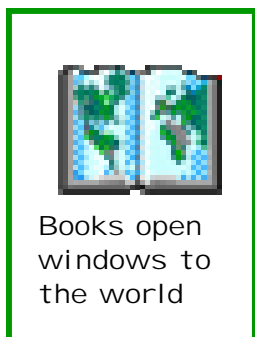


The LaSoMi Newsletter

Louisiana/Southern Mississippi Chapter

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President's Message

Greetings LaSoMi Members,

I trust this Spring edition of our Newsletter finds you all well. This has been a busy Winter I suspect for us all, and Spring is shaping up to be no different in that respect. By the time you read this, we will have toured the Louisiana Department of Environmental Quality facilities at their invitation, helping them to kick off the celebration of April as Records and Information Management Month. The tour included stops in the Public Records Center, Imaging Operations, Topic File Room, Library, Legal Library, and GIS Center. Participants were treated to a first-hand look at how documents are imaged and added to their electronic document management system, as well as the process by which records requests are received and fulfilled.

April 14-16 will see the Southern Archivists Conference in Jackson, MS, an event to which LaSoMi has been invited. It should prove to be a good conference, with a number of interesting programs and tours on the agenda.

In January, Kelly Blessinger and I attended the SLA Leadership Summit in Albuquerque, NM, representing the LaSoMi Chapter. It was a very busy, compact two days, about which Kelly will brief you in her article on the conference. Of the various items of news imparted to us and actions emanating from the conference, there are several which I'd like to bring to your attention.

New Vision and Mission Statements

The first of these is the new SLA Vision, Mission, and Core Value Statements. Though these did not come out of the conference, having been adopted by SLA in October, 2003, they are, nevertheless, new to our membership and important in light of subsequent actions, particularly the DBA action, which I will discuss following this. The Vision, Mission, and Core Value Statements can be found at

<http://www.sla.org/content/SLA/AssnProfile/slanplan/index.cfm>) on the SLA web site, but I am including the full-text of the first two as they are brief and pertain directly to the next matter of discussion. I do, however, recommend the 5 Core Value Statements to your reading as well, when you get a chance.

Vision

The Special Libraries Association is the global organization for innovative information professionals and their strategic partners.



Message from the President (continued from page 1)

Mission

The Special Libraries Association promotes and strengthens its members through learning, advocacy, and networking initiatives.

DBA

Not to be confused with the acronym, DOA ("dead on arrival"), DBA stands for "doing business as", and is one of the biggest actions to come out of the Winter Session. Basically, it means that SLA, the Special Libraries Association, will henceforth "do business as" SLA, without the term, "Special Libraries Association". This action is not a name change, as "Special Libraries Association" will remain legally associated with SLA. But it will not be included in official correspondence. What will be emphasized is "SLA" along with an appropriate tag line further identifying the organization with its mission. And that is what is at the heart of this "doing business as" – the attempt to reinforce SLA's actual mission in the broadest and most inclusive of terms, especially internationally, as we reach out to more and more countries to unify the profession of information specialists across national borders. As Janice Lachance, SLA's Executive Director stated, "This action by the Board is an exciting move in the spirit of our new mission, vision, and core values statements. It flows directly from the Association's desire to be more global in perspective, and builds on the recent steps we've taken to make SLA more attractive to international audiences."

The new DBA decision will actually give our membership much greater flexibility in "naming" or describing our organization to those for whom it is most important to have an accurate and relevant understanding of who and what we are. Those working in more traditional "Special Libraries", where the term is both understood and appreciated by employers, are free to continue using this designation or "explanation" as to what the organization is. Nothing need change for them. But for those in our organization for whom job justification is very difficult with such a title, for those information professionals not really associated with the traditional concept of library as such, "SLA" will be a wiser alternative, and indeed, will now be backed up by the Association's own practice. To the question, What is SLA?, the response can be more easily tailor-made to the situation. As the new, official tagline states on the SLA web site, we are an organization "connecting people and information". And that is indeed what we do. We are also still "Special Libraries Association," and this action will not detract from that. It has merely expanded SLA's marketing options.

Time and space will not permit further discussion of this important decision, so let me refer you to the SLA Press Release at the following url:

<http://www.sla.org/content/SLA/pressroom/pressrelease/2004pressrelease/pr2407.cfm>.

In addition, let me recommend the SLA Logo Downloads site (not that you need to download the logos, mind you), as there are two really good FAQ pages linked from there: one on the new DBA model; the other on the implementation of the new visual identity associated with the DBA model. The url for this page is <http://www.sla.org/content/SLA/pressroom/SLAlogos.cfm> .

These two FAQs discuss the development of this new policy and address a number of questions leaders have had from various Chapters and Divisions concerning the implementation of this and what will be expected of the Chapters and Divisions.

Newly Revamped SLA Web Site: Version 4.0 (www.sla.org)

SLA's web site has also undergone a complete make-over, not just incorporating the new SLA logo associated with the DBA model, but featuring a whole new look and organization. If you have not yet visited the site since its transformation, I recommend that you do so. I think you'll like many of the changes.

Included in this new incarnation of the web site are a brand new thesaurus, taxonomy, and content management system for improved organization and subsequent retrieval of content. Also

Message from the President (continued from page 2)

among the new developments are the following items:

- A redesigned navigation bar
- New menu headings
- An enhanced site map
- User-friendly search functions
- Upgraded graphics and fonts
- User created passwords

This last feature, user created passwords, means that you no longer have to worry about remembering your PIN as a password. It will, of course, be used initially for you to logon in order to change your password, but you are now free to set this within the "Edit Your Account Options" to anything you want. You may also change your ID, if you wish, but only once. There is no limit on the number of times you may change your password.

Don't forget, your default logon ID and Password is your last name and PIN (Personal Identification Number) respectively. These will always work, even if you change your ID and Password. For more information or help concerning this, please see the Help link within the red Member Log In box on the SLA home page.

Communities of Practice

This is yet another brand new development and feature of the web site. This is a message board-based system, which enables any number of groups within SLA to organize discussion forums based on mutual interests, concerns, problems, best-practices, etc. This system has been developed and offered to SLA members to encourage and facilitate interaction and communication within groups and across traditional division and chapter boundaries. It promises to be a very interesting development, whose ultimate success depends on the imagination of the members using it. And the more who can find a need and use for such a communications system, the better it will work. So please feel free to explore this new program and begin to think of ways it might benefit you and those with whom you work in SLA, within your Divisions, within our Chapter, and across both of these lines. You can even become a facilitator for a discussion group.

To find out more about Communities of Practice, click on the red SLA Community button on the SLA home page tool bar.

Governing Documents

Last, but certainly not least, I want to inform you of the new Governing Documents which have been approved by the Executive Board for both Divisions and Chapters. Following the Association Bylaws revision, units within SLA are no longer required to have Bylaws, but rather Governing Documents. The new Governing Document will replace all existing Division and Chapter Bylaws. The point of this revision is to help simplify the administration of SLA units. These documents have been streamlined to allow for greater flexibility in governing Divisions and Chapters, such that these documents should need no amending. The requirements represent minimum requirements for the operation of a given unit, and by no means limit a unit to only these. A Chapter or Division can always do more. However, defining precisely how this Governing Document will play out in practice will be done within the scope of a new Recommended Practices document to be created by each Division and Chapter which will, in effect, become the procedures manual for that unit. The advantage of this separate procedures manual, is that a unit can revise and edit this at any time, whereas the governing document must go through a more formal amendment process with final approval by the Executive Board. Again, this should not be necessary, however, due to the broad, streamlined nature of the Governing Document and the built-in flexibility for operating within its stipulations.

A model Recommended Practices is, as of this writing, still under development by the SLA Governance Task Force, but they expect to have a copy in our hands by the end of March. This will

Message from the President (continued from page 3)

provide a basis from which we can work as we create our own policies and procedures, applicable to our particular practices and circumstances. Creation of this supplementary procedures manual will be a priority in the coming months.

Because this is of such fundamental importance to our entire membership, it is important that you have access to this text. However, rather than publish the full-text of this document within the scope of this newsletter, I think it would be better simply to point you to its new home on our web site (linked to from the "About" section), where you will always be able to find it, and may read it at your leisure. It's a very brief three pages, and I do urge you to take a look at it.

**Documents, Marcive, and Sirsi, Oh My!
The Scary World of Documents Cataloging —
Is Better Access Just Over the Rainbow?**

LLA GODORT will be sponsoring the "Documents, Marcive, and Sirsi, Oh My!" workshop on May 13, 2004. Doris Hutson and Bambi Hernandez from LSU, and Lori Smith from Southeastern will demonstrate how they are using Marcive records to catalog documents in Sirsi.

To register, fill in the form and send in to the LLA Office to register for the workshop. The form is included on page 6 of this newsletter. Please note that registration is limited to 25 people, and that the fee will be \$10 for LLA members and \$15 for non-members. The deadline for registration is April 29, 2004.

If you have any questions about the workshop, please feel free to contact Ferol Foos (225) 342-4929, fax (225) 219-4725, or ffoos@state.lib.la.us

FOR THE REGISTRATION FORM, SEE PAGE 6.

Everyone who knows how to read has it in their power to magnify themselves, multiply the ways in which they exist, to make their life full, significant and interesting. **Aldous Huxley**

**"In Need of
a Better Business Model"
Editorial Comments by
William W. Armstrong**

Bill Strickland was kind enough to supply the following article on "... a Better Business Model" for our edification.

Though the article deals primarily with public library circumstances, still there are lessons to be learned here for us as well.

The author, in her delineation of the positive attributes a library can have, but which often remain unmarketed, provides us with an excellent opportunity for some introspection ourselves. Before we can properly market our libraries or services and convince others of our unique characteristics and the myriad benefits we convey to our employers and patrons, we must first be cognizant of them and understand them ourselves. What makes us "special"? What are the many things we do which are of value? If we have a "place," a library out of which we work, is there anything which makes it valuable, as place?

The answers to these and other questions along these lines will, of course, be as diverse as the libraries and organizations in and for which we work. But the point is that we need to think about these things con-

(continued on page 6)

2004 Leadership Summit by Kelly Blessinger

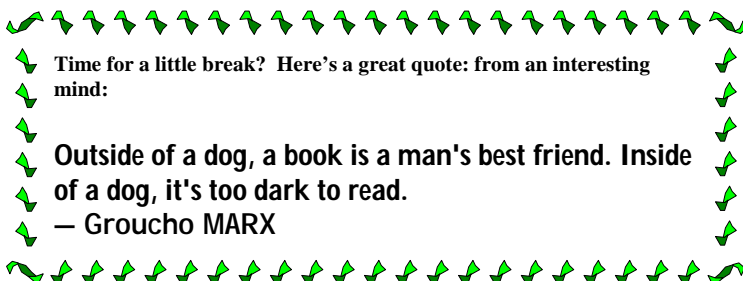
The Special Libraries Association 2004 Leadership Summit took place in Albuquerque, New Mexico from January 21-January 24. The Leadership Summit (formerly the Winter Meeting) was recently renamed to reflect its purpose as a forum for those in leadership positions within SLA. It is a much smaller conference than the annual, with just under 200 attendees listed on the pre-registration list. Due to the small number of participants, there is a much greater opportunity to meet and network with colleagues and those who hold the highest leadership positions within SLA. It is also a chance to meet other chapter and division leaders and gain insight in regard to program planning and fundraising for ones own chapter.

Two full days of programming were provided with the registration, with a kickoff by keynote speaker Ann Rhoades, PRES (Person Responsible for Extraordinary Service) at PeopleInk (<http://www.peopleink.com/>). Ann was a very captivating speaker, and she discussed "People Centric Cultures" in her talk. For those not familiar with the term, it is the model by which JetBlue runs its airlines by empowering the staff and the customers of its company by letting them provide input and make decisions on matters that directly affect them.

Other highlights included a meeting on program development for chapters, where chapters were divided into groups with similar issues (i.e. large geographic size, small membership) and were asked to share success stories, programming issues and the most well received speakers and issues that the chapters had presented. This was a great opportunity to network with leaders of chapters with similar concerns. Another meeting later in the day gave a preview of the new SLA website and an announced the Communities of Practice (see article on this topic). The first day of the conference was capped off by a reception at the Indian Pueblo Cultural Center, in which attendees got to try local foods and enjoyed free access to the museum and gift shop. Albuquerque had interesting shops both in our hotel and in Old Town (the original downtown) with art and jewelry unique to the area. The ongoing joke around the reception was that with the open bar and the sale (25% off all items in the museum gift shop) it was a dangerous mix with all the women and the jewelry at discount prices. The gift shop did prove to do very well that night, bringing in over \$6,000 worth of sales.

The second day of the conference had a session on fundraising where the members of the Albuquerque chapter who were responsible for planning the Leadership Summit (Heather Kotula and Carol Hoover) explained how they approached vendors to obtain the funds necessary for some of the costs of the meeting. They even held a mock game show in which contestants had to "win" the vendors funds.

The conference was rounded out by a Chapter Cabinet meeting in which the main points of business were to discuss the changes to the board governing documents (changed some wording of the documents) and to discuss and vote on a recommendation put forth from by James Manasco, President of the Kentucky Chapter in regard to having the Finance Committee investigate alternative membership structures and dues. For more on this proposal, see the article in this newsletter. Another important point was the discussion of Endowment Fund Grant Opportunities. These are funds that are available to any chapter, division, or affiliate body within SLA. A joint chapter and division meeting was then held to discuss DBA "Doing Business As." For more information on this proposal, see the article in this newsletter. It was a busy and productive two days, and a great experience for those new to leadership roles.



“In Need of a Better Business Model”
continued from page 4

sciously so that we can express them and communicate our attributes to others.

Perhaps we have become too complacent and relied on a tacit understanding between us and our employers as to what benefits we bestow upon them and others; an understanding that really is no longer understood by anyone, it has been so little expressed. Or perhaps it has been expressed too often, in the same, tired fashion.

I take this opportunity to challenge you to reevaluate, to redefine yourselves and the work you do as you read this article. Perhaps a clearer understanding of your own worth and value will evolve that will translate into more effective marketing and better working relationships with your employers and patrons.

IN NEED OF A BETTER BUSINESS MODEL
by Marylaine Block

Kodak was slow to recognize the importance of digital photography, just as the recording industry was slow to respond to the threat of downloading digital music. I would argue that in both cases, this was at least in part because recognizing the new technologies would have required them to toss their existing business models into the trash can and start over (what brave underling would be willing to tell the boss that's exactly what they needed to do?). My question for librarians is: are we doing the same thing? Are we failing to adapt our own business models to a changing environment?

For the past thirty years or so, our business model has been the library as information place. It wasn't always thus. Previous models have portrayed the library as the place for learning, for self-improvement, for books and readers, for scholarship, and for active citizenship.

The problem with the information place model is that most people are convinced they don't need libraries for information now that they

Clearance Sale!!

Library to Offer Duplicate Books for Sale Prior to Moving

On Thursday, April 8, immediately before closing for the Easter holiday weekend, the Library of Louisiana will post on its website, [www.lasc.org/law lib&legal res/](http://www.lasc.org/law_lib&legal_res/) a list of surplus volumes—primarily duplicate sets and some monographs—to be offered for sale in preparation for relocating the collection to the new quarters on Royal Street. Beginning on Monday morning, April 12, we will accept inquiries via e-mail at cbillings@lasc.org or phone at (504) 568-5705 from anyone interested in purchasing specific titles. Materials covering Louisiana, federal, and foreign law and the law of other states will be available for inspection by appointment. Proceeds from the sale will be used to purchase new materials for the library.

Documents, Marcive, and Sirsi, Oh My!
May 13, 2004

Fees: LLA Members - \$10, Non-members - \$15
Please make check payable to LLA and mail to:
LLA, 421 South 4th St., Eunice, LA 70535

Registration Deadline: April 29, 2004

NAME

ADDRESS

CITY/STATE/ZIP

PHONE NUMBER

E-MAIL

LIBRARY

POSITION TITLE

“In Need of a Better Business Model”
continued from page 6

have the internet. We've been swimming against the current, insisting on our business model and trying desperately to get people to understand the ways in which the internet is inadequate. It hasn't worked because for most people, the internet's business model, "instant and free," is good enough for most purposes. Research on internet users has identified a common trait called "satisficing," settling for the minimum amount of information to meet an immediate need.

It seems to me it's time for us to rethink our business model. Helping people find high-quality information will always be part of what we do, but it's time to stop staking our claim to fame and funding on that alone. Let's start thinking instead about what society needs more of at this point, that we are uniquely qualified to provide. Here are some possibilities that occur to me:

THE COMMUNITY PLACE.

Many cities and suburbs are sadly lacking in places where all elements of the community can come together. We have the meeting rooms to provide a home for purposeful gatherings, and many libraries now have coffee shops to provide a place for casual friendly encounters. Libraries provide their own occasions for community as well, with book discussion groups and other library programming. Another way we could bring people together is by creating a databank of the different skills local citizens are willing to offer each other. Such a databank could help local entrepreneurs build their businesses by putting them in touch with people with the skills needed to turn their dreams into practical realities; at the same time it could help workers understand that they have much more to offer than the specific jobs they fill right now, which could disappear.

THE SELF-IMPROVEMENT PLACE.

The original idea behind public libraries was that they would give anyone who had the desire and initiative to learn the tools to do it, regardless of their means. Given the threatening employment climate right now, helping people acquire new skills and learn how to market themselves to employers should be an important goal for us. Libraries are also where immigrants have traditionally learned the language and history and culture of their new country. Now that immigrants represent 10 percent of the U.S. population (double what it was in 1970), helping immigrants assimilate into mainstream America should also be an important part of what we do. When we help individuals improve their skills and their lives, we make the entire community richer and healthier.

THE IDEA PLACE.

Manufacturing is in decline in this country. Where are the

Recommendation from
the Kentucky Chapter

by Kelly Blessinger

Before the Leadership Summit in January, Kentucky Chapter President James Manasco sent an inquiry to the leadership listserv regarding membership recruitment and retention. He stated that the Kentucky chapter, like many small chapters, was experiencing dwindling numbers of members, and they were looking for reasons and ways to reverse this trend. The Kentucky Chapter formed a recruitment/retention group to specifically address this issue. James asked for feedback from chapters that were having similar issues, and then brought forth the following recommendation to the Chapter Cabinet on Friday, January 23.

RECOMMENDATION:

On behalf of the Kentucky Chapter, we move that the Chapter Cabinet recommend to the SLA Board of Directors that the Board instruct the Finance Committee to fully investigate alternative membership structures and dues, including options provided by the Chapter Cabinet, and report back to the Board with specific recommendations for policy changes by the 2004 Annual Conference.

BACKGROUND INFORMATION:

This investigation should make use of market research and other resources, resulting in hard data to be utilized in the decision

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★
 ★ Welcome new ★
 ★ chapter members ★
 ★ Susan C. Barnes, Slidell ★
 ★ Elizabeth C. Coxe ★
 ★ Office of Legislative Auditor, Baton ★
 ★ Rouge, ecoce@lla.state.la.us ★
 ★ Dr. Lisl Zach ★
 ★ LSU SLIS, lzach@lsu.edu ★
 ★ Nancy E Moak - Student member ★
 ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

“In Need of a Better Business Model” continued from page 7

ideas coming from that will create entire new industries? Historically, ideas are generated when people who share a passion come together to learn and bounce ideas off each other. They need the wherewithal: the archives of books and articles and research reports to stock their minds, and the physical and digital places to meet and exchange ideas. As the repositories of the best that human minds have created over the centuries, we're ideally equipped to become the Idea Factory. We could do idea programming, along the lines of what The Edge <<http://www.edge.org/>> aims to do: "to arrive at the edge of the world's knowledge, seek out the most complex and sophisticated minds, put them in a room together, and have them ask each other the questions they are asking themselves." [For a look at some of the questions they've addressed, click on The Edge's Reality Club, <<http://www.edge.org/discourse/discourse.html>>.]

A CULTURE PLACE

Richard Florida has argued that providing an environment that's attractive to the "creative class" is a key to revitalizing cities (see <<http://www.creativeclass.org/>>). Libraries are a repository of human culture, and librarians their guides, but we are hardly alone in that. So are our museums, historical societies, arts organizations, symphonies, and bookstores. In a time of limited funding, we should be leveraging what we have by working together on shared themes, programming and projects. When people go to a concert, they should find related material there from the library and museums; when they go to the museum, they should find library materials on the subjects of the exhibits; when they attend library programs, they should find related material from the other cultural agencies. By presenting a united front, we add to the sense of the cultural vitality of the entire community.

AN EDUCATION PLACE.

We know that this is one subject voters say they care deeply about. Libraries need to not only be working with the schools, which we already are, but to be SEEN as an intrinsic part of the education process, deeply committed to our students' academic success. We should also do a much better job of publicizing our work with GED, literacy, and home-school programs.

A READERS' PLACE.

It's still what people think of when they hear the word library, so there's nothing wrong with doing that even better, putting serious effort into readers' advisory (think of Morton Grove Public Library's Webrary, for example, <<http://www.webrary.org/rs/rsmenu.html>>, or Montgomery County Public Library's Readers' Cafe <<http://www.montgomerycountymd.gov/apps/libraries/readerscafe/index.asp>>). It would also require us to put more emphasis

Recommendation from the Kentucky
Chapter (continued from p. 7)

making process. The options to be investigated are:

1. Creating a new membership category, Local Member. This category would include membership in one local chapter, with no international affiliations whatsoever. This member would receive the chapter bulletin and be allowed to attend all local functions as a member, however they would receive no benefits as a member of the international organization (no Information Outlook, no member conference registration, etc.). They could serve on chapter committees, but could not chair those committees nor be a candidate for elective office in the chapter. The fee for such membership should be higher than student membership, but significantly less than other membership choices, a possibility being that the membership would be 30% of the basic membership. This membership fee should be split between the Chapter and SLA, with the bulk of the funds going to the local chapter. These members would not be counted in the tally for allotment purposes, since they do not belong to the international organization. We would suggest a ratio of 75/25. In fact, the local chapter could be responsible for collecting this fee and then turning over to SLA the proper payment. The Chapter would only track these Local Members; SLA HQ would maintain no records on the individuals. No time limit would be placed on this membership category.

A further note on local memberships, ALA has affiliated state level organizations, i.e., Kentucky Library Association, Colorado Library Association, which folks can become members of, but they are not members of the national organization unless they choose to join. This would be analogous to that situation. Also, frankly, since several chapters already have local memberships of some sort, this would allow the interna-

**“In Need of a Better Business Model”
continued from page 8**

on book discussions, poetry readings, author signings, and such.

THE KIDS' PLACE.

One of the questions on my comprehensives in library school was whether school libraries should be combined with public libraries, and my instant reaction was NO! -- because school libraries are about serving the curriculum, and public libraries are about delight. Public libraries are about silly songs and storytimes and puppet shows and Halloween parties. They are about helping children embrace their curiosity and learn for the sheer joy of learning. (Yes, I know, some school libraries do that too, but when spending crunches come, I suspect "delight" gets tossed overboard first.)

The point is, whether we like it or not, believing we can regain a central role as "the information place" is like the music industry believing they can force people to go back to buying \$18 CDs. Let's stop mourning and start thinking, even blue-skying, about a business model to replace it, one that emphasizes how libraries and librarians can help reinvigorate the communities we serve.

originally published in ExLibris,
<<http://marylaine.com/exlibris/xlib207.html>>.

**Endowment Fund
Grant Opportunities**
by Kelly Blessinger

The Endowment Fund Grant Committee has \$30,000 available yearly for grant opportunities for divisions, chapters and other affiliate bodies of SLA. Grant applications should focus on competencies and programs that could be used as a model for other divisions and chapters. Suggestions given by the Chair of the Endowment Fund Grants, Susan DiMattia included communities of practice, e-delivery of programs, regional neighborhoods within chapters, best practices of divisions and

**Recommendation from the Kentucky Chapter
(continued from page 8)**

tional organization to gain some economic benefit from these members.

2. Instituting a New Member rate. Discounting the annual membership fee for full membership for the first two years will encourage new professionals to join. This is a strategy that ALA (first year membership fee is \$50, second year \$75 and thereafter the full amount is charged, \$100) and the Medical Library Association (first time members dues are \$90 for the first two years, then they go up to the full membership level, \$135.00), among others, have employed. It is quite difficult to recruit members and convince them to pay so much for a "product" on a sight unseen basis. An introductory membership would allow the new member to experience what all SLA offers. We believe they will then be willing to stay in the organization and pay full fees. A suggestion would be to have first time members pay 50% the first year and then 75% the second year, with full dues following thereafter. This benefit is for folks who have never been a member of the organization before, except student members who would receive this benefit once their student membership limit has been reached.
3. Creating payment options, such as a quarterly payment plan for those who can ill afford to pay the full membership fee all at once. If quarterly is not a tenable option, then would allowing members to pay over the course of 4 successive months be a serviceable alternative? For example, if a member joins in December, their initial payment would be \$31.25 for a basic membership, with that amount being due the next three months, as well, until the membership fee is paid in full.
4. Investigate whether a sliding scale based on income could be applied to membership dues. International members would convert their salary to US dollars to select the proper dues payment. Any change to the current dues structure should be revenue neutral, i.e. this change should not result in an increase or decrease in the level of dues income for the organization. Several organizations already offer this benefit to their members.
For an example, the Kentucky Library Association has the following scale:

Recommendation from the Kentucky Chapter
continued from page 9

| | |
|----------------------|---------------|
| \$0 to \$9,999 | \$15 per year |
| \$10,000 to \$19,999 | \$25 per year |
| \$20,000 to \$29,999 | \$39 per year |
| \$30,000 to \$39,999 | \$50 per year |
| \$40,000 to \$49,999 | \$61 per year |
| \$50,000 to \$59,999 | \$72 per year |
| \$60,000 or above | \$83 per year |

Further information regarding international dues was included in an e-mail on the Leadership list by Chapter Cabinet Chair Dave Robertson: *"The American Society of Association Executives (ASAE) has a useful article titled, "Developing an International Dues Structure" on their ASAE Global Link site: <http://www.asaenet.org/sections/int/article/1,2261,54155,00.html> In it, they include descriptions of a variety of dues structures, but two are based on the economic conditions of members' countries. The Instrumentation, Systems, and Automation Society uses income categories as determined by the World Bank Group. The International Water Resources Association uses groupings of developed and developing countries as determined by the OECD."*

FINANCIAL IMPACT STATEMENT:

Again, any changes to the current dues structure should be revenue neutral, i.e. these changes should not result in an increase or decrease in the level of dues income for the organization.

The Finance Committee should determine the financial impact to the association for any and all of these options.

Prepared by: James E. Manasco, President, Kentucky Chapter

Constance A. Ard, President-Elect, Kentucky Chapter

When the recommendation was brought up for discussion, some of the chapter leaders with large memberships were concerned with some of the suggested alternatives. They believed that the first suggestion regarding the creation of "local member" could create a logistical nightmare for those who had several hundred members to keep track of. Others thought that the current membership rate was as a good value, and emphasized that we need to market SLA to make members and potential members aware of all the benefits of the association. Some members also worried about the limitations of the options set forward by the Kentucky Chapter, and the financial burden that SLA would face if these recommendations were to go into effect. Several of the smaller chapter leaders stated that they were having similar recruiting/retention problems within their chapter, and that they supported this proposal.

It was noted that this was just a proposal to have the Finance Committee investigate alternative membership structures and dues, including, but definitely not limited to the options given. A friendly amendment was proposed by Leslie Reynolds, President of the Southern Appalachian Chapter, to include the following in the motion above after the word "including," ", but not limited to" to reflect this. It was also noted that there is a financial impact statement at the end of this recommendation that states specifically that "any changes to the current dues structure should be revenue neutral" for the organization as a whole. After debate, the question was called, and the final results were 54 in favor, 13 against, with two abstentions.

Endowment Fund Grant Opportunities (continued from page 9)

chapters, new recruitment ideas, and leadership training. For more information on the Endowment Fund Grants, go to http://www.sla.org/documents/app_criteria.doc. If you have any ideas that you think follow these guidelines and would be useful to our chapter, please contact Bill Armstrong (notwwa@lsu.edu) or Kelly Blessinger (kblessi@lsu.edu).