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last part of October to come up with a final document. This meeting also coincided with the ALA board meeting, and they also participated in the discussion.

The last part of October we again met and came

## Hot Chowda and Cold Beans: Highlights of the Midwinter Steering Committee Meeting

Library professionals arriving in Boston for the Midwinter American Library Association meetings were greeted with fog, ice, snow, and sub-zero wind chills. Bowls of steaming hot “chowda” delivered welcome thawing while merchants hawked all manner of head coverings to guard against cold “beans.”

LSSIRT: The Library Support Staff Interests Round Table held its Steering Committee meeting on Saturday, January 16, at the Sheraton Boston Hotel. Highlights included:

1. Efforts by ALA to recruit more support staff are yielding results. LSSIRT membership has increased to 480 members. John Chrastka (ALA Membership Marketing Manager) unveiled a peer-to-peer toolkit entitled “Sharing Connections.” Recruitment into ALA of support staff by support staff will consist of direct mailing and a test-market of 5 states. The LSSIRT/ALCTS/RUSA special membership initiative will continue, while the new support staff dues category of \$35 is proving very popular. Gerald Hodges (Membership) spoke to a new initiative to combine membership in a state chapter along with ALA and LSSIRT. The state chapters will carry the load of the recruitment but it will be a “win-win” situation. The LSSIRT Steering Committee gave its approval toward ALA ratification of this initiative.
2. Jordan Scepaniski, ALA council representative to the small round tables, reported on a move to change the dues structure from categories to one based on annual salary. Jordan asked to hear LSSIRT members’ opinions concerning this change.
3. American Libraries is devoting their March cover article to support staff. This is a first! Author Jennifer S. Kutzik used extensive quotes from library workers to explore the question “Are you the Librarian?”
4. Lorelle Swader (HRDR) reported the certification survey elicited 3,500 responses. Overwhelmingly, 69% of respondents thought certification would benefit them. 19% felt it didn’t matter, and 12% said there would be no benefit. All 50 states were represented. LSSIRT will proceed with incorporating these survey results into Strategic Planning and COPE3 implementation.
5. The 2005 ALA Annual Conference, in cooperation with LSSIRT and COLT, will

feature an inaugural two-day Conference Within A Conference (CWAC) entitled “Empowering Library Support Staff for the 21<sup>st</sup> Century.” The reduced registration fee will provide rich programming and events on June 25 and 26. Also included will be the ALA opening general session, an exhibits pass, luncheon with keynote speakers, talk tables for networking, and a closing session. The June 24<sup>th</sup> COLT banquet and the June 26<sup>th</sup> LSSIRT Evening Out will be publicized as add-on events requiring separately-purchased tickets.

ALA-Allied Professional Association: The ALA Committee on Organization moved that due to significant overlap between the activities and missions of the ALA Committee on Pay Equity and the ALA-APA Committee on Salaries and Status of Library Workers, all responsibilities from the ALA committee would be transitioned to the ALA-APA committee by 2006, and the ALA committee dissolved. Diane Fay, past-president of LSSIRT, is currently chairing the ALA-APA Committee on Salaries and Status of Library Workers. The revenue generating sources for ALA-APA will increase in the coming year with the first-ever support staff salary survey and the new Certified Public Library Administrators certification program.

ALA Ahead to 2010: ALA’s new strategic plan was distributed in draft form for discussion and comment. Jim Hill, LSSIRT President, participated in focus group sessions held in Chicago in the fall of 2004. The 6 goal areas include:

1. Advocating for the value of the profession.
2. Promoting quality education for both librarians and library staff.
3. Formulating national and international policies that impact library and information services.
4. Recruiting and developing a highly qualified, diverse library work force.
5. Ensuring outstanding value for ALA membership dues.
6. Insuring ALA is an inclusive, effectively governed, well-managed, and financially strong organization.

The ALA Executive Board will consider comments and suggestions to the plan at their spring meeting, when they will further refine the plan for consideration by ALA Council at the 2005 Annual meeting in Chicago. For more information, visit

<http://www.ala.org/ala2010draftstrategicplan/>

**ALA-APA Standing Committee on the  
Salaries and Status of Library Workers:  
Report to Council  
Wednesday, January 19, 2005, Boston  
Report given by Diane Fay, Committee Chair**

Good Morning,

First, I'd like to thank Carol Brey-Casiano for appointing me chair of the ALA-APA Standing Committee on the Salaries and Status of Library Workers.

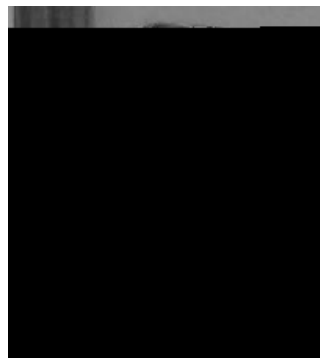
I'd also like to take a second to recognize and thank Mitch Freedman for his efforts to bring the issue of the salaries and status of library workers to the table.

Madam President, Councilors, staff and guests, the Standing Committee on the Salaries and Status of Library Workers met on Saturday morning from 8:00 - 10:30 a.m. at the Sheraton Boston Hotel and then again this morning from 8:00 a.m. to 9:30 a.m. at the same location. The subcommittees met both days immediately following the meeting of the Standing Committee.

I would like to apologize for not having a written report to present to the Council this morning, but as you can see from the schedule, I have come

## Welcome New LSSIRT Members-at-Large: Sandra Olson & Susan Knoche

**Sandra Olson** has worked at Torreyson Library at the University of Central Arkansas for 17 years. She began her library career as a Library



Technical Assistant II, was upgraded to a Library Academic Technician III, and was promoted this past year to Library Supervisor I. She currently serves as the Acquisitions Supervisor. She has served as a member of the UCA

Staff Senate, and was President of the Senate in 2001/2002.

Sandy was a representative to COPE 3, is a member of the ALA, the ALCTS Division, LSSIRT, and the Council on Library/Media Technicians. She has also been active with Arkansas Library Association for 15 years. She was co-founder of the Arkansas Library Paraprofessionals Roundtable, and served as co-chair. After ALPS became a division she served as chair. While a member of ArLA she has served on the Intellectual Freedom committee, the Publications committee, and the Scholarship committee. She was voted Secretary/Treasurer in 2002 and served a two year term. Currently Sandy serves on the LSSIRT Steering Committee, the LSSIRT Certification Task Force, the ALCTS Education Committee, and is Chair of the ArLA Awards Committee. She was a recipient of the Arkansas Library Association Lorrie Shuff Paraprofessional of the Year award in 2002.

Sandy and her husband Rich, who is a master plumber, have been married 32 years. They live in Greenbrier, Arkansas, and are the proud parents of 3 children (Jennifer, Chris, and Eric); they have 3 grandchildren, Ali 4, Breana 2, and Braden 2, and are humble caretakers of 2 dogs (Yoda and Chewbacca), a cat (Peewee), and a bird (Peetree).

### The 2005 Election will be held online.

If you are a current ALA member (as of 1/31/05) you will receive an email message with voting information around MARCH 15–22.

If you need a paper ballot, contact membership by March 9 at 800-545-2433 (press 5) or [membership@ala.org](mailto:membership@ala.org)

**Sue Knoche** has been a Medical Library Assistant at East Tennessee State University

Quillen College of Medicine Library since 1988. A member of ALA for three years and recently elected to the LSSIRT Steering Committee as a Member-at-large.



Sue is a participant in both the pay equity and support staff subcommittees of the ALA/APA Standing Committee on Salaries and Status of Library Workers, and was a COPE 3 representative. Honored by *Library Journal* as Paraprofessional of the Year 2003, Sue also wrote a case scenario for the column "How do you manage" published in the July 2003 issue. She has been a member of the Tennessee Library Association (TLA) since 2000 and has served as vice chair/chair elect, chair, and past chair of the TLA Paraprofessional Roundtable. In August 2004 Sue was appointed to the TLA Staff Development Committee. She is currently responsible for the planning and coordination of a simultaneous workshop in Johnson City with identical programming conducted on the same day in Nashville and Memphis, utilizing local librarians, directors and support staff as instructors in March 2005. She will also present a poster session on cataloging and acquisitions at the annual TLA conference in Nashville, April 2005. Sue is also the new Secretary (2004-2006) of The Boone Tree Library Association, which is a consortium of 22 libraries and businesses that meet bi-annually. Away from the library she enjoys shopping excursions; walking; craft projects; and volunteering for various agencies and/or assisting with organization and participation of special annual events including the American Cancer Society Relay for Life (co-captain of the University team this year), American Diabetes Association (registration captain for 2 years).

Sue is also the only candidate running for LSSIRT Vice-President/President-Elect in the 2005 election.



**2005 ELECTION**

There will be three LSSIRT Steering Committee positions on the 2005 ballot:

**Vice-President/President Elect**

**Susan Knoche** (see her bio on pg. 4)

**Members-at-Large** (2 positions to be filled)

**Jack Fitzpatrick** is an Information Technology Specialist and heads the IT Unit of the Cataloging Dept at Auburn University Libraries in Auburn, AL. He has been an ALA member since 1997; is a member of LSSIRT and ALCTS; and is active in the Alabama Library Association. He feels that support staff have vital roles to play in the libraries of the 21<sup>st</sup> century, and that one of the keys to performing those roles well lies in

**2005 ELECTION continued.....****ALA Presidential Candidates: Response to LSSIRT Questions**

An LSSIRT Committee sent Leslie Burger and Christine Hage four questions and asked for their responses. They were given only a week to respond and as of our Newsletter cutoff date, only one response had been received, which is below, from Leslie Burger. If a response is received from Christine Hage, it will be posted to the SSIRTMEM e-list. For additional information on the candidates, both have web sites- Leslie Burger: <http://lb.princetonlibrary.org> & Christine Hage: <http://www.ChristineLindHage.net>

**Leslie Burger, Candidate for ALA President 2006-2007  
Response to LSSIRT Questions****1. What are your views on national certification of library support staff? Should ALA/APA take a leadership role in this area? What are your views on ALA accreditation of Library Technical Assistant (LTA) programs?**

I would begin by convening a task force consisting of support staff and library directors to consider the issues that are of most concern in order to determine a specific course of action that might include certification among other approaches. In past surveys, library support staff have identified opportunities for advancement, compensation, and access to continuing education and training as critical issues that must be addressed. What ALA/APA must do is work with support staff to devise the best strategies for leadership in addressing each of these areas.

I support the accreditation of Library Technical Assistant (LTA programs) in order to provide more "gravitas" to the degree program and increase an indivi

*(Leslie Burger response to LSSIRT continued)*

I firmly believe that the only way we can effect change and move our libraries forward is to ensure that everyone is “under the tent”. We no longer can afford to exclude specific types of libraries or specific member classes--whether they are support staff, trustees, directors, catalogers, etc.--from the discussion on how we succeed in garnering the support we

**LSSIRT EVENING OUT AT LEONA'S**

Join fellow conference attendees for a fun and casual evening out at Leona's Restaurant [<http://www.leonas.com>]. Dinner is served family style and includes lettuce salad, grilled chicken skewers, BBQ chicken, grilled vegetables, wedge fries, and a choice of chocolate cake or cannoli strawberry shortcake.

**Where:** Leona's, 646 N. Franklin St., Chicago

**Date & Time:** June 26, 2005, 7-9 p.m.

**Cost:** \$35 each

Tickets are available by adding the Event Code

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