue Pharma has fulfilled the requirements for a Master of Science in Library & Information Science (MSLIS) degree at Long Island University, Palmer School of Library & Information Science. Her degree will be conferred at the commencement celebration on May 17, 2005.



**Susan Stramiello** joined Gartner Group in April 2005 as Senior Director, Research & Library Services. Prior to joining Gartner Group, Susan was the Senior Director at the Research Library at META Group when the firm was taken over by Gartner Group.



Congratulations to Janene, Amanda, and Susan.

## *Welcome to Our Newest Member!*

Mr. Jonathan W. Wiener  
160 Hillspoint Road  
Westport, CT 06880-6104  
203-227-2378

## *FCC/SLA Member is PAWS 2005 Volunteer of the Year*

By Josephine Ndinyah, FCC/SLA Bulletin Editor



Cindy Geremia of Purdue Pharma was recognized as the PAWS 2005 Volunteer of the Year! In addition, Cindy was honored on April 21, 2005 at the National Volunteer Week Reception sponsored by the Voluntary Action Center of

Mid-Fairfield, where the Mayor of Norwalk, and the First Selectpersons of Westport, Wilton, and Weston were in attendance.

PAWS (Pet Animal Welfare Society) is a nonprofit organization in Norwalk that rescues homeless animals, provides veterinary services and works to place them in loving homes.

At PAWS, Cindy volunteers as a dog walker and an adoption counselor. In a recent interview for Purdue Pharma newsletter, *Forum*, Cindy said; "It's such a good feeling to match a dog with the right adoptive family."

Marianne Cirrito, FCC/SLA President, also volunteers at PAWS. Marianne works with cats and kittens, and also volunteers her time at fund raising events held around the area.

Congratulations to Cindy on the commendations she has received for her commitment as a volunteer.

## *From Ghana to Fairfield County*

By Kathryn Walsh, Senior Director, Purdue Pharma L.P.



The Purdue Pharma newsletter, *Forum*, recently featured FCC/SLA member Josephine Ndinyah, Senior Information Searcher in Purdue's Library. In an article celebrating March as International Women's Month, the company highlighted three staff members who had joined Purdue from countries overseas.

In an interview, Josephine described the obstacles she had faced in leaving her native Ghana, West Africa to further her education in the United States. At the time it was not considered necessary for women to obtain an advanced education. Among her clan, only Josephine's parents supported her decision to study abroad. Overcoming many challenges, Josephine immigrated to the United States and earned two Master's degrees.

Her determination has helped to open doors for others. Josephine notes with satisfaction that, "Ironically, some of the same people in Ghana who were firmly against my coming to the U.S. have since asked me to help bring their daughters here to continue their education."

We are delighted to have someone who helped to pioneer those opportunities as a member of our SLA chapter. Congratulations, Josephine!

## "A Bit About..."

### Shirlee Schwarz and Cynthia Geremia

By Josephine Ndinyah, FCC/SLA Bulletin Editor

**Shirlee Schwarz** of Library Consulting Services needs no introduction. Practically every FCC/SLA member has at one time or another been a "client" of hers, or has asked for her services. Shirlee takes pride in her profession and enjoys every bit of it. With her wit and "magic touch" Shirlee has been instrumental in placing several individuals in excellent library positions in many states. Shirlee's name is synonymous with the phrase that she loves to deliver; "you've got the job!"

**Cindy Geremia** of Purdue Pharma, a former FCC/SLA President, is a lady who "wears two or more hats". While president of the Chapter, Cindy was and continues to be, the Webmaster and the compiler of the Bulletin. The beautiful layout of the bulletin is all to her credit. In addition to her SLA involvements, Cindy spends her time volunteering at the Pet Animal Welfare Society (PAWS) in Norwalk. (Please see featured story about her on page 5.) Cindy's work ethics are impeccable, her affable personality is appealing, and it's always a joy being in her company.

An ancient Greek philosopher once said, "Pleasure in the job puts perfection in the work." This classic quote – attributed to Aristotle, seems to be what Shirlee and Cindy echo in their careers.

Recently I posed the following question to both of them; "**What continues to inspire you about your work?**"

Please read on for their remarks:

#### Shirlee:



When I attend an SLA Meeting or Conference, I am so pleased to see many of the people I have worked with over the last twenty years. Many of you began as temps; some took jobs that were to last only a few weeks and those jobs turned into full time employment. Some of my candidates became my clients, some retirees worked on interesting projects and all of you became my friends.

What could be more inspiring than to see colleagues succeed in our chosen field? Although there were some rocky roads, some layoffs and closings, we all hung in there and adapted to change. I am continually amazed to see our information professionals

master new technology, respond to new management styles, and prove their worth in a downsizing market.

I am inspired to meet the challenges of an Internet environment, and yet offer a personalized service where we meet, talk and explore new options in our libraries and information centers. This dialog, in which I act as Mentor, friend, placement counselor or consultant is the ingredient that continues to keep me going. Thank you to my colleagues who continue to be my inspiration.

#### Cindy:



What inspires me in my work? Well, I can take up a few pages on this subject, but I've been told to keep it brief.

My inspiration comes from working with so many wonderful people and having access to new technologies.

I'm fortunate to be involved in libraries AND technology. My group at Purdue Pharma L.P. is responsible for the development and ongoing maintenance of our Library's Intranet as well as our company's proprietary, in-house database of scientific literature. In addition to these two very critical functions, we recently embarked on a project to build a pharmaceutical taxonomy using Inxight SmartDiscovery™ software. I'm very lucky in that my manager and the company embrace new and exciting technologies, and are willing to provide the resources needed to develop and implement them.

But without my coworkers, each day would have the potential to be a dull and boring grind. How fortunate am I to work with people of diverse backgrounds, who have a wide variety of interests, speak a multitude of languages, and hail from countries all over the world, such as Taiwan and Ghana? Everyday conversations are anything but...!

When you're privileged to work in an environment that is filled with fascinating, enthusiastic, and highly motivated people, it's hard not to be inspired!

---

*(President's Message - Continued from page 1)*

Miriam Solomon continued to participate and give willingly of her time to the chapter as this year's Secretary. Kathy Giotsas has been a diligent and effective Treasurer who was instrumental in finding and fixing problems.

Kathy also lent some expertise in assisting Deborah Kaufman in organizing the chapter Archives. Maintaining the Archives is one of those tasks that takes

place behind the scenes. Nonetheless, it is vital to keep an accurate record of the Chapter's activities, and Deb has handled that with great professionalism.

Meetings and events cannot happen without sponsors or locales or caterers. Diane Spinato again worked magic in bringing sponsors to our door. And Janene Batten skillfully negotiated with restaurateurs and caterers to get the best deal for us.

Experience on the Board is valuable, but so is the willingness of someone new to step up to the plate. Thanks to Darrel Stewart for agreeing to serve as Director-at-Large. A big tip of the hat goes to Diane Hornak who was tapped after the actual start of the chapter year and jumped right in to handle the duties of the Membership Chair. Christine Bradley, one of the hardest-working librarians in the state, handled the duties of Professional Development and proposed a workshop on negotiating skills. Unfortunately, the speaker could not commit to us with sufficient lead-time to get everything in place. However, we'll try to bring this program back in the autumn.

Finally, thanks to my colleagues at Purdue Pharma, Cindy Geremia and Josephine Ndinyah. As Past President Cindy was always available as a sounding board and was invaluable at making sure things got done and Chapter deadlines were met. Thanks to Josephine for her hard work as Bulletin Editor. Somehow she always managed to come up with ideas for articles and was able to persuade people to volunteer as authors.

It's been an enjoyable ride, but now it's time to hand over the keys.

Best regards,

**Marianne Cirrito, FCC/SLA President**

---

### **Bibliography of FCC/SLA Bulletin Articles: Fall 2002 to Spring 2005**

Kudos to the following individuals who have willingly contributed articles to the success of Bulletin since the Fall of 2002.

Names are in alphabetical order.

**Baker, Jeff**; - *Challenges Facing Today's Information Professionals* - Winter 2005

**Batten, Janene**; *From Hospital Library to Academic Library: Janene Batten's Reflections* - Spring 2005

**Cirrito, Marianne**; *The Risk of Redistribution* - Fall 2003

**DiMattia, Susan**; *Talent and Curiosity* - Winter 2005

**Fair, Amanda**; *Mentoring A Youth – Librarian Makes A Difference* - Spring 2004

**Geiger, Marilyn**; *Home Alone... On Being an Independent Information Professional* - Spring 2004

**Magida, Dan**; *Make The Best Use Of Your Time, Use Process Management!* - Spring 2004

**Ndinyah, Josephine**; *FCC/SLA Member is PAWS 2005 Volunteer of the Year* – Spring 2005

**Proctor, Cynthia**; *A Student's View: The MLS Distance Learning Program at Syracuse University* - Winter 2003

**Schwarz, Shirlee**; *Library Consulting Services Celebrates 20 Years – Change: Learning From, Preparing for the Future* - Winter 2004

**Solomon, Miriam**; *Financial Accounting Foundation's (FASB & GASB) National Library Week Celebration* - Spring 2003

**Stock, Jonathan**; *The New Stamford Law Library – A 21<sup>st</sup> Century Legal Information Network* - Winter 2005

**Trelease, Frances**; *Tolstoy, Where Have You Gone?* - Winter 2005

**Trelease, Frances**; *What's In a Brand Name?* - Fall 2004

**Trelease, Frances**; *Communicate Effectively Across Cultures* - Fall 2003

**Van der Voort, Sara**; *A Member's View: Continuing to Learn* - Fall 2003

**Veinot, David**; *U.S. Public & Special Librarian Changes Gears in Germany* - Spring 2004

**Veinot, David**; *Finding Health & Travel Information on SARS* - Spring 2003

**Veinot, David**; *Elsevier Announces New Procedures for Retracting Online Articles* – Spring 2003

**Veinot, David**; *Can You Trust What You Find on the Web?* – Winter 2003

**Veinot, David**; *ICONN: The Connecticut Digital Library* – Fall 2002

**Xanthos, Jenny**; *International Special Librarians Day Celebration at Purdue Pharma's Discovery Library* - Spring 2003

**Walsh, Kathryn**; *From Ghana to Fairfield County* – Spring 2005

**Weinstein, Lois**; *Who and What is SLA?* – Spring 2005

**Weissberger, Barbara**; *My Path to Becoming an Information Scientist at Purdue Pharma* - Fall 2004

**Young, Maureen**; *Back, Bewildered, Enlightened: Changes Here and There* – Winter 2004

**FCC/SLA Bulletin** - Editor: Josephine Ndinyah. Contributors: Janene Batten, Marianne Cirrito, Cynthia Geremia, Josephine Ndinyah, Shirlee Schwarz, Kathryn Walsh, Lois Weinstein. For additional information, please contact the Editor, Josephine Ndinyah: [josephine.ndinyah@pharma.com](mailto:josephine.ndinyah@pharma.com)