



LSSIRT Newsletter

PRESIDENT'S CORNER

I apologize that we weren't able to submit a newsletter in August or December. I want to take the time to thank Marilyn Jack-Brown and Anita Kosinski for stepping up and helping us fill the steering committee roster. They have graciously accepted to fill the two members-at-large positions that became vacant when current members had to resign to take another position on the committee. Both have been active on the steering committee before and I welcome both back. I do appreciate all the members who are serving on the committee this year. Check out the updated steering committee roster: <http://www.ala.org/lssirt/lssirtorg/steeringcomm/steeringcommittee>



**LSSIRT President
Karen Turner**

I'd like to introduce myself. I was a work study student in college and really wanted to get a Masters in Library Science. I got married our junior year and when we graduated, my husband joined the USAF and I followed him around the world for 20 years. I have worked in military libraries in Omaha, Nebraska, England and Germany. I also worked in the Stars and Stripes Bookstores in Germany, a B. Dalton Booksellers in Louisiana and a local bookshop in Rogers, Arkansas before coming to the University of Arkansas in 1995. I am now in charge of the Lending Unit for the Interlibrary Loan Department at University of Arkansas in Fayetteville. I have been very active in our state chapter, The Arkansas Library Paraprofessionals, a Division of the Arkansas Library Association. We have two girls, 4 grandchildren and a German son (long story, he was an exchange student who never went home AND we have a good relationship with his parents, so we share him). His wife just had our 4th grandchild, we now have 2 grandsons, and 2 granddaughters. I'm relatively new to the ALA, having only joined in 2007. I asked how to get more involved and was fortunate to have been asked to fill a vacancy at Mid-Winter in Seattle, 2007. Since then the LSSIRT Steering Committee has tried to be more active at both Mid-Winter and Annual conferences.



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PRESIDENT'S CORNER (CONT.)

Goals for the year started with a “track” in the American Library Association schedule for support staff training and networking at Annual in Chicago this past summer. We are hoping to build on it for future conferences. We are also working on updating our policies and procedures and readdressing our strategic plan. If you want to get involved, please don't hesitate to contact any member of the Steering Committee.

Bookmark our webpage <http://www.ala.org/lssirt/> and if Mid-Winter or Annual are going to be close to your location, please feel free to drop in on our Business meeting, which is usually held Saturday morning from 8 AM to Noon. We look forward to serving the library support staff all over the world.

LSSIRT Newsletter -- In the President's corner December 2013/
January 2014

I can't believe we headed back to Philadelphia. I did a lot of exploring in 2008, running around with a hotel mate from Tennessee. I saw things I only dreamed about or read about in books. Philadelphia, the city of brotherly love and one of the major location for seeing America's history, is one of my favorite cities. There is always so much to see, from art to sports. I hope you had the time to check out some of its sites. The Philadelphia Museum of Art, the Rodin Museum, the Philadelphia Eagles, Flyers, Phillies and 76ers are just some of places you can visit if you make it to Mid-Winter. I loved my walking tour which included Independence Hall, Constitutional Center and the Liberty Bell Center, before touring Betsy Ross' House, on our way through Elfreth's Alley, which is referred to as "Our nation's oldest residential street," dating to 1702. We also saw Christ Church. I'm just so grateful to be a part of this country and to be able to see these sites. We just finished spending Mid-Winter in Philadelphia, I actually got to get into Christ Church this year and sat in George Washington's pew. What a feeling!! I also had to go back to Independence Hall and tour it again. I had an even better tour guide and picked up more information about this great building.

We are now gearing up for Annual in Las Vegas. We've been working with the Nevada Support Staff group and hope to have a Meet and Greet with them Friday night in Vegas. We've got a program set up for Sunday morning for support staff, the session deals with "Getting staff involved: Creating opportunities for staff development, new services and increased productivity". Another place you might want to check out is the ALA Allied Professional Association's website for other news concerning librarians and other library workers.

<http://ala-apa.org/> They also put out a newsletter, called Library Worklife: <http://ala-apa.org/newsletter/past-issues/volume-11-no-2-february-2014/#worklife>

If we can do anything for you, if you have support staff issues or activities, we would love to hear from you. Send us information, pictures of events, etc. We'll put them in our newsletter. Take care, Kareen



LSSC MINUTES FROM MID-WINTER

LSSC Certification Review Committee: Meeting minutes ALA Midwinter meeting at the Pennsylvania Convention Center Philadelphia, PA on Sunday, January 26, 2014

LSSC CRC Members present: Shirley Biladeau (Chair); Jennifer S. Kutzik (member); Peggy Danhof, (member) ALA -APA Staff present: Lorelle Swader (ALA-APA Director); Ian Lashbrook (Research Associate)

1. The LSSRC Program has certified 23 support staff since the 2013 annual candidates and 28 new candidates have joined. There are 75 graduates; 46 who completed courses and/or portfolios and 29 that utilized the LTA recognition program. Core subsidies were awarded to 35 candidates. Lashbrook will have a more complete report at ALA Annual Conference.
2. POLICY CHANGES: Portfolio fees take effect February 1st. ALA members will be charged \$50 and non-ALA members will be charged \$65. Discussion ensued concerning the fee structure for LTA Recognition post-IMLS grant period. A suggested fee scale of \$100 for the first 2 courses and \$50 for each additional course once every 4 years was proposed. Also, \$75 per course renewal fee was proposed. This will be brought before the entire CRC for a vote.
3. LTA/APPROVED PROVIDER PROCESSES: At present, there are no new courses/providers to review. One provider is up for recertification. CRC members will use a similar matrix to the one developed for CPLA. In the area of portfolio evaluators, the CRC will assume the work of vetting the evaluators. Lashbrook will share a portfolio evaluator matrix.

LSSIRT MINI-MINUTES FROM MIDWINTER

Library Support Staff Interest Round-table Steering Committee/Meeting Philadelphia, Pa, Saturday January 25, 2014 Present:JP Pendelton, Kareen Turner, Kerrie Stramler,Valentin Colon, Marilyn Jack-Brown, Sarah M. Kartsonis-skyped, Valeria Fike, Jennifer Kutzik, Guest-Maggie Farrell, Loretta Parham

Meeting was called to order 8:30 AM. Introductions of members and guest Maggie Farrell-Laramie,Wyoming, Loretta Parham, Atlanta, Ga.

The two ALA President candidates came, meet and spoke with the round-table. Both candidates are Support Staff supporters.

Treasurer's Report- Kerrie indicated that our treasury is doing well as we prepare for 2015's budget. A suggestion was made for light refreshments (beverages) for our Business/Membership meetings.

Our membership is up (476+) although ALA's membership is dropping. There's some concerns on the timely arrival of the membership list and accessing it (file locked). Discussion on the ways of increasing/reaching members. Suggestions are welcomed.

Hot Topics: Internet neutrality, non-discriminatory internet use, sunseting inactive committees, future of ALA Mid-Winter, appropriate compensation for staff, 3 sources of income for ALA-Conference, Publication & Membership, tutorial for round-tables (ie annual budget, ALA finance 101), LSSC- can serve on of LSSIRT and run for a position President/VP 3 year commitment-currently no candidates; Secretary, Treasurer- 2 potential candidates; Members-at-Large- 2 potential candidates

Deadline dates were shared:Programs for annual Oct. 1, ALA Election Candidate begins Sept. 3, following Feb. 2 is deadline for submission, Feb. 18. deadline for ALA conference, March. 15 meeting rooms.

We received some funding as a result of COLT Roundtable going inactive. THANK YOU, COLT!



“We need to know more why members are not renewing their membership as well as why new librarians are not joining the association.”

ALA PRESIDENTIAL CANDIDATE MAGGIE FARRELL Q & A

1. What are the most important problems facing the organization right now? What would you do about trying to solve them?

Declining membership and budget stabilization are two of the most pressing issues requiring immediate attention. While declining membership might be a result of a declining library workforce, there are probably a number of factors influencing this trend. We need to know more why members are not renewing their membership as well as why new librarians are not joining the association. During this time of declining budgets and mistrust of government and Internet providers regarding our privacy, we need a strong, united voice that will speak on behalf of libraries and will provide professional development and resources for librarians and library workers struggling in their communities on intellectual freedom and budget issues. Additionally, we need to utilize technology more effectively to engage our membership and to conduct the routine work of our committees and units. Ongoing leadership, public relations, and management professional development is essential for our members to keep their skills fresh so they are more effective in leading their libraries for their communities.

These problems will need to be acknowledged in the next strategic plan and concrete action items are

necessary to address them. As president, I will work closely with divisions, roundtables, caucuses, and units to bring their priorities forward and we will collaborate on how ALA as a whole and how as individual units will work to address them. My strong communication and facilitation skills will enable me to lead our various units in working together to develop and implement solutions for a vibrant future.

2. What will you do to expand and/or enhance the diversity and inclusiveness of all Library workers, especially within the support staff arena?

Our profession needs to reflect the diversity of our society and we have had some success as noted in the recent Diversity Counts report but additional individual and collective actions are required. As dean and associate dean in academic libraries, I have sought diversity in our librarians and library workers. Once hired, I support formal and informal education as a way to strengthen individual skills and build a pathway for advancement. At the University of Wyoming, I hired librarians as part of a spousal/domestic partner program enabling couples to find full employment. At Montana State University, I supported additional funding and staffing for the Tribal College Librarian Professional Development Institute; an important training program for many smaller tribal colleges in the west. I seek diversity in my service engagements and as president; I would continue to be

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ALA PRESIDENTIAL CANDIDATE SARI FELDMAN Q & A

“The key to building diversity in any organization is to foster a collaborative and inclusive culture.”

1. What are the most important problems facing the organization right now? What would you do about trying to solve them?

Strengthening the ALA’s financial position represents a crucial focus area over the next several years. My experience leading Cuyahoga County Public Library through a cumulative \$20 million reduction in public funding over the past five years gives me a unique perspective on how to best address an evolving funding environment. I have adopted three key strategies for budget alignment within my own organization that I believe to be appropriate for ALA:

1. Reduce expenses by driving efficiency.
2. Identify new revenue opportunities that support organizational goals.
3. Increase fundraising capacity and efforts.

During my tenure as PLA President and at various points throughout my work in ALA, I have travelled internationally to foster global relations and to learn from library professionals around the world. One takeaway from my travels that continues to resonate for me is that American libraries and the ALA are recognized as global leaders in our profession. I see opportunity to strengthen revenue by

developing professional training and consultation services that extend beyond our membership and connect with a global audience. Cultivating collaborations with international library professionals and networks also offers potential for developing revenue streams while further engaging our membership in new and energizing ways. We must recognize that revenue streams of the past based on publications, conferences, and even dues should be evaluated and reconsidered within a global marketplace of education, ideas and information.

2. What will you do to expand and/or enhance the diversity and inclusiveness of all Library workers, especially within the support staff arena?

The key to building diversity in any organization is to foster a collaborative and inclusive culture. Part of creating that kind of culture is effective communication; the other part involves becoming comfortable with and adept at change. The fact of the matter is that we have not done enough across ALA to communicate how the broad changes in libraries affect workforce needs. Support staff roles represent a tremendous opportunity area for library organizations to broaden organizational diversity, bringing individuals with unique

Continued on pg.6

MAGGIE FARRELL Q & A (CONT.)

inclusive in order to bring a variety of voices to the table. As president, I would also engage the caucuses, roundtables, and divisions in outlining specific actions to advance our profession. The Spectrum scholarships, of which I am a donor, and the IMLS/ALA Discovering Librarianship are initiatives that I fully support and hope to expand as president.

Thank you again for the opportunity to share my vision

and qualifications to lead our association as president. It would be an honor to serve ALA in this leadership capacity and I want to work with LSSIRT to ensure your priorities are supported and advanced within ALA. I ask for your vote.

For more detail on Maggie Farrell please visit her website:

<http://maggiefarrellforalapresident.com>

SARI FELDMAN Q & A (CONT.)

perspectives and backgrounds to the table to create a more inclusive environment.

We must make a concerted effort as an Association to become much more deliberate in our recruitment efforts for professional, paraprofessional and support staff. At the same time, our efforts in continuing education and leadership development must support those already committed to a library career (with or without an MLS degree) to see a path to advancement. We need to seek out the creative thinkers and individuals from diverse and unique backgrounds to tap them for leadership opportunities. The Association must provide multiple entry points and opportunities for participation and leadership.

Over the course of my career in libraries I have worked in diverse

environments and championed the value of inclusiveness. I have successfully mentored a broad group of individuals from different backgrounds, interests and ethnicities into library organizations and have also encouraged and supported diversity in professional and ALA leadership positions. Over time I have moved from mentorship to sponsorship, making personal investment in the professional future of a diverse and talented group of individuals. If there is one area where ALA can make the biggest impact over the next 3-5 years, it is in strengthening the diversity of our organization.

For more detail on Sari Feldman please visit her website:

<http://www.sarifeldman.com>

For the full Q & A with ALA Presidential Candidates Maggie Farrell and Sari Feldman please visit the LSSIRT website. We have placed the entire Q & A responses on our website under “News.”

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



LSSIRT STEERING COMMITTEE CANDIDATES

ALA will begin the voting process March 19 — April 25, 2014.

VICE-PRESIDENT/PRESIDENT-ELECT

MANNING, NINA

Current Position:

Clerical Supervisor, New York Public Library,
New York, NY



TREASURER

STRAMLER, KERRIE ANN

Current Position:

Library Information Analyst, University of
Arizona Libraries, Tucson, AZ



SECRETARY

PENDLETON, ANTHONY "JP"

Current Position:

Head of Circulation / Reserves, Auburn
University Libraries, Auburn, AL



MEMBER-AT-LARGE

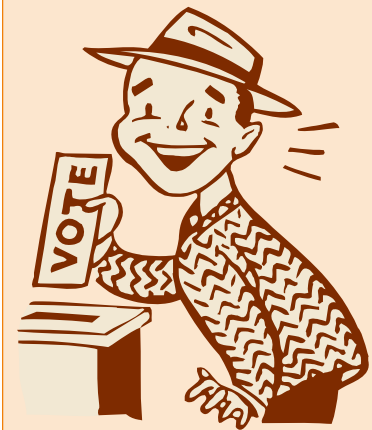
JACK-BROWN, MARILYN

Current Position:

Retired, Montclair State University,
Montclair, NJ



Please
remember to
vote for your
LSSIRT
Steering
Committee
members.





COLT DONATION TO LSSIRT

LSSIRT Receives Donation from the Council on Library/Media Technicians (COLT)

Due to waning participation over the last five years, the Council on Library/Media Technicians (COLT) has recently become inactive. ALA-APA and LSSIRT were recently notified that COLT had a provision in their by-laws that any existing monies would go to ALA. Jackie Lakatos, former COLT President and former ex-officio member of the LSSIRT Board, provided LSSIRT President Kareen Turner with a check for \$2708.70. The funds will be used to further the mission of LSSIRT.



ALA, ALA-APA and LSSIRT recognizes and celebrates the invaluable role that COLT has played in advancing the status of library support staff throughout its history.

COLT was founded in 1967 by administrators of two-year associate degree programs for the training of library technical assistants. Membership included librarians, library support staff, library administrators and educators.

COLT became an affiliate of the American Library Association (ALA) in 1976 and drafted a statement to guide the establishment of Library Technology education programs. For many years, COLT held an annual conference or seminar in conjunction with the ALA Annual Conference.

Beginning in 1988, all COLT

members received a subscription to *Library Mosaics*, the first (and only print) national journal for library support staff. Other publications developed by COLT included a directory of library technology programs and a book of library support staff job descriptions. COLT joined with *Library Mosaics* in 1995 to establish the first national, annual awards to recognize both an outstanding library support staff person and a supporter of support staff. *Library Mosaics* ceased publication in 2005.

In January 1991, during the Mid-Winter ALA Conference, COLT's Executive Board participated in the first meeting of ALA's library support staff interest Membership Initiative Group (MIG). This resulted in the formation of the ALA Support Staff Interests Round Table, but COLT elected to remain a separate organization.

COLT formed a special committee to study the advisability of certification for Library/Media Technical Assistants in 1981. Although it was tabled at that time, the issue revived in 1994. Following on the work of a COLT Certification Committee survey, ALA and LSSIRT undertook its own study which ultimately led to the development of the Library Support Staff Certification Program. Since the program's opening in January 2010, there have been 75 graduates; 46 who completed courses and/or portfolios and 29 that utilized the LTA recognition path.

LSSIRT PHOTOS FROM PHILADELPHIA



Teri Switzer, Kareen Turner and Jennifer Kutzik at the ALA-APA Networking Event in Philadelphia.



Downtown Philadelphia



Jared and Ian Lashbrook performing at the ALA-APA Networking event. The only live music event at Midwinter.



Reading Terminal Market



LSSIRT Steering Committee meeting at ALA Midwinter in Philadelphia



The Liberty Bell

ALA LIBRARY SUPPORT
STAFF INTERESTS ROUND
TABLE

ALA Staff Liaison information:

Beatrice Calvin

ALA/LSSIRT
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Chicago, IL 60611

Email: bcalvin@ala.org

Please send questions regard-
ing

LSSIRT Newsletter content to:

Kerrie Stramler

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

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.

