



American Library
 Association's Library
 Support Staff Interests
 Round Table

April 2013

President's Corner



LSSIRT President
 J.P. Pendleton

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If you are new to LSSIRT or if this is the first time reading our newsletter, welcome!

The ALA annual conference (Chicago, June 27 – July 2) will quickly be upon us, and I hope you are making plans to attend. LSSIRT is very proud to sponsor a program at this year's conference.

The program is entitled "Best Practice – Support Staff Edition" and will be held on Sunday, June 30 from 1:00 pm - 2:30 pm. There will be 2 presenters and we will celebrate LSSIRT's 20th year as a round table.

PROGRAM:
 "How can we make it better? Maximizing the student assistants' effectiveness in

the Circulation Department at Auburn University Library" - Presenter: Cory Latham, Auburn University Libraries.

"LSSC Update: Q and A" - Presenter: Ian Lashbrook, Research Associate, American Library Association-Allied Professional Association.

LSSIRT is turning 20! Please be our guest for cake and a 10-minute informational program about ALA's Library Support Staff Interests Round Table!

The LSSIRT Night Out is currently in the works. We are looking at several locations at the Navy pier or returning to Dave and Busters.

How are we doing at LSSIRT? Do you have

any ideas or suggestions for – programs -- issues within ALA -- developing new and/or additional methods of gaining and retaining membership in organizations. How about staff development or web conference educational programs?

If so, let's talk - contact me (pendlaj@aubrun.edu) or any LSSIRT Steering Committee member.

COPE III: Ten Years Later

Background: In April 2001, the ALA Executive Board approved a recommendation from LSSIRT to fund a 3rd Congress on Professional Education with a focus on support staff issues. An earlier [L]SSIRT Support Staff Issues Survey (1997) identified three top issues: career ladders, compensation, access to continuing education opportunities. COPE 3 was held May 16-17, 2003, at the College of DuPage (IL). Nearly 150 delegates represented ALA Divisions, Roundtables, Executive Board, state library associations and library support staff organizations. Delegates broke into 18 pre-assigned small groups for four strategizing sessions: Discovery, Dream, Design and Destiny. Key strengths, strategic goals and action items were developed from these sessions. The ALA Executive Board approved the Implementation Recommendations as presented by ALA

Management at the 2003 Fall meeting.

Results: What have been the results of COPE 3? Certainly one major result has been the Library Support Staff Certification (LSSC) (Program. Funded by six years of grants from the Institute of Museum Services (IMLS), ALA and its companion professional association, the Allied Professional Association (APA),



created LSSC. LSSC is a national, voluntary, certification program for people who work in libraries without an MLIS. In addition to benefiting individuals who become certified and the libraries in which they work, LSSC has also established a standard definition of the

knowledge and skills needed by support staff in a modern library.

During the discussion at COPE 3, the group identified both “dreams” and “design” that they wanted for support staff. Part of the dreams was to have the support staff “identity crisis” resolved; for there to be alternative career paths; and for there to be “utopia” in library careers. There has been progress toward many of the dreams in the intervening ten years since COPE 3. There has been an amazing change in the role that support staff (now called paraprofessionals in some states) play in libraries. An incredible 52 percent of public library directors are without an MLIS, and an unknown number now direct public library branches and departments and school and special libraries.

In Interviews and surveys of LSSC candidates and

COPE III: Ten Years Later (cont.)

graduates, they consistently report that work towards certification brings an increase in confidence; a better understanding of how libraries work; an appreciation for the work done by other library staff members; and pride in their increased ability to serve the public.

The “design” outcomes from COPE 3 included mutual respect; a career lattice; increased compensation; more training and CE for support staff; and state and national support for support staff. There has also been progress towards these outcomes. ALA has taken the lead by creating LSSC. Over the life of LSSC, approximately 25 states have provided some kind of support for LSSC candidates. While not an official career lattice, there is an unofficial career path emerging with different

levels of recognition and growth. LSSC now offers certification for those who, for whatever reason, choose not to move toward an MLIS.

Community Colleges continue to offer one- and two- year educational programs which can be combined with LSSC to provide both a degree and immediate ALA certification (for more on this visit:

<http://tinyurl.com/cnqm8ws>)

Graduate schools offer both masters and doctoral programs and ALA –APA offers the Certified Public Library Administrator’s (CPLA). These various steps along the lattice can be both a continual climb and an individual career accomplishment.

Some LSSC candidates and graduates also report improved recognition and respect among their peers for what they know and can do as a result of

certification. Lorelle Swader, Director of the ALA-APA and the Human Resource Development and Recruitment programs at ALA, comments, “*We are proud of our candidates and graduates for their enthusiasm for and dedication to new learning and*



recognition for their knowledge and skills. They are changing individual libraries and creating viable career paths for library support staff. “

For more information, go to <http://www.ala-apa.org/lssc> or just Google LSSC.

COPE3 recommendations at: <http://tinyurl.com/c46efkw>

[Article written by Nancy Bolt and Jennifer S. Kutzik.]



Sue Knoche, Former LSSIRT Chair, Honored with Award

Sue Knoche is the winner of the 2013 East Tennessee State University's Staff Woman of the Year Award. Sue is a Medical Library Assistant, Cataloging/Serials/Acquisitions at the Quillen College of Medicine Library, where she has been employed since 1988. The plaque stated: "One extraordinary

woman that has made often unnoticed contributions and achievements and notable impact on the workplace whether through inspiration, service to ETSU, community service, support of women's causes or organizations or professional accomplishments above and/or outside normal job

responsibilities." She received a cash award during a special ceremony which was held at ETSU on April 2rd.

Sue served as LSSIRT President from 2005-2007.



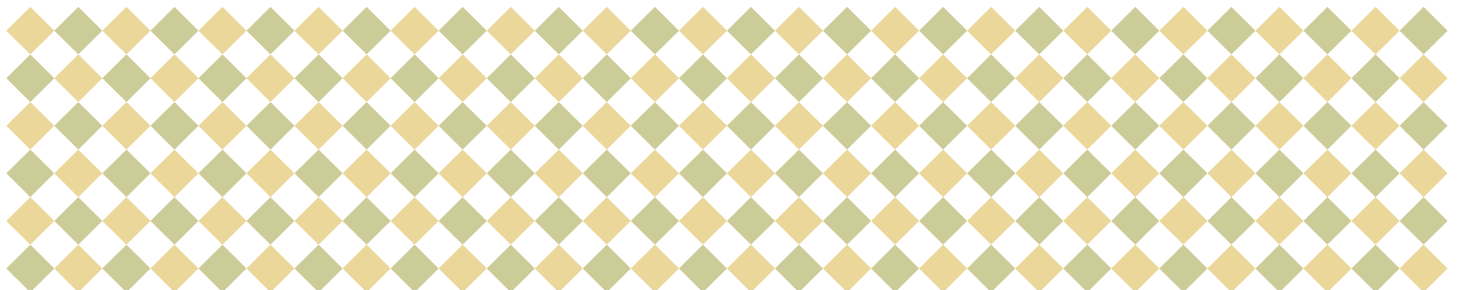
Congratulations, Sue!

LSSIRT in Chicago — ALA Annual 2013



If you are coming to ALA Annual in Chicago, be sure to visit LSSIRT's open Steering Committee meeting. You are not only welcome, but encouraged to attend. Also, LSSIRT is celebrating 20 years as a Round Table. We will be celebrating with cake! Times and places for events will be posted here:

<http://www.ala.org/lssirt/>





Seattle skyline



Pike Place Market



LSSIRT's Valentin Colon and ALA Treasurer candidate Mario Gonzalez



LSSIRT's Trish Palluck with our virtual member Sara Kartsonis on Skype



LSSIRT President J.P. Pendleton and BARC representative J. Linda Williams



Seattle's waterfront



LSSIRT Secretary Nina Manning and J.P. Pendleton at the APA-APA networking event



The ALA-APA networking event featured a live DJ, good friends and good times

ALA's Library Support Staff Interests Round Table

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



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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 with your ALA membership number and ask to be subscribed.

