



SPECIAL POINTS OF INTEREST:

- **LSSCP**
opens early
- **Mini-
Minutes**
from
meeting
- **Photos,
Photos,
Photos**
- **Councilor's
report**

INSIDE THIS ISSUE:

LSSCP Certification	2
Councilor's Report	3
LSSIRT Mini- Minutes	4
Empowerment Highlights	5
Conference Photos	6- 8
LSSIRT Info	9
LSSIRT Listserve	9

President's Corner

From MIG To LSSIRT: A Support Staff Odyssey

By AnnaMarie Kehnast
(Excerpted from the
original article
published in *Library
Mosaics*, July/August
2003)

It all started to roll in January 1988. ALA Council adopted "Guidelines for Quality in Continuing Education for Information, Library and Media Personnel" presented by SCOPE, the Standing Committee on Library Education. These guidelines were later presented in an Annual Conference program in New Orleans. Dr. Jane Robbins, SCOPE chairperson, would later ask the audience "Anyone interested in pursuing issues of support staff, please, sign-up at the end of

the program." The response of eager support staff in the audience was impressive. Had support staff finally found an opportunity to be recognized and to be heard on issues that they face every day on the job?

With every Midwinter and Annual ALA Conference, more library personnel joined the bandwagon. One might wonder "Why was the timing so right?" One major factor at that time was that many states were developing associations for support staff and these state associations started to communicate with each other. Secondly, the Internet came along. We no longer had to worry about overspending the telephone budget.

On January 6, 1990, in the basement of the



**LSSIRT President
AnnaMarie Kehnast**

Hilton Hotel in Chicago, our group developed a mission statement. We hit the bricks, convention floor and social events with petitions searching for 125 signatures of ALA members, agreeing that a Membership Initiative Group was needed within ALA. Our group had collected the entire number of signatures we needed in only one evening!

Debbie Wolcott (Virginia Beach Public Libraries, Virginia) and I (Gloucester County College, New Jersey) co-chaired the MIG, while Meralyn Meadows (Stanly County Public Library, North Carolina) was

President's Corner, cont.

appointed secretary. As leaders of the pack, we accepted the challenge to become a viable round table in three years. We had this limited time to prove to ALA that our group of library staffers needed to be included under the umbrella of the American Library Association.

At the end of MIG's second year, we headed to San Francisco. There was no question.

We knew we were ready for round table status. We assembled to gather more signatures, and submitted a new petition for the formation of the "Support Staff Interests Round Table, SSIRT." The petition was then presented and accepted by the ALA Committee on Organization.

At the end of the 1993 Annual conference held in New Orleans, the

dream conceived in 1998 became a reality -- the Support Staff Interests Round Table was born. Having been there since the beginning, I can say, "We've come a long way, baby!"

AnnaMarie Kehnast is the Coordinator, Library Serials/User Services at Gloucester County College Library in Sewell, New Jersey. Full text of this article can be viewed at:

<http://tinyurl.com/lkxcka>

"LSS are critical to the success of our libraries in meeting the needs of our users."

*ALA President
Camila Alire*

Library Support Staff Certification Program

The Executive Board of the American Library Association (ALA) approved the establishment of a certification program for library support staff at its Monday, July 13, meeting in Chicago. The LSSC Program is the first national, voluntary certification program for library support staff. Funded by a grant from the Institute of Museum

and Library Services, the program will now enter a testing phase in five library organizations across the United States. Camila Alire, ALA president, said, "This innovative certification program demonstrates the value of all library support staff to our national association and to our nation's libraries. LSS are critical to the success of our libraries in

meeting the needs of our users."

Candidates will either complete approved courses or submit portfolios that demonstrate their achievements.

More information can be viewed here:

<http://tinyurl.com/lgludm>

And here:

<http://tinyurl.com/mexegp>

LSSIRT Councilor's Report

COUNCIL I: ALA Executive Director Keith Michael Fiels estimated the cost of live audio-taping of ALA Council to be \$11,000, real-time streaming to be \$55,000 per year and voting remotely by Councilors at \$144,000 per year. Added to these costs in a recession-plagued budget, Mr. Fiels cited comments by ALA legal counsel about the possible threat of litigation if any Council members decided to say something defamatory. See Council III for more.

COUNCIL II: Actions at this session included:

- The ALA Policy Monitoring Committee action item calling for the elimination of the category of "Virtual Members" (6.16 in the ALA Policy Manual). Some Councilors viewed this measure as essential to the removal of "second class status" for electronic participation.
- The ALA Membership Committee Report sought and achieved a dues increase for organizational members of ALA to bring costs more in line with individual memberships.
- A "Resolution on Civil Marriage Equality Regardless of Sexual Orientation" passed with a near unanimous vote. A "Resolution on Libraries and the Continuing Wars in Iraq and Afghanistan" failed

by a very large vote with many Councilors expressing uneasiness at resolutions aimed at foreign or military policy.

COUNCIL III: Actions at this session included:

- Committee on Legislation secured Council support for passage of a resolution requesting that the "... ALA President, with the advice of the Executive Board, convene an ALA wide representative group to continue to assess the proposed Google Book Search Settlement and its ongoing impact on ALA Members and member institutions and to make recommendations for action by the Association and its members."
- The Intellectual Freedom Committee (IFC) secured passage by Council of a number of action items, including one seeking the "sunset" of Section 215 of the Patriot Act.
- A Resolution Promoting Sunday, October 4, 2009 as "Intergeneration Day Means Libraries" was passed unanimously. (Resolution was co-sponsored by Jennifer S. Kutzik, LSSIRT Councilor.)
- Resolutions on accessibility of Library web sites and databases purchased by Libraries passed.



ALA President Camila Alire, Past-President Jim Rettig and LSSIRT Councilor, Jennifer Kutzik

- "A Resolution Endorsing Legislative Proposals for Affordable, Universal Health Care" passed with near unanimous support.
- Councilors Jenny Emanuel and Amy Harmon secured passage by Council of a resolution that will make accessible over the ALA website the recording of the entire deliberations of ALA Council beginning with the next Midwinter Meeting in Boston, January 2010.

Jennifer S. Kutzik, LSSIRT Councilor (with thanks to fellow Councilor James B. Casey)

LSSIRT Mini-Minutes from Annual

**LIBRARY SUPPORT
STAFF INTERESTS
ROUNDTABLE
STEERING COMMITTEE/
MEMBERSHIP MEETING
CHICAGO, ILLINOIS
MONDAY, JULY 13, 2009
MCCORMICK PLACE
WEST ROOM W-176a
8:00 a.m. – 12:00 p.m.**

Present: Dorothy Morgan, President; Kareen Turner, Secretary; Kerrie Stramler, Treasurer; Anita Kosinski, Member-at- Large (MAL); Sarah McQueeney Kartsonis, MAL; ; J.P. Pendleton, MAL; Trish Palluck, MAL; AnnaMarie Kehnast, MAL; and Jennifer S. Kutzik, LSSIRT Councilor.

ALA staff members present were John Chrastka, ALA Manager for Membership Development; Karen Strege, LSSCP Task Force; and Darlena Davis, ALA HRDR LSSIRT Liaison.

Absent: Julie McCormick, Vice-President; and, Leslie Monsalve-Jones, MAL..

Dorothy called the meeting to order at 8 AM, with introductions from the Steering Committee members, ALA staff and guests.

- Minutes from the Midwinter meeting in Denver were approved as submitted.

Old Business

- A motion was passed to earmark funds for Membership recruitment.

- We gave Karen Strege an official endorsement for the LSSCP and pledged \$500 for marketing/publicity.
- A plaque was presented to Darlena Davis for all the work she does for us as ALA Liaison.
- The Strategic Planning Committee, (members are Trish, JP, Kareen, all from the Steering Committee and Elaine Contant, from the Univ. of Arkansas) presented a draft for July 2009-June 2012. After some discussion, the Steering Committee voted to approve. Discussion followed concerning Empowerment Conference planning.
- promoting LSSIRT and increasing membership. He also encouraged the use of ALA Connect..
- No Vice-President report
- No additional President's report.
- Darlena presented news about LSSIRT events programming.
- Nominating Committee Report shows that Nina Manning and Carol Thomas are new incoming Members at Large; Trish and Leslie's terms end with this conference; Kerrie and Kareen are running again for Treasurer and Secretary and in 2010, Trish and Nina are running for President and Vice President/President-Elect.
- LSSIRT Councilor (Jennifer) asked for input on upcoming Council resolutions and reported that she was selected to be a member of President Camila Alire's REACT group.

New Business

- Treasurer's report was given by Kerrie Stramler. She reported that as of the end of May, ALA reported that we had \$23,740.
- In the Membership report, Anita reported that to keep our councilor's position, we need to keep our members over 619. She sent out 179 dropped and reinstated letters, spending approx. \$240 in supplies, printing, and postage.
- John Chrastka, ALA Manager for Membership Development, reported on the new initiative: "Each One, Recruit One" Challenge and various methods of

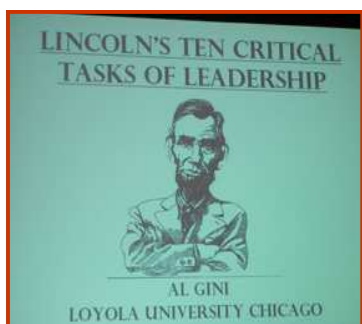
Meeting was adjourned at 12:10 PM



*Full minutes
from the
Steering
Committee/
Membership
Meeting will
be posted to
the LSSIRT
website*

Empowerment Conference Highlights

**Who's Da Boss:
Leadership for Library
Support Staff
ALA Empowerment
Conference,
Chicago, July 11-12,
2009**



Lincoln's Ten Critical Tasks of Leadership

Keynote: Al Gini, Professor of Business Ethics, Loyola University Chicago.

Beyond the legend and myth, Lincoln was a man of reason, reflection, and deeply held moral values. His election was almost a political accident, but his leadership turned out to be practical, principled, and geared toward protecting the rights of all those who shared the American experience. Some highlights of the ten critical tasks included:

- Develop a moral

- compass
- Use practical intelligence: be practical but be empathetic
- Learn from your enemies
- Find the best middle managers and give them tools for success
- Remember to relax with music, literature, hobbies, nature, etc.



Workshop on Management: When Bad Things Happen to Good People

Speakers: Gail Johnson and Pam Parr, Face to Face Communications

Gail and Pam came as "da boss" with fedoras, pin-striped shirts and white ties! We laughed until we cried as they reviewed the crazy world of "Cirque du Peoples" -- the daily extravaganza of interaction with our library co-

workers and managers. In this engaging program, they explored the concepts of accountability, communication, empowerment, influence, and staff development. Practical scenarios were discussed at small group sessions on a variety of subjects, including appropriate dress codes for front-line staff ("No chests, bellies or butts, please!") and staff who are chronically late.



Lunch with the Famous First Ladies

Speaker: Jenny Riddle, "In Character: Jenny Riddle's One Woman Shows"

Through Jenny's talents, we came to know the personal side of Mary Todd Lincoln, Eleanor Roosevelt, Jackie Kennedy and Hillary Clinton. It was a memorable end to the conference.

"I greatly appreciated the concurrent sessions and the time to network with library support staff colleagues from across the country."

2009 Conference Photos



Jenny Riddle as Hilary Clinton during the “Lunch with Famous First Ladies” the Empowerment’s closing session.**



Keynote speaker Al Gini, Empowerment Conference Chair Tobi Oberman, and Kim Sanders, Events Manager, ALA Empowerment Conference.**



Jenny Riddle as Mary Todd Lincoln**



Maureen Sullivan (Maureen Sullivan Associates) speaks to a full audience on the topic: “Leading From Any Position: Opportunities to Contribute to Your Library’s Success”

Gail Johnson and Pam Parr of Face to Face Communications spoke to a standing room only crowd on: “Management: When Bad Things Happen to Good People”



****Photo Credit to Oscar Einzig Photography, Chicago****



LSSIRT Night Out at Dave and Busters



Jennifer Grady, Nancy Bolt and Dorothy Morgan cut the "Celebrate LSSCP" cake at the Membership Pavilion



Sarah McQueeney Kartsonis, Kerrie Stramler and AnnaMarie Kehnast in the Exhibits Hall.



Tina Adams hears words of praise from John Berry at the *Library Journal* Paraprofessional of the Year Award Reception.



Empowerment Conference attendees await the next session



Jenifer Grady, ALA-APA, and Nancy Bolt, LSSCP, speak at the LSSIRT 101 Session at the Membership Pavilion



Chicago skyline from Navy Pier



Nina Manning and Carol Thomas at the Sirsi/Dynix Awards Breakfast



JP Pendleton, Kerrie Stramler, Kareen Turner and Sarah McQueeney Kartsonis at the Empowerment Conference



Winners of the 2009 Sirsi/Dynix-ALA-APA Award for Promoting Salaries and Status for Library Workers pose with Jenifer Grady (far right), Director of ALA-APA.

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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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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.

