THE MILITARY LIBRARIAN

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Military Librarians' Division Gears Up for SLA Annual Conference in Minneapolis, June 6-8, 1999

**JOIN YOUR COLLEAGUES IN MINNEAPOLIS FOR THESE
MILITARY LIBRARIANS DIVISION SPONSORED PROGRAMS**

Bytes to Books describes a process developed by **Dan Sell** of the **Air Force Research Laboratory Library** to turn current search topics into a collection development tool. Dan will share his experience and techniques in collecting and re-using search topics from technical information requests to help shape book selection as well. This program is part of the **Practitioners' Toolkit track** and will be held on **Monday, June 7, 1:30-2:45**.

On **Wednesday, June 9,** the Division will sponsor two important programs back-to-back. Beginning with a **ticketed event lunch at 11:30** and followed by an **open session at 1:00**, we will explore **contracting and outsourcing**.

First, at the lunch, we will look at **Contracting Opportunities in Government Libraries**. The lunch speaker, **Bob DeLong**, will talk to the contracting community, consultants and service firms about techniques and pitfalls in competing for government contracts. Our co-sponsors for this session are the Library Management Division, Consulting Section, and Information Technology Division, Government Information Section. Lexis-Nexis is providing financial sponsorship for this session as well. I hope our members will take advantage of this time to meet with potential employers (and to be honest, competitors), to lower the voices, scale back the rhetoric, and learn about each others' roles as practitioners in the information profession.

Immediately following the lunch meeting, **John M. Palatiello** will discuss the Federal Activities Inventory Reform (FAIR) Act of 1998 in his program on **Congress and Contracting**. FAIR has set the stage for much of the contracting action and cost comparisons scheduled in the next five years that will potentially affect over 200 thousand federal jobs.

Both of these programs are part of the conference **Evolving Roles track**. I urge you to participate in one or both of these important sessions.

In addition to these programs, Military Librarians will hold our **Annual Business Meeting** on **Tuesday** morning, **June 8 at 7:45**. The breakfast meeting agenda will include election of officers, and a revision to the Division By-laws. Lexis-Nexis again has generously underwritten this full breakfast event. The Division, will also provide **Continental breakfasts** on **Monday and Wednesday mornings**.

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ANNUAL BUSINESS MEETING SCHEDULED DURING SLA ANNUAL CONFERENCE

The Military Librarians Division will hold its Annual Business Meeting during the SLA Annual Conference in Minneapolis, MN. Slated for **Tuesday, June 8, at 7:45 am**, this breakfast meeting's agenda includes the election of a Division Chair-elect and a vote on a proposed revision to the By-laws.

Tracy Landfried, currently Membership Chair, has agreed to stand for election to the Chair-elect position. This position leads to a three-year commitment (Chair-elect, Chair, and Past-chair). Any member interested in consideration for election to this position may have his or her name nominated during the business meeting. **Wendy Hill** filled the two-year position of Secretary-Treasurer last year.

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COMMITTEE CHAIRS

Long Range Planning/Strategic Planning Chair of Ad Hoc Planning Committee Tracy Landfried (see contact info below) **Membership** Tracy Landfried US Army Research Laboratory, Technical Library AMSRL-CI-LP Bldg. 4600 Aberdeen Proving Ground, MD 21005-5066 Phone: (410) 278-2125 DSN: 298-2125 (mornings) Phone: (410) 306-0628 DSN: 458-0628 (afternoons) Fax: (410) 278-8882 DSN: 298-8882 tlandfri@mail.ari.mil / tlandfried@aol.com **Military Librarians Workshop** George Klim Foreign Science Library 2312 Far Hills Avenue Box 349 Dayton, OH 45419 Phone: (937) 255-5660 Fax: (937) 255-6550 georgek@siscom.net	**Nominating/Public Relations** Janet Burke NAIC/DXLA 4180 Watson Way, Bldg 856, Ste. 9 Wright-Patterson AFB, OH 45433-5648 Phone: (937) 257-2435/3135 DSN: 787-2435/3135 jgb93@naic.wpafb.af.mil or Jburke3899@aol.com **Program/Resources** For the 2000 SLA Annual Conference Barbara J. Fox Scientific & Technical Information Network Division DTIC-OS 8725 John J. Kingman Road, Suite 0944 Ft. Belvoir, VA 22060-6218 Phone: (703) 767-8041 DSN: 427-8041 Fax: (703) 767-8032 bjfox@dtic.mil

Tom Rohmiller, MLD Chair, Reflects on Changes in the Division During His Tenure

I have enjoyed the past year as Chair of the Military Librarians Division (MLD). Thank you for your trust and support. I would like to comment on events that have occurred during my tenure as Chair of the MLD.

MLD proudly continued its tradition of continuing education through the Military Librarians Workshop (MLW). As each service hosts the workshop in turn, the 42nd Annual Workshop was hosted by the Defense Technical Information Center (DTIC) representing the Department of Defense. Held in Alexandria, Virginia, from November 16- 20, 1998, the theme was "Managing the Digital Library." Workshop organizers, **Carol Jacobson** and **Gerri Shane** wrapped DTIC and FEDLINK training sessions around the Division programming to present a full week of continuing education opportunities. (See report on the meeting in this issue.)

The MLD strategic planning document is a current project of **Tracy Landfried**, Membership Chair. The Division prepared the groundwork for this document over five years ago, but lost momentum due to leadership disruptions resulting from retirements, resignations, and base closures. Ms. Landfried has revived interest and taken the lead to complete a strategic plan in the next year.

On the fiscal front, the MLD is comfortably in the black. There are sufficient funds for division operations, Annual Conference programming, and the Military Librarians Workshop for at least one year. The current and incoming division leadership are aware of Special Libraries Association's (SLA) tax exempt status considerations and are moving forward with plans to take advantage of SLA's pooled investment fund, which will both give us a higher return on our investments and bring our division in line with Association requirements for IRS accountability.

The MLW procedures manual is currently being revised by **B.J. Fox**, MLD Chair-elect. Ms. Fox, in addition to applying her own experience, is working from notes prepared by **Annette Gohlke**, former Secretary/Treasurer and **Barbara Wrinkle**, Past Chair of the MLW. Changes reflect Association guidance as well as lessons learned. The new manual should assist the MLD in maintaining its long tradition of quality workshop programming, as well as provide guidance formerly only available through the informal networks of armed services librarians.

George Klim is the new Chair of the Military Librarians Workshop Board. Mr. Klim, whose term began in 1998, is a contract employee operating a military library--a significant departure from tradition, and recognition of the changing workplaces of our membership. Mr. Klim's appointment

helps underscore the Division's status as a professional membership association and not a component of the Department of Defense. I look forward to the day when this is not a remarkable occurrence.

The Division developed a slate of officers for its continued governance and operation. Whether candidates respond to appeals for professional growth and responsibility, personal development or self-interest, MLD membership values its division sufficiently to produce leaders from its ranks. I appeal to each of you to step forward with your time and talent. The alternative may be to suffer the fate of the Metals and Materials Division, which this past January disbanded as a division and became a Section of the Engineering Division.

I am proud of the fact that we have completed the process of moving Annual Conference program planning to the roles and duties of the Division Chair and Chair-elect. This move brings our Division in line with the others in SLA. It also helps forge ties among Division officers and puts us on equal footing with other divisions at conference planning meetings held during the Annual and Winter conferences.

My thanks to all of you who generously supported the program this past year, **Wendy Hill**, **Elizabeth Bircher**, **Jane Butler** and all who said "yes" when asked for help, took initiative where action was needed, and brought credit upon yourselves and the Military Librarians Division through your daily activity.

Tom Rohmiller

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And the award goes to.....

MARVELOUS MILITARY LIBRARIANS

With this issue, we begin a new column, written by Jane Cohen of DTIC, in which we publicize honors, awards, promotions and other noteworthy accomplishments of MLD members and/or their libraries. Please send notice of the above to Jane at: DTIC-OS, 8725 John. Kingman Rd., Suite 0944, Ft. Belvoir, VA 22060-6218. Ph: (703) 767-9011; Fax: (703) 767-9044;

WELCOME ✋

MLD SLA members - new in 1999

Welcome to the following members who joined MLD this year:

Vicki Anderson EXCEL Management Systems Inc. Fairborn OH	
Jennifer Bushong National Imagery & Mapping Agency Washington DC	Teri F. Newsome US Army Chaplain Center and School Ft Jackson SC
C. Darlene Chandler AFLMA/LGPL Gunter Annex-MAFB AL	Carolyn O'Rourke US Army Corps of Engineers Champaign IL
Vicky Crone Air Force History Support Bolling AFB DC	Carol Ramkey US Marine Corps University Quantico VA
David Diamond Shawnee KS	Rita Reisman ITT Aerospace/Communications Clifton NJ
Linda Harper Center for Naval Analysis Alexandria VA	Timothy Renick US Army Command and General Staff College Fort Leavenworth KS

David Johns United Communications Group PERISCOPE's USNI Rockville MD	Lora Rose Minot ND
James Knight US Army Center of Military History Ft McNair DC	Chris Runyan Kirkland & Ellis Washington DC
Kathy Lindahl National Air Intelligence Center Wright-Patterson AFB OH	Norma Sellers US Army Medical Department Center School Fort Sam Houston TX
Connie McEowen US Army Research Laboratory Aberdeen Proving Ground MD	Carol Stiles Defence Science & Tech Org Broadway NSW AUSTRALIA

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SLAPUBLISHING

Expanding Technologies
Expanding Careers

Leadership in Transition
edited by Ellis Mount

Explore alternative careers in librarianship through the perspective of those who have experienced them.

© 1997 ISBN 0-87111-465 155-pages

42nd MLW A GREAT SUCCESS

by Tracy Landfried, SLA Military Librarians Division Membership Chair

The 42nd annual Military Librarians Workshop (MLW), held in Old Town Alexandria, Virginia, from 16 - 20 November 1998, attracted 170 military librarians, technical information specialists, technicians and others interested in military libraries. Hosted by the Defense Technical Information Center (DTIC), the theme was "Managing the Digital Library."

Thanks for a wonderful job go to **Carol Jacobson** and **Gerry Shane**, who planned and led this workshop, as well as to all those who helped. There were several firsts for this workshop, including pre- and post-conference events and library vendor exhibits. Dutch-treat dinners allowed conferees to sample local restaurant offerings with fellow conference goers.

Service meetings and Federal Library Network (FEDLINK) sponsored training filled the first and last days of the conference week. Executive Board members of the Military Librarians Division (MLD) and the Military Librarians Workshop Committee attended business meetings the first day of the conference.

BG (Ret.) Donald L. Scott, Deputy Librarian of Congress, gave the keynote address. BG Scott is responsible for day-to-day operations at the Library of Congress (LC). He told us how he transformed his leadership style from the military "decide-and-announce" method to a consensus mode better suited to his current position and his vision for the future of LC. He described facilitated leadership and how he went from fighting it to being an ardent proponent of it. Finally, he reminded us that change is both important and painful, even change for the better.

Air Force Chief Information Officer (CIO) **LTGEN William Donohue**, and the Army CIO's Executive Officer, **COL John Deal**, described the work of their respective offices. They discussed accomplishments and their future plans. They recommended the cio.gov website as well as the following additional reading: The Klinger-Cohen Act (a.k.a. the Management Information Technology Reform Act that created the Department of Defense CIO), the Toffler's War and Anti-War, and Networked Organization. LTGEN Donohue described the Battlespace Information Sphere as

an online library that requires library science skills to manage because of the need to acquire, catalog, classify, store, retrieve and disseminate information, followed by ongoing efforts to determine the accuracy and currency of the information. Without library skills, the military flounders in an information blizzard that can be disastrous for both the troops and the nation. Librarians are useful in knowledge navigation or data mining. Through questions and discussions, each CIO left with a greater understanding of the role that librarians can and should play in the CIO arena.

Throughout the week I wished that other librarians from my organization had been able to attend. Our systems librarian would have had better questions to ask, and our acquisitions and serials librarians would have gained additional insights had they been present. And together we could have attended all the concurrent sessions. Concurrent sessions were on "End-user Training in an Electronic World," "Electronic Serials," and "Metadata and the Digital Library." A second group of concurrent sessions offered

"Whatever Happened to the Card Catalog ... Trends in Library Automation," "Digitizing your Library," and "Resource Sharing in an Electronic World." The next day **Marcia Hanna** moderated "DoD Digital Library Initiatives," where DoD librarians discussed the benefits, costs, problems, and possible future of their digital and virtual library efforts.

In addition to the daily programs, some afternoon and evening activities were planned. A dinner at the Fort Belvoir Officer's Club included an excellent meal, a quartet from the President's Own Marine Corps Band, information on the Women's Veterans Memorial, networking opportunities, and after dinner story-telling by Ralph Chatham, a retired submarine officer who became friends with a then-unknown Maryland insurance agent who was interested in writing an adventure novel. The dedication in Tom Clancy's first book, The Hunt for Red October, was "For **Ralph Chatham**, a sub driver spoke the truth..." It brought Chatham both grief (when he was called before the Navy's chief submariner, to give an account of the classified information in The Hunt for Red October; information Mr. Clancy found in open literature) and some measures of enduring fame.

An afternoon tour of the Library of Congress allowed us see the restored main reading room, meet LC and FEDLINK staff librarians, and learn about the American Memory Project and plans for the celebration of LC's 200th birthday.

The final day's Armed Services reports were followed by a FEDLINK update given by **Susan Tarr**, FEDLINK Executive Director. During the session "Procurement of Electronic Services for the Digital Library," moderated by Naval Postgraduate School (NPS) librarian **Layne Huseth**, panelists described the provision of electronic services from negotiation through implementation, evaluation, and feedback. FEDLINK Librarian and Attorney **Meg Williams** described the potential problems awaiting the inexperienced federal librarian negotiating license agreements with electronic service providers and reminded us that FEDLINK is using LC's clout and contracting office to get the best possible deal for electronic services on behalf of federal libraries. **Kathy Wright** (SPAWAR), **Sarah Mikel** (NDU), and **Maxine Reneker** (NPS) each discussed their work in evaluating and procuring electronic services for their organizations' libraries.

The post-conference session choices included an all-day Air Force service update, a FEDLINK-sponsored session on advanced acquisitions, and DROLS training from DTIC.

MLW is the annual professional development workshop of SLA's Military Librarians Division. Each year a different branch of the Armed Services, a Defense Agency, or the Department of National Defence (Canadian) hosts MLW. The 43rd annual MLW will be held in

Williamsburg, VA from 7 - 9 December 1999. It will also feature pre- and post-conference events. **Janet Scheitle**, US Army Training and Doctrine Command (TRADOC) Librarian is the hostess for the next Military Librarians Workshop.

MLW is the only source for networking and feedback from all services and types of libraries in DoD and related contractor libraries. Academic, general, and technical librarians from each service were present. As usual, I returned with some lessons learned from my colleagues presenting the excellent MLW programs, and from networking between sessions, at meals, and on bus-rides to events.

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Commentary

SURVIVAL OF ARMY LIBRARIES IN THE DECADE OF THE 1990S

Stephanie R. Jones, Librarian
Allen Library, Ft. Polk, LA

ARMAGEDDON
In the movie ARMAGEDDON, an asteroid the size of Texas threatens to annihilate Earth and its inhabitants. When the director of NASA is asked why the agency did not foresee the asteroid, his reply is that budget cuts and limited funding meant NASA could not monitor everything in the sky. WHOA! You mean the planet is doomed because of shrinking budgets at NASA? Of course, Armageddon is just a movie, but Hollywood may have it half-right. In reality, no killer asteroid looms over the horizon (if so, it is to be hoped that the real NASA will get it!) But low --or no-- budget funding is very real and has plagued many federal and military agencies. Threatened agencies have devised coping mechanisms while trying to effectively perform their mission. Some methods employed, however, can themselves be cataclysmic. Enter the case of military libraries which are being closed or outsourced through contracting.

BACKGROUND
Enterprising librarians who wanted to ensure that soldiers had continued access to reading materials began Army/military libraries during World War I. From this beginning, the American Library Association (ALA) established the War Library Service in 1917. During the 1930s and 40s, army libraries grew and changed, and with the advent of World War II, commanders found the libraries increasingly essential to their mission.

During the Korean and Vietnam conflicts, library types expanded to include general, school, technical, medical, academic, legal, and engineering libraries. Their primary mission was to provide library materials and resources in support of military research, education, leisure reading, and training. During the cold war years of the 1960's, 70's, and 80's, army libraries remained a focal point in supporting the total army program.

After the Cold War's end in the early 1990s, the military began downsizing. This included a reduction in the number of active-duty troops as well as a reduction in defense spending. The Army redefined or restructured its forces in accordance with the Base Realignment and Closure (BRAC) initiative. Many installations, especially overseas, were closed, slated for closure, or realigned with a new mission.

The mid-90s, the Quadrennial Defense Review (QDR) (http://www.defenselink.mil/pubs/qdr), called for an alternative to BRAC. Under it, base closures would be curtailed, but the streamlining of procurement and the reduction of the force structure would continue. In the meantime, the Commercial Activities process, which requires some-if not all-military agency activities to be studied for privatization or outsourcing opportunities, was also underway.

The 1997 Congressional Balanced Budget Act prescribed additional cost cutting measures. Commanders faced with dwindling budget dollars and declining forces and infrastructure discovered a new way to save revenue: closing military libraries not associated with BRAC and/or escalating the privatization of libraries.

In the August 11, 1997, issue of the **Air Force Times**, reporter **Karen Jowers** wrote, "...that in an effort to find spare dollars, three of the four Armed Services are considering shutting down or privatizing base libraries. The only service not looking at libraries as a budget-cutting target is the Marine Corps. Although libraries ranked high in importance in the military quality of life surveys by service members, base commanders opted to close them. Their rationale is that the same facilities (libraries) are available outside of the gate." Jowers continued to report that many libraries were in a "Catch-22" situation. If libraries were severely underfunded, they could not update their collections; if they could not update their collections, they lost users; if they lost users, they would have to close, because "why spend money on something not being used?"

Barbara Christine, Library Program Manager of Community Family Support Center, cautioned that "...civilian libraries don't support contingencies and deployments, nor do they have libraries with extensive materials on military sciences and military professional development as do base libraries, nor are they require to do so." (**Air Force Times**, August, 11, 1998).

ARMY LIBRARY STEERING GROUP SPRINGS INTO ACTION

The Army's Training and Doctrine Command (TRADOC) attempted to close its general libraries in July 1997, and the Army Library programalso faced with the threat of closure when a larger threat loomed. On October 1, 1997, the Office of the Director of Information Systems for Command, Communication, Control, and Computers (ODISC4) divested their policy oversight and operational responsibilities for Army Libraries, effectively eliminating any Army Library regulation or proponency at the Department of the Army level. Army general libraries, however, retained their regulation in AR 215-1.

Army Library Steering Group (ALSG) members (Headquarters, Department of the Army, CFSC, major Army commands, and singular reporting command librarians), under the leadership of Chairman Jewel Player, moved into action. ALSG worked diligently to reestablish Army Library Regulations at the Secretary level where official Army policy is retained. By February 1998, the Office of the Deputy Chief of Staff for Personnel (ODCSPER), the Army's Assistant Secretary of the Army for Manpower/Reserve Affairs (ASA/M/RA), assumed policy oversight for the Total Army Library Program. Additionally, an Army Librarian's position with tasking for Army Library Program leadership; policy and advocacy;

oversight for automation, partnership and outsourcing efforts; and management of the Librarian's Career Program and with a direct reporting line to the ODCSPER was established. The ALSG became a chartered advisory group to the new Army Librarian position. The ASA/M/RA took the position that it did not concur with efforts made to close Army Libraries not associated with BRAC. It appears that the ALSG had judiciously taken control over its own fate.

WORD REACHES THE HOUSE OF REPRESENTATIVES AND THE HOUSE ACTS

In a March 1998 hearing of the Morale, Welfare, and Recreation (MWR) Subcommittee of the National Security Committee, service members advocated for their libraries. After learning of the Fort Lee, VA, base library closure during the hearing, **Rep. Norman Sisisky** (D-VA), whose district includes Ft. Lee, advocated for libraries, remarking, "Why can't we have a library? We are adding more holes to the golf courses than we are having libraries. Young people want libraries and strangely enough, we have closed them". (MWR Oversite Panel Transcript, March 1998) Reaction to "unapproved library closings" on military bases that remain open was swift. **Rep. John McHugh** (R-NY), MWR Subcommittee chairman, announced his panel was writing a provision into the 1999 Defense Authorization Bill prohibiting the closing of libraries on military installations unless the base was closing. According to McHugh, "Library closings are wrong and are being authorized by installation commanders unbeknown to us." (MWR TODAY, June 1998). In the meantime, the Navy has closed twenty-nine base libraries, including eleven in FY1998. The Army and Air Force have closed one per service, but both have chosen to contract out their libraries. (LIBRARY HOTLINE, June 8, 1998).

THE MORATORIUM

In May 1998, the House directed the DoD to suspend further library closings not associated with BRAC. In the May 27, 1998, memorandum to the Army's major commands, **Jayson L. Spiegel**, Acting Assistant Secretary of the Army for Manpower/Reserve Affairs, stated that "...in addition to prohibiting library closures, the ASA(M/RA) will impose a moratorium on denigration or lowering of library services caused by contracting out." The Army Librarian was also tasked to consolidate and develop a standardized Performance Work Statement (PWS) to be utilized in the Commercial Activities Review. The moratorium is extended to 1 October 1999.

Although the moratorium was welcome news, the initiatives taken by the ASA/M/RA to restrain the degradation of library services caused by contracting out were greeted with mixed feelings because the commercial review process continues among installations. Others see contracting out as an improvement for some aspects of library services, particularly on smaller installations sorely in need of library services. Many others would like affirmative answers as to how military libraries rate among the Government Inherent in Nature positions (GIN).

Because of questions such as who is making decisions pertinent to the operation of libraries, the contractors or the contract librarians? and Has there been a cost-study made of how much money was saved by contracting out?, it is obvious there is a further need for discussion on contracting out among librarians and military leaders.

"TWO THOUSAND ZERO ZERO ZERO"

Like all others who look to the year 2000, Army Libraries hope that this decade will see the restoration, preservation, and upgrading of library services.

In the 1990s the military grappled with the need to allocate resources to maintain readiness as well as the quality of military life. In the next decade, it is vital that commanding officers with limited resources consider the value of military libraries and the role they play in mission readiness. Since the House of Representatives heard the voice of service members asking for libraries, it is to be hoped that they will provide installation commanders with adequate operational revenue. In a 1998 resolution, the American Library Association--founder of the War Library Services--commended Congress on its efforts to save and restore military libraries.

Although military libraries have been besieged in the 90's, the surviving libraries have continued to operate with the soldier's mission in mind. With everyone working together in the year two thousand zero, zero, zero, the "killer asteroid" of closure, funding cuts, etc. can be blasted out of the skies for the sake of the very people called to serve: our soldiers, sailors, airmen and women and marines.

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SLA Winter Meeting Provides Opportunities to Develop Management Skills

by Tracy Landfried, Membership Chair, Military Librarians Division

If you shy away from being more involved in MLD because of lack of previous association experience, take heart! Attending the Chapter and Division Cabinets fulfills a requirement for unit leadership and allows for face-to-face contact with cabinet elected leaders. As Tracy Landfreid, (MLD Membership Chair) reports, SLA's winter meeting provides ample opportunities to learn more about association management and leadership. This past winter's meeting was held in San Francisco, CA, in January, and Division and Chapter Officers Leadership Training (DACOLT) was an important component of the meeting. Ms. Landfried attended the winter meeting courtesy of her SLA Maryland affiliation, but MLD is fortunate to reap benefits of her attendance as well!

DACOLT sessions provide caucus, chapter, committee and division officers with an overview of the Association's workings. Attendees receive leadership and unit management training, public speaking experience, and networking opportunities, and share programming successes and failures with colleagues. In spite of the full agenda, fun abounds.

The winter meeting allows access to SLA leaders not possible during the larger annaul conference. **Sandy Spurlock** , President **Suzi Hayes**, and Executive Director **David Bender** addressed attendees. **Barbara Semonche**, candidate for President-elect, described "Leadership in SLA," including, leadership basics, challenges, tips, tools, support groups, and successes. Her session can be reviewed at http://metalab.unc.edu/journalism/leadership99.html.

Forthcoming events and initiatives of interest to association members were discussed. The most interesting of these include the following:

* An increase in conference dues (no numbers were available),
* An electronic edition of **Who's Who in Special Libraries**, including a personal agenda planner in the

* **Preliminary Conference Guide**, (made possible thanks to new conference program planning software), and
* A membership records management system that will allow unit leadership to pull reports and print membership labels on demand.

Donna Scheeder, another candidate for President-Elect, described the fiduciary and financial responsibilities" of SLA's unit leadership. She explained the necessity of a budget and budget process, a good independent auditor, and use of financial software such as Quicken. Financial stability is a goal of all SLA units, and stability requires a level of adequate reserves - preferably equal to one year's operating budget. She reminded us that **all** officers must sign and return Unit Compliance forms by 15 August of each year. Strategic planning was addressed by **Scott Trask**, Metals and Materials division chair-elect, who used the Pittsburgh chapter's planning process as his model. Strategic plans are important because they provide leaders with the basis for allocating unit resources. The Pittsburgh chapter's plan is modular, describes priorities for the current year, strategies for multiple years, and the chapter's mission, vision, and environment

The Chapter Cabinet Chair and chair-elect reviewed chapter Websites, and were pleased that 80% of all chapters had one. An annual calendar of events - with most recent events on top, instead of upcoming events in chronological order--struck them as both less work and easier to update. This format also mimics SLA's website. Linking with calendars created by state library associations or offices to prevent duplication of effort was also suggested. [*For more information on the MLD Website, see additional information in this issue*.]

Finally, **David Bender** advised us that the SLA Board could not hold "virtual meetings" because electronic voting is not allowed under the New York State laws that govern the Association. New York State laws require voting on board actions be conducted in face-to-face meetings. (Elections **to** board positions **can** be conducted electronically.) Because of the restriction, it is important that all Division leaders attend the conferences and the face-to-face meetings.
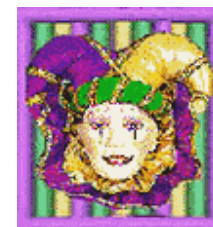
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FLRT/AFLRT INVITES MLD MEMBERS TO THEIR PROGRAMS AT ALA

"Come on Everybody and take a trip with me ...
Down the Mississippi, down to New Orleans
Where magnolia blossoms fill the air
You haven't been to heaven till you been down there."

Joseph Roystar

How Y'all Are? Greetings from the Land Of Justin Wilson (Cajun Chief), Louis Armstrong, Pete Wilson, and the Neville Brothers (Musicians), Anne Rice (Author), The "Whodats" (New Orleans Saints), Bee's Streets (Bourbon and Basin), "Throw me something mister" (Mardi Gras), and Pralines to Po-Boys (Cajun Food).

If you are planning to attend the American Library Association this summer, we cordially invite you to also attend the Federal Librarians Roundtable (FLRT) and the Armed Forces Libraries Roundtable (AFLRT) special Saturday programs on June 26, 1999, beginning at 0930 hrs.

FLRT's program, *Outsourcing: The Future of Federal and Military Libraries in the Next Millennium*, endeavors to be an informed discussion on this controversial subject by expert panelists. The panel consists of an academic, consultant, contractor, and military representative. Professor Herbert S. White (academic) will discuss why libraries are particularly targeted for outsourcing by management. Mary Ellen Bates (consultant, prominently known in SPECIAL LIBRARIES) will offer tips for staying competitive, and options for professional librarians career development when faced with contracting. Jack Padgett (founder of the DOD Library Forum) of Grant Thornton, LLP (Contractor) will provide a contractor's perspective on the subject. He will also discuss vital aspects of the CA-Review process, thinking outside of the box. Finally, Rose Baker (military) of the Air-Force will give us lessons learned by the Air Force libraries, to date the most outsourced of our military libraries. She will comment on the General Accounting Office (GAO) reversal of Wright-Patterson's Air Force Base after they won their in-house bid. Uh-oh what happened? All type of libraries are welcomed. A Question and Answer session will follow. Here is your chance to express your opinion on this subject.

Enjoy a nice buffet breakfast on us as our lagniappe (FREE).

The program is located at the WESTIN CANAL PLACE 100 Rue Iberville Ballroom I.

At noon it is onto the ambiance of the Plimsoll Club, located at World Trade Center on 2 Canal Street for the AFLRT awards Luncheon. Dr. Joseph Michelli, author of HUMOR, PLAY & LAUGHTER will speak. The Luncheon is $25.00 and you may register using this form

1999 AFLRT/FLRT AWARDS LUNCHEON REGISTRATION

Name_____
Phone_____
Address_____
_____

Deadline is June 15, 1999

Return this form along with $25.00 made out to AFLRT to:
Lydia Rives, 107 High Trail Drive, Georgetown,TX 78628.

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DOLORES KNIGHT ACCEPTS MLD HOMEPAGE DUTIES

Dolores Knight, Technical Information Specialist at the Naval Research Laboratory, has accepted MLD Webmaster and Web Committee Chair duties. Ms. Knight's previous Web experience includes serving as the Marine Corps University Library Webmaster and creating and maintaining her own "Military Librarians Homepage" on GeoCities.

Following completion of her MLS at Western Michigan University, Ms. Knight worked for the University of Southern Indiana as a reference librarian. Her Federal career began as an Army Librarian Intern with TRALINET, at TRADOC Headquarters in Fort Monroe, VA. Her first post-Intern position was as a Reference Librarian at the HQ TRADOC Technical Library. She has also served as a reference librarian at the National Defense University and as Chief Reference Librarian/Webmaster at the Marine Corps University. She is currently a Technical Information Specialist at the Naval Research Laboratory.

Ms. Knight credits "self-taught knowledge" as well as courses on HTML coding, designing Webpages, Visual Basic programming, and JAVA applets for her Web expertise. She may be contacted via email at either D_Knight1@Compuserve.com (underscore between D and K) or doloresk@library.nrl.navy.mil

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MILITARY LIBRARIANS DIVISION HOMEPAGE IS BACK!

The MLD homepage (http://www.sla.org/division/dmil/index.html) returned to life in January 1999, after a major overhaul by **Dolores Knight**, MLD's new Webmaster. The new homepage includes the full text of *The Military Librarian*, future and past Military Librarians Workshop (MLW) material, contact information for the MLD Executive Board Members and Committee Chairs, MLD and member announcements, a web version of the member survey distributed in this newsletter, and links to WWW resources of interest to Military Librarians. The site's focus is on the needs of Military Librarians and includes material to assist with career enhancement and professional development.

Your suggestions for improving the site to aid Military Librarians is encouraged and appreciated. Submit link suggestions, volunteer to maintain a topical page--no contribution is too small or large!-to Dolores Knight at D_Knight1@Compuserve.com (underscore between D and K) or doloresk@library.nrl.navy.mil

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<div align="center">NEW **1999 Survey of MLD Membership** NEW</div>

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Conferences	**Newsletters**	**MLW**	**Site Map**	**What's New**	**WWW Links**		
MLD HOME				Last updated 11/25/00 Webmaster: Dolores Knight			

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