

ala staff association

headliner

Volume 4 Number 1

April 1958

MEMBERSHIP in the ALA Headquarters Staff Association is now 97.5%, after last month's membership drive. Can't we make it 100%? Dues are still \$1 for the entire year--see Myrtle Robinson, Treasurer.

COMMITTEES are now completed, after just a bit of trouble in finding people for some of them. In addition to the standing committees, Social and Health & Welfare, there are presently two special ones as well. Here are the new chairmen and members who will be working for you this year:

Social

Nick Ardell &
Joan Radke, co-chairmen
Jean Benson
Barbara Berry
Ronald Christmas
Jean Ottoson

Health & Welfare

Ruth McNutt, chairman
Barbara Berry, housekeeping
Mary Cilluffo, staff bulletin board
Ouida Hunter, books
Elaine Mitchell, cards & flowers
Myrtle Robinson, magazine subscriptions

SPECIAL COMMITTEES:

Constitution

Samray Smith, chairman
Merle Baer
Yuri Nakata
Hazel Timmerman

Fiscal

LeRoy Gaertner, chairman
Karl Easton
Al Remley
Myrtle Robinson
Florence Simmons

PHYLLIS Maggeroli's presidential report in January gave us a lot to chew on, and many of those who heard it at the annual meeting expressed a wish to have it in print--for their own sakes as well as those who were unable to be present. You'll find it on pp. 3-5 of this number of the Headliner.

APRIL finds us with a treasurer's balance of \$425.92. To give you some idea of what happens to your dues, we are also including on p. 6 a copy of the report of last year's treasurer, Edith Krentz, showing the balance on hand as of January 9, 1958.

SUGGESTIONS are always welcomed by your executive, standing, and special committees. The Suggestion Box is still with us--new, bright red (some strong brew or other disintegrated the old one), and back on the window sill of the staff room.

NEW FACES OF 1958

Ten new staff members have made 50 E. Huron their working address since January 1st, and we welcome them:

Mary Frances BUFORD, junior typist, Library Administration Division

Edward FAMINSKI, shipping clerk, Publishing-Sales

Linda HARLAN, junior typist-clerk, Mrs. Stevenson's office

Mrs. Myrna Loy HOUSTON, typist-clerk, Accounting II, subscriptions

Ellen LUND, administrative assistant, Library-Community Project

Mary K. McKENNA, senior secretary, American Assoc. of School Librarians

Frank N. PAULO, Association of College and Reference Libraries, Monographs

Mrs. Helen Kennedy PRINCE, assistant to Chief of Publishing, working with Subscription Books Bulletin

Mrs. Janet PRESSLER, intermediate secretary, Library-Community Project

Mrs. Sandra Mae SFONDOURIS, typist-clerk, Mimeo

HELP !!

.....says Mrs. Krol. The refrigerator is not a stockpile for the next emergency, but a repository for current edibles. Thrown out at the last cleaning:

- 1 wrinkled orange
- 1 gnarled apple
- 1 sick celery stalk
- 1 wretched radish
- 1 rotten cheese (no, not limburger--rotten!)
- 3 old olives
- 2 foul figs
- 3 cartons souring milk
- 6 aged biscuits
- 3 dilapidated eclairs
- 8 bits bad butter

--and many, many rocklike sandwiches. Most of these were anonymous. Please, please ... identify your refrigerated calories, and either consume them or throw them out in time.

BULLETIN BOARD

Mary Cilluffo is doing a fine job keeping the bulletin board neat and up-to-date, and she will appreciate your contributions. But, please give them to her--do not post items yourself. Also, please, do not remove any item--we had a little trouble with this last month--someone removed a notice that was needed for confirmation of date and time of a meeting.

Although, here's one thing you may remove from the board--tickets placed by staff members in the pocket marked for them. This is for the convenience of those of you with tickets that you find you cannot use and are willing to give away on a first-come, first-served basis.

Annual Report of the President

I do not think my fellow committee members will be hurt if I say that we consider the Staff Association activities of the past year to have been reasonably standard. We think that it has had its highs and lows. It has had its share of good ideas that died a-borning for want, perhaps, of real understanding of what an Executive Committee is and can do. We had other ideas that died because that was their best possible fate. This is the famous learning process which makes all Executive Boards long for another chance at bat. If statistics were available they might indicate that the most sincere, honest and constructive criticism comes from the people who have once done jobs like ours - and this is a healthy thing.

We were pretty standard in that we carried out one traditional activity - the Christmas Party. We happen to humbly feel that it was an especially nice one, thanks to our hard-working Social Committee and the remarkable co-operation of literally almost everyone on the staff.

We were standard, too, in that we just plain copied an idea from last year's Committee - the Purple Lizard Sale. Reports are that it was a successful venture, monetarily and socially.

It is, also, standard to revive old ideas. We revived two ideas willed us by our predecessors. One was a mid-summer picnic, which was well-attended and a happy affair. This is as good a time as any to again give our thanks to Mrs. Mahoney, whose generous invitation to have the picnic at her cottage was an important contributing factor to a wonderfully good time. The other revival was the Suggestion Box. We think it is worth keeping. It provides at least one minor clearing house for anonymous suggestions, gripes and ideas. Many of the suggestions have had to be referred to the proper authorities, but others have been the job of the Staff Association and in either instance it is valuable. Perhaps the mere opportunity to write something out on paper has a certain therapeutic value. The suggestions have been given careful attention by the secretary of the Association and I do not know of any instance when a suggestion has been ignored. The communication of letting everyone know exactly what had happened about each one may have in one or two instances been faulty, but action was taken on each one after investigation was made.

Standard performances have their highlights and we claim our share.- This has been a year when every employee of ALA has been given a pay raise above and beyond his normal increment raise. We'd like to claim that this was entirely our doing, but as you well know the efforts of many people are responsible. However, early in the year, at the request of Mr. Clift, a Staff Association Committee working with Miss Timmerman and Mrs. Stevenson concerned itself with the problem of a revised pay plan. Since then, the complete pay plan has been implemented at all grade levels by the Executive Board.

The two-day visit of the Visiting Committee on October 31 and November 1 gave the Executive Committee an opportunity to talk over general staff association concerns with the Committee and to seek advice. As a result of that interview, we would like to recommend to the incoming Executive Committee the setting up of a joint committee made up of representatives of the Executive Committee of the Staff Association and the Staff Conference Group. The Staff Conference Group is comprised of department heads. This we think would provide the opportunity that is greatly needed for the left hand to know what the right hand is doing, and also, to discover what both hands might possibly do through joint effort. It would provide opportunity for the mutual exchange of information and could be as enriching and informative an experience for the Staff Conference Group as for the Staff Association. At the moment, there is nothing the structure of the Staff Association which provides for this kind of mutual interchange.

And then, it is always good to look ahead a bit. Perhaps one of the most challenging concerns of every Staff Association of an organization of this size and one which is worthy of the best thinking of the total Staff Association, and particularly its Executive Committee, is the one of developing, maintaining, and encouraging esprit de corps among all its members.

The many jobs we do are widely varied on all levels. All of them are important in making ALA an effective organization but are not always closely enough related for us to see the relationship of the part to the whole - and sometimes as only a part each of us has to fight a feeling of lassitude toward the whole. Yet these hours we spend at 50 E. Huron claim a large number of the hours of our lives, and our opportunities for developing and experiencing satisfying interpersonal relationships, even on an impersonal level, is a concern which deserves our continuing exploration and attention. A new building, or at least new quarters which provide a really adequate staff room with large enough space to accommodate all members of the staff at a sit-down party or during coffee hours will be a great blessing. It is actually true that in the consideration of any kind of social activity, this space limitation is a major factor in the planning.

Perhaps exploring needs to be done, too, into areas of activities which do not require actual social interchange but nevertheless involve the total staff by creating projects which give them common goals. Two examples of the kinds of projects these might be, came to me from a staff member as suggestions for consideration for staff activities. As you all have heard, the treasurer's report shows healthy balances for both last year and this year. Perhaps the important consideration, however, is not to think of ways to accumulate only enough money to meet operating expenses each year but to plan wisely the use of the balances it seems possible to accumulate under present arrangements.

The two suggestions passed on to me were that the Staff Association might like to build a fund which could be used for scholarship or study purposes by staff association members, or to provide opportunity for staff members who do not ordinarily attend annual ALA Conferences to be given the chance to do so. Several ways of selecting people for these awards or honors might be considered. Another suggestion, which came to me from still another staff member, was that at least a portion of the present balance might be specifically set aside and earmarked for the purchase of equipment for staff facilities in new quarters. These are only suggested activities. Many others might be thought of which would have as their goal - the maintaining of good staff morale by establishing a sense of identification by all members with the organization as a whole.

In so far as new quarters are concerned, since ALA committees are at work on considerations for building or renting quarters, the new Committee might want to start thinking now of what should go into the planning of staff room space. While spacious surroundings and gracious appointments never resolve serious problems that arise on staffs, certainly well-thought out and carefully planned accommodations can only give to a Staff a feeling of real appreciation for good efforts and encouragement to greater effort. Since a new building or new rented quarters are in the offing, the Staff Committee might well want to speak now - in order that it doesn't have to moan later.

For all of our Executive Committee, I want to extend the most sincere kudos for an infinite variety of small, and, mostly unsung, jobs done by all of you. And for myself, I want to extend to them - David Easton, Edith Krentz, Mary Cilluffo, Harriet Holsman, Frances Frommherz, and Florence Simmons my deep gratitude for their warm co-operation during the entire year.

P. Maggioroli
1957

ALA HEADQUARTERS STAFF ASSOCIATION

Treasurer's Annual Report

January 9, 1957 through January 9, 1958

Balance on hand, January 9, 1957 \$ 339.70

Receipts:

Coffee and rolls	\$	1239.25
Coca Cola		229.00
Annual Dues		76.00
Raffle		57.00
Purple Lizard Sale		56.77

Donations:

Goodfellows	\$13.06	
Care - Food	13.04	
Care - Books	3.59	
Am. Friends Serv. Com.	3.53	
		33.22

TOTAL \$2030.94

Disbursements:

Coffee, rolls, sugar, misc.	\$	846.34
Coca Cola		251.54
Cards, flowers, etc.		53.80
Picnic and Parties		273.60
Mags. & supplies for staff room		25.70
S O R T dues		6.00

Contributions:

Care - Books	\$28.50	
Care - Food	38.00	
Am. Fds.Ser.Com.	28.50	
Goodfellows	63.00	
		158.00

Radio		70.00
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TOTAL \$1684.98

Balance on hand, January 9, 1958 \$ 345.96