

The LaSoMi Newsletter

La/S Ms Chapter Annual Summer Board Meeting: July 10, 1998

All 1997-98, 1998-99 SLA La/S Ms Chapter board members and current chapter members are personally invited to attend our annual board meeting on Friday, July 10, 1998 at 6:30 p.m. in Baton Rouge. This year's meeting will include a potluck dinner, business meeting and then swimming. Barbecue and drinks will be provided. We're asking that attendees RSVP by June 30, 1998 and notify whether you would like to bring an appetizer, vegetable, starch or dessert to the dinner meeting. Your family is invited to attend. RSVP to Sandy Colby, Chapter President Elect at 504/359-4369 or smcolby@erenj.com or scolbywww@technologist.com

EDITOR'S NOTE: This is a large issue. Included is SLA's Long Range Financial Plan of great importance to the membership. The Chapter's Membership Directory will come out later this month.

Slate of Officers

Chapter Officers for 1997-98

for the 1998-99 Year

The following slate of offices has been prepared by the Nominations Committee of the SLA La/S Ms Chapter and will be approved at the Chapter's Annual Business Meeting on May 2nd.

President-Elect:

John Anderson

Secretary/Treasurer (1998-2000):

Judy Buys

Director (1998-2000):

Gerald Patout, Jr.

Committee Chairs are also needed for the 1998-99 year. Filled so far are:

Bulletin Editor: David Duggar
Bulletin Business Manager:
Barbara Biggs

Important Committee

Openings are:
Public Relations
Networking
Membership
Professional Development

Contact Sandy Colby to volunteer! (There are other committees you can volunteer to serve on [**please do!**], but those shown above are the most important at this time.)

Sandy also needs volunteers for small one-shot projects

President

Mitchell Brown

during the 1998-99 year. If you think you can not give 12 months of your time but a few weeks to a few months, call her to find out what "one-shot" projects she needs someone to do.

La/S Ms Chapter Annual Business Meeting & Member Recognition Luncheon: May 2, 1998

The Louisiana/Southern Mississippi Chapter's annual business meeting and member recognition luncheon will be held Saturday, May 2, 1998 at 12 noon at the St. Francisville Inn in St. Francisville, Louisiana. See the registration form and map further in the this newsletter.

TABLE OF CONTENTS

Annual Business Mtg -22-23
Calendar - 2
Chapter Officers - 2
Member News - 6
Summer Board Meeting - 1
SLA Long Range Financial Plan - 16-21

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notmcb@unix1.sncc.lsu.edu

President-Elect

Sandy Colby
Tel: (504) 359-4369
EM: smcolby@erenj.com or
scolbywww@technologist.com

Past-President

Jill Arnold
Tel: (504) 388-0328
Fax: (504) 388-0329
EM:
jarnold@theadvocate.com

Secretary/Treasurer

Virginia Smith (acting)
Tel: (504) 342-4914
Fax: (504) 342-3547
EM:
vsmith@pelican.state.lib.la.us

Director

Ferol Foos (97-99)
Tel: (504) 768-5779
Fax: (504) 768-5970
EM:
Ferol_Foos@albemarle.com

Director

Florence Jumonville (97-99)
Tel: (504) 280-6543
EM: fmjli@uno.edu

Director

Barbara Biggs (96-98)
Tel: (504) 359-7681
Fax: (504) 359-8037
EM:
barbara.r.biggs@exxon.sprint.com

Chapter Committee Chairs for the 1997- 1998 Year

Bulletin Editor

David Duggar

Fall 1998 Chapter Meeting with Law,

Career Guidance

Beth Paskoff
Tel: (504) 388-1480
Fax: (504) 388-4581
EM:
lspask@lsuvm.sncc.lsu.edu

Consultation

Sandy Colby

Employment

Beth Paskoff

Membership

Mitchell Brown

Membership Recognition

Jill Arnold

Networking

Vacant

Nominating

Jill Arnold

Professional Development

Sandy Colby

Public Relations

Amy Schwarzenbach
Tel: (504)952-8240
Fax: (504)952-8122
EM: schwarzen@ieminc.com

CALENDAR

La/S Ms Chapter Meeting
Vendor Program
April 4, 1998
New Orleans, LA

"Ethics in Health Sciences
Librarianship"
HSLAL Spring Meeting
April 24, 1998
Natchez, MS
National Library Week
April 19-25, 1998

La/S Ms Chapter Annual

Medical and Academic

Business Meeting

May 2, 1998
St Francisville, LA

ASIS 1998 Mid-Year Mtg

May 16-20, 1998
Orlando, FL

Medical Library Association

Annual Conference
May 22-27, 1998
Philadelphia, PA

SLA Annual Conference

June 6-11, 1998
Indianapolis, IN

Knowledge Management in

the Oil & Gas Industry
Houstonian Hotel, Club &
Spa, Texas
June 8-10, 1998
Contact: Alex Daniels
1-800-814-3459
1-800-814--3460 FAX
confdesk@firstconf.com
www.firstconf.com

13th Annual NASIG

Conference
June 18-21, 1998
Boulder, CO

ALA Annual Conference

June 25-July 2, 1998
Washington, DC

La/S Ms Chapter Meeting

September 11, 1998
Historic N.O. Collection
New Orleans, LA

SCC/MLA Conference

October 16-20, 1998
Radisson Plaza, Downtown
Fort Worth, TX

LLA Annual Conference

March 16-19, 1999
Baton Rouge, LA

Librarians

Please mark your calendars

NOW for Friday, September 11, 1998 when the SLA La/S Ms Chapter will host a program meeting with Louisiana's law, medical, and academic association librarians in New Orleans. The tentative program includes refreshments and registration at the Historic New Orleans Collection at 9:30 a.m., followed by a tour of the Williams Research Center and a program/speaker (TBA) followed by lunch possibly in the French Quarter and an afternoon business meeting. Since the Labor Day holiday falls on the first weekend the meeting will be conducted on the second Friday of the month. For more information contact SLA Chapter member Gerald Patout, Head Librarian, Fall Program Meeting chair, geraldp@honc.org or 504/598-7125.

Regularly Scheduled Program Meetings

The chapter board and committee members plan to conduct program meetings (usually quarterly) on either the first Friday or Saturday of the month. It is intended that chapter members will be able to better anticipate and plan according to a more regular and routine program meeting schedule. Because of national holidays meetings will occasionally fall on either the second Friday or Saturday. Let a Board member know what you think!

McCue said leadership has four styles: Directing, Coaching, Supporting and Delegating

Conference Attendance Allocation

Recently, on the SLA chapters President/President-Elect listserv, members were surveyed about how much money was allocated to their respective chapter President and President-Elect to attend at least one national SLA conference a year. In the summary posting the national average conference attendance allocation is \$500. Currently our chapter allocates \$200 to the president and president-elect to attend one SLA national conference each year. The cost of the 1998 Summer SLA conference registration is approximately \$165. For those information professionals whose organizations do not supplement conference attendance (or may supplement only one), attending a national conference may be too cost prohibitive. Should we be asking the question how does this affect our ability to recruit outstanding professionals to lead our chapter? Based on the national average I am proposing that the SLA national conference attendance allocation for the Chapter President and the Chapter President-Elect be increased to \$500 per year. We will vote on this proposal at the May meeting. If you are unable to attend the May meeting and would like to

and managers have to be flexible enough to switch from style to style.

"Situational

vote by proxy, please notify Chapter president, Mitchell Brown, notmcb@unix1.sncc.lsu.edu or 504/388-2530. Please give either me or any chapter board member your feedback.

Sandy Colby
504/359-4369
smcolby@erenj.com

Program Notes from the February 6th Leadership/Management Assessment: Experience a Paradigm Shift in the Way You Manage, Lead, and Provide Services

Not only should managers use different management styles with each employee, managers need to change their management style with each situation.

That was the message Mac McCue, associate professor of LSU's E.J. Ourso College of Business Administration, shared with LASOMI members at their February 6th workshop on the Baton Rouge campus.

The half-day workshop focused on what McCue called "situational leadership", a management theory developed by Kenneth Blanchard, author of the popular book *The One Minute Manager*.

leadership is not something you do to people, but with them - helping people develop into peak

performers," said McCue.

After running through a brief history of management styles, attendees took a "Supervisor Behavior Analysis" test, which allowed them to evaluate their strengths and weaknesses as a manager and discuss changes they may need to make.

McCue, with the college's Public Management Program, does management workshops of all kinds and can be reached at 504/334-1927 or gmccue@unix1.sncc.lsu.edu.

-Jill Arnold

Minutes of the SLA La/S Ms Chapter Business Meeting, February 6, 1998, held at Coates Hall, LSU

The meeting was called to order at 1:30 p.m. by the President, Mitchell Brown. Attending: Sandy Colby, Beth Paskoff, Marilyn Moore, John Anderson, Jill Arnold, Gerald Patout, Bobbie Pearce, Kaye French, Virginia Smith, Judy Buys, Barbara Biggs, Ferol Foes, Peggy Nutts, Jackie Crouch, and Dani Porter. Brown thanked Sandy Colby for making the arrangements for the successful workshop "Situational Leadership" presented by Mr. Mac McCue of the LSU Public Management Program followed by lunch at the LSU

News from the Historic New Orleans Collection

Union.

Judy Buys of the USGS Library in Lafayette announced that she has two librarian positions available.

John Anderson reported on the next chapter meeting. It will be held Saturday, April 4 from 10 a.m. to 3 p.m. at the Earl K. Long Library at UNO. Four vendors have committed to demonstrating library-related products. The program will include lunch. The vendors have agreed to help with the expenses of the meeting. A notice and registration form for the meeting will be mailed to members and interested people.

Jill Arnold announced that the awards luncheon will be held Saturday, May 2, at noon at the St. Francisville Inn in St. Francisville. Beth Paskoff suggested inviting retirees to attend. Ferol volunteered to work on the awards.

Sandy Colby reported that the summer board meeting for outgoing and newly elected board members will be held in July. Plans for the fall meeting are being made. The suggested program will focus on library placement services, interviewing, resumes, etc. Other special library groups such as the law, medical, and Catholic Library Association will be included.

Mitchell Brown reported on the SLA midwinter meeting in Washington, D.C., the SLA website, SLA educational and professional training opportunities and the increase

The Historic New Orleans Collection has acquired the library collection of the Ursuline Sisters of New

Orleans, an extraordinary collection of rare books and library materials dating back nearly four centuries. The 1,900 books contain many

in national dues. The Louisiana/Southern Mississippi Chapter homepage is on the SLA website at:

<http://www.sla.org/chapter/cla>
Mitchell is starting a chapter listserv. Beth Paskoff volunteered SLIS students to sign up all chapter members to the listserv. The SLA annual meeting will be in Indianapolis in June. Mitchell Brown and Libby Black will be making presentations.

Motion by Barbara Biggs, second by Jill Arnold, to begin, on a two year trial basis, selling newsletter subscriptions to non-members at \$10 for individuals and \$20 for corporations. Passed. [Editors note: As of March 30, we currently have one subscription from an individual.]

It was also suggested that non-members be charged a higher registration fee for meetings. SLIS students would have a reduced registration fee.

The meeting was adjourned at 2:50 p.m.

Virginia Smith
Secretary

unique items, including a collection of southern colonial materials believed to be the only ones in existence. According to Dr. Charles Nolan, archivist for the Archdiocese of New Orleans, "the Ursuline library collection is probably the most extensive early southern Catholic library that exists." The Ursuline Order established their community in New Orleans in 1727.

Upon completing the transfer of these important resources from the Ursuline Sisters to the Historic New Orleans Collection's research facilities at the Williams Research Center in the French Quarter, the Collection library will begin addressing the conservation and preservation needs of this collection. In addition to customized cataloging to be completed by OCLC's TECHPRO Unit, the cataloged Ursuline records will be entered into the WorldCat database (the OCLC Online Union Catalog) of nearly 38 million records, a research "first" for many of these Ursuline titles.

Additional inquiries regarding the Ursuline acquisition by the Historic New Orleans can be forwarded to Gerald F. Patout, Jr., Head Librarian, Williams Research Center, 410 Chartres Street, New

The program is scheduled for Saturday, April 4, 1998, in Room 407 of the Earl K. Long Library on the UNO Campus in New Orleans, Louisiana, from 10:00 a.m. to 3:00 p.m. with a lunch break during the noon hour. The presenters are representatives from Praecedo Computer Systems - Laser Fiche document

Orleans, Louisiana 70130 or via email: gerald@hnoc.org.

MEMBER UPDATES

Sandy Colby is now a member of Lowery & Associates at the Exxon Research and Development Labs in Baton Rouge. She may be reached at 504/359-4369 or smcolby@erenj.com or scolbywww@technologist.com.

Member News

Judy Buys had two positions open at the National Wetlands Research Center in late January. Both have been filled!

John Anderson, Map Librarian, LSU, will be presenting a paper, "Estimating the Size of a Large Map Collection, or, How I "Lost" 200,000 Maps and Still Kept My Job", at the Geography & Map Division Program Session at the SLA Annual Conference in Indianapolis.

Libby Black's home was featured in the article "Real Retro: A new era for an ambitious house from the '50s" in *The Times-Picayune* Living Section, E-1; E-3, Friday, January 30, 1998. systems, Information Builders - WebFocus, EBSCO - Subscription Services, and Intergraph - Geographic Information Systems. Lunch is courtesy of the vendors and will be Roast Chicken, Salad, Vegetable, Side Dish, and Dessert. Reservations are required by 4:30 p.m. March 31, 1998. To make

David Duggar was the Conference Chair of the 1998 Louisiana Library Association annual conference held March 3-6 in Shreveport, Louisiana.

Ferol Foos was the recipient of the Lucy B. Foote Award for lifetime contributions to special librarianship presented by the Subject Specialists Section at the 1998 LLA Annual Conference Awards Dinner, March 4, 1998.

FINANCIAL REPORT, 1997

Beginning Balance:\$2219.90

Income:
SLA Allotment 990.00
Bulletin Advertising 475.00
Meeting Registration615.00
Total Income: \$2,080.00

Expenditures:
Bulletin 655.31
Meetings 658.54
Other 62.99
Total Expenditures: 1376.84

Closing Balance: \$29,223.06

TECHNOLOGY VENDORS PROGRAM

reservations, contact John Anderson at 504/388-6247 or fax 504/388-4420.

[Editor's note: A flyer for this program was mailed out in March. This is another listing for historical record, and a reminder that if you didn't get the flyer, you need to let SLA know what your correct

address is.]

JOBS

The job's column is a recurring column which will feature job opportunities in the two states covered by the chapter first followed by opportunities elsewhere. If you have a position opening, send us the title of position, institution, city/state, salary range, contact address, date position available, and closing date to apply.

Reference/Agricultural Librarian, LSU, Baton Rouge, LA. \$28,500. Send letter of application and resume with 3 references to: Caroline Wire, 295 Middleton Library, LSU, Baton Rouge, LA 70803. Review of applicants begins April 1.

Reference/Science Librarian, LSU, Baton Rouge, LA. \$28,500. Send letter of application and resume with 3 references to: Caroline Wire, 295 Middleton Library, LSU, Baton Rouge, LA 70803. Review of applicants begins April 1.

Albemarle Corporation Technical Information Specialist. Albemarle, a fine and specialty chemicals company, is seeking a Technical Information Specialist to support R&D Access Services Librarian, UTHSC at San Antonio, TX. \$36,000. Send letter of application, resume, 3 references to: Office of Human Resources, University of Texas Health Science Center at San Antonio, 7703 Floyd Curl Drive, San Antonio,

research as part of the corporate Information Services team. Most of the reference work is using online database systems: STN, Dialog, PIERS, CrossFire, and others. Searching includes structures, substructures, patents and nomenclature. There is also an opportunity for some business reference work. This position requires a bachelor's degree and chemistry courses through organic or 5 years equivalent experience. It also requires a knowledge of technical information sources and database searching skills. A strong service ethic is essential. We would prefer an advanced library/information science degree. Please submit cover letter and resume to: Human Resources Dept, Albemarle Corp, 451 Florida St, Baton Rouge, LA 70801 or email to: Pat_Burns@albemarle.com.

Director of Ottenheimer Library, Little Rock, AR. Position available: Summer, 1998. Send letter of application, CV, 3 references to: Dr. Deborah Baldwin, Chair, Library Director Search Committee, College of Arts Humanities & Social Sciences Fine Arts - Dean's Office, University of Arkansas at Little Rock, 2801 South University Avenue, Little Rock, AR 72204. Review of applicants begins April 15.

TX 78284-7972. Consideration of applicants begins April 1998.

Administrative Librarian, UTHSC at San Antonio, TX. \$40,000. Send letter of application, resume, 3 references to: Office of

Medical Librarian, St Paul Medical Center, Dallas, TX. \$14.22/hr to \$22.04/hr. Position is SPM13576. For application, contact the Human Resources Dept at 214/879-2660. Call Linda King, Librarian, 214/879-3790 for any questions.

Library Assistant, Cook Children's Medical Center, Fort Worth, TX. Respond to: Cook Children's Medical Center, Attn: Employment Specialist, 801 Seventh Avenue, Fort Worth, TX 76104.

Reference/Education Services Librarian, UTMB at Galveston, TX. \$38,320. Apply with cover letter, resume, names of 3 references to: Larry J. Wygant, Ph.D., Associate Director of Library Services, Moody Medical Library, UTMB, Galveston, TX 77555-1035. First preference to those received by April 15.

Reference/Instruction Librarian, UTHSC at San Antonio, TX. \$34,000. Send letter of application, resume, 3 references to: Office of Human Resources, University of Texas Health Science Center at San Antonio, 7703 Floyd Curl Drive, San Antonio, TX 78284-7972. Consideration of applicants begins April 1998.

Human Resources, University of Texas Health Science Center at San Antonio, 7703 Floyd Curl Drive, San Antonio, TX 78284-7972. Consideration of applicants begins April 1998.

Librarian, Memorial

Healthcare System, Hollywood, FL (near Ft. Lauderdale). Position starts mid-May. \$27,248 to \$47,195. Send resume and cover letter to Linda R. Henke, MSLS, Resource Library, Memorial Regional Hospital, 3501 Johnson Street, Hollywood, FL 33021 or fax to 954/967-2951.

Science Reference Librarian, Columbus, GA. \$32,000. Position starts July 1. Send letter of application, resume, names of 3 references by April 10 to: Erma Banks, Coordinator of Information Services, Simon Schwob Memorial Library, Columbus State University, 4225 University Avenue, Columbus, GA 31907-5645; 706/565-3684.

Librarian - Medical; Assistant Director for Information Services, Charlottesville, VA. \$40,000. Send letter of application, resume, and 3 references to: Gretchen Arnold, Search Committee Chair, Claude Moore Health Sciences Library, #234, University of Virginia Health Sciences Center, Charlottesville, VA 22908; 804/924-0059. Preference will be given to applications received by April 17.

Coordinator, Science Libraries and Head, Shapira Science Library, Ann Arbor, MI. \$60,000. Send cover letter and resume to: Lucy Cohen,

Library Human Resources, 404 Hatcher Graduate Library North, University of Michigan, Ann Arbor, MI 48109-1205. Apply by April 30.

Librarian I - Clinical Medical Librarian, Kansas City, MO. \$28,000. Send letter of application, resume, 3 references to: Helen H. Spalding, Associate Director of Libraries, University of Missouri-Kansas City, 5100 Rockhill Road, Kansas City, MO 64110, 816/235-1531.

Librarian I - Health Sciences Library Instruction Reference Librarian, Kansas City, MO. \$28,000. Send letter of application, resume, 3 references to: Helen H. Spalding, Associate Director of Libraries, University of Missouri-Kansas City, 5100 Rockhill Road, Kansas City, MO 64110, 816/235-1531.

Portland Campus Librarian, Linfield College, Portland, OR. Position Starts: July 1. Send letter of application, resume, names of 3 references, and transcripts to: Lynn Chmelir, College Librarian, Linfield College, McMinnville, OR 97128; 503/434-2262. Screening begins April 27.

Librarian, Saudi Arabia. Start date is July 1. Send CV and/or questions to: Attn: Betty Bishop, Manager, Health Sciences Library, King Fahad Hospital, POB 22490, Riyadh 11426, Saudi Arabia

(Fax: 966-1-252-0149)

Announcement: GUI Standard Icon Project Sponsored by IFLA

The International Federation of Library Associations and Institutions (IFLA) is sponsoring through its Information Technology Section a U.S.-Scottish Joint Project on GUI Icon Standards for Bibliographic Databases.

Phase III of this project purposes that the standard icon set concluded in Phases I and II be moved into the standards domain worldwide to ensure its adoption for use in bibliographic information systems.

The web site for accessing the icons and current effort on the project is at:
<http://www.scran.ac.uk.iconstd>

Bruce Royan's facility SCRAN (Scottish Cultural Resources Access Network), is supporting this and Steven Carr is managing the web site at the same facility.

Wilda Newman is the Project Lead, Phase III, and can be reached at
wilda.newman@jhuapl.edu



Electronic Resources

This column lists web-pages, homepages, listservs, and other electronic resources that are available for librarians. Please send in sources.

The entire series of Species Profiles: Life Histories and Environmental Requirements of Coastal Fishes and Invertebrates (North Atlantic/ Pacific/South Atlantic/Gulf of Mexico) is now available in Portable Document Format (PDF) on the National Wetlands Research Center (NWRC) library page at http://www.nwrc.gov/library_catalog.html. Select the Center Publications database and search for "Species Profiles" in the series field. The series is 126 monographic publications on fish and invertebrates, particularly of estuarine waters published jointly by the Army Corps of Engineers and U.S. Fish and Wildlife Service. The series is a standard publication but has long been out of print and available only through NTIS or depository libraries. There are instructions for Reference services seem to be changing almost daily to meet the expanding variety of resources that are available in

downloading the free Acrobat 3.0 viewer on the publications page. The software is MSQL with the WDB interface; Lillian Gassie, the NWRC Systems librarian, did the publications database development. [Note: Lillian has now moved to Maryland]

Also available on the same page and in the same software is a database of wetlands and waterfowl called "Duckdata". The database is unique; almost all of the citations have been verified and you may download Procite versions of the data to mount in local Procite databases. A search interface allows fielded searching and bibliographic citation display.

The Natural History Caucus has a new, improved discussion list open to all interested in natural history librarianship. To subscribe to NHC, send an email to: listproc@u.washington.edu the only text in your message should be: subscribe NHC <Your Name>. Adam Schiff is the owner.

The Medical Library Association invites students interested in a career in health science librarianship to subscribe to mla-student. Membership in MLA is not required to participate in mla-student.

To subscribe, send a message to majordomo@mlahq.org with the following message: subscribe mla-student If you have trouble subscribing, feel free to email Teresa Knott at the academic library. The importance of staff training is paramount to the successful integration of new resources

libetk@ttuhsc.edu.

Newcomer's Brunch at SLA Conference

June 7, 1998, Indianapolis, Indiana. Sponsored by the Science-Technology Division of SLA. Program is: Welcome by Nancy Anderson, Division Chair About Sci-Tech Division Communications Mentoring Program Questions & Answers Raffle of Tickets (for breakfast at Business Meeting) See Conference Program for Time and Place.

SLA's Business & Finance Division College & University Business Libraries Roundtable Indy Conference Program

West Lafayette, Indiana -- The College & University Business Libraries Roundtable of the Business & Finance Division has planned three exciting programs for the Special Libraries Association Annual Conference, 6 - 11 June 1998, in Indianapolis. Please join in these unique learning opportunities.

Monday, June 8
1:30 p.m. - 2:45 p.m.

Staff Training in an Electronic Reference Room

into the increasingly electronic reference collection. Becky Smith will share with us a system she calls "product

management" which assigns responsibility for database knowledge and the subsequent sharing of that knowledge with others on the reference staff at Texas A&M University. Frances Nilsson will examine the critical role of staff training in the tiered reference service that is provided at Babson College. Marilyn Pahr will explain the rather unique "scheduled consultative" reference service provided at Emory University and how staff training has evolved in that environment.

Moderator: David Martin, University of Iowa

Speakers: Becky Smith, Texas A&M University; Frances Nilsson, Babson College; and Marilyn Pahr, Emory University

Tuesday, June 9
7:30 a.m. - 8:45 a.m.

What's Happening at STAT-USA?

Ken Rogers, STAT-USA Director, will bring us up-to-date on STAT-USA, the premier database consolidating business, economic, and trade data from over 40 US government agencies, and discuss how development of the product is progressing. Attendance at this breakfast is by invitation only to members of the College & University Business Libraries Roundtable. For those who did not receive an invitation, but think they The Geography & Map Division of SLA may still have room for a few contributed paper at one of their two Contributed Papers Sessions during the annual conference

should have, please contact Brent Mai (mai@purdue.edu).

Moderator: Brent Mai, Purdue University
Speaker: Ken Rogers, STAT-USA

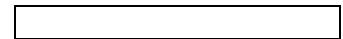
Tuesday, June 9
3:00 p.m. - 4:15 p.m.

Solving the Problems of Access to Electronic Information

When choosing whether or not to provide access to an electronic resource, college and university business libraries must first navigate a host of entangled problems involving not only cost and content. The days of simply deciding whether a book's content makes it worth the purchase costs are long gone. Today the considerations include technological ones, whether to provide single workstation access or run the database on the library's LAN or use the vendor's Internet site or to use tape load to the campus-wide system. Will the electronic data be administered by the business school, the business library, the campus library system, or the central computing group (among others). Today's electronically demanding business students and faculty also require that librarians premeditatedly address issues such as off-site access and user instruction (on and off-site). Harvard University's Baker Library is currently undergoing restructuring/renovation which in Indianapolis. For more information, contact: Pat Allen, Chair, GMD, ACES Librarian, University of Illinois at U-C, 226 Mumford Hall - MC 710, 1301 West Gregory

is taking into account all of these aspects. The George Mason University Library recently completed a new facility in which these issues were considered. A question and answer period will follow these two presentations.

Moderator: Hal Kirkwood, Purdue University



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Speakers: Thomas J. Michalak, Harvard University and Ruth Kifer, George Mason University.

For additional information about the programs sponsored by the Business & Finance Division for the upcoming Annual Conference, consult the SLA homepage at www.sla.org.

CALL FOR PAPERS

Drive, Urbana, IL 61801;
217/224-2245 or
allen2@uiuc.edu.

Chapter Gathering at SLA in Indiana

Many chapters plan gatherings at the conference for members to meet or link up. Usually these are dinner outings. Would we want to try to get together at a local restaurant one night this year? Based on the March mailed preliminary program, if enough interest exists, perhaps something can be arranged by our May meeting. Contact me by April 25 if interested.

-David Duggar

CONFERENCE CORRECTION

Contrary to what the preliminary program states on page 22 concerning the Sci-Tech Division's Newcomer's Brunch (Sunday, June 7, 10:30am-12noon), the session is NOT a ticketed/pay event. We want to encourage all student attendees, conference first-timers, new members of the Division and mentors to attend. No need to pay extra and get a ticket, just show up!

ERMD Student Travel Stipend

The Environment & Resource Management Division of SLA is sponsoring a contest open to all SLA student members. The award consists of a \$500 travel stipend to aid in attending the 1998 SLA Conference. Applicants must:

1) be SLA members; 2) be enrolled in an accredited MLS or MIS program; 3) submit an essay of 1000 words or less pertaining to the information access in the environment or natural resources areas. There is no formal application form. The applicant must provide a cover letter listing name, address, and phone number. Entries may be submitted in paper but ALL ENTRIES MUST be on a 3.5" diskette in standard ASCII format no matter if paper copy included. Applications should be sent by **May 1, 1998** to: Elizabeth Behrendt, World Resources Institute, 1709 New York Ave, NW 7th Floor, Washington, DC 20006-5206; 202/662-2504.

Next Generation Internet Funding Opportunities

Information is available on NLM's Web site regarding Funding for Telemedicine Projects at <http://www.nlm.nih.gov/research/funding.html> Wherein it says in part: NLM Request for Proposals (RFP) BAA/FP-NLM-98-102/MVA:Biomedical Applications for the Next Generation Internet will be available in electronic format only on or about March 30, 1998. Proposals will be due on or about May 19, 1998. A synopsis of this solicitation was posted on the Commerce Business Daily online site on March 12, 1998 and is available online at no cost on CBDNet at <http://cbdnet.access.gpo.gov/>

If you have a change of address or phone number, send these to SLA so that they can be updated. You can mail those changes to: Membership Department, SLA, 1700 18th St. NW, Washington, DC 20009 or e-mail changes to: trudy@sla.org

Address Changes

1998 Health Sciences Library Association of Louisiana Continuing Education Program and Spring Business Meeting, A Joint Program with the Mississippi Biomedical Library Consortium

Friday, April 24, 1998, 9:00 am - 3:00 pm, Lady Luck Casino Hotel, Natchez, Mississippi

"Ethics in Health Sciences Librarianship"

Presenter: Ms. Dixie Jones, Head of Reference Section / Assistant Professor, Department of Medical Libraries, LSU Medical Center Library, Shreveport, Louisiana

The program discusses the practical aspects of ethics in everyday health science libraries through dialogue, lecture and role playing. This is a 4 hour MLA accredited program. Registration is \$25.00 (\$35.00 for non-members), and includes a Buffet Luncheon. The agenda for the day will be:

- 9:00 am Registration / Coffee and pastries
- 9:30 am Introduction of attendees
- 10:00 am - 12:00 pm 1st segment of "Ethics" program
- 12:00 pm - 1:00 pm Buffet Luncheon / Business Meeting
- 1:00 pm - 3:00 pm 2nd segment of "Ethics" program

Hotel reservations: Call Lady Luck Casino at 1-800-576-5825 (24 hour line). Rooms are \$50.00 if more than 15 people register under the HSLAL / Miss. Health Librarians meeting, so be sure to mention it when you call. If the 15 room reservation quota is not met, your room will cost approximately \$60. All rooms are up to 4 person occupancy.

DEADLINE FOR REGISTRATION: April 10, 1998

Contact Kerri Christopher, HSLAL Treasurer, (Phone: 318-675-5393, Fax: 318-675-5442, email: kchris@lsumc.edu) to reserve your spot, and follow up by April 20, 1998 with payment. Mail payment to: Kerri Christopher, HSLAL Treasurer, LSUMC S Library, 1501 Kings Highway, Shreveport, Louisiana 71130-3932

REGISTRATION FORM:

Name: _____

Library: _____

Address: _____

City/State/Zip: _____

Phone: _____

HSLAL MEMBERS Registration: \$25.00 _____

HSLAL 98 dues: \$ 5.00 _____

NON-MEMBERS Registration: \$35.00 _____

TOTAL: \$ _____ Non-members join now and pay member rate!!

For any questions concerning the meeting, contact: Peggy Lou Schenk, Prescott Memorial Library, Louisiana Tech University, 318-257-4357, plschenk@vm.cc.latech.edu

Long Range Financial Plan

At the 1998 SLA Winter Meeting the Finance Committee presented to the SLA leadership and other participants the long-range financial plan of the Association. The session was facilitated by Nick Mercury, a past member of the Finance Committee. In his opening remarks Mercury said, "I was quite honored when Treasurer Dick Wallace asked me to participate in this session. Having served two full terms on the Committee, I feel a deep level of commitment to the financial health of SLA. Upon hearing of the financial plan, I was pleased that the Committee members consolidated their plans and efforts into an Association-wide document. Upon actually delving into the documentation, I was thrilled to see such a thorough, objective process which led to this plan for financial health and stability" Please find below, a condensed version of the presentation.

Over the past three years, the Finance Committee has worked on a long-range financial plan to ensure the long-term financial stability of the Association which is fully supported by a myriad of facts and figures. The long-range financial plan is the Association's five-year plan to fulfill its strategic objectives and to provide cutting-edge programs and services to its members at affordable rates, while maintaining a sound fiscal position. As a means to assist you in fully understanding the plan, this article explains the rationale and process utilized in developing and implementing this most-important plan.

First, it is important for you to see the numbers--they do not lie. As shown in the Association's five-year financial forecasts: Without an influx of additional net income, the Association would run in a deficit position by as early as 1998, with an estimated deficit of more than one-quarter million dollars by the year 2001.

In the past few years, the Association has made significant gains in the following areas without any new revenue sources, other than fund development: promoting the value of the profession; providing significant distance learning opportunities; providing access to many leading speakers, authors, and instructors; developing the virtual association and electronic commerce; and positioning the Association as the leader in global information policy. These activities have primarily been funded through cost reductions at headquarters (otherwise known as *doing more with less*) and corporate sponsorships. We cannot operate in this fashion indefinitely. The administrative cost reductions have been exercised to their fullest and the sponsorships have merely provided the seed money for several of the activities and special projects. We need to be fiscally responsible and plan for the continued successes in program development and new activities.

Each year it becomes more and more costly to operate the Association in the capacity to which we have become accustomed. We have become a world-class association which others look to for guidance and support. We have attracted world-class authors, speakers, and instructors for which other organization only dreamed about. We have created an award-winning web site which gets better day by day. All of this, plus much more, has been a great boon for the Association but as we all know, sophistication is very expensive.

Furthermore, SLA's financial base is jeopardized by the ever-increasing scrutiny within the not-for-profit regulatory environment. The IRS audit took 3+ years to complete and has some serious implications on our operations and tax-exempt status.

All of the facts and figures and statistics make it more and more critical that SLA maintain a strong membership dues base--the most stable form of income an association can develop and maintain. The Association's current dues income as a percentage of total income is 25%--much less than the 40% industry standard (as reported by the American Society of Association Executives *1997 Operating Ratios Report*).

So what to we do now that we have become this world class organization which is sophisticated and eager to continue to be such? This is where the Finance Committee stepped in to develop the financial plan to support the goals and objectives of the Association.

At the request of the Finance Committee, the Board of Directors approved the following motion regarding

the concept and time line of the Finance Committee's long-range financial plan at the October 1996 meeting: *That the Board of Directors endorse in concept the Finance Committee's initiative to provide additional net income to ensure the long-term financial stability of the Association to include the following time line: January 1997--generic plan to increase income and/or reduce expenses; June 1997--detailed financial plan to support the generic plan; October 1997-- communications plan to support the financial plan; January 1998-- launch the plan.* The development of this plan has been very logical and objective. The Committee has done a fantastic job of balancing the priorities of the Association with the related financial implications and abilities of the Association.

Between the fall 1996 and winter 1997 meetings of the Board of Directors, the Finance Committee worked on the generic plan which was presented to and approved by the Board of Directors in January 1997. At last year's Winter Meeting, the Board of Directors spent in excess of one hour in an open discussion of the Finance Committee's generic long-range financial plan. Many of the final components of the financial plan resulted from the exchange of information from that session.

After the Winter Meeting, the Finance Committee reviewed the comments from the Board's discussion and held a conference call to discuss this information. Then-Treasurer Donna Scheeder led the discussion and encouraged the committee members to consider the Board's and leaders' comments as an additional piece of data in developing the final financial recommendations of the long-range plan.

Throughout the development of the plan, the committee's goal remained *the Association's ability to fulfill its strategic objectives and to provide cutting-edge programs and services to its members at affordable rates, while maintaining a sound fiscal position.* Without a strong financial base, this goal is not attainable. The Committee's position with regard to defining a strong financial base includes incorporating excess funds into the annual planning process to provide for developing new activities and stimulating program growth. The Committee has established 5% as a conservative benchmark for defining and recognizing operational residual earnings. From past experience, it is known that the funding of new activities and program enhancements is a costly proposition--typically a minimum investment of several hundred thousand dollars. In addition, the tax and regulatory activity surrounding the not-for-profit industry is increasing at an unprecedented rate. Therefore, many of our tax advantages are in constant question. This is a situation with the potential to erode our reserves and income-producing abilities should any current benefits be lost or diminished. This is why fiscal responsibility/planning is so very important. We want to protect what the members and leaders have worked do hard to develop over the past 80+ some odd years.

In creating the plan, the Finance Committee established the following principles to guide their decisions and plans for long-term financial stability:

1. In order to provide for prudent, consistent, and regular financial growth the Finance Committee has given the highest priority to options that support the long-term, ongoing impact as opposed to a short-term, one-time financial correction.
2. The strategic plan and the established priorities have been given full consideration.
3. Matters which protect or affect the Association's investments and solvency have been given full consideration.
4. The Finance Committee considered the long-term versus short-term expediency of all matters under consideration. The long-term financial goals and the strategic plan have been viewed in tandem.
5. The Executive Director's objectives, as determined by the Board of Directors annually, have been given full consideration in all matters under consideration.
6. Matters which protect SLA's dues/non-dues ratio have been given full consideration. During SLA's tax examination of the 1991 books and records, SLA was warned that it operates too much like a commercial operation. The IRS agent suggested that SLA look

for a greater balance of member support to protect its tax exempt status.

7. The Finance Committee has established 5% as a conservative benchmark for defining and recognizing operational residual earnings. On a \$6 million budget, this would relate to \$300,000 of residual earnings. This benchmark allows for the adequate, ongoing funding of contingencies (such as the IRS tax increases and assessments); program development, and technological advancements.

The Committee reviewed an exhaustive set of options which included both expense reductions and increased income. The Committee spent considerable time balancing the various options in relation to SLA's dues versus non-dues income ratio with findings from membership surveys and the IRS examination.

The Committee reduced expenditures where strategic priorities were not jeopardized. The Committee, in examining all options, sought to narrow the gap in the dues/non-dues ratio. After extensive analysis, the Finance Committee developed the specific recommendations of its long-term financial plan. The items which have been selected by the Finance Committee as viable options for long-term income growth and stability are expected to yield an overall additional income for each of the next five years. For simplicity, the Committee did not specifically focus beyond the five year period, although the options slated are expected to positively impact the years beyond 2001. At its June 1997 meeting, the Board of Directors approved the following recommendation of the Finance Committee: *That the Board of Directors approve the options to fulfill the Finance Committee's long-range financial plan...* The options are presented to you in the chart labeled, Long-Range Financial Plan. The increased income will be derived from nine functional activities which are both dues and non-dues related:

(1) An increase in the shipping and handling costs for non-serial publications to cover the actual costs to process and deliver orders (this is already in place), (2) An increase in the membership dues and fees for the first time since 1995. The allotments paid to the units will also increase, so the full income potential is decreased by such (this is slated for 1999 and requires a membership vote), (3) An increase in the *Information Outlook* non-member subscription (slated for 1999), (4) An increase in vendor advertising rates (in place for 1998), (5) An increase in the registration fees for the Annual Conference (slated for the 2000 Annual Conference), (6) An increase in the conference exhibit fees (in place for 1998), (7) An increase in the Professional Development fees for selected events and for the self-study courses, especially for the non-member price differential (in place for 1998), (8) An increase in the fees charged to human resources departments for listing jobs by 10%, and an increase the non-member price differential for participating in the Employment Clearinghouse (in place for 1998), and (9) The generation of income in the Research program (slated for 1999).

The plan includes both dues and non-dues income and both member and non-member participation. Most importantly, the plan benefits and supports the members of the Association, as the long-range financial plan allows for increased funding in the areas which you, the members, have deemed important to your professional interests and growth:

- * Competency: Ensuring that SLA members have opportunities to develop their professional competencies and skills through dynamic, continuous learning, experience, and knowledge opportunities.

- * Value of the Profession: Narrowing the gap between the value of the information professional and the perceived value of information professionals among decision-makers through the active promotion of and access to the profession.

- * Virtual Association: Utilizing technology whereby all members have access to the Association's products and services globally, equitably, and continuously.

- * Member Benefits: Providing cutting-edge products and services to SLA's members.

- * Annual Conference and Exhibit Hall

- * Information Outlook

- * Who's Who Membership Directory

- * Educational Courses and Distance Learning

- * Career and Employment Services
- * Chapter and Division Networking
- * SLA Homepage and Listservs
- * Book Publishing
- * Public Relations and Government Relations
- * Research and Information Resource Center
- * Leadership Development and Training
- * Grants and Scholarships
- * Awards and Honors
- * Professional Policy and Standards
- * Fax-on-Demand
- * International Activities
- * Voice on Association Matters

The specific components of the plan have been incorporated into the FY 1998 Budget and other planning documents. The revised five year forecast which incorporates the new income sources shows that we are in a much better financial position than was previously depicted.

The next step in the process was for the Finance Committee to develop a communications plan for implementing the financial plan. The Finance Committee devoted an entire day at its fall meeting to the development and implementation of the communications plan. The Committee examined a myriad of communications tools and methods in the initial planning phase. The Committee also explored various time lines and delivery techniques in order to reach the full membership. The communications plan focuses on historical information and the process utilized in determining the long-range financial plan, as well as the goals expected to be accomplished.

As part of the communication planning process, the Finance Committee recognized that one component of the financial plan--the dues increase component--is unique in that it tends to carry with it some emotion and sensitivity. Committed to a stronger, more visionary association, the Board of Directors at its June 1997 meeting unanimously approved the following recommendation of the Finance Committee:

A dues increase, effective January 1, 1999, be submitted to the membership as follows:

Members and Associate Members	\$125.00
Retired and Student Members	\$ 35.00
Sustaining Members	\$500.00
Extra Chapter/Division Fees	\$ 15.00
Caucus Fees	\$ 12.00

The dues increase amounts were calculated at a very modest rate, utilizing the CPI over a seven year period.

Article XIV (Dues and Fees) of the SLA Bylaws states that *dues for Association membership and fees for additional Chapter and Division affiliations shall be determined by the Board subject to approval by a mail ballot sent to the entire voting membership. The question presented shall be resolved by a majority vote of the returned mail ballots.* A dues increase ballot will therefore be mailed to the voting membership of Special Libraries Association later this summer.

A dues increase will:

- *Give the Association a stronger financial base with which to continue providing quality products and services

- *Provide adequate resources to further develop and implement the goals and objectives of the Strategic Plan

- *Support Association units through greater funding and services to carry out their own visions for

the future (The unit allotments will increase in direct proportion to the dues and fees increase. The long-range financial plan stipulates that the unit allotments will increase 20%.)

*Allow for membership growth while incurring a proportionately smaller cost per member, or deficit, to recoup

*Insure a consistent level of quality service to the membership

The Association has demonstrated its commitment to fulfilling its objectives. The dues increase proposal of five years ago included several "promises" including:

Public Relations and Marketing

*Convince decision-makers that special librarians are key players in the information society, thus increasing the value of SLA members to their organizations and to society.

*The competencies project.

*Media outreach plan which features and highlights the accomplishments and value of information professionals.

*International Special Librarians Day

*Promote improved compensation and enhanced status for SLA members.

*Enhancements to the Association's Salary Survey and published results.

*The competencies project.

Education:

*Provide high-quality professional development programs.

*Distance Learning.

*CD-ROM courses.

*Online course applications.

*Interactive course applications, utilizing technology.

*Renowned course instructors.

*Knowledge Executive Institute.

*Influence graduate education of information professionals for this and future generations.

*Establishment and support of the activities of a graduate education caucus.

*Sent Competencies for Special Librarians of the 21st Century to library schools internationally.

*Library School Curriculum research project.

Research:

*Fund Association and independent research for the information profession.

*Competencies for Special Librarians of the 21st Century.

*Knowledge Executive Institute survey and results.

*Using Information in the Virtual Office.

*Artificial Intelligence and Expert System Technologies

*Encourage practical research targeting areas of value to SLA members.

* Non-traditional Roles.

*Using Information in the Virtual Office.

*Membership Super Survey.

*Value of Information Services.

*Artificial Intelligence and Expert System Technologies.

*Corporate Library Outsourcing.

*Library School Curriculum.

The Profession:

- *Formulate, change, and disseminate information policies.
 - *New definition of *Librarian* developed for the Department of Labor.
 - *International copyright treaty.
 - *Overhaul of U.S. Government Printing and Publishing system which disseminates government information to libraries.
 - *Enactment of electronic information privacy regulations.
 - *Citizens Internet Empowerment Coalition/Communications Decency Act.
 - *Electronic FDLP Transition Plan.
 - *Competitiveness for Information Professionals.

- *Network among other organizations having similar interests
 - * The Association has maintained and/or developed relationships with ALA, MLA, AALL, ASIS, ARL, IFLA, FID, IMLS, ASIDIC, NTIS, GPO, CLA.

Finances:

- *Give the Association a stronger financial base.
 - * The Association's strong financial base allowed for the development and implementation of the new logo, Information Outlook, virtual association plan, web site, electronic commerce, distance learning, the competencies project, and more!

- *Increase allotments to the units by 40%.
 - * Implemented with the 1995 dues allotments.

The Association has demonstrated its commitment to fiscal soundness by fulfilling its promises and by taking a proactive stand on financial policy and practice—and this plan is living proof! The Finance Committee and the Board of Directors have worked diligently and respectfully in developing the long-range financial plan. As a result, our future as an association and a profession is bright with promise. The plan will afford the Association the opportunity to continue offering its many cutting-edge products and services and to advance the Association's leadership role in our global, information and knowledge-based society. Your support of the plan is sincerely appreciated.

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Bulletin Business Manager

Vacant - See Bulletin Editor

Bulletin Deadline: August 1, 1998

The Louisiana/Southern Mississippi Chapter of the Special Libraries Association publishes the Chapter Bulletin in August, October, January, and April. The bulletin is free to all Chapter members and other interested individuals. Special Libraries Association assumes no responsibility for the statements and opinions advanced by the contributors to the Association's publications.

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