

INTERVIEW OF FLORA GRABOWSKA  
INTERVIEWER LESLIE MCCARTNEY  
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LESLIE MCCARTNEY: Good morning. I am Leslie McCartney and I am here with Flora Grabowska. Hi, Flora. Thank you for joining.

FLORA GRABOWSKA: Good morning, Leslie. Thank you for having me.

LESLIE MCCARTNEY: Today is Monday, May the 9<sup>th</sup>. It is 2016 and we are in the sound booth at the University of Alaska in Fairbanks. And I want to thank you Flora for coming in and talking to me today and we are going to be talking about your career and your involvement with the Polar Library Colloquy.

FLORA GRABOWSKA: Well, it is always fun to talk about how we got where we are here today. In my case, I was born in Aberdeen, Scotland, grew up there. Attended high school there; however, chose to leave home and go all the way to St. Andrews University, a whopping 18 miles away. But that was a big deal in the 60's. Hardly anybody from my high school class left Aberdeen. They all went mostly went to Aberdeen University. I had a great time at St. Andrews University. Actually managed to graduate despite this great time I was having.

LESLIE MCCARTNEY: What did you study, Flora?

FLORA GRABOWSKA: I studied biochemistry which had everybody in an uproar when I was leaving high school. The English teacher said no, no, this is all wrong. You should be doing arts and the science and math teacher said no, no, this is all wrong, she's not very good at science, but I had come across a statistic that of those women who actually graduated from university with an Arts Degree and who actually then did go into a career and didn't just get married and have kids -- I shouldn't say just, but those who went on to employment after graduation 80% of them ended up as teachers. And that to me was a frightening statistic. Both of my parents were schoolteachers and that was not my, you know, I had no idea what I did want to do, but I knew that I didn't want to become a teacher. So I thought right, I will do a Science Degree then I should have the statistic science so overwhelming weighted in that direction. So that was what I did and sure enough I graduated by the skin of my teeth. I certainly wasn't brilliant at it, but it was interesting. And no notion of librarianship back in those days. I became a bench scientist or research assistant back in Aberdeen which again hadn't been my intention. I thought I had left home and I was now off to the wide world, but it so happened that the job I got in graduation was at the Mccauley Soil Research Institute.

LESLIE MCCARTNEY: Hum, and what were you researching then?

FLORA GRABOWSKA: It was in the Plant Physiology Department and one experiment that was quite long term was growing lemna which is pond duckweed, but growing it in a solution of salicylic acid and quite white, you know, and we thought this would be a good idea. I'm not sure, but it certainly altered the plant's metabolism and altered its behavior. So I remember studying that. I also studied potato sprouts and potato sprouting and so on. However, by this time it was the 1970's and there was a miner strike and Britain was just suffering horribly economically. And life became very difficult particularly in Aberdeen because meanwhile Aberdeen was discovering this oil boom and the effects of the oil boom which basically priced Aberdeen out of the reach of most Aberdonians if you

weren't in the oil business which I wasn't. So in order to make ends meet, I was a barmaid three nights a week in addition to a full-time job. And, you know, that was fun. I was in my twenties, but I was struggling. And meanwhile my dad had immigrated to Ottawa, Canada and I had come to visit him while Britain was enduring these blackouts and cold misery. And Ottawa was much colder, but nobody was cold because they had heating, they had lights and I was shocked. The Bank of Montreal just left its lights on all night long. And I thought what a terrible waste. And then I thought about it some more and I thought well if I have to be living at either extreme of too much or too little, I will choose the too much and I can turn off my own lights, but doing too little I can't even turn them on. So I set about immigrating to Canada.

LESLIE MCCARTNEY: Can I just ask why your dad immigrated to Ottawa?

FLORA GRABOWSKA: Yes, he was actually Polish. That's why I have got the name -- his name was Grabowski because he was male, but I was born female and my mom who was Scottish all the Polish wives addressed her as Panny Grabowska. So when I was born female she just called me Flora Grabowska. So that is my name and my dad's brother hadn't -- so they both left Poland during the war and ended up in the UK when the war ended. But my uncle made his -- he was an engineer made his way through Argentina and then to Canada. And my dad visited him a few times and thought that the Canadian life was really attracted, you know, he loved the outdoors, canoeing and so on. So when my parents' marriage broke up, my dad took off for Canada. So and it was very bitter breakup between my parents so I knew if I moved from Scotland to Canada, my mom would think I was going to daddy and I didn't think I was doing anything of the kind. So I opened an atlas and picked the furthest away place from Ottawa and that was Vancouver, Victoria. I knew nothing about it, but that's -- I just -- the plane stopped in Vancouver and I got out there and had a great time as it turned out.

So I went there as a bench scientist, got a job in the Biochemistry Department at UBC. Made -- I was just reminiscing about this recently, prepared a hemoglobin sample for Max Perutz who won Nobel Prize for his discovery of hemoglobin. So he happened to visit Biochemistry Department and thought that he would try and take a look at rainbow trout hemoglobin's which was we were working. We weren't working on hemoglobin. We were -- I was working on non-histone proteins which we extracted from trout testes was one major experiment. And another experiment had to do with the genetics and protein markers in fruit flies. So when I was going to parties in Vancouver and people would say what do you do? And I would say, oh, I work with testes in flies. And I would watch the men instantly drop their hands to protect their -- anyway, so that was my days in Vancouver.

And, you know, I was having fun and earning definitely was easier and better than it had been in Scotland. But I became pregnant, but was not really intending marrying the father. I have never regretted either actually and that was an opportunity for me to think about my future. I could see that this bench scientist was fine for me in my twenties and I was with young twenties people doing their Ph.D's and post-docs, but I could see they were going to graduate, move on, new, younger graduate students would move in. I would just grow older and older and I thought, you know, I don't think this actually is a long-term proposition. So I cast about for a while what would I do if I wasn't doing this? So I did think about becoming a daycare worker, realized that wasn't a job that you would make a living at. It was a job you might love, but you would need some other

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means of support. I thought about becoming a doctor, but didn't get into medical school. I thought about becoming a dentist. Didn't get into dental school. Then I thought well I could become a science teacher in high school and didn't get in Simon Fraser's Education Program. So at this point I was a bit insulted and thought for goodness sakes this is ridiculous. And, but a friend, another lab assistant like me in the Physiology Department said no, no, no, you're looking in the wrong places. You would hate the education scene as it currently is in British Columbia. There are no jobs, just in blackboard jungles. You'd be miserable. You had Science Degree. The government of Canada will actually pay you to go to Library School. Oh, I said. So he was right and the point there was that the National Research Council of Canada had all these operations -- research operations across the country and they realized that most graduating librarians had arts backgrounds and they thought it would help science research endeavor if there was a librarian that could speak the same language as the researcher. So that was the intent behind this NRC grant for librarianship. So I did that. Went to University of Western Ontario.

LESLIE MCCARTNEY: So you moved to London then?

FLORA GRABOWSKA: I did, but I was homesick there, not for Scotland. By this time I had become very Canadian and I was homesick for the West Coast. So I wouldn't even -- there were people wanting to come -- wanting me to interview in Windsor in Ottawa and Montreal. And I said no. There is no point wasting their time, I'm going back to the West Coast. Which, again without any knowledge of the situation. And when I got to Vancouver, there were no jobs and there was a mail strike. However, I found a half-time temporary position as a hospital librarian at Lions Gate Hospital so that got me through the summer. And the University of Calgary knew about me. They tracked me down and contacted me and would I agree to be interviewed for a position. And by this time I was quite desperate so the timing was perfect because if they had contacted me on graduation, I would have said no thanks, I am not going to Calgary, that's not West Coast. But now, you know, I needed something. So that was my first full time library position in the Environment Science Technology Library at the University of Calgary.

LESLIE MCCARTNEY: And how did you like Calgary?

FLORA GRABOWSKA: I hated it at first. I thought I had landed in a totalitarian state. There were 84 members of the legislative assembly, 82 of them were -- what do they call themselves -- Progressive Conservatives or something. No, they -- whatever they were they were far to the right of my thinking and they had to act as their own opposition because, you know, there were two NDP members and two independents were even further right now and that made the numbers add up, but anyway it was -- and they hated Pierre Trudeau who I quite admired. They hated the National Energy Plan and they hated the word Liberal was a dirty word, you know. So I found it a very tough adjustment and it was very dry, burnt ochre colors. I landed there in August and I had come from very green, lush Vancouver. So it was difficult to begin with, but it was a very friendly place and I quickly made friends and I had a job. And that job was the beginning of my acquaintance with the Polar Library Colloquy.

LESLIE MCCARTNEY: And how did that happen? You just said you were working with environment, right?

FLORA GRABOWSKA: Well, the University of Calgary libraries had a tall tower and a squat tower. The tall tower had seven floors and the squat tower had four floors. And so the squat tower was the -- where they put the science collections and environmental science

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was, you know, coming into its own and this was 1981 by this time. So I think they felt it was a good idea to put the word environment and technology was there because that was where the engineering collection sat. However, just a year or so before I got there AINA, the Arctic Institute of North America had found funding difficulties in Montreal where it had been based and agreed to move to Calgary because Calgary had money in those days.

LESLIE MCCARTNEY: Was this is also around the time of the Quebec Referendum?

FLORA GRABOWSKA: Ah.

LESLIE MCCARTNEY: Is that around the same time when a lot of the companies were leaving Montreal because of the referendum?

FLORA GRABOWSKA: I don't think that was then. There were certainly --

LESLIE MCCARTNEY: In the 90's maybe?

FLORA GRABOWSKA: Yes. I can't remember. There've been more than one Quebec Referenda, but certainly the Parti Québécois was, you know, had made itself big and were saber rattling all the time and I think that hadn't done the finances of Quebec and finances of McGill University any good. And I can't remember if AINA was attached to McGill. It seems it must have been, but anyway they --

LESLIE MCCARTNEY: So they decided to go to the University of Calgary instead?

FLORA GRABOWSKA: Yes, University in Calgary offered them a home which there were some rumblings -- Calgary and Edmonton, of course, were always in competition with each other and Edmonton already had the Boreal Institute which now has a different name. I can't remember its current name. It begins with a C. Why would it be a C -- C? I can't think. And the librarian for the Boreal Institute was Anita Cook who was a big, big player in what was, in fact, I think she was one of the founders of what was then called Northern Libraries Colloquy. Now I would work with the Arctic -- so the Arctic Institute had its own collection that got moved from Montreal brought to Calgary and kept intact as a library within a library in this environment science technology and one of the existing librarians was designated as the Arctic Institute librarian. That wasn't me, but, you know, he -- we all did turns at the reference desk and so I would get familiar with the question -- with the collection and so on. So, but at that time I didn't -- so I knew there was an Arctic Institute of North America. I knew it had a library. I still didn't quite know about the colloquy.

And so this was 1981 I came to Calgary. As the year progressed I got wind of the fact that there was a colloquy and it and it was going to be at the University of Tromsø and that nobody was going to represent the Arctic Institute collection because that librarian just, you know, he had a young family, wasn't interested, was too far away.

LESLIE MCCARTNEY: What was his name, Flora, do you remember?

FLORA GRABOWSKA: Bill Maes and he went on to become director of Winnipeg University Library. He may have retired now. I am not sure if he is still there. The last time I looked he was still there, but he may have retired. And --

LESLIE MCCARTNEY: So you had this opportunity to go to this --

FLORA GRABOWSKA: Yes, I put my hand up. I said, well, look I can do this quite cheaply for you because I am going to Scotland anyway. You don't have to fly me across the Atlantic I'll pay that portion. You just have to get me from Aberdeen to Tromsø thinking that would be inexpensive. Well, it wasn't. It was shockingly expensive, but the University of Calgary coughed up. So that was my introduction to the group. There

wasn't Internet -- this was 1982, so there may have been a printed newsletter. I don't remember if I saw it prior to hearing about the group.

LESLIE MCCARTNEY: Right.

FLORA GRABOWSKA: And, oh, yes, you got the information.

LESLIE MCCARTNEY: Yeah, so 1982 was the Ninth Northern Library Colloquy and it was a cooperative effort for the Scandinavian Library. So that must have opened up a whole new world for you then really.

FLORA GRABOWSKA: It certainly did. And now arriving in Canada part of my education -- so I came to Canada in 1974, part of my education was wiping the word Eskimo out of my vocabulary and replacing it with the word Inuit of course. Now, I am back here in Alaska I have had to bring the word back in.

LESLIE MCCARTNEY: I still can't bring myself to say the word.

FLORA GRABOWSKA: Yes, anyway, but, you know, Inuit is not their language, you know.

LESLIE MCCARTNEY: Right.

FLORA GRABOWSKA: Here. It makes no sense to them to be referred to Inuit because they're not and I understand that. So one of the first presentations at this Tromsø Colloquy was a Sami anthropologist who explained the term Sami to us and Sami land and Sami language and Sami culture. And the more I listened to him the more it sounded like the Inuit story and then he further confirmed that by explaining that what the word Sami meant was the people which I knew was what Inuit meant in my language it meant the people which always makes me wonder well, what are the rest of us? But I did find that, you know, that little extra education fascinating. And I had a small presentation to give. I talked about the Arctic Institute Library and its collection and the use of it and the arrangements made by the U of C. But one of the most interesting things about standing up -- it was a small group which is why they call themselves colloquy and oh, in a fantastic facility. The University of Tromsø was brand new. It was just opening that year. It only had two buildings. One of them was this newly built library. Everything finished off with beautiful Scandinavian interior, you know, blonde wood everywhere. It was totally gorgeous and brand new to all of us from North America a wireless mic. We didn't understand when they handed us a mic and it wasn't connected to anything. It was just this little rat tail dangling around. But anyway we, you know, figured it out and managed to cope. But, you know, it was interesting that we had to go to the northern reaches of Norway to learn this new wireless technology. (Cough) Excuse me. So the Norwegians were fantastic hosts, you know, they went out of their way to explain this northern part of Norway and the Sami part of it and they extended their wonderful hospitality. Oh, and then, of course, they spoke brilliant English so the fact that we knew no Norwegian, although as an Aberdonians I do know some Norwegian because we say kirke in Aberdeen for church. We say berne for child and we say ale for beer. So with those three words --

LESLIE MCCARTNEY: All the important things.

FLORA GRABOWSKA: I was quite well equipped to manage my way about Tromsø, but yeah, people spoke beautiful English. However, alcohol was very, very tightly controlled and you could only buy it certain days of the week and certain hours of the day which didn't matter to me. I had come with a great big duty free bottle and didn't think I was that heavy a drinker anyway, but one night, maybe the third night of the conference, our Norwegian hosts held a wine and shrimp reception. The shrimp was totally delicious, you

know, fresh out of the sea and white wine. So, you know, it's very pleasant and everyone was having a nice time, but the Norwegians as we were all mingling together all the guys had a flask in their jacket pocket. And to show how friendly and what good hosts they were they would insist in pouring something from their flask into my glass whether I had something in my glass or not. So I started out with white wine, but, you know, it would get touted up with vodka, with akvavit, with rum, with whiskey and I had no more -- no sense and I kept sipping away at this and at some point seated myself and joined the group and chatting away, didn't realize, oh, and, of course, land of the midnight sun which I never actually saw because it was gray and drizzly the entire time we were there, but I had no sense of the passage of time. It just wasn't getting darker and this tripped me up into not calling a halt. So luckily my friends, you know, as the party was thinning out and we were down to just a few of us they said oh, come on, Flora we're going back to the residence now and there is a taxi at the door. Great, I said. Stood up and the term legless wasn't known then, but that was when I discovered the term. So I had a slight moment of panic because I didn't know if I could make my way to the door. It was across the atrium. It seemed an endless distance on black and white tiles. Anyway, I did. I put one foot in front of the other and got myself into the taxi. And this gave me a false sense of sobriety or something cause I said oh, let us come back to my room. I have a bottle of duty free. So people did and we carried -- we certainly didn't need any more, but so eventually they left. Eventually I went to sleep, woke up late the next morning.

Now, this was -- I was a new librarian and I had only been in my job a year and this was big deal to me that I was at an international conference and I felt terrible that everyone started. It is nine o'clock in the morning and I am not there. So I thought well, if I skipped a shower I wouldn't be so late. At that moment I knocked over some undrunk liquor on myself. And I thought well, I have to have a shower now. So in the shower I thought well, if I don't wash my hair, I could save some time, but I couldn't stand steady enough under the shower to not get -- so my hair was wet anyway. So I thought I may as well just wash it. And now I was feeling queasy so I thought, you know, I just better go and get some Ryvita and a coffee and maybe that will settle me and I am late now anyway so. Now the breakfast room was a different building and as I said, it was always drizzling. So I -- and it wasn't warm weather even though it was late June, so I had on my only pair of pants which happened to be mustard color. I had on my only sweater which happened to be a tangerine Shetland wool that my mom had knitted and I put on my raincoat to go outside because it was raining. The raincoat was pink metallic. So when I got to the breakfast which was self-serve buffet, oh, delicious. All kinds of herring, all kinds of cheese, all kinds of cured meats and all kinds of crisp bread and wonderful coffee and fruit juice. There were a few people also there and they stared at me. So, I thought, well, what are they staring at? They are not to the conference either, you know. So since I wasn't feeling very bright I elected not to go and join them. I just sat quietly by myself away from them. And at some point I put the hand -- my hand up to the back of my head to see if my hair was drying to discover I had never taken out this big nine inch bright yellow plastic comb that I had started combing my hair with. So at that point I removed it and feeling very glad I hadn't proceeded to the conference with this appearance. So that was it -- punk goes to Norway.

So that was my first very friendly encounter with the Polar Library Colloquy group, Anita Cook who I started mentioning that the contention about AINA going to Calgary is

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I feel some people at the Boreal Institute felt it should just at that time have amalgamated and become one thing and consolidated in Edmonton. But, you know, a bit of competition and they chose difference areas of focus, so it really wasn't duplicated effort.

LESLIE MCCARTNEY: So when you came back to Calgary after the conference were you still in the environmental sciences part of the library then or -- ?

FLORA GRABOWSKA: I was. That was 1982 and shortly after I came, in fact, oh, yes, the university was falling on a bit of harder times and so we were doing a periodical review looking for journals to cancel. And everybody's areas of responsibility got shifted around so I had not been responsible for physics. I had been engineering and nursing some interesting combination like that, but now I was an engineering librarian was hired and I took on physics, chemistry and some other thing. So now I had to deal with the fallout of what the previous physics liaison had put on as potential physics journals to cancel and this very angry physicist came storming in wanting to talk to the physics liaison. And I said, well, that's me. Well, he said and slammed down this journal. How could you possibly think to cancel this journal? So I explained why we had to make cuts, but we weren't cancelling anything right away. This was an opportunity for feedback and I was very glad he had come in to offer feedback. And we looked at the journal together and the thing is it had an Italian title, but, in fact, most of the content was English. So I think it had been put on the list with the notion that it wasn't even an English publication, but that was wrong. So I said, oh, no, if you use this journal, we won't cancel it. But since you care so much about the library, perhaps there are library services that you might benefit from I said. Oh, yeah, he said, like what? I said, well, SDI. That is Selected Dissemination of Information. This was before Reagan and his Star Wars. So he got interested in the idea and he said well, how would I get one of those? And I said, well, you would talk to your liaison librarian and that is me. So there was a start of -- an auspicious start of a relationship, so we ended up getting married. But I also ended up leaving the University of Calgary and moved to the Geological Survey of Canada which had an outpost across the road. Then it was called Institute of Sedimentary and Petroleum Geology. So it was the second largest geology collection in Canada outside the GSC collection in Ottawa.

LESLIE MCCARTNEY: And this was another librarianship position then, Flora?

FLORA GRABOWSKA: It was. There was a librarian there who needed an assistant, but she was looking toward retirement. So really she was bringing in someone that she hoped to groom. So within a year I was acting head librarian of that library. So it was fantastic, you know, less than three years out of library school and I am running my own library.

LESLIE MCCARTNEY: And that was a huge collection and you said it was the second largest one.

FLORA GRABOWSKA: It was. It was and yes, it was very rich collection of all kinds of geology, but not fossils that had backbones. There was some freeze in Canada that the National Museum took the backbone out of. And so this was some decision had been made that that would be the National Museum would do the dinosaurs and whatnot and the Geological Survey would do the shellfish and --

LESLIE MCCARTNEY: Invertebrates.

FLORA GRABOWSKA: Yeah, invertebrates and so on. So, I mean this was in the days of big push for oil exploration and conodonts and whatnot were all very much part of this whole search for oil grounds.

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LESLIE MCCARTNEY: So how was it funded? Was it Canadian government or did some of the oil companies also fund the library?

FLORA GRABOWSKA: It was totally Canadian government, part of Energy, Mines and Resources, Canada.

LESLIE MCCARTNEY: Interesting. So how long were you there for?

FLORA GRABOWSKA: Until my second daughter was born (cough) which was 1985 so I was there '83 to '85, so it was two and a half years. And that was another break in my career. I chose to focus on my infant for a while knowing that I wouldn't walk in -- they wouldn't hold my job for me. I asked for a leave of absence. They said no. You come back or resign. So I didn't do it lightly, but I said no, I am putting my daughter first and I will see what's what when I am ready to go back which ended up being teaching library technicians at SAIT, Southern Alberta Institute of Technology. So after all of this of doing science I wasn't gifted at to avoid becoming a teacher --

LESLIE MCCARTNEY: You became a teacher.

FLORA GRABOWSKA: The circle goes around and I did end up teaching and 1987 until 1995. However, I did do -- I did have three years off -- two years doing a job exchange as a librarian at another college in Calgary and one year kind of a sabbatical deal which I spent in New Zealand.

LESLIE MCCARTNEY: Nothing to do with the Polar Regions at all?

FLORA GRABOWSKA: No. So my association with the group kind of dropped when I left the University of Calgary so I didn't -- didn't -- there wasn't a listserv I don't remember a newsletter. I didn't think of attending any of their colloquys while I was with the Geological Survey.

LESLIE MCCARTNEY: Right.

FLORA GRABOWSKA: So I lost contact with the group to some extent.

LESLIE MCCARTNEY: So how long were you then teaching the library resources to these students?

FLORA GRABOWSKA: Well, that was what I was doing in 1995. Somehow 14 years seems to be my limit anywhere and I had been 14 years in Calgary so things just weren't -- were no longer going well. There was a downturn. SAIT was being cut every which way. Everybody was miserable. I was particularly miserable and realized I just had to find another position somewhere. Could not find a position anywhere in Canada. Interestingly enough I even went for a job interview to Fort McMurray which is now being evacuated so I think and managed to make the cut for -- as far as an interview, but didn't get offered the job. So I always laugh about that because someone said, you know, as a Canadian with a library degree if you get a job offer in an American library you can be a librarian in Canada with NAFTA deal.

LESLIE MCCARTNEY: Oh, right.

FLORA GRABOWSKA: And so I looked into that. That was the case. I started applying for jobs in the states. Very quickly I got called to go to Athens, Ohio for an interview and the day -- I think it was the same day that I got a very nice phone call saying they were awfully sorry but they were going to hire the other candidate. It was the toughest choice they had ever, you know, they let me know that I had been really close and that I hadn't done anything wrong. And I think it was that same day I got a phone call from Vassar would I go for an interview there. So one door closes, another door opens. And I just



always think it is so funny that, you know, I couldn't get a job in Fort McMurray and I had to make due with Vassar.

LESLIE MCCARTNEY: Which is a pretty prestigious college.

FLORA GRABOWSKA: Yes. And, you know, I was so ignorant in 1995. I mean a lot of these choices I did through sheer ignorance not because I had done careful research or, you know, carefully weighted decisions. I didn't realize until I went there for the interview and saw for myself that it had been co-ed since 1969. I thought it was still all female.

LESLIE MCCARTNEY: Right.

FLORA GRABOWSKA: So I met lots of people coming to visit while I was there also surprised it was co-ed. So I was always very empathetic with them and I said, yes, I had to learn that myself. I hadn't known.

LESLIE MCCARTNEY: And so you were hired as a librarian for the university collection?

FLORA GRABOWSKA: Yes, to be the science. They particularly wanted a science librarian and so that was my job title. So again, you know, 15 years, all good things come to an end and I realized it really was time for me to move on. I had a wonderful time there. Made wonderful friends. Got on very, very well with the faculty and the students, but fell afoul of library administration and cast around wondering where I would go next. So I applied for a position at Cern in Geneva, Switzerland.

LESLIE MCCARTNEY: Oh, lovely.

FLORA GRABOWSKA: And I applied for -- actually I had met Judy Triplehorn who was the previous librarian in my current position. I had met her at an SLA and she and I knew each other.

LESLIE MCCARTNEY: And what is SLA?

FLORA GRABOWSKA: Special Library Association.

LESLIE MCCARTNEY: Okay.

FLORA GRABOWSKA: And they have a wonderful annual meeting that I no longer attend because it is too bloomin' expensive. So I am much happier going to the colloquy which is very reasonably priced. And she said, oh Flora, would you be at all willing to consider a lovely position in Fairbanks, Alaska. And I said, you know, I just might. So that -- so it was actually Judy Triplehorn who encouraged me to apply.

LESLIE MCCARTNEY: And was she retiring then?

FLORA GRABOWSKA: Yes.

LESLIE MCCARTNEY: And so --

FLORA GRABOWSKA: She knew she would be retiring. In fact, the university seems to move quite slowly about -- well, now they are not filling positions at all with the economic downturn, but then they were doing things quite slowly so she had retired and there was an interim brought in.

LESLIE MCCARTNEY: And this is the Geophysical Institute.

FLORA GRABOWSKA: Institute.

LESLIE MCCARTNEY: Library?

FLORA GRABOWSKA: Library on the West Ridge.

LESLIE MCCARTNEY: Right.

FLORA GRABOWSKA: Upper campus here on the university campus. So now I am back in the position of a Special Librarian. We claim it's the northern most special library in the world. So nobody has disputed that, that claim of ours. So we don't think we are the northern most library, but the northern most special collection.

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LESLIE MCCARTNEY: Right.

FLORA GRABOWSKA: So lo and behold an opportunity to get involved with this group that I had last met with in 1982 and by this time it was 2010 and we are in the days of the Internet. So they have a web page. They have a listserv that I join and communication is far easier.

LESLIE MCCARTNEY: Interesting. So just to make it clear cause this has always been some confusion for people. The Geophysical Library, the Mather Library, is not actually part of the other lib -- like this library here. It is its own entity, is it not?

FLORA GRABOWSKA: Yes and no.

LESLIE MCCARTNEY: Okay.

FLORA GRABOWSKA: So my position reports to the Director of the Geophysical Institute not to the Dean of Libraries and the budget for the library collection comes from the Geophysical Institute not from the university library's budget. However, we do use the same library system so we don't have a separate catalog. All our materials are visible, and the university libraries catalog all our journals, they are practically all online now. We now do IP recognition for the whole of campus so we don't duplicate. In the old days when it was print when I came in 2010, the Geophysical Institute Library was still getting a lot of print subscriptions, but I found easy acceptance amongst the scientists that they no longer needed print. They were willing to let it go which meant we could eliminate duplicate subscriptions. So if Rasmuson Library had a title online, we let our subscription go and we picked up something that Rasmuson didn't get and shared that. So it is a separate shared resource.

LESLIE MCCARTNEY: Right.

FLORA GRABOWSKA: And anybody with a Polar Express UAF ID card can come and use our library. They can come and borrow our materials. Anybody in Fairbanks with a Fairbanks Public Library card can use the materials. They need to register that card if they haven't already done so, but so as far as borrowing and use of materials, it is as if we are a branch library.

LESLIE MCCARTNEY: So for you was it a big learning curve for the arctic component of the work when you took over?

FLORA GRABOWSKA: I didn't think the arctic was the tricky part so much as the geophysics and you know so I still don't understand plasma or what plasma might really be. It's a fuzzy concept to me and so I would say that, you know, although they were pleased that I had a science background, I certainly did not have a geophysics background. I had taken first year physics at St. Andrews which when I compared that curriculum with somewhere like Simon Fraser, I saw that was, you know, second year level courses where stuff I had covered in first year. So, but still that is not and this was a long time ago. This was 1969 that I had last had anything to do with physics. So I would say the learning curve has been steeper in the physics part of it rather than the arctic part of it. Because I like to go to lectures and seminars and when I go to something about volcanoes or about glaciers it is far easier to understand what they are talking about than if I go to magneto trails or solar storms or sub-storms or, you know, all this high physics works that they do with what is going on behind the beautiful aurora we get to watch.

LESLIE MCCARTNEY: Right.

FLORA GRABOWSKA: So I still enjoy watching the aurora. I know a little bit more about the workings of it than I used to, but I still couldn't explain it and sound coherent.

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LESLIE MCCARTNEY: So when you got this position, you said that now we are in the age of the Internet so now the Polar Library Colloquy is online, you got to see it, which was your -- which event did you go to next, do you remember?

FLORA GRABOWSKA: Yes, so there was a conference I am going to say it was in 2012 in Boulder.

LESLIE MCCARTNEY: In Boulder, was it --

FLORA GRABOWSKA: Yes and I gave a presentation there on what I was allowed to do as an experiment at the Geophysical Institute towards paying APC's, Article Processing Charges, for open access. So I really wanted to promote that scientists publish their work open access. We all know I mentioned back in 1981 University of Calgary was cutting journals. It is just an ongoing problem for libraries. They can never subscribe to all the journals their users want. They can never afford everything. Even Harvard can't. No library on earth can satisfy the demand of its readers for journals. And the publishers are merciless. The ones that have attracted the top scientists to their editorial board, attract the best manuscript submissions know that they can charge thousands of dollars for a subscription and libraries will cut other things in order to have this must have item. And it's not sustainable. I'm concerned that open access might not be sustainable either, but it is certainly a model where there is no such thing as a free lunch. It costs to publish. So the hang up from the author's point of view from the researcher's point of view is to publish open access the author pays rather than the reader or the library paying to have access. And why should they do this if I always tell them is because study after study after study has shown that open access articles reach a bigger readership and get cited more frequently as a consequence. And it is not rocket science. I mean if you make it available people will use and currently I think about twenty percent of the literature is now open access. So it's made a dent, but we haven't reached a tipping point. It hasn't become the predominant model.

LESLIE MCCARTNEY: Is it also the case that if you pay for it, it is going to be published whether it is a scholarly work or not so as long as you pay the price you can have as many papers published?

FLORA GRABOWSKA: That is a very real concern and there are certainly publishers who have sprung up out of the woodwork, particularly in India and China and, you know, they claim that is peer reviewed. They claim -- they make all kinds of claims, but, in fact, it is paid to publish. You give them your money and they will put it on their platform. And it is -- but they might have a genuine looking editorial board, they may have some very eminent scientists as part of their editorial board. Sometimes these scientists don't even know that their names are there or sometimes they have agreed to do it not quite understanding what they were agreeing to and then they find they can't sever the connection and so that is an area of concern. However, that's now made itself a professional opportunity for me because people are using library -- librarian services less and less. They are just not asking reference questions the way they used to because they can do it themselves. They have got Goggle and they can find what they need without a librarian. And often they can find what they need without coming to ask the librarian. So one of the things I offer to do is when they get solicited from a journal that they don't know, I say just forward that to me. I will scope out the journal and tell you what my concerns with it are or if I think it is bonfided and a good idea. You know, I will just give you my findings. So that has, you know, become an interesting little side line of the

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services I offer is scoping out journals. But there is some excellent publishers out there. Copernicus is one and the European Geophysical Union now has chosen them for a platform. In the States Public Library of Science who were one of the early players in this open access, they have become such a success story that they have spun off -- I can't remember how many titles they now offer, but and so they have a very high impact factor. They are -- or actually they have a turn away rate -- a rejection rate of something like seventy percent. So it is not just a matter of you pay your \$3,000 and you get published. They are turning away seventy percent of -- and they recognized that most of that seventy percent was good valid science. It wasn't rubbish and it was worthy of publication. They just couldn't cope with the flow. So they started up a new kid on the block. I think it started up in 2007 called PLOS ONE and the idea was to be more rapid publication, less peer review. This was when it started up. They have now gone more to peer review, but the notion was one of the editorial taskforce would take a look at the paper, looked that it looked reasonable that if you did these experiments you could come up with kind of results that the author said they got. And then they would publish it. It would go on their platform and anybody could put comments on it. So I thought this was a wonderful notion because people would self-police. They wouldn't rush to publish some half-baked thing that they then look foolish and they wouldn't be able to take it down and they wouldn't be able to take down all these comments saying what was wrong with it. So I thought and it quickly grew and they quickly got -- I forget what their, you know, their rejection rate I think is now at forty percent. But it was a cheaper option so it is about \$1,000 APC to publish -- it started out being that, but it is now more. So there are several excellent opportunities that are not vanity press. They are just not just pay to publish.

LESLIE MCCARTNEY: So this is when you were at Boulder this is what you were giving your talk on?

FLORA GRABOWSKA: Yes, about -- not just -- so I gave a background about open access and why I thought it was important to my people should consider it. I think it is -- by the way I think it is particularly important that librarians who publish choose an open access venue and stay away from Taylor and Francis journals because more and more libraries as they are cutting journal subscriptions they're forced to cut these professional library subscriptions because only the librarians tend to be the readers unless it is somewhere with a library school. So who is going to read your work if you don't publish open access? So I wanted to overcome -- so, you know, I get people on board with open access publishing in a good journal is a good idea, but then they would come to this \$3,000 fee and that kind of made them gulp. And I was never suggesting that authors put their hand in their own pocket to finance this. So I talked the Director of the Geophysical Institute in letting me use the money I had saved from cancelling these duplicate subscriptions which was \$60,000 or something to applying that to paying the article processing charges. So that ran for three years. It was very much appreciated, but finances have dwindled and the Director said we can't continue it any longer. So everyone and I am very sad about that. But meanwhile some of the authors are now quite converted and they have built it into their grant requests so they are continuing to publish open access.

LESLIE MCCARTNEY: And how was your talk then received by the other librarians at the colloquy?

FLORA GRABOWSKA: Well, they wanted to hear -- at that time I had only just started it I think six -- I think I gave the talk in June or July and I think I just started it that January so it was quite fresh. So I didn't have data, I just had anecdotal and I certainly had no data about heavily cited paper, you know, because they were only newly published or, you know, within the last six months. So I knew that there would be another colloquy held in Cambridge, England. So I specifically called this talk part one because it was a fresh program and I hoped to come back and speak to them again, you know, two years later and give them an update.

LESLIE MCCARTNEY: And so did you?

FLORA GRABOWSKA: I did.

LESLIE MCCARTNEY: You did.

FLORA GRABOWSKA: I did.

LESLIE MCCARTNEY: So that was the one in Cambridge?

FLORA GRABOWSKA: Yes. However, I had to be honest in that talk. I had only just got the word from the Director that we weren't going to continue doing this in the coming financial year so it was a good news/bad news story.

LESLIE MCCARTNEY: But by then were more people on board then for the open access?

FLORA GRABOWSKA: Yes.

LESLIE MCCARTNEY: Two years had gone by?

FLORA GRABOWSKA: Yes, well, I didn't know that they would be, but, you know, that was what are we saying 2014, here we are now 2016 and I can't -- oh, well, a big publisher for the Geophysical Institute is the American Geophysical Union, the AGU, and they have an option so their journals are now published by Wiley, very, very expensive subscriptions, but authors can choose to make their paper open access if they pay an extra \$3,000. So some of them are doing that, but if they do not, the AGU itself has come along and redone their rules about sharing -- authors sharing their work. So the AGU rules are now are that you can put your manuscript, your accepted manuscript, not -- not the formatted publisher version, but the accepted manuscript you can put in your institutional repository on your homepage in a subject repository you can post it and share it six months after publication. So that is not quite open access, but six months is reasonable and then the AGU now makes it journal content open access two years after publication which wasn't the case at the 2014. So I feel that all this pushing and pushing and pushing, of course, it wasn't me. I am not the only one pushing about this. There are far better people than me on board with this open access movement.

LESLIE MCCARTNEY: Completely changing the way the libraries are operating and the way collections are operating?

FLORA GRABOWSKA: Yes.

LESLIE MCCARTNEY: Right.

FLORA GRABOWSKA: Cern, interestingly enough that I didn't get a job with -- Europe is far more on board with those open access and they have more open access mandates than we do in North America. And they. Cern just said all Cern research work will be open access. All results that are published will be open access and so I was at a separate -- it wasn't a Northern Libraries Colloquy, but I was at a small conference where this guy was giving his presentation and I put my hand up. And I said but Nature doesn't allow authors to share their work in an IR and he said that's right. We don't publish in Nature.

LESLIE MCCARTNEY: Wow!

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FLORA GRABOWSKA: Yes. So if Cern can do it, I was hoping other institutes would follow, but no, people like the prestige of Nature, its fine reputation and Nature has no difficulty getting top notch submissions.

LESLIE MCCARTNEY: Right. Interesting.

FLORA GRABOWSKA: Yes.

LESLIE MCCARTNEY: So, getting back to the PLC, can't go to this one this year because you are not going to be here.

FLORA GRABOWSKA: Yes, I am quite sad about that.

LESLIE MCCARTNEY: I know, but what have you enjoyed most about the PLC?

FLORA GRABOWSKA: Well, like any conference with face-to-face opportunities you finally get to see the person behind these postings on the listserv or actually you encouraged me to go and get my facts straight before we started this conversation. So I continue visiting St. Andrews, I've got very strong feel for the place and I go there every summer I would say and I had a physicist friend who had been a mentor of mine through my own years as a student there and I would always go and visit him when I went to St. Andrews. And as he aged I would like to, you know, try and make myself useful around the place and, you know, do some chore or other. So one summer he said, well, you know if you really want to help you could paint the front gate and so he had a can of green paint and I didn't have to do any prep or sanding or anything. It was just slap the paint on, so that seemed quite a fun occupation. While I was doing it, his next door neighbor came along the back lane walking a dog and stopped to chat to me. He didn't know who I was and I didn't know who he was. And my friend David Finlayson came out and said, oh, you know, you two should get to know each other. This is Dougie Benn a glaciology professor at St. Andrews in the Geology Department and this is Flora Grabowska who works at the Geophysical Institute.

Well, when I got back to work and got back to my library, I discovered that Douglas Benn's book on glaciology is never on our shelves. It's always out. It is the work that glaciology students use. Now what has this got to do with Polar Library's Colloquy. Well, I had got an email from a librarian in Svalgaard wanting to borrow some report of ours. I can't remember if she -- so anyway as we communicated by email about this transaction, I said oh, you know, I just met somebody who has got a part-time position and this same Dougie Benn has a part-time position at St. Andrews and his other part-time is at the University of Svalgaard. And she said, oh, yes, I know him very well. He comes in our library all the time and he lives just down the road from me. So I thought isn't this funny. I know both his neighbors. It doesn't matter where he is I've got him cornered. So, you know, the world is a global village and now with listserv you get to discover these people that you know in common and have fun in ways like that.

LESLIE MCCARTNEY: That is a great opportunity to meet like-minded people with like-minded collections?

FLORA GRABOWSKA: Yes, yes and one of the fun activities that they do to raise funds for their scholarship is they invite attendees to bring something or other from where they have come from that is then sold at a silent auction. In fact, at the Cambridge one they had a hilarious live auction for some of the items too. It raised significant money and was very entertaining.

LESLIE MCCARTNEY: And so what are the scholarships for then, Flora?

FLORA GRABOWSKA: Do you know I have never -- I may have read in the newsletter about the recipients, but that hasn't stuck with me. So I think it is to help somebody come to one of these conferences I think is what it probably is.

LESLIE MCCARTNEY: So they are like a travel scholarship?

FLORA GRABOWSKA: Yes, I think so.

LESLIE MCCARTNEY: Oh, interesting. So we've already talked about it a little bit about how the librarianship is changing over the years from when you first started everything was in paper and buildings to now it is in a virtual world somewhere.

FLORA GRABOWSKA: Yes, yes, it is, but there is still a lot that hasn't been digitized and the Geophysical Institute Library collection I forget what portion of it, but a high portion like seventy percent of it is unique and there are no other holdings. And that's because a lot of our collection is gray literature. It is reports that were generated and we have the last remaining known copy and (cough) excuse me. Well, when we have copyright and like if it was a UAF report then go ahead and digitize that for the University of Alaska Institutional Repository, but some of it is CRREL or, you know, some other NASA or some other agency and I would be infringing their ownership to just go ahead and digitize it and put it in a server somewhere without permission. So it would be great if it were all digitized, but it is not and so we still have people -- we're a huge net lender on interlibrary loan out of our collection and there was a scientist from I believe he is from Florida who came to be a visiting scientist at the Geophysical Institute with the goal of launching a rocket from our UAF rocket launching pad at Poker Flat to conduct experiments in the upper atmosphere. And he wanted access to our report collection because in the 1950's this had been done with barium release -- barium being a tracer that you could then see what was going on when it got released because it would show up. But this technique, you know, he wanted specifics on how to do this and that was in these early reports. Maybe I didn't check the use of them and I don't know if they would have showed -- some of them he did check out. Others I just scanned or made copies for him. So it could look if you looked at the circ records of these reports that they were never used or they haven't been used since the 50's. But, in fact, they came to life again. So you can't say that it is just the recent literature that matters. Sometimes the earlier -- I had a request -- this was for a real publication, not gray literature. It was a Wiley book published 1952 on antennas and some technical institute wanted to borrow our copy and I thought -- you know --

LESLIE MCCARTNEY: So there is a cautionary note there of, you know, don't weed out the older books.

FLORA GRABOWSKA: Exactly.

LESLIE MCCARTNEY: That they actually still are really used for historical --

FLORA GRABOWSKA: And as more and more libraries do weed them out fewer and fewer libraries are left owning a copy. So until we get to the situation where it is all on the Internet libraries are -- have a very important -- I mean this -- I can't remember how many millions of dollars were involved in this recent rocket launching. I think it was like a year or so ago. I remember the date. It was the 25<sup>th</sup> of January. That is Robert Burns' date. I just don't remember the year, but I will say it was 2014. And, you know, when you are doing this multi-million dollar experiment, every scrap of information is really important and worth -- we can't put a dollar value on it, but I think it is worth thousands

of dollars. Certainly possibly worth my year's salary so to make that information available to him, so he was very grateful.

LESLIE MCCARTNEY: You kind of alluded to it earlier about how the role of librarian is actually changing. You were saying people don't ask as many reference type questions. So how has it evolved then since you have been in the career?

FLORA GRABOWSKA: Well, I always look for opportunities to get questions. I will even make the questions. So, you know, I will go for coffee time in the Director's Circle upstairs on the sixth floor at the GI and we chitchat about anything. About weather or about what we heard on the radio, but if a question comes up and nobody knows the answer, I will make it my business to beetle back down to my computer and answer the question and then I log that as a reference question. As I say this business about I gave -- we have a journal club that graduate physics students are supposed to attend and the physics professors, but they were -- they had empty slots. They wanted people to come forward and offer to do one so, of course, I am not going to do a physics presentation to physicists, but I thought well this is something that they might be interested in anyway and so I offered Altmetrics were on my mind, but I didn't see that I could keep it interesting for an hour long presentation. So I thought, well, I will throw in Scimago which is journal ranking tool and I will also throw in Base which is a harvester of gray literature. So it is kind of, you know, it is a very useful tool when you want to find your report or thesis but you don't know was it done at MIT, was it done at Cal Tech, was it done at the University of Edinburgh or Tokyo or where? So I turn, of course, you can use Goggle or Goggle Scholar for that too, but this Base has some nice filtering tools and works very nicely. So I gave a talk on that and threw out the notion that, especially with the journal ranking part of my talk that this was a service. I was very happy. They could forget all about this tool other than it is something Flora knows about and whenever they are looking for a journal to send their manuscript I'll happily, you know, look in Scimago and see what I can find for them or if they have been approached by a journal that they wonder if it is a good idea and I will do that.

LESLIE MCCARTNEY: That you will investigate that --

FLORA GRABOWSKA: However, part of the reason I was late this morning is a new responsibility has been put on my plate and that is the map sales office here. Well, it is up in the Geophysical Institute is the Alaska Satellite Facility operated a data management center which ran the map sales. Alaska Satellite Facility is winding down that part of their operations and they are no longer going to continue map sales. Meanwhile, their staff were heartbroken at the idea of just shutting its doors and no longer being a service because it is a valuable service. There isn't -- there used to be one in Anchorage. It closed down. It is the only one of its type in Alaska. There was -- I think I heard that the one in Boulder closed down or the one in Denver. I can't remember what I heard, but they are, you know, like libraries they're just not the important -- there is still a need, but it is decreasing need. So I have been asked to take on the role of map sales. So I was -- someone -- I was just on my way to leave my desk to go and open the map sales office door at nine o'clock thinking now what am I going to do because I have to be elsewhere shortly after nine o'clock and the student I thought would be here had sent an email saying they were sick and just at that moment a customer from the outside came in saying who's opening the office and I said I am. We hadn't gotten very far in the transaction



when a student – a different student came from upstairs who was now running the shop while I am here chatting to you.

So that is a much bigger learning curve for me than learning about the ins and outs of selling maps. But, yes, it has the potential to increase the traffic. Currently, we're going to leave the map sales where it is next door to the library, but that is a problem if it is one person running both things. I can't be in two places. So will I leave the door closed with a sign saying come to the library for assistance or will I put a sign in the library saying come to the map person, you know, I haven't quite worked out how this will go forward if it is going to go forward at all.

LESLIE MCCARTNEY: So getting back to PLC then, the Polar Library Colloquy then, what do you think the future of that organization would look like or what would you like to see in the future of that organization?

FLORA GRABOWSKA: I definitely believe it is going to continue. The listserv is trafficked. I choose to see the daily digest version of it rather than single emails. But my impression is there are days when there is nothing at all, so my impression is it is not burdensome in terms of email flow. It certainly -- librarians love to assist one another and we know how miraculous we are to our users when we can get them something that isn't available in our library and we get it because of the assistance of some other very helpful librarian even if it is a librarian in Japan, in Svalgaard. I will scan people. I will scan items for them and they have scanned items for me. In fact, this Boreal Institute I had sent them an email for something that they have in their collection that we needed and they were a little bit hesitant because I think Canada has got extra copyright rules and they have to be very careful about sending PDFs around, but they decided to do it anyway. So I won't name any names who the helpful person was or what the item was, but it shows the strength of belonging to a group and the group knowing how we each benefit from the group efforts and we could all make each other look good on occasion.

LESLIE MCCARTNEY: So you are hoping to go to the next colloquy in two years, you can't go to this one?

FLORA GRABOWSKA: Yes, and I meant to look and see if I knew where it was. I don't know if its location has been decided. I know the Fairbanks decision was made at the Cambridge, so, you know, it was fairly likely that it would be Fairbanks, but it was actually decided on I believe just two years ago, so maybe it is going to be decided this summer where the next one will be. It usually switches from North America to outside North America. So it could be somewhere in Europe or a lot of people were looking at the Japanese Librarian when we were in Boulder and saying, you know, we'd come to Japan. And I don't remember there being a Chinese attendee, but yeah.

LESLIE MCCARTNEY: Yes, because the library itself doesn't have to be in the north, it is just have northern collections? Or arctic collections?

FLORA GRABOWSKA: Yes. Polar.

LESLIE MCCARTNEY: Polar.

FLORA GRABOWSKA: Polar collections, there we go. Yes.

LESLIE MCCARTNEY: As long as the collections are specialized in that way then you can be part of the --

FLORA GRABOWSKA: And apropos nothing other than polar. I do think Britain missed a fantastic opportunity and I think they were totally wrong not to let the popular choice of name Boaty McBoatface, go forward for their new polar research ship. I like Sir Richard

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Attenborough. Fine that he gets his name on things, but I think Boaty McBoatface would just have captured public support and had the public watching this boat and what discoveries were made off it far more than naming it the Sir Richard Attenborough, yes.

LESLIE MCCARTNEY: So just to wind up, Flora, I thank you for your time again. Is there anything that we haven't mentioned about PLC or librarianship with polar collections that you would like to touch on? I see you have some notes.

FLORA GRABOWSKA: No, well, I have covered more than what was in my notes, but there was nothing that I might mention that I had forgotten about here. Back to my Tromsø. I have never been back to Tromsø. That was my one and only visit, really memorable in so many ways and because the Sami lecturer came and spoke in full Sami colorful festive costume then when we were on an outing and there was a gift shop selling Sami handicrafts I bought myself a reindeer skin hat with some Sami embroidery and some Sami decorated mittens. Now I don't know that knitting had been in their original culture, but it was something they have learned to do and they had the fleece and the wool and the wherewithal. So I still have from 1982 that hat and those mittens and here they are in Alaska.

LESLIE MCCARTNEY: Right, wonderful memories. Where do you see your career going from here now in involvement with the PLC in the future?

FLORA GRABOWSKA: I don't know that it will have much of a future once I leave my current position, but I have no plans to leave my current position. So my current plans are to stay and continue offering library services and perhaps map sales at the Geophysical Institute and --

LESLIE MCCARTNEY: And maybe be the new barrista down there too soon.

FLORA GRABOWSKA: And, you know, and you mentioned Sandy --

LESLIE MCCARTNEY: Sandy Campbell.

FLORA GRABOWSKA: Sandy Campbell who is someone I did not know, although we are both Canadian librarians and both in Alberta, I had not known her prior to Boulder, Colorado and, you know, so another an American librarian Laura Kissel with the bird collection in Ohio. You know, she and I are now friends on Facebook. So we have got all kinds of other interests in common, but that was a result of meeting in Cambridge and, you know --

LESLIE MCCARTNEY: Great networking opportunities.

FLORA GRABOWSKA: Yes, yes, so I enjoy the group. I enjoy the aims of the group which are very informal, but, you know, just to help each other out and make our collections as broadly available as we can to everybody.

LESLIE MCCARTNEY: That's wonderful.

FLORA GRABOWSKA: Well, thank you, Leslie, for this opportunity.

LESLIE MCCARTNEY: Thank you, Flora, I really appreciate it. Thank you very much.