

# THE Purchaser

Institute for Supply Management—Pittsburgh

June 2008

## INSIDE THIS ISSUE:

<i>Forum &amp; Dinner Speaker Info</i>	<b>1,2</b>
<i>March 2008 ISM Manu. ROB Report</i>	<b>3</b>
<i>Certification Corner</i>	<b>4</b>
<i>Pro D. Opportuni-</i>	<b>9,13,14,15</b>
<i>Pro D. Articles</i>	<b>10,11,12</b>
<i>New Members/C.P.M.'s</i>	<b>18</b>
<i>Book Review</i>	<b>17,20</b>
<i>Golf Classic Reg-</i>	<b>20,21</b>

The  
2007-2008  
ISM-Pittsburgh  
Program  
Meeting  
Theme  
Is

Supply  
Management  
~Fitness~

Strategies  
for  
Organizational

## ISM-Pittsburgh Golf Classic With Premier Sponsors CONSOL Energy & JENNMAR Corporation

Join ISM-Pittsburgh and Premier Sponsors; CONSOL Energy and Jenmar Corporation for the Annual Golf Classic benefiting the ISM-Pittsburgh Scholarship Campaign. This year's Classic will be Sold Out as we once again enjoy a fantastic networking and social event.

An exceptional day of golf, networking, excellent food, and awesome silent auction items, including numerous signed pieces of sports memorabilia, premier sets of golf clubs, restaurant certificates, tickets to sporting events, awesome gift baskets and much more will be enjoyed by all.

This event is held at the Quicksilver Golf Course, located in Midway, PA. It is not too late to donate to this exceptional fundraising effort. Please contact Paula Massey at 724-508-0200 to show your support.

## June 16, 2008 ISM-Pittsburgh Annual Golf Classic Quicksilver Golf Course Benefits the Scholarship Campaign

<b>Date:</b>	June 16, 2008
<b>Place:</b>	Quicksilver Golf Course
<b>Golfer Registration:</b>	10:00 a.m.
<b>Lunch:</b>	10:30 a.m.
<b>Tee Time:</b>	12:00 p.m.
<b>Cocktails:</b>	5:30 p.m.
<b>Dinner:</b>	6:00 p.m.
<b>Awards:</b>	7:00 p.m.
<b>Golfer Cost:</b>	\$195.00
<b>Dinner Only:</b>	\$50.00

Reservations can be made by using the enclosed reservation fax form on Page 21 of *The Purchaser*, our web site at: [www.ism-pittsburgh.org](http://www.ism-pittsburgh.org) or e-mail: [paulamis@comcast.net](mailto:paulamis@comcast.net)

For reservation information or to cancel your reservation, please call (724) 508-0200

**ISM-Pittsburgh and its Premier Sponsors; CONSOL Energy and Jenmar Corporation, invite you to attend the 50th Annual Golf Classic at Quicksilver Golf Course. A portion of the proceeds from this event benefits the ISM-Pittsburgh Scholarship Campaign, which awards up to \$15,000 in scholarships to deserving candidates**

## ISM-Pittsburgh Dinner Meetings

June 16, 2008  
~Golf Classic~

## Congratulations ISM-Pittsburgh 2008 Scholarship Recipients

### ISM-Pittsburgh Members' Sons & Daughters Scholarship Recipients

**Ms. Julianne Elizabeth Wilkie**

**Ms. Rachel Anastasia Vigliotti**

### Pittsburgh Public Schools Scholarship Recipients

**Mr. Steven Anthony Meyer**

**Mr. Mackenzie Michael Barrett**

### Duquesne University Scholarship Recipient

**Kim Anne Firko**



Editor:

Lisa Romango, Executive Director

ISM-Pittsburgh

Tel: (412) 967-9104 Fax: (412) 967-9105

Email: [lisaromango9104@comcast.net](mailto:lisaromango9104@comcast.net)

Find us on the web at:

<http://www.ism-pittsburgh.org/newsletter.htm>

The Purchaser is the official publication of ISM-Pittsburgh and is published monthly.

If you wish to submit an article for publication, you may do so by contacting the editor. We reserve the right to edit and publish articles at our discretion.

The deadline to submit articles for the next edition is the 28th day of the month.

### Mission Statement

**To serve** the education, certification, communication and networking needs of purchasing professionals in the greater Pittsburgh area. We will do this to enhance the purchasing profession, image and ethics and to maximize membership value.

## May 2008 ISM Report on Business~ Manufacturing Excerpt

### May 2008 Manufacturing ISM Report On Business®

**PMI at 49.6%**

DO NOT CONFUSE THIS NATIONAL REPORT with the various regional purchasing reports released across the country. The national report's information reflects the entire United States, while the regional reports contain primarily regional data from their local vicinities. Also, the information in the regional reports is not used in calculating the results of the national report. The information compiled in this report is for the month of May 2008.

#### Production Growing New Orders, Employment and Inventories Contracting Supplier Deliveries Slowing

(Tempe, Arizona) – Economic activity in the **manufacturing sector** failed to grow in May, while the **overall economy** grew for the 79th consecutive month, say the nation's supply executives in the latest **Manufacturing ISM Report On Business®**.

The report was issued today by Norbert J. Ore, C.P.M., chair of the Institute for Supply Management™ Manufacturing Business Survey Committee. "The manufacturing sector failed to grow in May as the PMI fell below 50 percent for the fourth consecutive month. In relative terms, May was down slightly from April as the rate of contraction in manufacturing slowed. The Production Index was a bright spot as it moved above 50 percent after declining for two months. Manufacturers find themselves caught between rising costs and weakening demand in many industries. Exports continue strong due to the weak dollar – without the weak dollar the story would be much more negative in manufacturing."

The seven industries reporting growth in May – listed in order – are: Computer & Electronic Products; Miscellaneous Manufacturing; Primary Metals; Paper Products; Chemical Products; Food, Beverage & Tobacco Products; and Fabricated Metal Products. The industries reporting contraction in May are: Apparel, Leather & Allied Products; Electrical Equipment, Appliances & Components; Wood Products; Machinery; Plastics & Rubber Products; Transportation Equipment; Nonmetallic Mineral Products; Printing & Related Support Activities; and Furniture & Related Products.

- "Higher prices, tighter supply, longer lead times, shrinking inventory (same as last month)." (Transportation Equipment)
- "Just two months ago we were cautiously optimistic, but now sales inquiries are coming in at a snail's pace." (Machinery)
- "Ethanol-driven agricultural commodity increases continue to pose major hurdles." (Food, Beverage & Tobacco Products)
- "Pricing is skyrocketing for chemicals." (Chemical Products) "Current forecast flat for Q2 through Q4 after dip in Q1." (Computer & Electronic Products) New Orders, Employment and Inventories Contracting.

## Certification Corner—Authored By Dr. Michael A. McGinnis; C.P.M., A.P.P.

### CERTIFICATION CORNER FOR JUNE 2008

This month's topic is "WHAT'S NEW WITH CPSM?"

#### OVERVIEW

As ISM continues to roll out the CPSM program a number of announcements came out in May. The column lists and briefly discusses them. The following summarizes the announcements:

Those who took the Pilot CPSM examinations received their scores in mid-May.

Take the CPSM examinations at the summer leadership workshops.

The CPSM Computer-Based Exams are here.

The last chance for registering for C.P.M. Examinations is December 31, 2008.

The three-book ISM Professional Series is now available.

#### CPSM PILOT EXAM SCORES WERE RECEIVED IN MID-MAY

Approximately 2,700 CPSM examinations were taken during the February-March 2008 pilot testing. Those who took CPSM examinations have received their scores. I do not have any information regarding overall success rates nor individual performances. However, ISM extends its thanks to everyone who participated in the CPSM Pilot program.

#### TAKE THE CPSM EXAMINATIONS THIS SUMMER AT THE LEADERSHIP WORKSHOPS

There are several opportunities to take the CPSM examinations this summer at discounted prices. See below for dates and places. These examinations will be available at a promotional rate of \$90/exam for ISM members and \$135/exam for nonmembers. See May's *Certification Corner* for further details.

<u>DATES</u>	<u>EVENT</u>	<u>LOCATION</u>	<u>EXAMS</u>	
6/26/08 & 6/29/2008	LEADERSHIP WORKSHOP	CHARLOTTE, NC	EXAMS 1-3	& BRIDGE
7/22/2008 & 7/23/2008	LEADERSHIP WORKSHOP	BOSTON, MA	EXAMS 1-3	& BRIDGE
7/25/2008	LEADERSHIP WORKSHOP	BOSTON, MA	EXAMS 3	& BRIDGE
8/1/2008	LEADERSHIP WORKSHOP	LAS VEGAS, NV	EXAMS 3	& BRIDGE
8/3/2008	LEADERSHIP WORKSHOP	LAS VEGAS, NV	EXAMS 1-3	& BRIDGE

#### CPSM COMPUTER-BASED EXAMS ARE NOW AVAILABLE

You may now take the CPSM examinations at Pearson VUE professional test centers. To register go to [www.ism.ws](http://www.ism.ws), then click on "Professional Credentials", then "Certified Professional in Supply Management", then [Register for CPSM Exams](#). The prices are \$180/exam for ISM members and \$265/exam for nonmembers.

#### THE LAST CHANCE FOR REGISTERING FOR THE C.P.M. EXAMINATION IS DECEMBER 31, 2008.

The last date to register for C.P.M. Examinations is December 31, 2008. If you are interested in earning the C.P.M. credential, order your study materials now. Also register and take your C.P.M. examinations as soon as possible. If you do not pass all four examinations by December 31, 2008 – and have not registered to repeat any examinations that you did not pass – the window of opportunity for earning the C.P.M. credential will have closed! **If you have any questions about the C.P.M. program call ISM customer service at 1-800-888-6276, extension 401 or email [certification@ism.ws](mailto:certification@ism.ws).**

#### THE THREE-BOOK ISM PROFESSIONAL SERIES IS NOW AVAILABLE

## CPSM Supplemental Reading List Developed by ISM

ISM has developed a [CPSM Supplemental Reading List](#) to help CPSM candidates prepare for their section exams. From finance to global competition, these books have been chosen because of their focus on the many different components of supply and the relationship between each component. More topics may be added to this list as we approach the debut of the CPSM qualification.

### CPSM SUPPLEMENTAL READING LIST

- **Finance for Managers** *Harvard Business School*, Harvard Business School Press, Boston, MA, 2003. <http://www.HBSPress.org> [Order Direct from ISM](#) *Finance for Managers* is designed to provide comprehensive advice, personal coaching, background information and guidance on the most relevant topics in business. Drawing on rich content from Harvard Business School Publishing and other sources, this book is a highly practical resource for readers with all levels of experience.
- **Guide to Business Planning (The Economist Series)** *Graham Friend and Stefan Zehle*, Profile Books, London UK, 2004. <http://www.profilebooks.co.uk> [Order Direct from ISM](#) To get any new business idea off the ground or develop and better manage an existing business you must have a plan — and if you need to raise finance to fund the business or get the approval of senior management, it must be convincing. This book is designed for those with an inspired idea who wish to translate it into a successful new business or incorporate it within an existing company. It also describes a business planning process that will support the preparation of a compelling business plan and the creation and development of a successful business.
- **International Business: The Challenge of Global Competition (10th Edition)** *Donald Ball, Michael Geringer, Paul Frantz, Wendell McCulloch and Michael Minor*, McGraw-Hill/Irwin, New York, 2005. [Order Direct from ISM](#) *International Business* is an up-to-date and complete exploration of international business issues and practice. The authors' experience as both practitioners and academics brings a balanced and seasoned voice to the text. The textbook is built upon a strong foundation of theory and includes current examples, cases and insights showing how global businesses apply these concepts. The text adopts a global approach with attention given to topics that are critical to the international manager in this modern environment.
- **Lean Extended Enterprise: Moving Beyond the Four Walls to Value Stream Excellence** *Terrence Burton and Steven Boeder*, J. Ross Publishing, Fort Lauderdale, FL, 2003. <http://www.jrosspub.com> [Order Direct from ISM](#) *Lean Extended Enterprise* demonstrates how to integrate lean, Six Sigma, Kaizen, and enabling technologies, networks, exchanges and portals into a total business improvement initiative. The book also illustrates how to develop, organize launch and lead a successful enterprise-wide lean operating philosophy, from the executive suite to the shipping dock, through the total value chain. With methods, case studies, examples, models and other valuable tools, the book explains how to apply lean to nontraditional processes such as product development, engineering, customer service, production planning and other support functions.
- **Protecting Your Company's Intellectual Property: A Practical Guide to Trademarks, Copyrights, Patents & Trade Secrets** *Deborah Bouchoux*, AMACOM, New York, NY, 2002. <http://www.amacombooks.org> [Order Direct from ISM](#) In this age of instant global communication and virtually unlimited electronic access, the risk of losing control over your company's intellectual property — trademarks, copyrights, patents and trade secrets — has never been greater. *Protecting Your Company's Intellectual Property* shows you how to identify your company's protectable assets, initiate steps to protect those assets and use them to generate additional income for your firm. It will also help you to construct a powerful barrier against competitive forces that could dilute or destroy its value.

(Continued on Page 6)

**CPSM Supplemental Reading List Provided by ISM** (continued from Page 5)

- **Quality Essentials: A Reference Guide from A to Z** Jack B. ReVelle, ASQ Quality Press, Milwaukee, WI, 2004. <http://www.asq.org/quality-press/> [Order Direct from ISM](#) This book offers over 120 essential quality topics alphabetized and illustrated for easy reference for everyone who cares about continuous improvement. As a quick reference guide with a focus on the philosophies and practices of quality management, this book is an excellent resource. Explanations of key concepts are provided along with examples of tools, tables, charts and illustrations to help gain a thorough understanding. Topics include: benchmarking, Kaizen, control charts, design of experiments, Kano Model, process capability and statistical quality control.
- **Strategic Supply Chain Management: The 5 Disciplines for Top Performance** Shoshanah Cohen and Joseph Roussel, The McGraw-Hill Companies, New York, NY, 2005. <http://books.mcgraw-hill.com> [Order Direct from ISM](#) This book explores the knowledge, techniques, and strategies to create value and achieve competitive advantage for each core supply chain process: Plan, Source, Make, Deliver, and Return . The authors move beyond theory to offer numerous examples to allow companies to
  - confront the challenges and take advantage of opportunities to implement supply chain improvements.
- **Strategy: A View From The Top (2nd Edition)** Cornelis A. De Kluyver and John A. Pearce II, Prentice Hall, Upper Saddle River, NJ, 2006. <http://www.prenhall.com> [Order Direct from ISM](#) *Strategy: A View From The Top* is designed to be a practical guide for executives, MBA and Executive MBA students, and serves as critical background reading for a wide variety of strategic scenarios. As a focused, highly readable, top-management perspective, the book links strategy formulations to implementation and organizational change. With a greater focus on knowledge and brand value as strategic resources, it offers an expansive section on industry evolution and implications for crafting strategy.

**The Supply Management Handbook (7th Edition)** Joseph L. Cavinato, Anna E. Flynn and Ralph C. Kauffman, McGraw-Hill, New York, NY, 2006. <http://books.mcgraw-hill.com> [Order Direct from ISM](#) *The Supply Management Handbook* provides an A to Z encyclopedia of best practices and a synthesis of the leading roles and jobs within the profession as they are evolving. The field is now in a continuous period of expansion. The handbook takes a look forward to see the field of tomorrow and where opportunities for the profession will lie. It offers ISM's scan of the profession, from "buying" to "purchasing and supply"; discussions from leading consulting firms as to their observations of the strategic direction of the profession and a study by the A.T. Kearney Center for Strategic Supply Leadership which focuses on the profession's future leadership. See *Industry Week's* review of [The Supply Management Handbook](#).

Visit [www.ism.ws](http://www.ism.ws) for additional supplemental book selections.

### Purchasing Managers: Are You Struggling To Improve Performance?



Learn if your team qualifies for a FREE skills benchmarking analysis at [www.NextLevelPurchasing.com/ismpt](http://www.NextLevelPurchasing.com/ismpt)

### Where's My Membership Card?

ISM nows offers members the ability to print their own replacement membership card.

Log onto the Members Only Section of the website ([www.ism.ws](http://www.ism.ws)). Select the Availability of Membership Card Option.

Then Select Print the Membership Card.

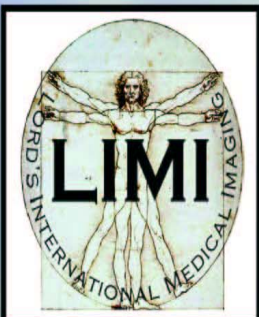
### The Divisions of Lord's International



*Consumer Imaging*



*Document Imaging*



*Medical Imaging*



*Gourmet Foods*

**Lord's International**  
914 Beaver Grade Road  
Moon Township, PA 15108  
1-800-222-6372  
[www.lords-international.com](http://www.lords-international.com)



### Optimize your supply chain, employ Lanier's document management solutions

- Digital multifunction products (color and monochrome)
- Printers (color and monochrome)
- Multifunction facsimiles
- Scanners
- Digital duplicators
- Wide format systems
- Facilities management
- Outsourcing services



Call Lynn Phillips  
412-787-5353



*ISM -Pittsburgh thanks its sponsors for their commitment to our mission*

## **Our Platinum Sponsors**

**CONSOL Energy**  
**Jennmar Corporation**  
**Lanier Worldwide**  
**Kelly Services**  
**SmartPros**  
**Oce Imagistics, Inc.**  
**Conveyor Services Incorporated**  
**Electro-Mec, Inc.**  
**Royal Hydraulics**  
**ConocoPhillips**

## **Our Gold Sponsors**

**Greybeard Advisors**  
**Lords International**  
**Respironics**  
**SmartPros**  
**Staples**  
**Vossloh Track Material, Inc.**

## **Our Silver Sponsors**

**Brookville Equipment Company**  
**D & B**  
**Purchasing Services Company**  
**Consolidated Graphic Communications**  
**Next Level Purchasing**

~SEMINAR & WORKSHOP OFFERINGS FOR PROCUREMENT PROFESSIONALS~

~CHECK OUT THESE NEW ISM-PITTSBURGH SPONSORED OFFERINGS~

ISM-Pittsburgh 2006-2007 Satellite Seminars:

ISM-Pittsburgh Sponsored All -Day Seminars:

Date: May 15, 2008  
Seminar: Procurement & Contract Law  
Instructed by: Mr. Ernest Gabbard  
Location: ARIBA Headquarters

ISM Member Cost: \$450  
Non Member Cost: \$550

Date: May 16 , 2008  
Seminar: Project Management for the Supply Management Professional  
Instructed by: Mr. Michael Zetwo  
Location: ARIBA Headquarters  
ISM Member Cost: \$250.00  
Non Member Cost: \$350.00

Date: May 27 , 2008  
Seminar: Sustainability Seminar  
Instructed by: Mr. William Agee  
Location: University of Pittsburgh  
ISM Member Cost: \$350.00

Thursday,

**October 11, 2007**  
Global Sourcing ~  
Where in the World  
Are Our Suppliers?

**Thursday, February 7, 2008**

Market Intelligence for  
Supply Professionals

**Thursday, April 17, 2008** Supply Managements Role  
in Sustainability

—Satellite Seminars will be held at Allegheny Energy's Offices located at 800 Cabin Hill Drive in Greensburg, PA.

To register for each ISM-Pittsburgh Sponsored Seminar, contact Paula Massey; ISM-Pittsburgh at 724-508-0200 or fax registration to 724-508-0218. Non members may attend at a cost of \$25.00.

~SAVE the 2008-2009 Satellite Seminar DATES~

Thursday, October 16, 2008 — Applying Lean Concepts in Supply Management

Thursday, April 23, 2009—Preparing to Negotiate On-Shore and Offshore

*Thank you for your support of our professional development programs. Stay tuned for the 2008-2009 Professional Development Calendar of Events.*

**Learn to negotiate better** and save your company money on the goods and services you purchase! ISM-Pittsburgh has teamed up with Next Level Purchasing to offer an online class entitled "Powerful Negotiation for Successful Buying" at a 5% discount to ISM-Pittsburgh members. Sign up today to get immediate access to the class and learn the techniques used by the world's best negotiators.

To learn more about "Powerful Negotiation For Successful Buying" or to sign up, please visit <http://www.NextLevelPurchasing.com/ismpggh.pdf>

## Skillfully Managing Supplier Relationships by Mr. Charles Dominick; SPSM

### What Nuances Does Relationship Management Have?

One of the keys to maximizing the positive impact of a supplier relationship is 'getting your own house in order. In other words, if your own systems, processes, and people are not up to par, you can adversely affect the supplier's performance.

Michael Massetti, the Vice President of Global Procurement & Quality for Tekelec, agrees, using a golf analogy: "If you're a 95 or 100 golfer and you get the latest, greatest Nike driver, it's certainly unlikely that your game is going to improve. I look at the relationship you have with suppliers similarly. If you're doing work with suppliers and you don't have processes that are consistent, that are sustainable, that execute the same way over and over again, it's unlikely that to ask them to perform very well in an uncertain environment is going to lead to very good results."

Massetti knows first-hand about looking internally to solve supplier relationship problems. Tekelec recently had some concerns about a supplier's delivery performance. Naturally, the tendency of internal customers was to blame the supplier. However, "when we started looking at the root cause of the problems, we realized that there were things on our side that were contributing to that lack of performance," he says.

"When we really started unpeeling the proverbial onion, we found out that there were some issues with our own forecasting process and how we were managing inventory," Massetti shares. But collaborating with the supplier and making changes internally "allowed us to improve the overall delivery performance remarkably."

Not all suppliers are equally important to your organization, so you shouldn't take the same approach to managing supplier relationships with each of them. For example, you wouldn't redesign a complex internal process to improve a relationship with a low-spend supplier of non-critical items. Massetti bases his team's approach to relationships on Tekelec's supplier stratification scheme that includes three tiers: Partners, Suppliers, and Vendors.

Tekelec's Partner relationships involve executive engagement, dedicated resources on both sides, scorecards to evaluate performance at least quarterly, and time and effort spent to develop the relationship.

Reprinted from the May 20, 2008 PurchTips authored by Mr. Charles Dominick; President, NextLevel Purchasing

Senior Professional in Supply Management and SPSM are registered trade marks, and Purchasing & Supply Management Podcast Series is a trademark, of

Next Level Purchasing, Inc.  
P.O. Box 1360  
Moon Township, PA 15108  
USA

Next Level Purchasing Inc.

P.O. Box 1360  
Moon Township, PA  
15108  
US

## Give Your Resume an Extreme Makeover by Ms. Deborah Walker

### Give Your Resume an Extreme Makeover

If you're of the boomer generation, and looking for a new career, you could be getting the cold shoulder from employers. Your hair may be saying "under 40", but recruiters put your resume in the geriatric-reject pile. If you're feeling symptoms of age discrimination, your resume could be working against you, making you seem out of date and one step from retirement.

There are three reasons your resume may be keeping you out of interviews. Your resume is due for an update if:

1. Your technology skills date you from the stone age
2. Your key industry words are decades old
3. Your resume format doesn't follow current trends

Don't despair if your resume is out of date. You can perform an extreme resume makeover by using the following tips.

1. Get current on your industry's technology. Be aware that technology terms are often used as keywords to filter the best resumes from electronic databases. If your resume doesn't have them, it may never be seen. Make sure your technology skills aren't leaving you behind.

Check job descriptions from various sources within your industry to see what technology skills employers are looking for. Determine what's missing from your resume. Then decide what you need to learn or do in order to fill that technology gap. Adult education, college classes, or even online learning are all great ways to catch up.

2. Make sure your resume reflects current terminology. If you have just been adding to the same old resume over the years your early entries reflect outdated key words. Bring your resume up to date with the help of publications from your industry's professional associations. If you don't belong to any professional associations, you might be missing out on the latest industry-speak.

Another good resource for current terminology is online job postings. Search job descriptions in your field for recurring key words. Learn to use the current terminology for your industry for optimum results.

3. Make sure your resume reflects today's trends in resume format and style. A decade back, the reverse-chronological format worked fine for you. But now that you have more experience, it may not be your best choice. The more advanced hybrid format will showcase your skills and expertise to your optimum advantage. With a hybrid resume, potential employers will form an impression of you based on your top accomplishments, not just your most recent job description.

*Continued on Page 12*

## Give Your Resume an Extreme Makeover by Deborah Walker

*Continued from Page 11*

Many of the old resume rules just don't apply any more. For example:

\* "Limit your resume to one page." This idea went out with the advent of electronic resumes. Nothing is harder on the eyes than trying to read a three-page resume squished onto one page.

\* "Your resume should go back no more than ten years." Don't use an arbitrary number to determine how much to include on your resume. Ask yourself, "how far back does my work history relate to my current objective?"

\* "One resume should handle everything." Not so! For greater effectiveness adjust your resume to different functions or industries you'd like to explore.

Finally, make sure you use the correct electronic version. You'll want to have (1) a standard Word format (for printouts and email attachments), and (2) a Plain Text version for "text only" online forms.

Give your resume an extreme makeover using these tips to let your experience work for you rather than against you. You'll see increased requests for interviews leading to your best career opportunity ever.

---

Deborah Walker, Career Coach, and former executive recruiter understands from an insider's view the resume errors that can spell disaster for job seekers.

Visit Deb at

<http://www.AlphaAdvantage.com>

## 2007-2008 ISM-Pittsburgh Sponsored Slate of Events.....

### Program Theme

### Supply Management Fitness ~ Strategies for Organizational Success

**October 11, 2007**

#### Satellite Seminar

**Topic:** Global Sourcing: Where in the World Are Our Suppliers?

**October 16, 2007**

#### Plant Tour

H.J. Heinz Company Innovation Center located in Warrendale, PA

(See Pages 18 & 19 of the Purchaser to register and secure directions to the test kitchens )

(Tour and Q & A: 5:00 p.m.— 6:00 p.m. /Networking & Hors D'oeuvres: 6:00 p.m.—7:00 p.m.)

**November 2, 2007**

#### One Day Seminar

**Topic:** Strategic Sourcing & Supply Chain Management

**Instructed by:** Dr. Soheila Lunney; Vice President Procurement with EDMC and Ms. JoAnn Borgo; Strategic Sourcing Manager with EDMC

**November 13, 2007**

#### Dinner Meeting

##### Forum Roundtable Discussion Topics:

*Financial Preparedness for All the Stages of Your Life*

Generation Y Roundtable Discussion with Mr. Patrick Patsko; Financial Advisor with Ameriprise Financial

Generation X Roundtable Discussion with Mr. Charles Wingert; Account Executive with Allegheny Investments, LTD

Boomer Generation Roundtable Discussion with Ms. Melissa Ackerman Financial Planner Ameriprise Financial

##### Certification Mini Forum

Certification Mini Forum with Dr. Michael McGinnis; Associate Professor at Penn State University

*(Continued on Page 14)*

**Dinner Meeting Topic:** Financial Decisions that Will Affect Your Life with Mr. Joseph Codrick ; President, Chapel Hill Investment Analysts, Inc. and Mr. Jason Gongaware; Vice President, Chapel Hill Investment Analysts, Inc.

**December 18, 2007**

#### Dinner Meeting

Holiday Event

**Forum:** Member Networking Event

**Dinner Meeting Topic:** Supply Management's Role in Surviving the Holiday Logistics Blitz ~ Mr. Jim Golding; Managing Director-Purchasing with FedEx Ground

**January 15, 2008**

## 2007-2008 ISM-Pittsburgh Sponsored Slate of Events (Continued from Page 14)

### *Dinner Meeting Co-Sponsored with NCMA*

#### State of the Region Address

#### Forum Roundtable Discussion Topics

1. The Finer Points of Reporting Cost Savings Roundtable Discussion with Mr. Charles Dominick; President of NextLevel Purchasing
2. Legal Issues within the Supply Management Environment Roundtable Discussion with Mr. Ernest Gabbard; Director Strategic Sourcing with Allegheny Technologies, Inc.
3. Sarbanes Oxley Issues and the Supply Management Professional Roundtable Discussion with Mr. Keith Abrams; Vice President; Associate General Counsel and Assistant Secretary with Bayer Corporate and Business Services, LLC

#### Dinner Meeting Topic

The Economic Outlook for the Greater Pittsburgh Business Region with Mr. Stuart Hoffman; Chief Economist for PNC Financial Services Group

**February 7, 2008**

#### Satellite Seminar

**Topic:** Market Intelligence for Supply Professionals

**February 15, 2008**

#### One Day Seminar

**Topic:** Take Charge of Your Career ~ Navigating A Successful Career Through All the Stages of Your Professional Life

**February 19, 2008**

#### Dinner Meeting

**Forum Topic:** Ethical Framework for Collaboration in Supply Management

**Speaker:** Dr. Matthew Drake; Assistant Professor Duquesne University

**Dinner Meeting Topic:** E Sourcing Trends with Mr. Patrick Furey; Sr. Category Manager, Global Sourcing Operations for ARIBA

**March 11, 2008**

#### Purchasing Month

#### One Day Seminar

**Topic:** Competitive Market Analysis

**Speaker:** Mr. William D. Agee; President, William D. Agee & Associates

**April 17, 2008**

#### Satellite Seminar

**Topic:** Supply Management's Role in Sustainability

**April 22, 2008**

#### Dinner Meeting

**Forum Topic:** Project Management for the Supply Management Professional

**Speaker:** Mr. Michael Zetwo; Controller of the Program Management Office for Allegheny Technologies, Inc.

**Dinner Meeting Topic:** The Impact of Change Management on the Procurement Organization with Mr. James

**2007-2008 ISM-Pittsburgh Sponsored Slate of Events (continued from Page 15)**

McCaffrey; Vice President Material & Supply Chain Management with CONSOL Energy, Inc.

**May 15, 2008**

**One Day Seminar**

**Topic:** Contract & Procurement Law for the Professional

**Speaker:** Mr. Ernest Gabbard; Director Strategic Sourcing with Allegheny Technologies, Inc.

**May 15, 2008**

**One Day Seminar Sponsored by Duquesne University**

**Topic:** Ethics in Practice event

**Speakers:** Various Presenters

**May 16, 2008**

**One Day Seminar**

**Topic:** Project Management for the Supply Management Professional

**Instructed by:** Mr. Michael Zetwo; Controller of the Program Management Office for Allegheny Technologies, Inc.

**May 20, 2008**

**Dinner Meeting**

**Education Evening**

**Forum Roundtable Discussions**

International Business Challenges Roundtable Discussion with Mr. Antonio Morani; Director Strategic Sourcing with Thermo Scientific

Transportation & Logistics Issues Roundtable Discussion ~ Representative from FedEx Ground

**Dinner Meeting Topic:** International Sourcing & Contracting

**Speaker:** Mr. Norman Hosford; Chief Executive Officer of Feldbridge Associates

**June 16, 2008**

**Golf Classic with Premier Sponsors; CONSOL Energy and Jenmar Corporation**

**Quicksilver Golf Course**

**Midway, PA**

***Benefits the ISM-Pittsburgh Scholarship Campaign***

## ISM Press Release ~ Report on Salaries of Supply Management Professionals

### Working for the Money: ISM Issues Report on Salaries of Supply Management Professionals

#### Survey confirms professional credentials, gender make a difference.

(Tempe, Ariz.) May 20, 2008 – The world's largest supply management organization, Institute for Supply Management™ (ISM), this month releases analysis of its third comprehensive salary survey. The summary report, *2008 ISM Salary Survey Results*, is available to the public, and a detailed report is available to ISM members and available for purchase by nonmembers at [www.ism.ws](http://www.ism.ws). Select Tools, InfoCenter, and then [ISM's Annual Salary Survey](#).

An article also appeared in the [May 2008 issue](#) of *Inside Supply Management*®.

ISM surveyed supply management professionals in the United States during January and February 2008. Information on salary, bonuses and stock options was gathered from a total of 1,050 respondents and examined through multiple breakdowns including job title, years of experience, education level, certification status and buying responsibility.

ISM's salary survey established average salaries (for the 2007 calendar year) for the following job titles:

- Chief Purchasing/Supply Management/Sourcing: \$128,821
- Vice President, Purchasing/Supply Management/Sourcing: \$210,419
- Director, Purchasing/Supply Management/Sourcing: \$125,833
- Manager, Purchasing/Supply Management/Sourcing: \$90,088
- Experienced staff member (3 or more years of experience): \$68,537
- Entry-level staff member (less than 3 years of experience): \$49,682

Additional summary report details include:

- Respondents who hold one or more certifications reported an average salary that was higher than those who do not. Overall, those who hold one or more certifications earned an average of \$94,648, while those who do not hold a certification earned an average of \$89,927. Specifically, respondents who hold the Certified Purchasing Manager (C.P.M.) designation reported earning an average salary that was 7.4 percent higher than those who do not.
- Average annual compensation of supply management professionals (which includes wages, bonuses and other income received before taxes and deductions) of the supply management professional who responded to the survey was \$92,165.
- The average salary for women was \$78,920 and the average salary for men was \$100,313. This reflects a 27 percent gap, which is an improvement over the 2006 Salary Survey when the survey reflected that men made 38 percent more than their female counterparts.
- Bonuses, included in the salary figures, were earned by 59.3 percent of all respondents. On average, bonuses received were \$14,874, which was representative of 11.2 percent of total gross salary received. The highest bonus reported was \$226,000.
- Although salary is one vital aspect of a job, job satisfaction was ranked as the most important factor in overall satisfaction of a career. Benefits package placed second, and wages came in third.

*As the largest supply management institute in the world, the mission of Institute for Supply Management™ (ISM) is to lead supply management. By executing and extending its mission through education, research, standards of excellence, influence building and information dissemination – including the renowned monthly ISM Report On Business® – ISM continues to extend the global impact of supply management. ISM is proud to recognize professional excellence in supply management with awards such as the ISM R. Gene Richter Awards for Leadership and Innovation in Supply Management and the J. Shipman Gold Medal Award. ISM's membership base includes more than 40,000 supply management professionals in 75 countries. Supply management professionals are responsible for trillions of dollars in the purchases of products and services annually. ISM is a member of the International Federation of Purchasing and Supply Management (IFPSM).*

## Welcome to ISM-Pittsburgh's Newest Members

### Regular Members

Paul Bell                      Buyer, Mitsubishi Electric Power Product, Inc.

Charles L. Bond              Business Process Manager, Consol Energy

### Academic Members

Jessica W. Mayhew          Student, Duquesne University

Jeremy Svitana              Student, Duquesne University

## ISM Term of the Day

### SCATTER DIAGRAM

One of the seven tools of quality, a scatter diagram is a graph used to analyze the relationship between two variables. One variable is plotted on the X-axis and the other on the Y-axis. The graph will show possible relationships between them. Regression analysis and other statistical techniques can be used to quantify that relationship.

## Inetresitng Tiriva

Acocdrnig to an elgnsih unviesitry study, the oredr of letetrs in a wrod dosen't mtttaer, the olny thnig thta's iopmranntt is taht the frsrit and lsat ltteer of eevery wrod is in the crorcet ptoision. The rset can be jmbueld and one is stlil albe to raed the txet wiohtut dclftfuiiy.

!!Hpapy Smuemr!!



Océ is an established leader in document management and imaging solutions, serving the office and public sector markets -dedicated to satisfying customers just like you.

For additional information and document assessment contact: Frank Ruffalo or Mark Reinstadler at (412) 507-3131 Océ North America, Corporate Printing Division • Pittsburgh

[www.oceusa.com](http://www.oceusa.com)

© 2007, Océ Imagistics Inc. All Rights Reserved. An Equal



## ISM-Pittsburgh Resume Distribution Service

In support of our mission, ISM-Pittsburgh offers resume distribution services to its members in good standing. If you are currently unemployed, underemployed or just seeking a change in employment, contact Ms. Paula Massey; ISM-Pittsburgh Secretary & Treasurer ([paulamis@comcast.net](mailto:paulamis@comcast.net)). ISM-Pittsburgh will place your personnel summary and resume information on file. When potential employers or recruiters contact the affiliate regarding open positions, your information will be shared with them.

Contact Paula today for additional details on this member benefit.

## Special Offer for Pittsburgh ISM Members

### *Speaking with One Voice* Program

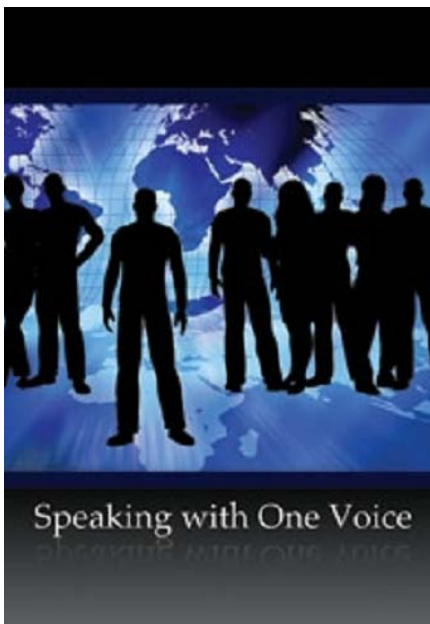
Are you frustrated with suppliers who do “end runs” around your sourcing teams?

Do you wish senior management would stop talking with suppliers, or at least ask you for input on what to say?

Does your supplier always seem to know more about what is happening at your company than you do?

Speaking with One Voice is a key success factor in strategic sourcing. Use Greybeard Advisors’ *Speaking with One Voice* program to create the necessary internal awareness and discipline throughout your company.

Greybeard Advisors LLC originally created this proprietary program for its training and consulting clients. Featuring narrated vignettes, the program has proved to be very effective in creating the necessary internal awareness and buy-in. The program is now available on DVD for corporate licensing to qualified end users.



To learn more or to order:

Go to the Greybeard Advisors website, and click on the Resources navigation bar.

Or use this direct URL:

<http://www.greybeardadvisors.com/resources.htm>

To qualify for the ISM – Pittsburgh pricing (\$ 1,200 for a perpetual corporate license), use this PROMOTION CODE: **PittsISM2007**



**institute for  
supply management**  
ISM - Pittsburgh, Inc.

and Premier Sponsor  **CONSOL ENERGY**

Present the  
**50th Annual Golf Classic  
Benefits Our Scholarship  
Campaign  
Monday, June 16, 2008  
Quicksilver Golf Club  
Midway, PA**

**!!REGISTER NOW --LAST YEAR'S EVENT SOLD OUT!!**

Dear Supply Management Professional,

I would like to thank you for your past support of ISM-Pittsburgh and to let you know that along with our Premier Sponsors; CONSOL Energy and Jenmar Corporation, we are making preparations for another exciting and successful fund raising event with our 2008 Annual Golf Classic. A portion of the proceeds from this event benefits the ISM-Pittsburgh and the Dr. John E. Murray, Jr. Scholarship Campaign, which awards over **\$15,000** in scholarships to deserving students each year, including three scholarships for sons and/or daughters of our members.

We are working to make this year's event our most successful event to date, and we need your support to do so. By joining us as a corporate sponsor or participant, your company becomes audience to the 700 purchasing and supply management personnel that ISM-Pittsburgh represents. Past sponsors and participants have included representatives from some of our area's business leaders including: UPMC, US Steel, Highmark, PNC Financial Services, CONSOL Energy, HighMark, Fairmont Supply, Ariba, Medrad, Centimark, Gooding & Shields Rubber Company, Lanier Worldwide, oce Imagistics, Respronics, Next Level Purchasing, Kelly Services, Management Science Associates, Inc., and Verizon Wireless, to name but a few.

The attached includes information on the various levels of Sponsorship available with ISM-Pittsburgh. Each level provides many benefits including year-round advertising opportunities with our growing association. Golf packages for two or four are included in almost every sponsorship package, along with golf outing advertisements and tee and hole sponsorships. Individual golf packages and tee and/or hole sponsorships are also available.

Registration forms and additional information for our event are also attached. If you are unable to participate in the Golf Classic, we would welcome any donations including items for our silent auction.

Thank you again for your past support. If you are a new participant to this event, we welcome you and look forward to your participation.

Sincerely,

Darryl Husenits  
Golf Classic Committee Chairperson  
ISM-Pittsburgh

**2008 ISM-Pittsburgh Annual Golf Classic at Quicksilver Golf Club  
Presented in conjunction with Premier Sponsor, CONSOL Energy**

Monday, June 16, 2008

Lunch served at 10:30 a.m.

Shotgun start at 12:00 Noon

LUNCH INCLUDED ~GREAT PRIZES ~ RAFFLE EVENTS ~TEAM PRIZES~ SKILL PRIZES ~ SILENT AUCTION ITEMS

*The Institute for Supply Management - Pittsburgh (ISM-Pittsburgh) will hold its Annual Golf Classic on Monday, June 16, 2008, at Quicksilver Golf Club in Midway PA. Proceeds from the event benefit the ISM-Pittsburgh & Dr. John E. Murray, Jr. Scholarship Campaign.*

**COST TO REGISTER:**

Lunch, Golf and Dinner (including cart) - \$195/person

Dinner Only - Served at 6:00 p.m. - \$50/person

SPONSORSHIP FOR HOLE/TEE/ADVERTISEMENT- \$195 EACH

EARLY REGISTRATION ENCOURAGED AS THIS YEAR'S EVENT WILL SELL-OUT

**FOURSOME INFORMATION:**

Number of Golfers: \_\_\_\_\_

Golfers' Names: \_\_\_\_\_

Golfers' E-mail Addresses\*: \_\_\_\_\_

Captain's Name: \_\_\_\_\_

Captain's Company: \_\_\_\_\_

Company Address: \_\_\_\_\_

Phone: (      ) \_\_\_\_\_

**\* PLEASE MAKE EVERY EFFORT TO PROVIDE E-MAIL ADDRESSES FOR ALL PARTICIPANTS!**

**PARTICIPATION LEVEL:**

Yes, we would like to participate:

	QUANTITY	COST	TOTAL
LUNCH, GOLF AND DINNER	<input type="checkbox"/> _____	@\$195 ea	_____
DINNER ONLY	<input type="checkbox"/> _____	@\$50 ea	_____
TEE	<input type="checkbox"/> _____	@195 ea	_____
HOLE	<input type="checkbox"/> _____	@195 ea	_____
PROGRAM ADVERTISEMENT	<input type="checkbox"/> _____	@195 ea	_____
SKILL PRIZE SPONSORSHIP**	<input type="checkbox"/> _____	@\$2,500 ea	_____
GOLFER GIVEAWAY SPONSORSHIP**	<input type="checkbox"/> _____	@\$3,500 ea	_____
GOLF OUTING DINNER MEETING SPONSORSHIP**	<input type="checkbox"/> _____	@\$3,800 ea	_____
SILENT AUCTION DONATION	<input type="checkbox"/> _____		_____
Grand Total			_____

\*\* - Details listed on the ISM-Pittsburgh Sponsorship Program form

**Payment:**

Name on Charge Card \_\_\_\_\_

MasterCard/Visa/Amex/#: \_\_\_\_\_

Exp.Date \_\_\_\_\_

FAX to Paula Massey @ 724-508-0218

## 2008-2009 ISM - Pittsburgh Officers

### PRESIDENT

PAUL BUCCIARELLI  
PNC BANK, N.A.  
600 GRANT STREET, 43<sup>RD</sup> FLOOR  
PITTSBURGH, PA 15219  
**PHONE: 412-768-9341 – FAX: 412-762-7336**  
**E-MAIL: [paul.bucciarelli@pnc.com](mailto:paul.bucciarelli@pnc.com)**

### 1ST VICE PRESIDENT

DAVID L. DUDNEY, C.P.M.  
ALLEGHENY TECHNOLOGIES  
Technical & Commercial Center  
1300 Pacific Avenue, Natrona Heights, PA 15065  
**PHONE: 724-226-6359 – FAX: 724-226-6226**  
**E-MAIL: [ddudney@allegHENYtechnologies.com](mailto:ddudney@allegHENYtechnologies.com)**

### 2ND VICE PRESIDENT

GEORGE BISSETT, C.P.M., A.P.P.  
CONSOL ENERGY  
1125 E. ROY FURMAN HIGHWAY  
WAYNESBURG, PA 15370  
**PHONE: 724-852-5418 – FAX: 724-852-5429**  
**E-MAIL: [georgebissett@consolenergy.com](mailto:georgebissett@consolenergy.com)**

### IMMEDIATE PAST PRESIDENT

PAULA CARPINELLI, A.P.P., C.P.M., C.B.M.  
UNIVERSITY OF PITTSBURGH  
3328 CATHEDRAL OF LEARNING, RM. 3412  
PITTSBURGH, PA 15260  
**PHONE: 412-624-6208 – FAX: 412-624-5472**  
**E-MAIL: [pcarpinelli@bc.pitt.edu](mailto:pcarpinelli@bc.pitt.edu)**

### EXECUTIVE DIRECTOR

LISA ROMANGO  
202 FIELD CLUB RIDGE.  
PITTSBURGH, PA 15238  
**PHONE: 412-967-9104 - FAX: 412-967-9105**  
**E-MAIL: [lisaromango9104@comcast.net](mailto:lisaromango9104@comcast.net)**

### SECRETARY & TREASURER

PAULA MASSEY  
208 WOODVIEW DRIVE  
BEAVER, PA 15009  
**PHONE: 724-508-0200 – FAX: 724-508-0218**  
**E-MAIL: [paulamis@comcast.net](mailto:paulamis@comcast.net)**

**2008-2009 ISM-Pittsburgh Board of Directors**

<p>JOHN P. CANCRO, C. P. M.          PENN STATE UNIVERSITY          3525 MILLIGANTOWN ROAD          NEW KENSINGTON, PA 15068-7116  <b>E-MAIL:</b> <a href="mailto:jpc2@psu.edu">jpc2@psu.edu</a></p>	<p>TERESA (TERRI) L. COLLINS, DC INVENTORY MGR.          ALLIED BUILDING PRODUCTS          1990 MCKEES ROCKS ROAD          PITTSBURGH, PA 15136  <b>PHONE:</b> (412) 331-0891 – <b>FAX:</b> (412) 771-7125  <b>EMAIL:</b> <a href="mailto:terri.collins@alliedbuilding.com">terri.collins@alliedbuilding.com</a></p>
<p>BRIAN P. CONLEY          NEP BROADCASTING          2 BETA DRIVE          PITTSBURGH, PA 15238  <b>PHONE:</b> 412-826-1414 – <b>FAX:</b> 412-826-1433  <b>E-MAIL:</b> <a href="mailto:brianc@nepinc.com">brianc@nepinc.com</a></p>	<p>NICOLE COSTELLO, BUYER          FEDEX GROUND          1000 FEDEX DRIVE          MOON TOWNSHIP, PA 15108  <b>PHONE:</b> 412-859-2885 – <b>FAX:</b> 412-859-5676  <b>E-MAIL:</b> <a href="mailto:ncostello@fedex.com">ncostello@fedex.com</a></p>
<p>JAMES H. GOLDEN, C.P.M.          SIEMENS ENERGY &amp; AUTOMATION - MTD          501 TECHNOLOGY DRIVE, SOUTHPOINTE INDUSTRIAL          CANONSBURG, PA 15301  <b>PHONE:</b> (724) 514-8070– <b>FAX:</b> (724) 514-8069  <b>E-MAIL:</b> <a href="mailto:james.golden@siemens.com">james.golden@siemens.com</a></p>	<p>DR. SOHEILA R. LUNNEY   <b>EMAIL:</b> <a href="mailto:soheila.lunney@gmail.com">soheila.lunney@gmail.com</a></p>
<p>KENNETH G. MICIRE, C.P.M.          507 KNOLL COURT          WEXFORD, PA 15090  <b>EMAIL:</b> <a href="mailto:pmicire@zoominternet.net">pmicire@zoominternet.net</a></p>	<p>DIANNA J. SROKA          ADAMS MANUFACTURING CORPORATION          109 WEST PARK ROAD, PO BOX 1          PORTERSVILLE, PA 16051  <b>PHONE:</b> 724-368-8837, ext. 105 <b>FAX:</b> 724-368-9357  <b>EMAIL;</b> <a href="mailto:dsroka@adamsmfg.com">dsroka@adamsmfg.com</a></p>
<p>RON SUMMERHILL, MANAGER – PURCHASING          LATROBE SPECIALITY STEEL          2626 LIGONIER STREET,          LATROBE, PA 15650  <b>PHONE:</b> 724-532-6584 – <b>FAX:</b> 724-532-6346  <b>EMAIL:</b> <a href="mailto:ron.summerhill@latrobesteel.com">ron.summerhill@latrobesteel.com</a></p>	<p>MICHAEL J. URICK, MBA, PROGRAM MANAGER          DUQUESNE UNIVERSITY-CENTER FOR CORPORATE &amp;          EXECUTIVE EDUCATION          712 ROCKWELL HALL – 600 FORBES AVENUE          PITTSBURGH, PA 15182  <b>PHONE:</b> 412-396-6249 – <b>FAX:</b> 412-396-6175  <b>EMAIL:</b> <a href="mailto:UrickM@duq.edu">UrickM@duq.edu</a></p>