

**TO:** ALA-APA Council

**RE:** 2022 Virtual January Meeting

**ACTION REQUESTED/INFORMATION/REPORT:**

*No action requested.*

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**DATE:** January 13, 2022

**BACKGROUND:**

The ALA Allied Professional Association (ALA-APA) is a nonprofit professional organization established “to promote the mutual professional interests of librarians and other library workers.” To that end, the ALA-APA is focused on two broad areas:

- Certification of individuals in specializations beyond the initial professional degree.
- Direct support of comparable worth and pay equity initiatives, and other activities designed to improve the salaries and status of librarians and other library workers.



### CPLA Program

The Certified Public Library Administrator (CPLA) Program is a voluntary post-MLS certification program for public librarians with three years or more of supervisory experience. Its aim is to further professional education and development and help librarians move to a higher level of practical professional experience. To date, there are a total of **339** enrollees in the program and **113** graduates.

### LSSC Program

The Library Support Staff Certification (LSSC) Program offers library support staff the opportunity to commit to professional development and continuing education through the completion of competency sets developed and implemented by the ALA-APA. To date, there are a total of **726** enrollees in the program and **259** graduates.

### Certification Program Committee (CPC)

The committee is reviewing the current list of competencies for the CPLA program to recommend for updating. Competencies for both certification programs are reviewed every few years.

### Serving Diverse Populations Course

Offering a certificate program to address the areas of equity, diversity and inclusion (EDI) has long been a goal for ALA-APA Past President Julius C. Jefferson, Jr. Early in his tenure, he suggested that a program be developed that would address this critical ALA strategic direction and that it be focused on supporting the training needs of ALA members in strengthening their libraries and communities. An e-Course, which begins on **June 21, 2021**, represents the culmination of these efforts. The newly created asynchronous, six-week course entitled: ***Serving Diverse Populations*** will help participants to:

- Acquire techniques to create or adapt library programs, services, facilities, and collections so that people of various cultures find those programs and services valuable to them, so that the library is a more useful and welcoming place for them.
- Understand the importance of having a diverse workforce and governing structure for the library – to not only create a more welcoming atmosphere for customers, but also to provide a richer internal information and decision-making environment among the staff.
- Discover both traditional and non-traditional sources and techniques for recruiting library staff and trustees.

Completion of this course also satisfies an elective competency for CPLA candidates.

### Salary Negotiation Webinar

On May 13, 2021, the Salaries and Status of Library Workers (SSLW) Committee hosted a virtual webinar, ***Salary Negotiation – Ins, Outs, and In Between***. Panelists discussed how salary decisions are



made, what compensation packages consist of, and how to highlight strengths. In addition to talking numbers, panelists also discussed the difference and benefits of collective bargaining compared to individual salary negotiations, and how collective bargaining affects pay equity and equality. The event was recorded and is available on:

<https://ala-events.zoom.us/rec/share/Vn9Sq4JqiTZCFvxUSuFrsGsiti40bIFljsCx7d-FMoIF76YCwdIWDJJ0AM3bW6x.-fv8x1HII3EM-tbs>

### Committee Volunteers Sought

[Volunteers](#) are being sought for appointments to the **2022-2023** APA committees. The online committee volunteer form is open now and closes on **January 14, 2022**. Appointments will be made to the following committees: Certification Program, Certified Public Library Administrator Certification Review, Library Support Staff Certification Review and Salaries and Status of Library Workers (see charges, visit [APA Committee's page](#)). Appointments will be made by President-Elect Lessa Pelayo-Lozada and will take effect at the conclusion of the 2022 Annual Conference. In order to ensure broad representation and diversity on all committees, geographical location, type of library, gender, ethnicity, previous committee work (ALA, ALA-APA and other), relevant experience, and other factors are considered when the committee appointments are made. To volunteer, visit: <http://ala-apa.org/get-involved/>

### Updated Salary Survey

APA is currently working on the newest edition of the *ALA-APA Salary Survey: Non-MLS-Librarian - Public and Academic*. Information will show data for public libraries serving populations under 10,000 to more than 500,000; and for academic libraries at community colleges, four-year colleges and university libraries. Results will be organized by region and state. The information is useful for hiring managers, library directors, trustees and human resource staff. It is also valuable for those seeking employment or considering relocating to pursue professional opportunities. As a reminder, the survey will be available free as a benefit of ALA membership.

### National Library Workers Day (NLWD)

This year's celebration of National Library Workers Day (NLWD) will be held on **Tuesday, April 5, 2022**. The original resolution for the celebration of NLWD was proposed to recognize the hard work, dedication, and expertise of librarians and library support staff. It was proposed that the Tuesday of National Library Week be designated the day; and that on that day, interested library workers, library groups, and libraries should advocate for better compensation for all library workers. On this day, library organizations are encouraged to host a celebration and submit a star to honor a great worker, team or department by visiting the NLWD website ([www.ala-apa.org/nlwd](http://www.ala-apa.org/nlwd)). As in the past, products have been developed to assist organizations in the celebration and can be purchased at Midwinter and online from the [ALA Store](#). Organizations are encouraged to submit stories about their celebrations to: [libraryworklife@ala.org](mailto:libraryworklife@ala.org). If you want to view or share the posts, just like us on the [NLWD Facebook page](#) or follow the APA's Twitter feed [@alaapa](#). Be sure to use the hashtag **#NLWD22**. Stay tuned for additional information on celebration ideas and promotional materials that will be available.

### Leadership Support



Thank you to both President Patty Wong and President-Elect Lessa Pelayo-Lozada for their support of ALA-APA as it celebrates its 20<sup>th</sup> Anniversary in 2021-2022. Through their use of columns, financial support and advocacy on behalf of the organization, it will be able to continue its mission long into the next twenty years. We are also very appreciative of the board's leadership after the call to action presented by Past President Julius C. Jefferson, Jr. to donate to APA. Many of you have already taken him up on the challenge and we are grateful.

#### Donate to APA\*

The APA does not have members. It is a companion organization to the ALA and serves its members and the library community at large. Please consider supporting our efforts by giving financially. Your contributions and support make it possible for the organization to continue to strive every day for the advancement of all library employees. No gift is too small. On the ALA homepage, go to “*giveALA*” and select “*Offices → Other*” and then *ALA-APA*.

#### Social Media

For ongoing monitoring of APA activities and events, visit the website at: [www.ala-apa.org](http://www.ala-apa.org) or follow the APA on Twitter [@alaapa](https://twitter.com/alaapa) or like us on [Facebook](https://www.facebook.com/alaapa) .

#### Acknowledgements

In closing, I would like to thank the hard-working volunteers and committee members of all of the various APA groups without which we would not be able to continue the work of advocating for library workers.

I would personally like to acknowledge the support of the Finance, Membership, IT and Governance Office staffs for their overall support of the APA. And finally, I would like to acknowledge the APA's staff and consultants (Adriane Alicea, Kimberly Redd, Beatrice Calvin, Pamela Akins, Dr. Caitlin Williams and Jamie Bragg) for their dedication, commitment and hard work in getting the work done.

***\* Please note: Your contribution to the ALA-APA is not tax deductible as a charitable contribution. Your contribution may be tax deductible as a business expense.***