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## President's Corner

I would like to welcome old and new members to LSSIRT. I may not be a familiar face to some of you so let me take this opportunity to reintroduce myself. My name is JP Pendleton and I am the current LSSIRT president for the 2012 - 2013. For the last 4 years, I have served in several positions on the LSSIRT steering committee including Member-at-Large and Vice President-Elect. When I am not working on LSSIRT business, I run the Circulation and Resource Maintenance Department at Auburn University Libraries.

It means a lot to me and I am very proud to be a paraprofessional/ paralibrarian. Over the years, I have worked several jobs, from being a laborer in a popcorn factory to a ground hand building cell towers, one

might say that I have become a jack of all trades. I look back on all those jobs and see a correlation with what we do as support staff in the library. We serve! We serve our patrons, our community, our schools and, most importantly, our families. For me, that service means a lot; it's rewarding and fulfilling. We all have those horror stories of a bad patron or bad situation but those are easily forgotten with good ones. So how does this all tie into LSSIRT? We are your voice; we are here to serve you. I know most of you are unable to attend ALA annual conference but don't let that discourage you from joining. You still have a voice that needs to be heard. So please consider joining a wonderful organization.

Finally, I look forward to this year's midwinter



**LSSIRT President  
J.P. Pendleton**

conference in Seattle. We have an awesome steering committee that works hard for LSSIRT and I can't say enough about our past president, Trish Palluck. She is a wonderful leader and has left some big shoes for me to fill. I am excited about the continued success of the LSSC and what wonderful news they may offer. I also look forward to hearing from any of our members. So please feel free to contact me with any questions about LSSIRT or regarding support staff happenings. You can call me at 334-844-4094 or email me at: [pendlaj@auburn.edu](mailto:pendlaj@auburn.edu).

## LSSIRT Mini Minutes — Anaheim

LSSIRT Steering  
Committee/  
Membership Meeting  
Saturday, June 23 2012  
8:00 am - 12:00 pm  
Hilton Anaheim –  
Monterey Room

Trish Palluck,  
President called the  
meeting to order at  
8:04 a.m. The agenda  
will probably change,  
items may be handled  
out of order, to  
accommodate the  
schedules of guest  
speakers.

Trish started the  
introductions, going  
around the table with  
the board members  
and other guests.  
Marilyn Jack-Brown  
made the  
announcement that  
she would be retiring  
on Aug. 31st.

JP made the motion,  
with Kerrie seconded,  
to approve the  
minutes as posted.  
Motion passed.

Under the reports to  
the Board:

- Treasurer's Report

was presented by  
Kerrie Stramler.

- Anita Kosinski,  
Member-at-Large  
and Membership  
Secretary, sent in  
the membership  
report, stating that  
as of May 31, 2012,  
LSSIRT  
membership stands  
at 443.  
Membership is  
down 13 members  
from the same time  
last year. It was  
also mentioned  
that ALA as a  
whole, is down 500  
members.
- Valeria Fike, ALA  
Councilor,  
mentioned in her  
report that the  
deficit in budget is  
caused by various  
factors. She also  
mentioned there  
will be a cleanup of  
the policy manual.  
She discussed the  
resolutions that the  
ALA Council will  
be voting on.
- Communications/  
Newsletter report  
was presented by  
Jennifer Kutzik and  
Kerrie Stramler.

They apologized  
for not posting a  
February  
newsletter.  
Schedules were the  
problem. ALA  
websites have now  
all been converted  
to Drupal. We  
now have 42  
members on our  
Facebook page.

- JP Pendleton gave  
his report. He had  
been looking into  
other possibilities  
for virtual meetings  
and is also looking  
at memberships.
- In the President's  
report, Trish  
Palluck discussed  
membership and  
submitting another  
survey to our  
members. We  
discussed methods  
of programming,  
rough draft to be  
submitted by  
October, and the  
By-laws.
- Karen Stregge, from  
the LSSCP, Library  
Support Staff  
Certification  
Program, gave us  
an update on their  
status.

# LSSIRT Mini Minutes—Anaheim cont.

Beatrice Colvin, ALA Staff liaison, discussed our Night Out and ALA-APA.

J. Linda Williams, ALA Executive Council liaison, came and discussed the concerns about

membership and the ALA Roadmap for Change, with LSSIRT's involvement.

**ANNOUNCEMENTS-** Library Journal's reception for the Paralibrarian of the year will be held at

Tortilla Jo's at 5:30 PM and the LSSIRT's Dining Out will be held at Ralph

Brennan's Jazz Kitchen at 7:30 PM

Meeting was adjourned at 12:00 PM

## ALA-APA Networking Reception

Now that you have registered for the 2013 ALA Midwinter Meeting experience a taste of Seattle's nightlife at this premier social event. Join your colleagues for an evening of fun, music and refreshments while supporting a worthy cause. Take advantage of this opportunity to win one of the door prizes as you mingle and network

with other library professionals.

**When:** Saturday, January 26, 2013

**Time:** 8:00 pm – 10:00 pm

**Location:** W Hotel (Seattle, Washington) - Great Room 1

**Ticket Price:** \$50

You can register as part of the 2013 ALA Midwinter Meeting by visiting the registration page .

Or, you can mail payments

to: **ALA-APA, Networking Reception** Attn: [Kimberly Redd](mailto:Kimberly.Redd@ala-apa.org), 50 E. Huron St., Chicago, IL 60611. For sponsorship opportunities contact: [info@ala-apa.org](mailto:info@ala-apa.org) or 312-280-4278.

**ALA-APA  
Networking  
Reception**



## LSSIRT Steering Committee Midwinter Meeting

Please come to LSSIRT's Steering Committee Meeting at ALA's Midwinter meeting in Seattle on Saturday January 26, 2013 from 8:00am to 12:00pm in the Washington State

Convention Center room #615. This meeting is open to all and we encourage Library Support Staff to attend this general membership meeting.



ALA American Library Association  
**LSSIRT**  
Library Support Staff Interests Round Table

## A Call to Join LSSIRT!



Are you a Library support staff, or library paraprofessionals? Are you involved in all library types of library operations at all levels? Do you manage a library or branch or contribute very specialized expertise in your library? Do you engage in routine activities or supervise and direct other staff? Would you like to help us make a difference?

LSSIRT (Library Support Staff Interests Round Table) needs people like you to donate time, energy, and experience in a variety of areas. Please consider joining or running for a number of steering committee positions. Together, we will be able to provide an arena within ALA for addressing a wide variety of issues of concerning library support staff. .

Please call us today at 334-844-4094 to find out more about how you can help, or visit our website at <http://www.ala.org/lssirt/>.

Thank you, and we look forward to hearing from you!  
Sincerely,

Jason (J.P) Pendleton  
LSSIRT President (2012/2013)



**“Do it,  
and then  
you will  
feel  
motivated  
to do it.”**

**~Zig**

**Ziglar**

# Staff Development by Noreen Jacky

*“Now, here, you see, it takes all the running you can do, to stay in the same place. If you want to get somewhere else, you must run at least twice as fast as that!” – Lewis Carroll – Alices’s Adventures in Wonderland*

One of the challenges faced by staff members in small libraries is arranging time to take advantage of training and development opportunities. On many days, covering day to day desk hours and one’s routine tasks seem like the most that can be managed. We also have outside lives that put demands on our time and mental energy, and sometimes it just seems impossible to arrange development opportunities. Since moving to a small library I have been thinking a lot about how to best keep developing and learning new skills in a small library. I would like to share some of the ideas that I have been thinking about.

Staff development can

be many things. Sometimes it is as straightforward as making arrangements to learn some new software that is needed for your current position. Sometimes staff development can happen through participating on a committee and exchanging ideas with other staff. Networking with other staff in similar positions can give you added ideas on how to develop skills. Volunteering for extra projects or suggesting projects to your manager can also be ways to grow skills.

What do you do if the class or meeting that you want to attend is scheduled at a time when you are the only staff working? Early planning is important. Before you propose taking a particular class or meeting, try to solve any staffing issues. If you have coworkers in your unit, see if you can work out ways to cover for each other. If you are the only staff in your area perhaps you can find someone in

another area who can cover for you from time to time. Perhaps a manager can fill in on front line duties occasionally?

I have found it worthwhile to make time to review my current work goals every so often. Since I work in an academic library the best times for me to do this are at the end of the quarter and in the summer. My goals fall into short term, middle term, and long term categories. Short term goals are the easy to define ones. These goals are skills I need to learn or update in order to perform my current duties. One example of this kind of goal is learning Plone – a content management system. There are files that I will need to keep updated using this system. A middle term goal is to find time to take CPR, to work on my web page skills, and to work on improving my writing. Long term goals include a possible second degree, and a longer term writing project. All of the

goals need to be reevaluated from time to time as one’s life changes. It is useful to have a conversation with your manager and or mentor about goals at least every year. He or she may have some insights that you have not considered.

Here are some resources that I have found useful when planning my personal development program.

## **Online Courses**

Many credit and non credit courses are available online. Credit courses at my institution range from ‘Beginning Short Story Writing’ to ‘Digital imaging’. Non credit courses are also available. Courses might include topics like payroll procedures, reconciling disputes, or project planning.

## **Committee Participation**

Our library system newsletter regularly lists opportunities for participation on various committees. This is a

# Staff Development continued

a wonderful way to learn and to connect to the larger library system. It can be frustrating if there is a committee that you want to participate on and due to staffing shortages you are not able to attend meetings. On at least one occasion I found it useful to let the committee chair know if my interest in the topic. One member of the committee came to my small library and met with me about my concerns on the issues, and saw that I was included on the committee email list. I really appreciated that she listened and respected my concerns. This is an area where it is also useful to have a conversation with your manager.

## Exhibits

Interesting exhibits and bulletin boards brighten any library. This can be a chance to teach yourself something about poster design, to improve organizational and bibliographic skills, and to learn more about a subject that

interests you. Are you a visual artist? Perhaps it may be possible to mount an exhibit of your work in the library. If this is not possible - you can certainly find a way to organize a display on a favorite topic in your own work area.

## Web Pages

Learning something about web page development is always useful. There are many online resources for learning HTML and the more you learn the more you can offer to contribute to your libraries online presence.

## Other Activities

Are you a musician or a dancer? Does your library have a holiday gathering where staff contributions are welcome? It can be fun to share your talents with other staff. Maybe you will be the one to organize the singers this year. One year our library had a librarian who was a tap dancer perform at our holiday party. That was a real treat.

One of my passions is playing the viola da gamba. This spring I used some vacation time to collaborate with two friends in preparing a concert/ demonstration for a local retirement community. It was a chance to perform some of my favorite music, but it was also a chance to acquire some experience with PowerPoint and practice speaking in front of a group. We used Google docs to collaborate on our presentation.

I also had a chance to prepare a viola da gamba concert/ presentation for some of my library colleagues. In addition to performing music with a friend, I had another chance to develop a PowerPoint presentation, as well as a bibliography about the viola da gamba. These opportunities gave me a chance to polish skills that can become useful in my current position.

## Network

Staffing challenges in libraries are common in

these times of tight budgets. Look for ways to network with your colleagues and perhaps share solutions to staffing problems. Talk to your coworkers about how they manage in their particular library. Find ways to work with coworkers on topics of shared interest. – not necessarily work related. I have heard of lunchtime craft groups, singing groups and knitting groups.

## Conclusion

In this time of budget cuts it can be difficult to arrange the development opportunities that you would like to arrange, but there is a lot that you can do to continue learning new skills no matter how small the library that you work in.



Noreen B. Jacky  
University Of  
Washington Libraries



LSSIRT's Night Out at Ralph Brennan's Jazz kitchen, Downtown Disney



Ian Lashbrook and Karen Strege from ALA-APA LSSCP



Paula Poundstone at the United for Libraries fundraiser



Anaheim welcomes ALA with a smile



Jodi Picoult and her daughter Samantha Van Lear — authors of Between the Lines



Trish Palluck, Library Journal's Paraprofessional of the Year Linda Dahlquist, and Valeria Fike



LSSIRT Incoming President J.P. Pendleton receives the gavel from outgoing President Trish Palluck



LSSIRT Committee Members Karen Turner, Marilyn Jack-Brown, Valeria Fike, Nina Manning, Valentin Colon, J.P. Pendleton, and Trish Palluck



LSSIRT President J.P. Pendleton and ALA LSSIRT Liaison Beatrice Calvin

**ALA'S LIBRARY  
SUPPORT STAFF  
INTERESTS ROUND  
TABLE**

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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 Beatrice Calvin at...  
[bcalvin@ala.org](mailto:bcalvin@ala.org) with your ALA membership number and ask to be subscribed.