The Library Support Staff Interests Round Table Offers Library Support Staff Certification Registration Assistance Awards

Trish Palluck, Chair of the Library Support Staff Interests Round Table (LSSIRT) announced today that LSSIRT is offering financial assistance to library support staff applying for certification in the American Library Association’s Library Support Staff Certification (LSSC) Program. The LSSC Program offers library employees the opportunity to achieve recognition for their experience, enhance library service, and increase skills and knowledge in areas like the foundations of librarianship, technology, and communication.

The LSSC Program is partially funded by a grant to ALA from the federal Institute for Museum and Library Services, and managed by the ALA-Allied Professional Association. The Registration Assistance Awards of one-half of the registration fee are part of this grant.

Library Support Staff Certification (LSSC) provides a path to recognition and awareness of the critical role that library support staff play in the delivery of quality library service. To achieve certification, support staff must achieve six of ten competency sets either through development of an online portfolio or taking approved courses. The competency sets are:

- Foundation of Library Service
- Technology
- Communication and Teamwork
- Access Services, Adult Readers’ Advisory Services
- Cataloging and Classification
- Collection Management
- Reference and Information Services
- Supervision and Management
- Youth Services

The Library Support Staff Interests Round Table will be offering 50 Registration
Assistance Awards this spring. The awards are for $175, one-half of the LSSC registration/application fee. Successful award recipients will pay the remainder of the registration fee with their own funds or funds obtained from other sources.

An application form to apply for the Registration Assistance Awards is available on the LSSIRT Website at www.alala.org/lssirt/

The deadline to submit the application is April 30, 2011. Support staff from all types of libraries are invited to apply.

The recipients of the Award will be chosen by a random drawing after the deadline.

Nancy Bolt, Co-Project Director of LSSC, commented “The LSSC Program is really pleased that LSSIRT is participating in the Registration Awards. Library Support Staff will receive the recognition that they deserve by participating in LSSC. We appreciate IMLS’ support in recognizing the importance of qualified library support staff in providing excellent library service.”

To be eligible to participate in LSSC and thus receive an Assistance Award, applicants must have a high school degree or its equivalent and have worked for the equivalent of one year (1820 hours) as a library staff member or volunteer within the last five years.

Detailed additional information on LSSC is available on the LSSC website:

www.alala.org/lssc/

Candidate for LSSIRT Member-At-Large: Valentin Colon

Current Position: President, AFSCME Local 1930, New York Public Library Guild

Previous Positions: Office Associate III/Office Manager, New York Public Library

(Honors and Awards (library and non-library): 5 and 10 year membership awards for New York State Library Assistants Association

Member of ALA since: 2002

Valentin Colon
Candidate for LSSIRT Vice-President/President Elect

J.P. Pendleton

Current Position: Head of Circulation - Auburn University Libraries
Previous Positions:
Library Associate I Auburn University Library, May 01, 2007 Dec 03, 2008
Library Assistant II Auburn University Library, Sept 15, 2005 Apr 30, 2007

Offices held in the ALA/APA, state, & regional library associations, and other associations (include DATES):
- Alabama Library Association 2005- present,
- Moderator, Paraprofessional Round Table 2007– present.
- Alabama Library Association Poster Session Coordinator 2008- present

Honors and Awards (library and non-library, including DATES):
- Auburn University Spirit of Excellence May 2009

Statement of Professional Concerns: Support staff issues are still at the forefront in many libraries. As our economy continues to struggle and Library budgets shrink, support staff are called on to do more. As support staff and support staff advocates, we must continue to find ways to overcome these issues. As a group, we must continue to support efforts to further training (LSSC), advancements, and salary improvements while still maintaining the focus on customer service, staff work environment, and technology advancement needs.

Member of ALA since: 2005

Candidate for LSSIRT Member-At-Large Karen Coleman

Current Position: SECRETARY; 2006; DANVILLE PUBLIC LIBRARY; 511 PATTON STREET; DANVILLE; VA; 24541; USA

Previous Positions:
- Office Assistant, City of Danville Division of Social Services, 2000-2006
- Administrative Assistant, City of Danville Public Library, 2006-Present

ALA and/or ALA-APA Activities: ALA Member

Honors and Awards (library and non-library, including DATES): Who’s Who Among Students in Junior College National Collegiate of Business Award
- Dean Honor's List
- Member of the Pittsylvania County Community Action Headstart Policy Council
- Member of the Pittsylvania County Community Action Board
- During the hiring process of the library director, assisted in managing library. Helped in training new director, when hiring process completed.
- Currently enrolled in National College under the Business Administration Management Program to receive BS.
- Scheduled to complete 2011. (3.67 GPA)

Statement of Professional Concerns: Libraries in the nation today are in a downward spiral. There are too many that have closed due to the lack of financial stability and safety. It is felt that if the libraries are not being used to the fullest potential there is no longer a need. Working in a public urbanized library, we are constantly looking for ways to engage the community to utilize the library more. As support staff, I challenge and assist staff by making sure the needs of the patrons are met while continuing to treat co-workers, clientele, subordinates and superiors the way we want to be treated and being mindful to respect cultural differences.

My biggest concern is employees need to work as a team and remain customer service oriented for our patrons, because our community gives us our jobs.
I am delighted to have this opportunity to communicate directly to you, my LSSIRT colleagues, about my candidacy for President of ALA and ALA-APA. I have been a member of for 34 years and have had many opportunities to contribute as a leader. ALA has been a continuing source of enrichment and professional development for me throughout my career. I believe that service as ALA President is the best way for me to continue to contribute to the association and its members.

My focus as President will be to build upon the accomplishments of recent ALA presidents in the areas of advocacy, intellectual freedom and diversity in order to ensure that libraries, librarians and library staff remain vital in the increasingly digital world. I will provide effective leadership for the Association. I will be a strong voice for libraries and how they make a difference in people’s lives.

My career in libraries began when I was hired as a page in the Prince Georges County Library System. I moved from that role to be a Circulation Assistant in a small neighborhood library and, subsequently, to library support staff positions at the University of Maryland. I pursued an MLS degree because I found the work experience to be very rewarding.

My career in librarianship has been primarily in human resource management, leadership development and organization development and enhancement. In my current work as an organization development consultant to libraries, I have the opportunity to help the leaders of these organizations identify effective strategies and approaches for the improvement of their workplaces. A key focus of this work in the past several years has been to create high-performing workplaces in which every staff member has the opportunity to contribute and perform work that is meaningful and satisfying to them. I believe that everyone should find the joy and rewards in their work that I have had the privilege to find in mine.

One of my most important and rewarding activities was to serve as the facilitator of the 3rd ALA Congress on Professional Education: Focus on Support Staff (COPE III). The work of this conference led to many important developments to advance the role and work of support staff. I was especially pleased to see that it resulted in the creation of the Library Support Staff Certification Program (LSSC). As ALA President, I will work with the leadership of LSSIRT to identify support staff for appointment to ALA committees and to determine other ways to engage support staff members.

I believe I will bring the experience, commitment and enthusiasm necessary to improve ALA and the profession and to support your ability to continue to make a difference in the lives of those whom you serve. I urge you to vote in this election and to support my candidacy for President.

Please visit my web site: [http://maureensullivan.org](http://maureensullivan.org)

Maureen Sullivan is a member of LSSIRT.

[ALAX Presidential Candidate Maureen Sullivan]

“I will work with the leadership of LSSIRT to identify support staff for appointment to ALA committees and to determine other ways to engages support staff members.”
I started my library career when I was sixteen years old and I've worked in a library ever since. I spent the first seven years of my career as a support staff member. Through my more than 35 year career, I've held positions in all types of libraries: public, special, academic, and even a multi-type library system. I have worked closely and successfully with support staff in each of these environments. In every leadership position I have held, support staff were included in all committees, outreach, and planning. I served on the Illinois Wesleyan University Job Classification & Compensation Committee in order to assure that all staff were being paid fairly and that their classification matched their work efforts. Also at Illinois Wesleyan, I led the library through two successful strategic plans where the staff played a vital part in the planning process. I know that support staff at all levels are integral to the success of a library and without their input no plan would thrive.

I bring a breadth of experience to the presidency, and as a professional librarian on the frontline I am keenly aware of the need to understand libraries. It is essential for the leader of ALA to be able to articulate the challenges that we all face and advocate for all types of libraries. Intellectual freedom, literacy, advocacy, privacy, and diversity -- our core values have been central to my life and work, and they will be part of my presidential agenda. Using my theme, Leading from Libraries, I will concentrate on two goals of the ALA 2015 strategic plan: transforming libraries and member engagement. I will champion the way library staff have been leading from libraries--the way they have reached out to their communities and made a significant impact. As president I will use our combined energy to find ways to share our success stories with each other. I will make ALA the vibrant “go-to” place where members will share collective knowledge and collaborate in ways that will move all of us forward no matter our unit affiliation. Through social networking tools, toolkits, e-resources, and publications, we will begin to connect with each other more openly and easily.

As an active member of ALA since 1975 I have contributed to and learned from many units of ALA. Starting in New Members Round Table, I was mentored into the Library Leadership and Management Association (LLAMA) where I became President. I also served on major committees in the Reference and User Services Association (RUSA) and the Association of College and Research Libraries (ACRL). I've served on Council, and chaired the ALA Awards Committee. I have also served as president of the Illinois Library Association, Beta Phi Mu National Honorary Society, and an Illinois academic library consortium.

With your vote, together we can defend our core values, transform our libraries and engage our membership “Leading from Libraries” into a successful future. I ask for your vote for ALA and ALA-APA President.

please visit www.suestroyan.com to learn more about my initiatives

“I will champion the way library staff have been leading from libraries...”
Library Support Staff Interests Round Table (LSSIRT)

Steering Committee/ Membership Meeting
San Diego Convention Center – Room 24C
San Diego, California
Jan. 8, 2011

1. Minutes were approved and are posted on our website. ALA Annual meeting minutes (Washington, DC), June 26, 2010

2. Kerrie Stramler, Treasurer, reported we have a fund balance of $21,543.00.

3. We have 481 members reported at the end of last reporting period. This is down and we need to watch our 1% total personal ALA memberships to keep our councilor.

4. Valeria Fike, our ALA Councilor, went over several resolutions, including two memorials, which were going to be presented at Council meetings.

5. Nominating Committee announced candidates for Members-at-Large: Karen Coleman from Danville, VA and Valentin Colon, President of Local 1930, New York City, NY; JP Pendleton, currently a member-at-large, has been approached to run for Vice President.

6. Karen Strege, from LSSCP, reported the progress of the national certification program.

7. Joseph Eagan, ALA Liaison, discussed the newly approved ALA Strategic Plan, 2015 and how it would affect our round table. He also announced that the San Diego registration was down 700 from Boston 2010 and that locations do affect attendance and revenues for ALA.

8. John Chrastka, Director for Membership Development, discussed general memberships along with round table memberships. Suggestions were made about recruitment, with both recruitment and retention being high priorities.

Submitted as Mini-minutes from the Secretary, Kareen Turner

San Diego Convention Center
The Library Support Staff Certification (LSSC) Program has been very active in the last few months.

Most exciting is the availability of Registration Assistance Awards (Awards) being offered by eight state libraries (Arizona, District of Columbia, Idaho, Mississippi, Oregon, Pennsylvania, Washington, and Wyoming) and the Library Support Staff Interests Round Table (LSSIRT). Awards distributed through state libraries are for library support staff that live in those states. Any interested library support staff, regardless of location, can apply for an Award distributed by LSSIRT and information is available on the LSSIRT website.

The Awards are for $175, one-half of the LSSC registration fee. These Awards are part of a grant from the Institute for Museum and Library Services.

LSSC current has approximately 125 applicants from 28 states with more signing up every week. We are very pleased that 25% of the applicants are people of color.

As of January 31st, there were 57 approved courses in the ten LSSC competency sets. These courses are offered by 20 providers.

We would also like to introduce Ian Lashbrook, our new Research Assistant. Ian is a Library School student at Drexel University and is taking the place of Jamie Bragg who left to pursue her theater career. We welcome Ian and his excellent customer service attitude. With Ian’s help we have been adding new content to the website, including ideas for potential candidates on how to gain financial support to pay for the LSSC registration fee and for taking LSSC approved courses.

Finally, we are now offering three webinars every month. One is Introduction to LSSC, covering all the basics of the program. The second is Preparing a Successful Portfolio for LSSC. This webinar covers all the aspects necessary to prepare and submit a portfolio to LSSC to gain credit for a competency set. These first two webinars are available to anyone interested in the program. The third webinar is on Using the LiveText Certification Management System. This webinar is only available to LSSC candidates and deals with all the details of creating an online Candidate Achievement Record, uploading documents, and submitting them for review.

LSSC staff are available to attend state and local conferences to deliver a keynote address about the value of library support staff, provide an introduction to the LSSC Program, and/or conduct a pre-conference on portfolio preparation. Contact us at lssc@ala.org. More information about LSSC is available at www.ala-apa.org/lssc/

Views of San Diego during ALA Midwinter 2011

San Diego Convention Center at night with the trolley station

Entrance to the Gaslamp District

Pier Café at Seaport Village
ALA COUNCIL MIDWINTER MEETING 2011

Reports and recommendations from ongoing work of many ALA committees were presented and approved. Highlights follow:

ALA FY2012 programmatic priorities approved:
- Diversity
- Equitable Access to Information and Library Services
- Education and Lifelong Learning
- Intellectual Freedom
- Advocacy for Libraries and the Profession
- Literacy
- Organizational Excellence

ALA’s Strategic Plan 2015
New goal areas focus on two key challenges facing libraries and ALA
Transforming Libraries includes:
- Providing leadership;
- Sharing innovative practices and concepts;
- Recognizing and supporting innovative and transformational ideas;
- Helping libraries use new and emerging technologies by promoting and supporting technological experimentation and innovation, and
- Increasing leadership development and training opportunities.

Member Engagement includes:
- Providing an environment in which all members, to partici-
White Paper on the Future of ALA Midwinter

A new “white paper” - developed by ALA management at the request of the Executive Board, examines current practices and emerging patterns, and suggests a vision for the future. The combination of technological advances and economic stress has caused many members to question how ALA groups accomplish work. Council (2008) made critical policy changes to recognize and enable new ways of working together and “meeting”. ALA groups have already begun redefining “participation” pioneering new ways of working together. These changes have raised questions about the role of the Midwinter Meeting.

The paper concludes that the Midwinter Meeting:

• Is already changing and adapting; is already much more than committee meetings, yet not program-centric, but information sharing forums;

• Will continue to serve a vital role for the association in the future even as more and more committee and association work occurs online and fewer committees need to meet at midwinter; and

• Must be “repositioned” in our conversation and shared understanding to reflect current - not past - practice and a new understanding of “the business of the Association.”

The paper is intended to serve as a basis for discussion and suggest directions for exploration and development.

http://tinyurl.com/4brrck

FINANCIAL and BUDGET (PBACouncilMailMW11)

Many factors contributed to a threatening deficit. It looked like the shortfall was going to be significant and wanted to avoid dipping into reserves. ALA office/staff did some belt-tightening, made mid-year adjustments, and realigned some staff. One reduction was staff furloughs. Staff took one week. When efforts paid off and the deficit was less serious, staff didn’t take a 2nd furlough and got paid for the one they already took. More on the budget can be found at ALA Budget.

The ALA Constitution and Bylaws Committee presented a number of action items to bring the Constitution and Bylaws in line with current practice. Most changes were ‘clean-up’ word changes, while some clarifying changes were considered to be substantive and will be brought to the membership for a vote. These amendments will make more clear how endowment funds are to be handled, stating whether an individual or group is ‘voting’ or ‘non-voting’ instead of assuming that is known, including roundtables in the scope of responsibility of the ALA elections, and detailing what happens when a council seat becomes vacant.

The Policy Monitoring Committee (PMC), presented 4 items for changes to the ALA Policy Manual, adopted.

• 54.16 Add, ALA supports equal employment opportunity for gay, lesbian, bisexual, and transgender librarians and library workers.

• 7.1.1 Make it a policy that ALA supports and includes Non Discrimination in Conference Contracts for the use of facilities and avoid contracting with conference vendors and suppliers which by law do discriminate.

• In the Manual’s section on intellectual freedom to include incarcerated individuals as a group. 53.1.23 Prisoners’ Right to Read. ...work to guarantee that the right to intellectual freedom is extended to all incarcerated individuals.

• Bring the Manual in agreement with ALA Executive Board vote (Fall 2008) to support the use of electronic signatures wherever the ALA Constitution, Bylaws, and Policy Manual require members to petition for candidacy or other action.

COUNCIL ACTIONS:

• Resolution on [ALA Executive Director] Notifying Conference and Meeting Attendees of Hotels Named on “Do Not Patronize” List, ALA CD#32 defeated.

General consensus was - ALA has no way judging the validity of why a venue would be on the List; there are potential legal implications of boycotting, especially if ALA did not meet contractual obligations for filling rooms; and aren’t we information professionals who can locate information to assist our decision of which hotels we’d rather not patronize?

• Resolution on the Removal and Censorship of Artwork from the Smithsonian Institution’s National Portrait Gallery, ALA CD#36 Rev. adopted.

This resolution condemns censorship, urges continued fighting censorship, and commends the inclusion of materials which reflect the diversity of our society.

• WikiLeaks, CD#37, CD#38, both tabled.

Much time was spent by conference attendees, in Council Forums, and in Council, discussing WikiLeaks and the response of the government and its agencies. The general sense among councilors was that even though some wanted resolutions to speak directly to the WikiLeaks...
issues, this was part of a larger picture which many felt was important to address. Since the broader resolution was adopted prior to the vote on the 2 WikiLeaks resolutions - one concerning the government’s response and one supporting the ‘leakers’, they were tabled.

Resolution on Access to and Classification of Government Information, ALA CD#19.1, which was adopted, supports and encourages expanded initiatives to reform the U.S. classification system; urges legislation that expands protections for whistleblowers in the Federal government; urges defending, and not impairing, the inalienable right of the press and citizens to disseminate information about national security issues; and affirms the principle that government information made public within the boundaries of U.S. law should be available through libraries and the press without restriction.

> Two resolutions were adopted commending support for the role of libraries in our country.

Resolution Commending the U.S. Congress and the President on the Reauthorization of the Museum and Library Services Act, ALA CD#20.1 ...for efforts to sustain the federal role supporting library services, as the cornerstone of our nation’s information infrastructure.

> Resolution to Commend Senator Jack Reed for His Efforts to Recognize Libraries as Essential Community Organizations during Disasters, ALA CD#20.4, for efforts to convince the Federal Emergency Management Agency (FEMA) to amend its policies to recognize libraries as essential community organizations, thus entitled to reimbursement for temporary relocation facilities.

Note: FEMA did change its policy on January 7 to allow libraries to be eligible for temporary relocation during major disasters and emergencies under the FEMA Public Assistance Program.

> A Resolution in Support of Requesting Congress to Reintroduce and Vote on the Dream Act, Rev., ALA CD#39, was adopted.

Other adopted resolutions were

> memorials: George P. D’Elia; Locke Morrissey; Edward G. Holley; Carolyn Wicker Field; and Norman Horrocks

> tributes: 100th Anniversary of the Arkansas Library Association; Retired Members Round Table (RMRT); and John Ison on his retirement from DEMCO.

Other items to note:

Executive Board nominees were introduced and the election was held.

Upcoming ALA Election voting begins at 9:00 a.m. Central Time on March 16, 2011. Ballots close at 11:59 p.m., April 22. Results announced, April 29.

Actions, documents, and audio recordings of the Council meetings are available at:

**Actions, Documents, Audio Recordings**

**ALA/APA COUNCIL SESSION MIDWINTER 2011**

Reports were given on the Certified Public Library Administrator Program (CPLA); and by the Committee on the Salaries and Status of Library Workers. National Library Workers Day is 4/12/2011, the Tuesday of National Library Week.

Library Support Staff Certification Program (LSSCP)

Certification Review Committee Report

Overview:

Program began January 25, 2010

Competency sets developed for academic and public library support staff (LSS), Candidates complete 6 of 10 competency sets in 4 years

Candidate options to complete competencies - submit portfolios online or take approved courses. Courses (online, face-to-face) are optional

Portfolios evaluated by two experts in the competency set

Renewals require 32 contact hours of continuing education related to the competency sets

Application fee $325 for ALA members, $350 for non-members

Participation:

98 candidates; 125 applicants

71% white, 10% African American, 7% Latino, 3% American Indian, 2% Asian, 7% left blank

96% female, 4% male

78% worked or volunteered in public libraries, 30% in academic libraries; 33% in school libraries; 8% in other libraries

12% (25-34 years old); 24% (35-44); 37% (45-54); 27% (55-64)

28 states have candidates

Top 5: Colorado, 19; California, 14; Louisiana, 12; Illinois, 9; Oregon, 8

Three webinars per month offered on introducing the program, developing portfolios, using online portfolio system

55 approved courses available, covering all competency sets; online and face-to-face

One portfolio has been submitted and approved

Several international LSS have requested advice on participation

One international site developing a cohort with mentors to complete portfolios

Two library systems have included LSSC in IMLS grants, one has been awarded

Several LTA programs are using LSSC competency sets to evaluate their curricula

COME OUT AND SUPPORT LSSIRT AT OUR ANNUAL FUNDRAISER

- WHERE: TUJAGUE’S RESTAURANT
- WHEN: SATURDAY, JUNE 25, 2011
- TIME: 7:30 – 9:00 P.M.

ENJOY DINNER WITH YOUR COLLEAGUES, FOLLOWED BY A GUIDED TOUR OF THE FRENCH QUARTER.

- COST is $40.00 per person

TUJAGUE’S is located in the French Quarter at:

823 DECATUR ST.
NEW ORLEANS, LA

REGISTRATION IS REQUIRED. PLEASE REGISTER ON THE ALA ANNUAL REGISTRATION FORM
(or online: http://tinyurl.com/4k8j4mr)

LSSIRT thanks you for your support!
The LSSIRT Newsletter is the official publication of the Library Support Staff Interests Round Table (LSSIRT) of the American Library Association. It is distributed free to members of LSSIRT and is published three-four times a year.

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Please send questions regarding LSSIRT Newsletter content to:

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Our mission is to provide an arena within ALA for programming, communication and networking for library support staff.

Sign-up for the LSSIRT Members-Only E-list!

For timely updates and for networking with LSSIRT colleagues, be sure and sign-up for the very low volume LSSIRT e-list.

To sign-up, send an e-mail to Martha Parsons at…

parsons@halcyon.com with your ALA membership number and ask to be subscribed.

For more information on LSSIRT, visit our Web site at:

http://www.ala.org/lssirt/