

2015-2016 ALA-APA CD#5
2016 ALA Midwinter Meeting

TO: ALA-APA Board of Directors and ALA-APA Council

RE: 2016 Midwinter Report

ACTION REQUESTED/INFORMATION/REPORT:

No action requested.

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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 **273** enrollees in the program and **82** graduates.

New Course Development

The following e-courses have recently been developed and will soon join the “*Management of Technology*,” course which was offered most recently in November as ones approved for satisfying the competency requirements for CPLA Program candidates:

Fundraising and Grantsmanship

This course gives students an intensive introduction in learning how to perform community needs analysis; develop and align strategies with identified needs; identify and build relationships with potential community partners and local/national granting agencies that can offer support; and use fundraising as a way to engage communities with their organizational mission while building resources for continued success.

Organization and Personnel Administration

The course prepares students for the wide-ranging privileges and responsibilities of top level leadership. Course topics include: understanding funding and budgeting; evaluating staffing needs; recruiting, interviewing and hiring; supervising, motivating and developing staff; evaluating performance; identifying training needs; terminating staff; and evaluating the effectiveness of the organizational structure and its policies.

Planning and Management of Buildings

This course is designed to help students in the context of their own library building learn how to develop and plan maintenance of their facility, determine capital needs and budgets and plan, understand the elements and steps of and evaluate a construction project.

Additional courses are being planned for the future. For additional information about one of these courses or to register, visit the [ALA Online Learning](#) page.

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. There are a total of **495** enrollees in the program and **135** graduates.

NLWD and Equal Pay Day are Coming!

On January 25, 2003, a resolution was proposed to recognize the hard work, dedication, and expertise of library support staff and librarians. It was proposed that the Tuesday of National Library Week be designated National Library Workers Day (NLWD); and, that on that day, interested library workers, library groups, and libraries should advocate for better compensation for all library workers and, if the day coincides with National Pay Equity Day, these individuals, groups, and libraries should recognize both days together.

This year, both **NLWD** and **Equal Pay Day** (formerly known as National Pay Equity Day) will both be celebrated on **April 12, 2016**.

Equal Pay Day was originated by the [National Committee on Pay Equity](#) (NCPE) in 1996 as a public awareness event to illustrate the gap between men's and women's wages. Because women earn less, on average, than men, they must work longer for the same amount of pay. Tuesday was selected to represent how far into the work week women must work to earn what men earned the previous week. Why do we celebrate this day? ALA was one of NCPE's charter members and currently, ALA-APA is one of its 94 organizational members. Also, as a female dominated profession (over 85%) pay equity is important to all library workers regardless of gender.

For **NLWD**, 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. To share stories or plans on how a library organization plans to celebrate, articles can be sent to: libraryworklife@ala.org. To jumpstart the celebration, keepsake t-shirts and tote bags are on sale in the **ALA Midwinter Store** with the slogan, "*Libraries Work because we do @alaapa*".

Social Media

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

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