

LSSIRT NEWSLETTER

March 2004

COAST TO COAST FOR LSSIRT

From Cape Cod to San Diego and Back

Diane Fay, LSSIRT President

On Thursday morning, January 9, 2004, I had my alarm clock set for 5:30 a.m. to start my trip to San Diego.

By 7:00 a.m., I was on the road for my 2 hour drive to T. F. Greene Airport in Warwick, Rhode Island and the first leg of my trip to San Diego. After a stopover in Chicago, I arrived in San Diego and checked into my hotel around 8:00 p.m. on Thursday evening. I'm definitely getting good at survival techniques in airports. Like many members of LSSIRT, I pay my own way to conferences and look for the most economical flights available.

My home base for the next six days would be the Ramada Inn & Suites on 6th Avenue in the historic Gaslamp district of San Diego. The Ramada Inn is actually the old St. James Hotel which I believe is the oldest hotel in San Diego, complete with cage elevators. I will tell you the hotel staff couldn't have been nicer. When I was headed out to a restaurant on Saturday evening and my cab didn't arrive in a timely fashion, the front desk manager had one of the staff drive me to my destination in the hotel's van. What this hotel lacked in newness and modern

features was far outweighed by service.

On Friday morning, I was up and out of my hotel by 7:30 a.m. to meet LSSIRT VP/President Elect Jim Hill for breakfast and a review of our agenda for the LSSIRT meeting on Saturday morning. From there, I headed to the San Diego Marriott hotel for the BARC Financial Planning Seminar. BARC is the Budget Analysis and Review Committee which is an ALA standing committee. ALA's



Star of India-San Diego Harbor

handbook states the function of BARC is "to review the proposed budget, as forwarded by the ALA Executive Board, in the context of the ALA strategic plan, annual priorities and budget assumptions; to review the financial performance of the Association and the budget impact of potential actions of ALA Council; to make budget

recommendations to the ALA Executive Board and to report to Council regarding budget analysis and process." Each year at mid-winter, BARC holds a "Financial Planning Seminar." Last year, as the Vice President, I found this session to be very informative. When I received the notice for this year's session, I decided to attend. Besides the presentation that the BARC representatives gave, there was ample time for questions from the attendees. If you want to know anything about how the finances of ALA are conducted and how the system relates to LSSIRT this is a seminar that you want to attend.

At noon, I headed to the San Diego Convention Center for the HRDR Leadership Lunch. HRDR is the Office for Human Resource Development and Recruitment and LSSIRT's ALA staff liaison is Lorelle Swader the head of HRDR. The luncheon is a chance for the leadership of the roundtables that have HRDR liaison's to meet and check in with their staff person. It is at this meeting that we find out what the time lines will be for next 12 months and get any questions we have answered.

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Looking Forward to Orlando...

"An Evening at LuLu's Bait Shack"

This summer, come and join an evening of F-U-N, with a bit of the Louisiana bayou in Orlando. LuLu's Bait Shack is designed to look like an authentic, Southern bait shack in the middle of the ol' South. LuLu's is within walking distance of the Convention Center, and is world famous for it's 96-ounce fishbowl drinks (enough to share with friends). Your \$35 fee for this evening includes the All-American menu: spinach/artichoke dip, BBQ ribs, grilled chicken breast, mashed potatoes, mixed veggies, house salad and dessert. The atmosphere is casual and LuLu's is a fun kind of place -- join us at The Shack to kick off your heels, meet new friends, and enjoy a delicious meal!

*Cindy Ahrens
LSSIRT Fundraising Committee*

LSSIRT Activities for Orlando

Saturday, June 26, 2004

9:00 a.m. – 12:00 p.m.

LSSIRT Business/Membership Meeting

1:30 p.m. – 3:30 p.m.

The Ins and Outs of ALA/LSSIRT for Support Staff Conference attendees interested in support staff issues will learn about the ALA structure including navigating the conference.

7:00 p.m. – 9:00 p.m.

LSSIRT Night Out Fundraiser--Lulu's Bait Shack.....

Join us at The Shack to kick off your heels, meet new friends, and enjoy a delicious meal! (\$35.00 – tickets available through registration)

Sunday, June 27, 2004

1:30 p.m. – 3:30 p.m.

COPE III: Where We've Been and Where We're Going

Discussion on the impact of the 3rd Congress on Professional Education: Focus on Library Support Staff and its future impact.

Exhibits Area:

Look for the LSSIRT booth on the exhibits floor. If you are attending ALA's annual conference in Orlando, contact Nina Manning at nmanning@nypl.org if you would be willing to volunteer to man the booth for an hour or two.

ALA Committee on Education Program:

Sunday, June 27, 2004

8:30 a.m. - 11:00 a.m.

"Certifications and Accreditations – the Debate Heats Up."

Since the establishment of the APA and the release of the COPE3 Report, there has been considerable confusion about the role of certification and accreditation and who should be involved in these processes. Representatives from various groups will discuss how their programs work and then a panel will debate the process for all library workers." Panelists: Jane Robbins, FSU; Ruth Collins, Buffalo/Erie Co. Public Library; Cal Shepart, Solinet; Linda Slusar, College of Dupage LTA Program; J. Pearlmuter, Univ. of Wisconsin-Madison.

IMPORTANT REMINDER DON'T FORGET TO VOTE!

Three members of LSSIRT have agreed to have their names on the upcoming ALA Ballot for Council seats. Remember to consider them when you cast your vote during the elections. They are Diane Fay, Martha Parsons and Kent Slade. If elected, we believe they will be the first support staff members on Council.

Another important issue which will appear on the ballot will be the new support staff category and dues rate. This is an important vote for all members of LSSIRT. If passed, the new dues rate for all support staff will be \$35.00.

And Remembering Toronto.

LSSIRT DINNER CRUISE: AT LAST YOUR SHIP HAS COME IN!

LSSIRT Steering Committee members greeted lucky ticket holders at the Queen's Quay dock in preparation for boarding the Jubilee Queen cruise ship. This sold-out event featured a 3-course dinner served in the elegantly-appointed dining level prior to guests ascending the stairs to the upper-level dance floor, or finding favorable viewing spots on the outer decks. Calm water and perfect weather combined for an outstanding night of harbor cruising and exchanging salutations with passing boats. In addition to the 120+ conference attendees, the Jubilee Queen also carried a small wedding party that night. Perhaps that group now has a slightly different perception of library staffers after sharing the disco floor with skilled "Electric Slide" dancers and smooth Latin Salsa couples. After 3 hours of

leisurely cruising, our ship dropped anchor in the harbor and everyone was treated to an extraordinary fireworks display. With the Toronto skyline and the unmistakable CN Tower as backdrop, countless multi-colored explosions and bursts of sound delighted onlookers for over 30 minutes. Music by Andrea Bocelli and Sarah Brightman floated on the night air to complement the vivid spectacular. When the celebration sadly came to an end, the assembled flotilla of boats sounded their whistles and bells to signal their enthusiastic approval.

Jennifer Kutzik
LSSIRT Secretary

ALA-APA STANDING COMMITTEE ON SALARIES AND STATUS OF LIBRARY WORKERS' SUPPORT STAFF WORKING GROUP

The ALA-APA Standing Committee on Salaries and Status of Library Workers has announced the formation of the Support Staff Working Group to insure that the issues and concerns of support staff are addressed.

LSSIRT Steering Committee Member-at-Large, Carol Thomas, has been asked to chair the working group. If you are interested in being a member of the Support Staff Working Group and help carry out their charge contact Carol at cthomas@nypl.org.

Support Staff Working Group Charge:

To represent the interests and concerns of the library support staff community on status, pay equity and related matters; to interact with other working groups in order to promote our collective knowledge of and appreciation for the single largest library workforce who represents 2/3 of the staff and who are the lowest paid segment of library workers; and to use all means available to communicate with library support staff so that we may solicit comments and suggestions, disseminate information; develop tools and training, and provide mutual support and encouragement.

To report back to the Standing Committee on Salaries and Status of Library Workers and to be a permanent part of the ALA/APA.

Diane Fay
LSSIRT President

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LSSIRT Steering Committee/Membership Meeting
Mini-minutes from the Secretary, Jennifer S. Kutzik
U.S. Grant Hotel, Horton B
San Diego, California
Jan. 10, 2004

1. Martha Parsons reported we have a fund balance of \$6579.07.
2. We have 405 members reported for the May-October 2003 period.
3. Gerald Hodges, ALA Executive Director of Communications and Marketing, proposed a \$35 dues category for support staff. We voted to endorse this proposal. Gerald will present at upcoming ALA Council session.
4. Irene Percelli (Institute of Museum and Library Services (IMLS)) reported on an online library library assistant training program for academic and research libraries.
5. ASCLA (The Association of Specialized and Cooperative Library Agencies) approached LSSIRT about becoming a section within their division. After discussion, we voted to decline their offer.
6. The National Directory will continue to be updated on our website but the cost of printing and mailing to each state representative is prohibitive. Additional information about how to obtain printed copies will be added to our website.
7. Jenifer Grady, newly appointed Director of the American Library Association-Allied Professional Association (ALA-APA), was introduced. Jenifer requested contributions for Library Worklife (the electronic Library Personnel News (LPN)).
8. The Certification Task Force will develop a preliminary survey instrument by the Orlando ALA meeting. This survey will be used to gather input from support staff nation-wide for use by the ALA-APA.
9. COPE-3: Kent Slade will chair a new COPE-3 Task Force to monitor the progress of recommendations from COPE-3. The Task Force will work with Lorelle Swader (HRDR liaison to LSSIRT).
10. Programs for Orlando: Jim Hill announced two programs: Saturday, June 26, 1:30-3:30 p.m.: "The Ins and Outs of ALA/LSSIRT for support staff" and Sunday, June 27, 1:30-3:30 p.m.: "COPE 3: Where we've been and where we are going." We will also be co-sponsoring a program with LAMA (Library Administration and Management Association, division of ALA) entitled "Building career development opportunities for support staff." Date and time unavailable (check ALA program guide.)
11. ALA Presidential Candidates visits: Michael Gorman and Barb Stripling visited the meeting and presented their campaign platforms.

“LEADER OF THE PACK”

Dorothy Morgan has been selected as a "Leader of the Pack" by the Library Administration and Management Association (LAMA, a division of ALA). This honor is very special because ONLY 10 people were selected nationwide!



Dorothy Morgan

The Library Administration and Management Association provides an organizational framework for encouraging the study of administrative theory, for improving the practice of administration in libraries, and for identifying and fostering administrative skill. Toward these ends, the division is responsible for all elements of general administration which are common to more than one type of library.

Using an ALA/World Book grant, LAMA launched a "Leaders of the Pack" protege project to develop library leaders to maintain LAMA's outstanding programs, preconferences and a strong mentoring philosophy in the library profession. LAMA set out to select proteges from a diverse group of professional librarians and senior paraprofessionals who demonstrated potential to be future library leaders.

Candidates were invited to submit an application in this program. The LAMA Executive Committee selected the finalists at its fall meeting.

Orientation began at Midwinter. A structured program of activities goes on from that point on. Each protege will be offered a two-year committee appointment during the spring 2004 committee appointment process immediately following the Orlando conference.

In this three-year project, selected participants will develop their skills and professional networks while contributing to LAMA's commitment to outstanding programs, life-long learning and leadership development for library administrators and managers. Each participant will be paired with a LAMA mentor and appointed to a committee. The participants also will receive a one-year LAMA membership, a travel stipend for attending the American Library Association (ALA) 2004 Midwinter Meeting and Annual Conference, free registration at a LAMA institute or preconference, and other benefits.

COPE 3 Task Force

LSSIRT President Diane Fay appointed Kent Slade as chair of the Cope 3 Task Force. Kent will be working with other members of LSSIRT to review the Cope 3 Action Plan approved by ALA's Executive Board at their fall meeting.

ALA's Executive Board referred a number of the items in the action plan to LSSIRT who will need to periodically report back to the board as to the status of each of these items. To insure that the President

of LSSIRT has up-to-date information to report to ALA, the Task Force will monitor the work being done on all of the action items and report their status back to the LSSIRT Steering Committee.

Members of LSSIRT who are interested in working on this Task Force should contact Kent Slade at kslade@loganutah.org.

COAST TO COAST FOR LSSIRT (continued)

After the HRDR Leadership Lunch, I headed to the San Diego Marriott and the ALA Executive Board Meeting. ALA's Executive Board is made up of the current officers, the immediate past president and 8 members elected by ALA's Council. These meetings tend to give you a feel for what will be taken up at the Council sessions and can be valuable to LSSIRT as we move forward with the COPE III recommendations. Actually, one of the reports which had been given at this session was an update on the COPE III Action Report which outlines how the recommendations have been divided up for implementation.

My first full day of activities at mid-winter was over and I headed back to my hotel. I was rooming with Ali Poffinberger, LSSIRT Member-at-Large who arrived on Friday evening. After Ali got settled in at the hotel, we spent some time going over some of the meetings that we wanted to make sure someone from LSSIRT attended and the agenda for Saturday's LSSIRT meeting then headed out to explore the neighborhood around our hotel. We stopped at Ghiardelli's on the next street to our hotel for an ice cream and ran into 2 other members of the LSSIRT Steering Committee.

Saturday morning started with the first meeting of the ALA-APA Standing Committee on Salaries and Status of Library Workers at the Convention Center. I had been appointed to this committee by ALA VP/President Elect Carol Brey-Casiano and although the first meeting was scheduled for 8:00 a.m. to 11:00 a.m. and would conflict with the LSSIRT Meeting which started at 9:00 a.m. I wanted to stop by for a short time.

I was then headed for the U. S. Grant Hotel and the LSSIRT Meeting. Our agenda was packed. Both candidates for ALA VP/President Elect were on the agenda to address the members, as well as, Jenifer Grady the new Director of the ALA/APA who dropped by to meet the members of LSSIRT, Gerald Hodges who updated us on the proposed change which would create a new dues category for support staff and Irene Purcelli who updated us on an IMLS grant that she is working with to fund a certification program for support staff in Research Libraries on the East Coast. Since the conference was on the West



*LSSIRT Secretary, Jennifer Kutzik
LSSIRT President-elect, Jim Hill*

Coast, we also had the opportunity to meet some of the support staff from the University of California who attended the meeting.

Following the LSSIRT meeting, I headed to the Marriott Hotel and the ALA-APA Standing Committee on Salaries and Status of Library Workers' Union Working Group meeting. This is one of the Working Group's that was formed to work with the Standing Committee and I will be chairing the group's activities for the next 2 years.

Sunday started out with the ALA Council/Executive Board/Membership Information Session at the Convention Center. The topic for discussion was "Core Values." Everyone in attendance was asked to breakup into small groups to discuss the "Core Values" document that was distributed. Attendance was mostly Councilors along with a few

others. I had a chance to discuss the document with a woman who was definitely a professional but to my surprise she zoned in on the same issue that I did. Nowhere on the document did it mention support staff. The document started out with the question "Who are we?" and went on to talk about the workers within libraries as professionals or librarians. After the small group discussions, everyone was invited to go to one of the microphones and give the main table their individual feed back. I felt obligated to step to the microphone and mention the fact that, after all of the discussion that came out of COPE III about using inclusive language, I was disappointed to see the document had no mention of support staff or the term library workers. A number of others then agreed with my statement. I was told after the meeting that this might have been a case of no one checking a document, which had actually been drawn up prior to COPE III and referred to a committee, for inclusive language.

My afternoon started with a meeting of the National Library Workers' Committee which has since been changed to the National Library Workers' Working Group under the ALA/APA. Our committee outlined a plan for the implementation of the first National Library Workers' Day on April 20, 2004. We recessed our committee meeting to meet with the Campaign for American Libraries – National Library Week Subcommittee. National Library Workers' Day is the Tuesday of National Library Week and the two groups discussed how they could work together to kick off the first National Library Workers' Day. Following the meeting, our committee worked on a report that would be given to the Public Awareness Committee on Monday afternoon.

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It was now close to 5:00 p.m. but my day was not over. Carol Brey-Casiano's Presidential Advisory Committee was scheduled to meet from 7:00 p.m. to 9:00 p.m. in her hotel suite. This was a basic strategy meeting on the development of the strategic plan and presidential initiative for her year in office. Carol had asked me to accept an appointment to her Presidential Advisor Committee to insure that support staff had representation during her term in office.

Monday morning started with an 8:30 a.m. meeting at the Convention Center. The ALA-APA Standing Committee on Salaries and the Status of Library Workers held their second meeting of the conference. All of the working group chairs reported back to the full group. Everyone was expected to have written a charge for their individual group and a plan for activities their working group was planning for Orlando.

From there I headed to Council I, the first session of the ALA Council. The Council sessions are where the voting takes place during the conference and this was my chance to talk individually to a number of the Councilors about the upcoming vote on the new dues category.

My afternoon was taken up by the Public Awareness Committee's meeting. I had been asked to attend the meeting and give a report on the status of the work being done by the National Library Workers' Day Committee. We had no idea where on the agenda we would be so it was important to be there when the session began at 2:00 p.m. It was actually close to 3:30

p.m. before they reached our presentation at the meeting but everything went smoothly.

Tuesday was my last day at Mid-winter and I had two things on my agenda. The first was the ALA-APA Council session. The ALA-APA Council and the ALA Council are actually the same group of people but they meet first as the ALA-APA Council then adjourn and reconvene as the ALA Council. Since I have been appointed to the ALA-APA's Standing Committee, I wanted to see what would be discussed during this session. The agenda was short and the time went quickly. After a short break, the Council II session started. This session was important for the members of LSSIRT. I had talked with Gerald Hodges when I first arrived at the ALA-APA Council session and then with Cindy Ahrens from the LSSIRT Steering Committee. Both Gerald and Cindy were at the session to see what would happen to the proposal to create a new dues category for support staff. I spend some time going around talking to Councilors about the need to pass the proposal before the start of the session. When the proposal was before the Council, an amendment was made that would have limited the life of the new category to the year 2006. After a lot of discussion about the need to create a system for dues based on a sliding scale for all members of ALA, a vote was called and the amendment failed. The proposal was then put to a vote and passed by a majority vote.

A number of Councilors asked the Membership Committee to look at the issue of a sliding scale for dues. The Chair of the Committee told

the Councilors that this had been looked at in the past and failed to move forward through the implementation process but the committee would look at it again.

The support staff dues category proposal was then sent to the Constitution and By-Laws Committee for review before coming back to Council III on Wednesday morning for a final approval. I wasn't able to attend the Council III session but the proposal for the new dues category passed the final vote and will be on the ballot which all members of ALA will vote on shortly.

I was up, packed and on my way to the airport early on Wednesday morning to catch my 10:00 a.m. flight home. The trip was a reversal of the one I took to get to San Diego; a stop in Chicago then on to Warwick, Rhode Island. I left San Diego in jeans and a tee shirt, adding a heavy sweater in Chicago and my winter jacket in Warwick where the weather was brutal. Arriving in Warwick at 9:30 p.m., I still had a very cold two hour drive back to Cape Cod before my journey ended.

As you can see, my attendance at mid-winter was packed with activities but I should mention that I did get to squeeze in a little time between meetings to check out the exhibit floor. For anyone thinking of attending either a mid-winter or annual conference, I urge you to come. I know it can be expensive, but if you look for a reasonably priced hotel, get someone to share your room with and book a cheap flight, you can reduce cost of the trip.