



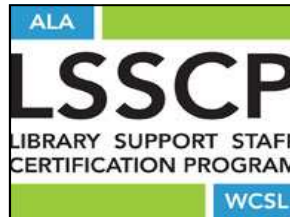
## Library Support Staff Certification (LSSC) Now Accepting Candidates

## February 2010

ALA-APA is now accepting candidates for the Library Support Staff Certification (LSSC) Program. This is the first national, voluntary certification program for LSS. Over forty candidates have applied since January 25, 2010. This certification program will help LSS achieve recognition for current & new skills and abilities, and increase access to continuing education opportunities. ALA/ALA-APA President Camila Alire affirms, "This certification program was much

needed for support staff in multi-type libraries across the country... I am excited that it has finally come to fruition." ALA-APA will award the LSSC to candidates who demonstrate achievement in six sets of competencies by completing approved courses or submitting portfolios that demonstrate their achievement. Candidates have four years from acceptance to complete the program. The LSSC is open to any library support

staff person with a high-school diploma or equivalent and the equivalent of at least one year of full-time experience in a library within the last five years. The application fee is \$325 for ALA members and \$350 for non-ALA members. More information: <http://www.ala-apa.org/lssc>. Direct questions to [lssc@ala.org](mailto:lssc@ala.org) or call 312-280-2424.



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## My Motivation for Certification By Karen Turner

People have asked why I wanted to do this program. I have spent most of my life working in a variety of libraries. I have worked overseas in military base libraries, doing a little of everything because they are basically public libraries. I have worked in small academic college libraries and was a work study student for 4 years at my alma mater, University of the Ozarks, Clarksville

Arkansas. I dreamt for years of getting my MLS but my husband was never stationed near an accredited school. When I worked for the University of Nebraska at Omaha library, I actually started a double major as they offered a bachelor's degree in Library Science. Then we got orders for Germany. After several years in bookstores, I eventually found my way back to a library.

As our daughters got older, another degree seemed low on my priority list, but I still dreamed. This is one way that I feel I can account for my career and even if I don't get a monetary increase, I will get recognized as having a certification. I'm so excited about the program. I have taken one online course towards one competency already and look forward to preparing my portfolio. If anyone has

If anyone has questions, please feel free to ask me; if I can't answer the question, I know who can!

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[Learn more about Karen on page 7.]

## LSSIRT Mini-Minutes from Midwinter Meeting



American Library Association  
LIBRARY SUPPORT STAFF  
INTERESTS ROUNDTABLE  
Steering Committee /  
Membership Meeting  
Boston, MA  
Saturday, January 16, 2010

The meeting was called to order at 8:05 a.m. with the reading of our mission as posted on our website:

*To provide an arena within ALA for addressing a wide variety of issues of concern to library support staff, including but not limited to basic training programs, education, career development, job duties and responsibilities and other related issues for the purpose of fostering communication and networking among all levels of library personnel. To be responsible for the timely dissemination of information to local, regional, state and national support staff organizations.*

Introductions were made for Steering Committee members and guests.

Nina Manning, Carol Thomas, and Anita Kosinski were unable to attend. Guests included Rhonda Pinsonat from East Baton Rouge, LA; Trish Palluck, from Cheyenne, Wyoming; Marilyn Jack-Brown from Montclair, New Jersey; Darlena Davis, our ALA Liaison; ALA presidential candidates, Molly Raphael,

from Portland Oregon and Sara Kelly Johns, Lake Placid, NY; plus Joseph Eagan, ALA Executive Board Liaison; Linda Williams, BARC Liaison; and Karen Strege, LSSC Task Force.

The current past president, Dorothy Morgan, presented the LSSIRT gavel to incoming President, AnnaMarie Kehnast. Minutes were approved as posted on the website from the Annual 2009 Meeting held in Chicago. The Treasurer's report was given with a new budget to be submitted by Jan. 29<sup>th</sup>.

Sara Kelly Johns, currently a Library Media Specialist, Lake Placid Central School District Middle/ Senior High School, NY, gave a brief explanation of her platform. (See page 4 of this newsletter for her platform.)

Her website is found at: <http://www.ski4ala.com/>

Molly Raphael, most currently holding the position of the Director of Libraries, Multnomah County, Portland, OR, gave her priorities as a presidential candidate. (See page 5 of this newsletter for her platform.)

She has her goals and strategies on her website: <http://mollyraphael.org/>

Other reports were

given by Anita Kosinski, Membership Chair (via email); Dorothy Morgan, Past President and Nominating Committee Chair; Jennifer S. Kutzik, LSSIRT Councilor; and Kerrie and Jennifer, Publications/Webmaster. All reports were approved and will be covered in greater detail in the full minutes, to be posted on the website at a future date.

Joseph Eagan, our Liaison to the Executive Board, came to report on news and trends in ALA; J. Linda Williams, BARC liaison, came to talk about the ALA budget.

The Nominating Committee presented the slate of nominees for the 2010 LSSIRT election:

- For Vice President: Trish Palluck, Wyoming State Library, WY
- For Secretary: Karen Turner, University of Arkansas, AR
- For Treasurer: Kerrie Stramler, University of Arizona, AZ
- For Members at Large: Anita Kosinski, Somerset County-Bridgewater Library, NJ; and Marilyn Jack-Brown, Montclair State University, NJ
- For LSSIRT Councilor: Valeria Fike, College of DuPage, IL

## LSSIRT Mini-Minutes Cont.

The slate of nominees was approved.

Karen Strege, Co-director of the LSSCP, discussed the current status of the program and highlighted their new web pages at:

<http://ala-apa.org/lssc/>

The program officially opens Jan. 25<sup>th</sup>, and there was extended discussion on marketing and portfolio creation.

AnnaMarie Kehnast gave the President's report with written comments from John Chrastka. There was a discussion concerning more

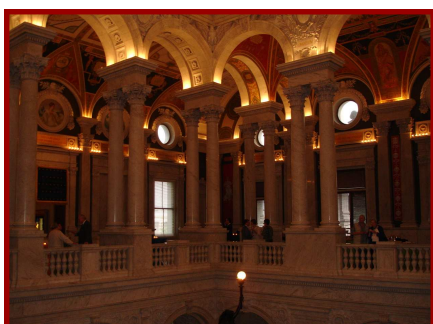
partnerships with various roundtables and divisions so LSSIRT would be notable in the Annual program tracks. The Empowerment Conference has been discontinued due to a lack of funding, but a new track for Support Staff Interests has been created. There was more discussion about the Membership Pavilion at ALA Annual in DC and our proposed activities there.

The meeting was adjourned at 12:15 p.m.



**Dorothy Morgan (right) presented the LSSIRT gavel to incoming President, AnnaMarie Kehnast**

## Attending ALA Annual in Washington, DC?



**Great Hall of the Library of Congress**

ALA Annual Conference is the best place to advance your career, connect with colleagues and learn new ideas.

Plan to attend June 24-29, 2010. Programs include:

- Opening speaker: Toni Morrison, June 26 at 5:30 p.m.
- Auditorium speakers: Sarah, Duchess of York; Nancy Pearl; Sue Monk Kidd and Ann Kidd Taylor; David Small; Dave Isey.
- Libraries Build Communities Volunteer Day
- Sixth Annual Bookcart Drill Team World Championships
- ALA/ProQuest Scholarship Event at the Newseum
- Legislative Day on the Hill
- Acres and acres of exhibits
- Program tracks for all types of libraries and all library staff
- LSSIRT Night Out networking dinner with colleagues
- All the cultural amenities of our nation's capitol!

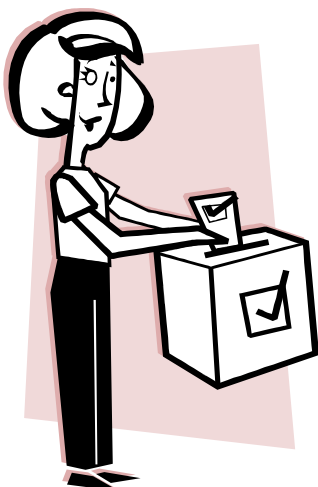
Early-bird registration ends on MARCH 5. Go to:

<http://tinyurl.com/yj69f7x>

## ALA Presidential Candidate: Sara Kelly Johns

Thank you for the warm welcome that I received at the LSSIRT executive committee meeting in Boston. It was energizing to meet such hard-working and gracious leaders, solidifying my understanding of your round table as strong and vigorous. As a trustee in small public libraries and half of a two-person school library team, I am very aware of the contributions that library support staff make to the services and vision needed to take a library from good to great. I know that one can depend on support staff for hard work and creativity. When I am elected President of ALA, I pledge to work with LSSIRT leadership to involve your members on committees and my task forces.

We hear stories of decreases in library hours, branch closings, elimination of staff in libraries, and removal of school librarians. My leadership experiences as an ALA councilor, Division President, ALA and division committee member, active chapter member, and, especially, as a grassroots activist qualify me to



lead change as your ALA President. As President, I will connect ALA's resources and members to meet the trials we face in a reduced economy with activism.

My vision for ALA is for an organization with increasingly involved membership that makes a difference for *all* libraries, *all* library employees and especially for the people of *all* ages who use them. Connected, working together, we will change the public perceptions and understandings of libraries to reflect the power of libraries as a strategic national lever for global competitiveness and as a force for literacy.

My platform for change is for an ALA that:

- vigorously leads in promoting the value of libraries to the public and decision-makers,
- is open, transparent and encourages participation,
- champions intellectual freedom, privacy and equal access to information,
- creates diversity in our library staff,
- seeks equitable salaries and benefits for all library workers through APA, and provides targeted professional development, delivered in every possible format

As your president, I will lead at least two initiatives to move ALA forward. One will be for a targeted national public awareness campaign, building on the advocacy initiatives of



recent ALA presidents. For that, we must let the people in on the secrets of our libraries: libraries today are thriving, exciting places, indispensable for learning and literacy.

I also see the need for a diversity recruitment and retention toolkit providing online resources and training to portray the excitement of working in a library. The public needs talented library workers who reflect the communities they serve.

It's not the ALA way to "let someone else do it." It's not my way. Collectively, we can and will meet the challenges. ALA and APA need a leader who is dynamic and energetic and who will be a vocal advocate. I am eager to lead for change. Please go to [www.skj4ala.com](http://www.skj4ala.com) for more information on my platform. I appreciate your vote for me.

I am ready to use my energy, enthusiasm and experience as your ALA president.

[Sara Kelly Johns is an LSSIRT member]

## ALA Presidential Candidate: Molly Raphael

When I met with the LSSIRT Steering Committee at Midwinter, I immediately sensed a lot of energy and excitement about the important work LSSIRT is doing within ALA. When I returned from Boston, I joined LSSIRT!

My ALA experience is broad and deep. I have been an active member for 36 years. I served on Council (three terms), Executive Board, and chaired/served on many committees and boards across the association. The ALA-Allied Professional Association was created while I was on Executive Board. Most recently, I served as president of ALA's Library Leadership and Management Association, a division with many active members who are support staff working in areas such as circulation services, fundraising, marketing, and human resources.

I am running for ALA president because of my deep belief in ALA's power to have a significant impact on libraries and library workers—at all levels. If we are to be effective, we must have all of the constituencies we represent at the table. That means that support staff must be on committees, boards, task forces, Council, and Executive Board. As your president, I will actively seek nominations of support staff for ALA-wide committees.

My campaign theme is "Libraries: Essential for Learning, Essential for Life".

My priorities as your president will be:

- Advocacy—getting patrons to tell *our* story by telling *their* stories about how libraries transform their lives so that we can restore funding;
- Diversity—enhancing efforts in not only recruitment but also *retention* and connecting our diversity work with leadership development; and

Protecting our core values of intellectual freedom, open access, and privacy.

My 40-year career in urban public libraries allowed me to work closely with support staff at all levels. As Multnomah County Library (MCL) Director with over 500 employees, I knew that support staff made our library thrive. We annually circulated over 20 million items and filled 2 million holds. We always included support staff in planning new services. Support staff provided outreach and programming. We had many opportunities for career advancement not requiring an MLIS.

As MCL Director, I made sure that we actively supported staff development across all positions. The Oregon Library Association's Support Staff Division (OLA-SSD) held a conference every year, and I actively worked with the leadership of this division to engage our staff in their programs. The OLA-SSD leadership invited me to give the conference keynote address in 2007. I believe we must work



much harder to create opportunities for career development for support staff. ALA is taking some important steps in this area (the new Library Support Staff Certification Program) and should do much more.

As your president, I would look to LSSIRT and other parts of ALA to help us figure out what more we can do to address continuing education and career development for support staff. ALA benefits greatly from active participation by support staff in the important work we do on behalf of libraries and *all* library workers.

Please visit <http://mollyraphael.com>

I ask for your vote.

[Molly Raphael is an LSSIRT member.]



## LSSIRT Candidates for 2010: Councilor — Valeria Fike

### Degrees and Certificates:

College of DuPage, Library Technical Assistant Certificate, 1995; Bethany Theological Seminary, Master of Divinity, 1992; University of Tennessee, Knoxville, B.S., in Elementary Education with Art & Music Majors, 1981.

**Current Position:** Supervisor, Reference Support Services and College & Career Information Center, College of DuPage Library, 1997-present.

**ALA Activities:** ALA/LSSIRT: Steering Committee, 2006-07 and 2009-2010; Strategic Planning committee. 2006-07. Participant in COPE III, 2003.

**Honors, Awards:** *Library Journal* Paraprofessional of the

Year, 2006; Outstanding Library Technical Assistant, 1998; Outstanding Employee Service Awards, College of DuPage, 1996, 2000, 2004; Member of Phi Theta Kappa and Alpha Beta Gamma.

**Statement:** I will support and monitor ALA's HRDR's and ALA/APA's work regarding Library Paraprofessionals' and support staff issues including: identifying core competencies, establishing certification standards and credentialing avenues, continuing education and professional development, salary and pay equity, and inclusion within ALA, both in language and participation. I will work with LSSIRT to increase membership in ALA and the roundtable and to increase



communication within the membership. I will continue to advocate for the recognition and inclusion of Library Paraprofessionals and support staff in all facets of ALA and speak up, in any venue, whenever library workers are all labeled Librarians.

## Vice President/President Elect — Trish Palluck



**Current Position:** State Government Coordinator, Wyoming State Library. Thirty-one years at WSL.

**ALA Activities:** LSSIRT Member-At-Large 2006-2009.

### Offices Held outside of ALA:

Wyoming Library Association: Current position, Paraprofessional Support Staff Section Chair. President 2001-2002; Vice President

2000-2001; Paraprofessional/Support Staff Section Chair 1998-2000. Mentoring Committee Co-chair 2004-2008.

**Honors, Awards, Prizes, Medals, Citations:** *Library Journal* Paraprofessional of the Year, 2005; Wyoming Library Association Unsung Heroine 1999

**Statement:** I just finished reading some older LSSIRT meeting minutes and newsletters. WOW! We can be proud of our accomplishments! ALA now has a library support staff certification program. The upcoming ballot will include electing our own ALA council representative for the second time. LSSIRT members have been invited to serve on ALA committees. As president-elect I look forward to working with LSSIRT's members as we continue to build our pres-

ence within ALA and create partnerships with other ALA divisions, committees and roundtables. I look forward to being a part of the LSSIRT steering committee again. While serving as a member-at-large from 2006-2009, I chaired the committee for LSSIRT's current strategic plan. I look forward to being a part of the steering committee again and the opportunity to help LSSIRT achieve the goals of the strategic plan. I feel one of LSSIRT's greatest challenges is 'distance.' LSSIRT has many "distant" members and even more potential members that are not able to travel to ALA. We need to provide opportunities to keep our "distant" members involved in LSSIRT activities and business, and promote LSSIRT membership to all library support staff.

## LSSIRT Candidates for 2010: Secretary — Kareen Turner



Kareen earned a B.S. in Elementary Education at the University of the Ozarks (formerly College of the Ozarks) in Clarksville, AR. She also completed several post-graduate courses in Adult Education at the University of Arkansas. She is currently enrolled in the test pilot for the Library Support Staff Certification Program, managed by the American Library

Association-Allied Professional Association (ALA-APA), a companion association to the American Library Association (ALA).

Kareen has over 23 years of library experience in public schools, college & university, military and public libraries. She also brings 6 years experience in retail book sales in the United States and Europe. She joined the University of Arkansas Interlibrary Loan Department in 1997. While still an active member of the Arkansas Library Paraprofessionals since 1998 and a previous Chair and Conference Committee Co-Chair, she joined LSSIRT in 2006.

She considers herself an expert at book ordering and interlibrary

loan programs. She has also taken classes to become computer proficient in online services, office software, graphics and desktop publishing.

Her community activities have included the The Officers' Wives and Spouse Clubs at Ellsworth AFB, SD; RAF Greenham Common and RAF Mildenhall, United Kingdom; and, Landstuhl, Germany.

Kareen would like to see support staff receive recognition for all their contributions to libraries throughout the nation and the world. She feels a certification program would be one way to achieve that recognition.

## Treasurer — Kerrie Stramler

Kerrie Stramler is a Library Information Analyst at the University of Arizona. She has worked at the U of A for over 18 years as Library Support Staff beginning as a Library Assistant in 1991 in the Physical Processing and Bindery section of the Technical Services Team and now currently on the Research Support Services Team.

Kerrie has served for over 3 years on the University of Arizona Libraries Staff Governance Association as a

Member-At-Large and as a Technical Services representative as well as the SGA Representative to the Libraries Cabinet in 2005.

Kerrie has been a member of ALA since 2006 and attended her first Mid-Winter Conference and discovered LSSIRT by attending their Steering Committee meeting out of curiosity. At that very meeting after discussion with then current president Sue Knoche, Kerrie was asked to work on an electronic newsletter.



The following year Kerrie was elected to serve as an LSSIRT Steering Committee Member-At-Large and now wishes to return as Treasurer. She looks forward to continuing to serve both LSSIRT, the University of Arizona Libraries and ALA.

## LSSIRT Candidates for 2010: Member-At-Large — Marilyn Jack-Brown



I currently work as a Principal Library Assistant in Sprague Library at Montclair State University in Montclair New Jersey. I have been a ALA/ LSSIRT member since 1999. I'm currently the Liasion for the New Jersey Association of

Library Assistants. I have served 3 terms as President for the New Jersey Association of Library Assistants (NJALA), 2000-2001, 2003-2004, and 2007-2008. I was also NJALA's conference chair 1998 -1999. I received the Kehnast Award in 2003. This award named for Anna Marie Kehnast is given by the New Jersey Association of Library Assistants to library assistants who have shown participation, contribution and dedication to NJALA. I have been very active in NJALA for 16 years. By being active in NJALA it has afforded me the opportunity to travel

to other libraries in the State of New Jersey. I have also had the opportunity to attend many ALA conferences. When I traveled to my first ALA conference we didn't have our own roundtable, which for me being support staff is a major accomplishment. I would like to bring more awareness to New Jersey Library Assistants in the existence of LSSIRT and ALA and encourage them to become involved by joining and attending LSSIRT meetings and the 2 ALA conferences. I would like to let other library assistants know that they too can make a difference if they get involved.

## Member-At-Large — Anita Kosinski

Hi, my name is Anita Kosinski and I am on the ballot for the position of Member-at-Large on the LSSIRT Board.

I have been working in the library field for 36 years. I have worked at following libraries in my career: The Carnegie Library of Pittsburgh (Pa.), the North Plainfield Library (N.J.), the Scranton Public Library (Pa.), the Raritan Valley Community College Library (N.J.), the Somerville Public Library (N.J.) and the Somerset County Library (N.J.) were I am currently employed and have been for

26 years. I have worked in every department of the library from Acquisitions to Reference.

I have been actively involved in the New Jersey Association of Library Assistants for 14 years and have been President twice. I was involved with COPE III and am very passionate about certification for Library Assistants on a national level which has recently begun its first round of candidates. I currently hold the Member-at-Large position and have been acting as Membership Secretary. Many of you may have received Welcome



Letters or Reminders to rejoin our group. I have participated in the LSSIRT Board meetings when attending ALA and look forward to meeting many of you if you have the opportunity to attend.



## LSSIRT Councilor's Report — Jennifer S. Kutzik

ALA Midwinter Meeting, Boston, MA  
January 17-19, 2010

**COUNCIL I:** BARC (Budget Analysis and Review Committee) Chair James G. Neal reported the net revenue for 2009 General Fund was \$213,296. The Endowment Fund Report by Dan Bradbury (Senior Trustee) revealed that the Endowment Fund achieved market value of \$28,680,000 by the end of 2009 and thereby recovered most of the losses that occurred since high point of its value was reached at the end of 2007 of \$31.22 million. A "Resolution Declaring and Promoting 2010 as the Year of Cataloging Research" was passed unanimously.

**ALA-APA COUNCIL** The Library Support Staff Certification program will commence on January 25, 2010 and hopefully realize sufficient revenue to reverse the downward fiscal direction of ALA-APA. The ALA-APA ended 2009 with a deficit of \$15,244 and has failed to repay any portion of the initial \$250,000 loaned by ALA for startup back in 2003. The debt has been raised to \$275,000 in order to give ALA-APA the opportunity for the Certification Program to establish a sufficient influx of revenue.

**COUNCIL II:** APPROVED, the FY2011 programmatic priorities for the American Library Association:

- Diversity
- Equitable Access to Information and Library Services
- Education and Lifelong Learning
- Intellectual Freedom
- Advocacy for Libraries and the Profession
- Literacy
- Organizational Excellence

Rod Hersberger (ALA Treasurer) reported on the current situation of ALA's budget and steps anticipated

for FY 2011 to contain what is expected to be another very challenging year of shortfall in revenue and rising costs.

**COUNCIL III:** Kevin Reynolds (TN) and J. Linda Williams (MD) were elected to the ALA Executive Board for the term 2010-2013. Mario Ascencio, Chair of the ALA Committee on Legislation, presented the report of COL and several action items. "Resolution on Transparency and Openness in the Federal Government" was passed unanimously. "Resolution to Support Digital Information Initiatives at the U.S. Government Printing Office" was passed. "Resolution on Universal Access to Broadband" was passed unanimously. Beverly Lynch, Chair of the International Relations Committee, presented a "Resolution on Rebuilding Libraries and Archives Damaged or Destroyed by the Earthquake in Haiti." This resolution passed unanimously. A "Resolution in Support of 2010 Spectrum Presidential Initiative" was passed unanimously.

**ADOPTED:** Memorials for John Clifford Mortimer, Mary Alice Hunt, J. Michael Rothacker, Ken Davenport, Sallie Farrell, Eliza Atkins Gleason, Effie Lee Morris, James "Jim" Raymond Przepasniak, Walter Reandeanu, Judith Serebnick, and John Charles (Charlie) Fox. (The last memorial was proposed by LSSIRT).

**ADOPTED:** Tributes for Jeanne Sugg, and Sonia Sotomayer.

All Council documents from ALA Midwinter Meeting 2010 at:  
<http://tinyurl.com/ykk86dy>

Jennifer S. Kutzik, LSSIRT Councilor (Thanks to fellow Councilor, James B. Casey, Oak Lawn Public Library, IL, for sharing his reporting.)



ALA President-Elect  
Roberta Stevens with  
LSSIRT Councilor  
Jennifer S. Kutzik

LSSIRT presented a Council memorial resolution for John Charles (Charlie) Fox, who passed away August 3, 2009.

Charlie served as Editorial Director of *Library Mosaics*, the magazine for Library Support Staff from 1998-2005.

Read the full resolution here:  
<http://tinyurl.com/yas6gqo>





Boston Public Library, McKim Building: twin lions on pedestals are memorials to Massachusetts Civil War infantry regiments. Covering the wall is Chavannes' composition "The Muses," representing the nine muses of Greek mythology.



USS Constitution: Old Ironsides



Sarah, Dorothy, Valeria, AnnaMarie and Kerrie enjoy pizza and networking.



Patty Wong (County Librarian, Yolo County Library) and Camila Alire, ALA President, at the session: "Advocacy on the Front Lines: How to make a difference from where you sit."



ALA/ERT Author Forum: From Book to Big Screen: Panel members are (left to right) Eric Van Lustbader (Jason Bourne series), Chuck Hogan (The Prince of Thieves), Brad Hooper (Booklist), Tracy Chevalier (The Girl with the Pearl Earring), and Julie Powell (Julie and Julia)

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### Please send questions regarding LSSIRT Newsletter content to:

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[http://  
www.ala.org/  
lssirt/](http://www.ala.org/lssirt/)

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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.

### LSSIRT Officers:

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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](mailto:parsons@halcyon.com) with your ALA membership number and ask to be subscribed.

