

RESOLUTION ON THE PROPOSED REVISION OF FEDERAL CLASSIFICATION  
AND QUALIFICATION STANDARDS FOR LIBRARY AND INFORMATION  
SERVICES POSITIONS

- 1) WHEREAS, on December 8, 1981, the U.S. Office of Personnel Management (OPM) released tentative standards for library and information services positions throughout the federal government with requests for suggested revisions by February 6, 1982. Only those requesting additional time for review and comment, like the American Library Association, have received an extension until March 10, 1982; and
- 2) WHEREAS, OPM has not notified and consulted with the library and information services community adequately to evaluate the full range of library personnel management needs and objectives nor adequately informed affected library and information services personnel of the existence of the proposed standards; and
- 3) WHEREAS, the proposed draft standards for federal library and information services positions exclude from the professional occupational series those positions encompassing single specialized functions such as reference, bibliography, and cataloging and place them in a new non-professional series; and
- 4) WHEREAS, this distinction between these series is based on misconceptions as to the high level and breadth of the knowledges, skills and abilities needed to perform library and information services; and
- 5) WHEREAS, the proposed standards diminish the importance of the MLS (masters degree in library science) as a basic qualification for providing professional library and information services by allowing minimal and possibly irrelevant non-professional experience to be substituted for education to a much greater extent than under the present federal standards; and
- 6) WHEREAS, the proposed standards set the entry level for persons holding the MLS at a level lower than that for persons holding masters degrees in other professional occupations; and
- 7) WHEREAS, the creation of the new series for bibliographic library and information services positions will place the majority of female federal librarians into a non-professional series thereby perpetuating past patterns of sex discrimination in the federal service; and
- 8) WHEREAS, State and local position standards in publicly-supported libraries are influenced by federal personnel standards; and
- 9) WHEREAS, the accumulated effect of all these changes is to threaten the effectiveness and timeliness of federal library and information services which would ultimately affect the quality of decision making in the federal government and reduce the high standards which exist in federal libraries; and

- 10) WHEREAS, the library and information science profession integrates advanced scientific, technical, cultural, linguistic and other subject expertise with sophisticated delivery methodologies, strategies and procedures in order to guarantee public and private access to the world's collective store of knowledge; now, therefore be it
- 11) RESOLVED, that the American Library Association oppose the draft standards and urge the Office of Personnel Management not to issue the proposed classification and qualification standards for library and information services positions in their present form; and be it
- 12) FURTHER RESOLVED, that the American Library Association urge the Office of Personnel Management to re-examine the proposed standards and develop a single classification standard for professional librarians and information services personnel rather than split the functions into two occupational series, one professional and one non-professional. The revised single professional GS 1410 series should more accurately reflect the nature, mission, operations, and staffing of federal library and information services; and be it
- 13) FURTHER RESOLVED, that the qualification standards continue to emphasize the importance of the MLS as a basic requirement to assure professional library and information services of a caliber required by the nation's decision makers and expected by the American public, and be it
- 14) FURTHER RESOLVED, that holders of the MLS degree be qualified for entry into the federal service at the same grade level as holders of masters degrees in other professional occupations; and be it
- 15) FURTHER RESOLVED, that OPM hold hearings in all ten OPM regions to obtain a more comprehensive understanding of the full range and complexity of federal library and information services positions; and be it
- 16) FURTHER RESOLVED, that the Office of Personnel Management actively involve the American Library Association and other appropriate organizations in the revision of the draft standards.

Adopted by the Council of the  
American Library Association  
Denver, Colorado  
January 27, 1982  
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