



In This Issue:

[Two Candidates for Office](#)

[1998 LLA Conference: Make Plans Now to Attend](#)

[LaSSAL Has New Home Page](#)

[LaSSAL Bylaws](#)

[INSIDE REPORT: LaSSAL Conference: Navigating in the 21st Century](#)

[LaSSAL Participates at ALA](#)

[Certification: Should We or Shouldn't We?](#)

Two Candidates for Office

Two candidates were nominated for office in LaSSAL for 1998/99.

Catherine Mungall has been nominated for Vice Chair-Chair Elect. Ms. Mungall is a Library Associate II at Middleton Library at Louisiana State University. She has been at the LSU library for 10 years. Her duties there include database management involving re-cataloging of old serials, receipt and cataloging of new serials, analytics, and serial separates, serial holdings, and cataloging of prompt-cat books.

Ms. Mungall has been involved with LaSSAL for several years and served as Secretary-Treasurer from 1995-97. She is currently serving on the LaSSAL Conference Committee. She is a member of LLA and the LSU Library Staff Association. She is married and has two stepsons.

Etta Baham has been nominated for the position of Secretary-Treasurer. Ms. Baham works at Sims Memorial Library, Southeastern Louisiana University, as a Paraprofessional II. She works in the cataloging department where her duties include, but are not limited to, cataloging and performing database maintenance of the library's computer log. She trains and supervises the departmental student workers in a variety of tasks that include physically processing materials coming into the library and all book mending.

Ms. Baham has attended many LaSSAL conferences and functions in the past and desires to be more involved in the paraprofessional organization. She is married to Gerald Baham and they have three married children and two grandchildren.

We thank these candidates for allowing their names to be submitted and for being willing to step up into positions of responsibility in LaSSAL. We feel their expertise will certainly prove beneficial to LaSSAL.

1998 LLA Conference: Make Plans Now to Attend

The 1998 Louisiana Library Association Conference is scheduled March 3 - 6 at the Riverfront Convention Center in Shreveport. The conference hotel is the Holiday Inn I-20 Downtown. David Duggar, Conference Chair, Steve Harris and Carol Maxey, Program Chairs, have put together an interesting and informative program you won't want to miss. Check it out on the LLA WebPages: <http://www.leeric.lsu.edu/lla/conference/cover.htm>

LaSSAL is sponsoring a program on Thursday, March 5, from 10-11am entitled Educate, Enrich and Enlighten Lives through Multiculturalism. Our speaker is Brenda Square, Head of Archives and Library at the Amistad Research Center in New Orleans. Ms. Square will talk about programming, collection development and awareness with an emphasis on how we can make our programs and libraries more attractive to diverse groups.

If you haven't registered for the conference, do so NOW. You may print out a registration form online at: http://www.leeric.lsu.edu/lla/conference/reg_form.htm or you may call or write LLA headquarters for registration forms.

LaSSAL Has New Home Page

For those of you who have access to the Internet, here's an address for you to remember; <http://www.leeric.lsu.edu/lla/lassal/>

Check out our expanded LaSSAL homepage. You will find new and useful information under such headings as LaSSAL Conference, Section Officers, Coming Events and Professional Development. We also have links to other paraprofessional groups throughout the nation. Although our site is still under construction, we have made a good start in keeping you informed about LaSSAL.

The purpose of the site is to increase our membership, provide instruction for section members, keep you informed about up coming events, and provide you with an easy method of asking questions, submitting comments and getting feedback regarding your concerns about support staff interest. It is also our plan to have the newsletter accessible on the web.

Bob Bradley, Assistant Director of Energy Programs at Louisiana State University, has not only helped

us get up and started on the home page, but has inspired us to be creative in what we envision for the future of LaSSAL. Thank you, Bob!

If you have questions or suggestions about the site, e-mail, call, fax or write our Internet Liaison:

Faye Carlton
Sims Memorial Library
Southeastern Louisiana University
PO Drawer 896
Hammond, LA 70402
E-mail: fcarlton@selu.edu
Phone: (504) 549-2033
Fax: (504) 549-3995

LaSSAL Bylaws

Each section has been requested by the LLA Executive Board to update their bylaws and to place them on file in the LLA office. At the end of this newsletter, you will find a [copy of LaSSAL's proposed bylaws](#). Please examine carefully, and as a member of LLA and this section, be prepared to vote on them at the LaSSAL Business Meeting to be held at the LLA Conference on Thursday, March 5, from 4-5pm.

INSIDE REPORT

Luci Parham, Chair

LaSSAL Conference: Navigating in the 21st Century

LaSSAL held its Fifth Annual Statewide Conference October 3, 1997 in Alexandria, Louisiana. Featured speakers Beth Bingham, Bob Bradley, Sandy Colby, Idella Washington and Lora Peppers provided attendees with ideas on how to deal with new technology in libraries.

Participants in Bob Bradley's workshop, Basics of HTML, learned how to create their own web site, and returned to their libraries with a disk that would allow them to recreate what they learned. Sandy Colby presented a program on Digital Collection Management and gave attendees a glimpse of what the future holds for digital collections on the Internet and how it will affect those who work in libraries.

Keynote Speaker Idella Washington talked about ALA Volunteer Day scheduled for the Midwinter meeting in New Orleans in January. Many were inspired to participate after learning about the program.

Lora Peppers presented a workshop on Presentation Skills, and Opening Speaker Beth Bingham encouraged us to continue to expand LaSSAL statewide and continue to provide much needed continuing education programs for support staff.

LaSSAL holds a statewide meeting in the fall of each year. Be on the lookout for information for the 1998 Conference.

Check out the slides of LaSSAL's October conference. See if you can locate yourself: <http://www.leeric.lsu.edu/lla/lassal/slides/>

LaSSAL Participates at ALA

LaSSAL members served as guides for ALA's Volunteer Day January 9th and 10th at the ALA Midwinter Convention in New Orleans. The event was co-sponsored by the Louisiana Library Association and Heckman Bindery.

Volunteer Day is part of ALA President Barbara Ford's initiative Global Reach - Local Touch. Volunteers participated in activities such as shelf reading, bar-coding, story telling, and Internet instruction at New Orleans area libraries. LaSSAL members were assigned as guides and rode with the participants to their sites helping them get started on their assignments. It was a great way to meet library people from all over the United States, promote libraries and make a personal contribution.

LaSSAL also co-sponsored an open forum with ALA's Support Staff Interest Round Table (SSIRT) and Staff Organizations Round Table (SORT) on Sunday at the Monteleon Hotel from 2-4pm. This was an excellent time to network and express concerns, desires and goals.

Certification: Should We or Shouldn't We?

Faye Carlton, Past Chair

I have noticed in the last year a number of discussions concerning certification of para-professionals surface and resurface on the Libsup-1 listserv. Certification is an important topic and I would like to put in my two cents.

I think as support staff in most libraries, we are concerned first of all about the small salaries that we earn, and secondly the lack of respect we receive for the jobs we do.

Let's face it, the one thing we have no control over is our salary. Being a civil servant, my salary is based solely on what the Civil Service Commission deems my job description to be, and at what level I am rated. I don't believe these people have any idea what I do, or care that I perform some of the same duties that our MLS staff members do. Civil Service just knows that I do not have a Certificate saying I am a Librarian. Quite frankly, I don't ever intend to become a Librarian.

The respect issue, I feel is a state of mind. I have always considered my paraprofessional job to be my career. I gain satisfaction in knowing that I am doing my job the best way I can, and I could care less if I

am called support staff, para-professional, or librarian; but I do care if I am called non-professional just because I do not have an MLS.

While I am in favor of certification and professional development on all levels, I tire of the seemingly endless chat over titles. They belong to job descriptions. Here's a thought along the thread of comparisons to other careers. Do you know which of your public school teachers have Masters degrees? Does it matter? They are all still called Teachers. I personally believe we who work in libraries can safely be called librarians. That is how our patrons view us. Those of us who choose professional development should be recognized within our institutions. Others may have to settle for tuition reimbursement or conference fees. At any rate, if our job is just a job, nothing is going to change. If our job is our career, which interests us, we'll want to know more about it and keep learning and participating. It's that interaction which makes the difference.

The certification issue is a fine idea to better help people understand our roles in our libraries. Most of these programs take a look at things such as: years of experience in your position, as well as conference, workshop attendance, and presenting a workshop. These programs recognize the involvement and contributions of career-oriented library assistants and they acknowledge their support of libraries and the library profession.

The next time you are asked to volunteer your time to a conference, fill a position within your local support staff group, ask yourself, "Is this a job, or my career?"

*Evaluate
the work load,
Calculate
the priorities
Set
new goals*



PROPOSED BYLAWS
OF THE
LOUISIANA SUPPORT STAFF ASSOCIATION OF LIBRARIES (LASSAL)

Article I. Name.

The name of this body/organization shall be Louisiana Support Staff Association of Libraries, henceforth

known as LaSSAL.

Article II. Purpose.

The purpose of LaSSAL is to provide a forum with the Louisiana Library Association for addressing a wide variety of issues relating to library support staff; including but not limited to, continuing education, the promotion of ideas and communication among our members, and the advancement of professional development, thus enhancing our effectiveness in the library.

Article III. Membership.

Section 1. Any person employed or interested in library service or related activities may attend any meeting, seminar, and/or workshop sponsored by this Section.

Section 2. Only paid members of LLA who have chosen to be affiliated with this section shall have the right to vote or to hold office in LaSSAL.

Article IV. Officers and their election.

Section 1. The Officers of this Section shall consist of a Chair, a Vice Chair/Chair Elect, Secretary/Treasurer, Past Chair. The term of office shall be one year, July to June, and no officer may be elected to succeed himself. Only members of LLA, with an affiliation with this section, may run for, or hold office in this Section. Only members of LLA, with an affiliation with this section, may cast ballots for the officers.

Section 2. Vacancies. When a vacancy occurs, the Executive Committee shall appoint a member to fill that vacancy until the following annual election. The chair/elect or past chair will fill the vacancy of the position of chair.

Section 3. Nomination of officers. Prior to each annual conference, the Chair, with the approval of the Executive Committee, shall appoint a nomination committee, none of whom may be a member of the Executive Committee, to nominate candidates for elective positions.

Section 4. Elections shall be held by mail in conjunction with the election of LLA officers. Results shall be announced at the annual LLA conference.

Article V. Meetings.

Section 1. Annual meetings. There shall be an annual meeting of the Section at such place and time determined by the Executive Committee. Annual meetings are planned by the Conference Committee under the auspices of the Executive Committee.

Section 2. Executive Committee meetings. The Executive Committee shall meet at least two times per year. Other meetings may be called by the Chair.

Section 3. Special Meetings. Special meetings of the section may be called by the Executive Committee.

Section 4. Regional Meetings. Regional coordinators may call meetings of special interest, within their region, under the auspices of the Executive Committee.

Section 5. Business Meetings. A regular business meeting shall be held each year at the LLA Annual Conference. Special business meetings may be called by the Chair with the approval of the Executive Committee when deemed necessary.

Section 6. Quorum. A quorum shall consist of those members in good standing present at any meeting: regular, special or Executive Committee.

Article VI. Executive Committee

The Executive Committee shall consist of the elected officers of the section, the immediate past chair, committee chairs, and regional coordinators. Each shall have one vote.

Article VII. Parliamentary Authority.

Robert's Rules of Order Newly Revised shall govern the section in all cases to which it can be applied and in which it is not inconsistent with the bylaws of the Louisiana Library Association.

Article VIII. Standing Committees.

Section 1. The Chair, with the approval of the Executive Committee, may establish standing committees to consider matters of the section that require continuity of attention by the members. Members of standing committees shall be appointed for terms of one year.

Section 2. If a vacancy occurs in the committees, it shall be filled by appointment made by the chair, and the new appointee shall serve until the expiration of the term of the member replaced.

Section 3. Standing committees shall include, but not be limited to; membership, nominating, conference, publications, LLA Bulletin section editor, and www liaison. Other committees may be established as they become necessary.

Section 4. No committee shall incur expense on behalf of the section except as authorized by the Chair and the Executive Committee. Any request for payments or reimbursements from LLA shall go through the Chair.

Article IX. Amendments of Bylaws.

Section 1. All proposed amendments to the Bylaws shall originate in the Executive Committee. A proposed amendment shall become effective upon approval by the members of the Section, either by a vote by mail of the majority of members, or by a majority of members present and voting at any business meeting .