

LSSIRT NEWSLETTER

February/March 2003

What's Happening In LSSIRT

By Carolyn Tate, LSSIRT President

A very special thanks to Jennifer Kutzik and Paul Whyman, Morgan Library, Colorado State University, for the photos in this newsletter

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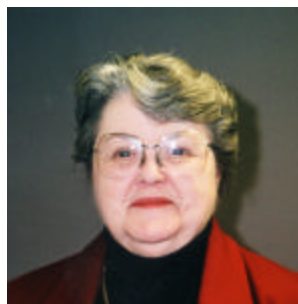
Carolyn Tate, President of LSSIRT, is reporting that the Round Table continues to represent the interests of all support staff in a manner that brings library workers to the forefront. This includes:

Better Salaries Task Force. This Task Force, created by Mitch Freedman, ALA President, addresses the issue of salaries for all library workers. Gene Kinnaly represents support staff on this Task Force and serves as facilitator for the Support Staff Working Group (SSWG). Diane Fay, LSSIRT President-Elect, is a member of the Task Force and serves as facilitator for the Union

Third Congress on Professional Education: Focus on Support Staff. This Congress will be held at the College of DuPage in Illinois on May 16-17. Martha Parsons, immediate Past President of LSSIRT, represents support staff on the Steering Committee. See Martha Parsons' report

in this newsletter.

LSSIRT Membership. Membership in the Round Table has increased as a



Carolyn Tate, President of LSSIRT

result of the ALA trial membership project. See Sandy Brooks report on membership in this newsletter.

ALA Committee Appointments. Carla Hayden, ALA President-Elect, was made aware that 66% of library workers are support staff. In response, Dr. Hayden is appointing many support staff to ALA committees. So far, the appointments include Ali Poffinberger to the Committee on Education, Meralyn Meadows to the Pay Equity Committee and the Human Resources and Develop-

ment Advisory Committee. Future appointments will be reported in the LSSIRT newsletter.

Salary Survey For Support Staff. Gene Kinnaly presented a resolution to ALA Council requesting that support staff be included in the next salary survey. Council referred the resolution to the Budget Analysis and Review Committee.

Candidate for ALA Councilor. Kent Slade was nominated by LSSIRT to represent eleven Round Tables on the ALA Council. Look for Slade's name on your ballot.

Committees. LSSIRT has created an ad hoc Certification Committee to address the issue and present a proposal to the Steering Committee. Also created is a Strategic Planning Committee which will address the unresolved issues from the Task Force on Career Ladders, Compensation, and Continuing Education and to access where LSSIRT is now and where it will be in 5-10 years.

3rd Congress on Professional Education

Reported by Martha Parsons

Martha Parsons, the immediate Past President of LSSIRT, is a member of the Steering Committee of the Congress on Professional Education: Focus on Library Support Staff (COPE III). She reports that COPE III is scheduled to take place on Friday and Saturday, May 16 and 17, 2003, at the College of DuPage in Glen Ellyn, Illinois.

The Congress is the third sponsored by the American Library Association on library professional education issues, but it is the first to focus on library support staff. The agenda will give voice to the three main issues indicated in the Library Support Staff Interests Round Table (LSSIRT) survey of 1997, as well as a fourth issue identified by the ALA Executive Board. The four focus points are:

Career Ladders (few opportunities for advancement);

Compensation not appropriate to level of education, experience, and responsibilities;

Lack of access to continuing education and training opportunities; and;

Changing roles due to staff shortages

The target outcomes are:

To **define strategies** for change;

To **define the role** of library support staff in the American Library Association, as well as the **responsibility of ALA** toward library support staff members; and

To **define the ways** to express mutual respect between all who work in America's libraries, and

ways to celebrate their commonality.

The Congress will bring together library support staff, library administrators, library educators,



Martha Parsons

and library association leaders to discuss the issues, and define the outcomes. The Congress Steering Committee has carefully and deliberately invited participants representing a broad spectrum of the library community. Invitations were sent to library support personnel and library administrators from all types of libraries, as well as library educators, and state and national association leaders. State support staff associations have also been asked to select and support a delegate to represent their state. In addition to invited participants, an open nomination process will allow grassroots participation by members of the library support staff community, and plans are being made to accommodate guests and observers.

The Congress will be facilitated by organizational development consultant Maureen Sullivan, and will include a keynote by

Kathleen Weibel, Director of Staff Development at the Chicago Public Library.

Delegate selection has been broken into three main components: invited delegates, delegates nominated by their state association, and those who have applied by completing the "Request to Participate" form. As of the deadline date for initial responses (January 2003), 67 of 120 invitees have accepted. Ten states have nominated delegates, and 41 have submitted the "Request to Participate" form. That is a total of one hundred eighteen positive responses. The goal is 150 delegates. Progress is being made.

To get a complete overview of COPE III, visit the web site at

http://www.ala.org/Content/ContentGroups/HRDR/3rd_Congress_on_Professional_Education_Focus_on_Library_Support_Staff/3rd_Congress_on_Professional_Education_Focus_on_Library_Support_Staff.htm

The web site, in addition to a general overview, includes the agenda for the Congress, a complete list of Steering Committee members, the expectations and responsibilities for the delegates, and the key documents (which is background reading for delegates).

LSSIRT will have a complete report of COPE III in a future newsletter.

Education Concerns at ALA Midwinter

Reported by Ali Poffinberger

Ali Poffinberger attended two meetings of the Committee on Education (COE) at the ALA Midwinter meetings as an observer for LSSIRT. She reports that being a member of COE also requires attendance at the Library Education Assembly, which is an information exchange session for all ALA groups with education-related activities/committees.

At the Annual meeting in Toronto, COE will be examining the current draft of LTA criteria document (for accrediting LTA programs). The group will be recommending changes to Council, but expects work on the document may take a year or more. Martha Parsons has placed the draft of this document at the website <http://colt.ucr.edu/alaedu.html>. Karen Brown will represent COE at COPE III.

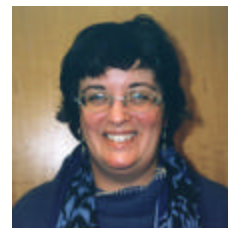
The current membership of COE is comprised mostly of Library School Educators. The committee is reorganizing after considerable work on certification for MLS holders, now the responsibility of ALA/APA. Poffinberger worked hard to make good contributions as an ob-

server and as a result has been appointed to this committee by Carla Hayden.

COE will be developing a database, the "Continuing Education Clearinghouse." This database will hold links to information on continuing education opportunities offered anywhere in the United States (especially ALA-sponsored programs), at every level of library work. Information will be added to the database via a web form, and will be time-sensitive. Poffinberger recommended that the information be archived when it leaves the database, since those planning future continuing education events might wish to know what speakers and topics have been used in the past. The database is to go live as of October 2003.

The charge for the Library Education Assembly, as a Council (ALA policy-making group) organization, is to recommend policy to COE. This group is also new, so there were no recommendations made at the Midwinter meeting. It was more of a news-sharing session,

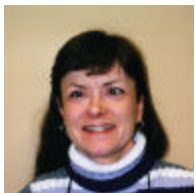
focusing particularly on credentialing. Information from the Assembly is that library educators have met to discuss credentialing and have the following concerns: (1) women tend to overeducate themselves in preparation for moving up their career ladders, compared to men. This group expressed concern that credentialing might then become yet another barrier to women's advancement; and (2) many states and rural areas have no way to attract MLS holders; thus non-MLS holders serve as directors for libraries in those areas. Alternate credentialing packages have already been developed for these folks (for administrators by PLA; for others, 6-year certificates by library schools).



Ali Poffinberger

LSSIRT Membership Report

Reported by Sandy Brooks



Sandy Brooks

Sandy Brooks, LSSIRT Membership Chair, reports that current total ALA membership is 58,562 and support staff account for 1% of that total. LSSIRT membership is currently 408; one year ago the membership was 263; six months ago membership was 398. As a result of the ALA support staff membership

initiative, ALCTS reports an increase of 112 members since June 2002 and RUSA reports an additional 86 members.

Mary Niederlander is now an official virtual member of the ALA Membership Committee. This Committee approved 6 virtual member positions last June—at least one position must be a support staff person. This is a non-voting Committee position. So far, Neiderlander is the only virtual member who has

been appointed. The Committee is still working to fill the other five slots.

The ALA Membership Committee is discussing the possibility of extending the Trial Membership Initiative and the issue of whether there should be a separate ALA membership category and lower fee structure for support staff members. This will be a discussion item for future meetings.

ALA PAY EQUITY COMMITTEE

Reported by Kathleen Murphy

The ALA Pay Equity Committee has approved a permanent seat on the Committee for a support staff person. The person does not necessarily have to be a member of LSSIRT, but must be a member of ALA. Meralyn Meadows has been re-appointed to a two-year term. Meadows was unable to attend the Midwinter meeting. Kathleen Murphy, LSSIRT Member-at-Large, attended the meeting and reported the following:

Committee Chair Michael Gorman discussed ALA/APA. He explained that it was necessary to develop a professional organization allied with, but separate from, ALA. This was necessary so that the Pay Equity Committee could advocate certification of continuing education for librarians and support staff and to allow for the lobbying for pay equity for all library staff. Legal advice received by ALA indicated that the American Library Association could not lobby or advocate for pay equity based on its tax status. Thus the Allied Professional Association was developed. Gorman announced that following the Annual Meeting in June 2003, the Pay Equity Committee will move from the ALA to APA.

Michael Leber spoke to the Committee concerning the National Committee on Pay Equity. He explained that the group was formed in 1979 as a coalition of organizations, including ALA, that supported equal pay for equal work. The NCPE has had fiscal problems in the last few years which has threatened its existence. Organizations and unions have been generous, but it was not enough to keep it going. At the NCPE's last meeting, it was decided to downsize the group radically. Member organizations will take on essential tasks, and the NCPE web

Kent Slade is Chair of the LSSIRT

site will be maintained, but no dues will be charged. Instead, individual organizations should pledge their support for the five principles espoused by the NCPE: These are:

- (1) True equality for the millions of women and minorities in the work force will not be achieved until there is pay equity
- (2) Achievement of pay equity will benefit millions of households, particularly the growing number headed by women
- (3) The drive for implementation of pay equity must be seen as a reversal of an historical pattern of devaluing work done by women and minorities
- (4) While it is crucial that all occupations be open to women and minorities, efforts must continue to find solutions to the problems of workers in female and minority-dominated occupations
- (5) Pay equity is an intrinsic part of the goal of Title VII of the Civil Rights Act of 1964 and of the Equal Rights Amendment

The two bills that the NCPE helped to design—the “Paycheck Fairness Act” and the “Fair Pay Act” - have not been acted on by Congress. NCPE may concentrate instead on raising the pay equity income in state legislatures for the time being.

The Pay Equity Committee discussed whether **Fair Pay for Library Workers Week** should be allied with or separate from “Equal Pay Day”. The Committee discussed the concepts of living wage and pay equity—what each means and whether the Committee should be concentrating on getting equal pay for equal work or on raising wages for everyone. The sentiment of the committee seemed to be that a liv-

ing wage is a larger issue than pay equity.

Gorman reported that he plans to present a resolution on pay equity

For more information, see:

Living Wage Resource Center
www.livingwagecampaign.org

National Committee on Pay Equity
www.feminist.com/fairpay/

ALA/APA
www.ala.org/hrdr/ala_apa.html

Better Salaries and Pay Equity Task Force
www.mjfreedman.org/tfhome.html

to the ALA Council before the end of the Midwinter meeting. It will be communicated not only to the ALA Council, but also to all relevant entities within and outside ALA—including all public libraries. It was suggested that state libraries should be included in the better salaries movement, and that this resolution needs to be communicated to library workers themselves. Even if ALA advocates pay equity, administrators can block the information from getting to their staffs if they choose to do so. The committee questioned how this movement can be taken to the worker level. A line was added to the communication which stressed communicating it to individual support staff and support staff associations, as well as library governing bodies at all levels, state libraries, and the League of Cities.

This newsletter will report any outcome of this resolution when it happens.

Candidates for ALA President Meet With LSSIRT

Reported by Ali Poffinberger

The Candidates for ALA President were invited to meet with the LSSIRT Steering Committee at the business/membership meetings held in Philadelphia. Both candidates accepted.

In separate sessions, Carol Brey, director of the El Pasco, TX Public Library and Herman Totten, professor in the School of Library Science, and Faculty Assistant to the President of the Univ of North Texas, made opening remarks regarding their respective campaigns, then answered a set of five questions developed by the Steering Committee. Questions focused on how to improve the support given paraprofessionals and their concerns within ALA.

Initial questions asked how the candidates would correct the under representation of paraprofessionals within ALA and how ALA might increase monetary support

for paraprofessional membership and attendance at meetings. Both candidates mentioned that they would promote the leadership role played by the ALA president on support staff issues and would use the president's power to appoint paraprofessionals to vital ALA committees. As for the money issue, Totten said that he would examine funding models, such as Friends of the Library, which often underwrite conference attendance. Brey pointed out that "we must put our money where our mouth is"; that library directors need to fund support staff at the same rate they fund MLS holders.

Both candidates were asked their views on certification of paraprofessionals and the accreditation of LTA programs. Totten noted that this is a "wonderful time for ALA to take a leadership role on this at multiple levels, especially for LTA programs." Brey advised the

Steering Committee to pursue the credentialing issue in steps; first, accreditation for LTA programs, then certification of individuals. "Accrediting LTA programs is a good idea", said Brey, but she wasn't sure ALA/APA was the place to pursue this. During the brainstorming session with Brey, she noted that any work on LSSIRT's part in this area "will lead to improved training standardization of training, and consistency of service."

When asked how they would handle "encroachment" on the part of support staff, Totten responded that "there will always be professional jealousy" but these feelings can be eradicated by "outlining a system of credentials for each position" and "utilization of career ladders". Brey stated "we can no longer draw a line between professionals and paraprofessionals. We need to open up our thinking."

LSSIRT Constitution and Bylaws

Reported by Kent Slade



Kent Slade worked together they propose changes to the Constitution and Bylaws. This is a report from Slade on the changes.

After a year of work reviewing the Constitution and By Laws, changes have been finalized and should have

appeared on the ballot. Most changes are minor, clarifying wording and meaning.

Proposed changes to Article V of the Constitution and Article IV of the Bylaws clarifies when the terms of office begin and end and simplifies filling vacancies.

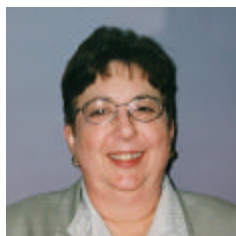
A proposed addition to Article VIII of the Constitution would allow the Steering Committee to make gram-

matical or clarification changes that do not change the intent of the bylaws. This is a similar change to what ALA members approved in the 2002 election.

The biggest change approved by the Steering Committee at the 2003 Mid-winter meeting was to separate the duties of Secretary and Treasurer. This was a result of a recommendation by the ALA Budget Analysis and Review Committee (BARC).

LSSIRT Fundraising Committee

Reported by Cindy Ahrens



Cindy Ahrens is Chair of the LSSIRT Fundraising Committee. She reports that Committee members are needed. You do not have to be present at ALA to participate

because most of the work can be done electronically. All ideas and suggestions are welcomed.

Ahrens' initial Fundraising report to LSSIRT talked about smaller fundraising efforts for the Round Table to consider, but after attend-

ing an ALCTS Fundraising Committee meeting at Midwinter, Ahrens discovered that LSSIRT needs to look at a much BIGGER picture. Instead of a silent auction or raffle of quilts (with each state association) at the LSSIRT professional table, ALCTS proposes projects, workshops and/or conference activities. Then they look for sponsors (e.g., an ALA-approved list of vendors, sponsorship of workshops or receptions). Ahrens is going to work with the Chair of ALCTS to get more insight into how this is done.

Ahrens has obtained a copy of ALCTS Fundraising Policy and Pro-

cedures. She will see how these can work for LSSIRT. Although it may be too late to plan a fundraising activity for Toronto, LSSIRT can focus on Orlando for 2004.

Help is needed to work on Fundraising—first developing policy and procedure to present to LSSIRT in Toronto, then to implement fundraising proposals for the Round Table.

Any member who is interested in contributing through serving on this committee (and Ahrens wants to say that she offers treats at in-person meetings), please contact Ahrens at cahrens@hclib.org, or call 952-847-8581. Everyone is welcome!

BARC and Planning and Budget Assembly

Reported by Dorothy Morgan



Dorothy
Morgan

Dorothy Morgan is the Financial Advisor for LSSIRT and in that position attended the Budget Analysis and Review Committee meeting and the Planning and Budget Assembly. She reports that one of the key points that was brought out at the meetings was the importance of strengthening an organization to succeed in the 21st century and the ways in which this is accomplished. They are to develop a mission, a vision statement and to establish priorities (strategic planning that may impact our finances—Strategic Plans should

special planning—a budget should interface with long term strategic plans.

During the BARC meeting, attendees learned about budgets and various ways of putting them together. They learned how to read the ALA Performance Report—key concepts, financial terms, the budget process, fund structure, division and Round Table funds. The important point to remember is that Revenue minus expenses equals Net Asset Balance and these balances are allowed to be carried forward from year to year. Expenses should never be more than projected revenue.

Identified were major revenue sources; major expense areas; major programs (new/existing) and their financial impact/

.The Planning and Budget Assembly Meeting welcomed Carla Hayden and received an update from Barbara Stripling on ALA/APA's Business Plan.

There was an overview of the Advocacy Business Plan from Gerald Hodges. Then Emily Shekentoff separated discussion groups on Advocacy.

Some of the questions posed were:

- (1) How do you define Advocacy in ALA?
- (2) What are the current advocacy issues with ALA?
- (3) At what level should they be sustained?
- (4) What other advocacy issues are on the horizon?
- (5) What should be ALA's role in dealing with these issues?

Better Salaries & Pay Equity Task Force

Reported by Gene Kiinnaly

The ALA Better Salaries & Pay Equity Task Force met during the 2003 Midwinter Meeting in Philadelphia for the purpose of reviewing Task Force accomplishments to date and to plan for future activities of the Task Force.

Key accomplishments include (1) the creation and subsequent updating of the Advocating for Better Salaries and Pay Equity Toolkit, available online at <http://www.ala-apa.org/toolkit.pdf>; (2) the creation and maintenance of the MONEY-TALKS electronic discussion group; and (3) the planning and conducting of salary-related information briefings as well as salary advocacy training.

Work of the Task Force of particular interest to library support staff would include (1) the creation of the

Support Staff Working Group; (2) the inclusion of information within the Toolkit related to library support staff; and creation and submission of an ALA Council



Gene Kiinnaly

Resolution calling for the inclusion of library support staff in the annual ALA salary survey.

Future activities include the sal-

ary advocacy training being planned for ALA Annual in Toronto in June 2003. Current plans call for this training to be open to all interested ALA members. It is important to note that this training is a "train the trainer" workshop, and the clear intention is to have workshop participants return to their library associations prepared to conduct sessions in advocating for better salaries for library workers.

Tentative plans for ALA Annual in Toronto also include an informational briefing, an open mike session for MONEYTALKS subscribers, and Task Force and Working Group meetings.

Visit the Task Force Home page at: [Http://www.mjfreedman.org/tfhome.html](http://www.mjfreedman.org/tfhome.html)

ALA Insurance Task Force Report

Reported by Cindy Ahrens

The ALA Insurance Task Force Report was presented at the Membership Committee meeting on January 25. The report stated that ALA Council had asked the Membership Committee to provide health insurance for members

The Committee formed a Task Force with representatives from the Membership Committee, Round Tables, Divisions, and BARC. Ahrens will be the SSIRT representative to this Task Force.

The Task Force met twice by conference call during the time between the Annual Conference and

the Midwinter Meeting.

The report from the Task Force recommends that ALA provide a menu of health-related options as member affinity benefits and continue to search for programs of basic health insurance coverage. The Membership Committee approved forwarding the report to ALA Council.

The Task Force recommended that the state chapters be offered an option of offering health care to members. This was discussed because the insurance industry is

regulated at the state level.

The motion was made and approved for ALA to proceed with offering a menu of health-related options to members.

The Task Force will continue to research and discuss possible options prior to Annual Conference 2003.



Cindy Ahrens

Visit the Library Support Staff Interests Round Table (LSSIRT) at:

www.ala.org/Content/NavigationMenu/Our_Association/Round_Tables/LSSIRT/

LSSIRT STEERING COMMITTEE

Carolyn Tate
President (2002-2003)
ctate@richmond.edu

Jennifer S. Kutzik
Secretary/Treasurer (2002-2004)
Jennifer.Kutzik@ColoState.Edu

Sandra Brooks
Member at Large (2000-2003)
sbrooks@ecl.org

Kent Slade
Member at Large (2001-2004)
kslade@loganutah.org

Diane Fay
Vice-President/President-Elect (2002/03)
dfay@afscmecouncil93.org

Gene Kinnaly
Member at Large (2002-2003)
gkin@loc.gov

Alice Poffinberger
Member at Large (2002-2005)
ali.poff@duke.edu

Martha Parsons
Past President (2002-2003)
parsonsm@energy.wsu.edu

Kathleen Murphy
Member at Large (2002-2005)
murphyk@rowan.edu

Meadows Meadows
Member at Large (2001-2004)
meadowsmeryl@ctc.net