

# News Release: American Library Association

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FOR IMMEDIATE RELEASE

December 1979

## OLPR'S MINIMUM QUALIFICATIONS FOR LIBRARIANS TASK FORCE MEETS

The Minimum Qualifications for Librarians Task Force of ALA's Office for Library Personnel Resources Advisory Committee met to discuss how professional standards could be maintained within the context of equal employment opportunity, November 5-7, 1979, at the Sheraton National Hotel, Arlington, VA.

The meeting was funded by a \$5,000 grant from the J. Morris H. Jones-World Book Encyclopedia ALA Goal Award. The grant was made to the committee to clearly identify, describe and assess the potential impact of the laws, regulations, and guidelines related to equal employment opportunity which are influencing the traditional practices of recruiting, selecting, hiring and promoting librarians.

Consultants at the meeting were: Stephen E. Bemis, Director, Corporate Consulting Group, Information Science, Inc., Washington, D.C.; David Copus, Partner, Pepper, Hamilton & Scheetz--Attorneys at Law, Washington, D.C.; John Kraft, Chief of Examination Services Branch, Office of Personnel Management, Washington, D.C.; Amiel Sharon, Office of Personnel Management, Washington, D.C.; Richard Thornton, Program Research Scientists, Educational Testing Services, Princeton, NJ.

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add one--OLPR'S Qualifications for Librarians

The consultants unanimously recommended that carefully developed job-related employee selection systems are essential. A systematic job analysis would be the first step toward validating selection procedures or demonstrating the relation between the procedures and performance on the job.

The Task Force will be making recommendations during 1980 for what ALA should do to assist libraries in employee selection procedures.

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