

# FAQ

## ALA-APA – January 2003

**Q1 What is the ALA-APA?**

A1 The ALA Allied Professional Association (ALA-APA) was created to enable certification of individuals in specializations beyond the first professional degree, and to work for better salaries, pay equity and increased status for librarians and other library workers. It is a legally separate entity, tied to ALA through an interlocked Board and Council.

**Q2 Why does ALA need an allied professional association?**

A2 ALA members -- and all librarians and library workers -- have critical interests in certification, pay equity, status and salaries. In accordance with current IRS regulations, those interests are appropriately addressed by an organization with a tax-exempt status of 501(c)6 -- a professional or trade organization. ALA is tax-exempt under section 501(c)3 of the Internal Revenue code -- the section applicable to educational and charitable organizations. (see *American Library Association Tax Status – Basic Rules* at [http://www.ala.org/hrdr/ala\\_ala.html](http://www.ala.org/hrdr/ala_ala.html))

**Q3 Why not just make ALA a professional association instead of an educational/charitable organization?**

A3 ALA's current status makes it clear that ALA speaks on behalf of the millions of people who use libraries of all types. It also allows ALA to raise funds as a charitable organization. As a professional [501(c)6] organization, ALA-APA can aggressively promote the status of librarians and other library workers, speak out on pay equity and work for higher salaries. ALA and ALA-APA will each perform those functions that are appropriate to its tax-status. The field will benefit by the broadened scope of activity and interest available through this alliance.

**Q4 What will ALA-APA do?**

A4 ALA-APA will concentrate on two important areas: certification in specializations beyond the initial professional degree, and better salaries, pay equity and other issues related to the status of librarians and other library workers.

- (1) ALA-APA will certify individual in specializations beyond the initial professional degree. ALA accredits programs of education, but may not certify individual graduates.
- (2) ALA-APA will advocate -- directly or through coalitions -- for measures whose primary impact is on "librarians and other library workers" -- better salaries, pay equity, comparable worth, higher status.
- (3) ALA-APA will produce a variety of information resources to support the efforts of library managers, employee organizations and others interested in improving salaries, pay equity and comparable worth.

**Q5 How will certification work?**

A5 Standards for professional practice (including the defined body of knowledge and necessary experience) in various specialties will be developed by ALA divisions within their Council-delegated areas of responsibility. (Where a specialty falls outside an area of divisional responsibility, the standards are established by the ALA Council, based on the recommendation of the proposing group.) Recommendations for certification programs are developed in cooperation with the ALA Committee on Education. The initial standard – for a public library administrator – has been developed by jointly by three divisions: PLA, LAMA and ASCLA.

Appropriate standards developed by ALA units will then be adopted by the ALA-Allied Professional Association as the basis for certification of individuals in areas of specialization beyond the first professional degree. The Board of Directors of the ALA-APA will appoint a Certification Review Committee to oversee the development and application of a professionally-validated certification exam for each proposed certification program. Each program will have its own Certification Review Committee, enabling committee appointments to reflect the area of specialization. Certification will be awarded by the ALA-APA to those individuals who seek such certification and meet all requirements.

Individuals seeking certification may take continuing education courses from a variety of sources. Specifically targeted courses will be developed and offered by the ALA divisions that developed the standard for professional practice in that specialty. Courses may also be offered by other ALA groups, state or regional associations, state library agencies, LIS programs, and other providers.

Due process is a fundamental requirement for any accreditation or certification program. Just as ALA has a process for appealing accreditation decisions, the ALA-APA 's certification program(s), as implemented, will include a process for appealing certification decisions. These processes are part of all certification programs and are well-documented. The specifics will depend on the final nature of the process.

**Q6 What will the relationship be between ALA and ALA-APA?**

A6 ALA and ALA-APA are two separate organizations. The governance bodies of these two organizations are completely “interlocked.” According to the ALA-APA Bylaws, members of the ALA-APA Council are “those individuals who are concurrently serving as members of the ALA Council; members of the ALA-APA Board of Directors are “those individuals who are concurrently serving as members of the ALA Executive Board.” Bylaws and policies of the ALA-APA may not conflict in any material way with the *ALA Constitution and Bylaws* – ensuring consistency in critical areas such as accessibility, diversity, open meetings The ALA-APA Council and Board of Directors will meet in conjunction with the regularly-scheduled meetings of the ALA Council and Executive Board.

Decisions about the future directions and priorities of ALA-APA will be made by the ALA-APA Council and ALA-APA Board of Directors – whose members are the same people elected by ALA members to the ALA Council and ALA Executive Board. Thus, the ALA members will have ultimate control over both organizations, through their elected representatives.

**Q7 What impact will establishment of ALA/APA have on ALA finances and operations?**

A7 ALA will continue to do those things for which it has been valued by its members, the profession and the public – advocate for library funding, for policies that promote equitable access to information resources, and for first amendment rights.

Under IRS regulations, ALA may not financially support the ALA-APA. ALA will make an allowable, fair-market startup loan to ALA-APA to enable it to begin work, with loan repayment beginning in year five. Ongoing ALA-APA work will be supported through fees for products and services and through voluntary contributions.

**Q8 How will ALA-APA be financially supported?**

A8 Ultimately, ALA-APA must be a self-sustaining organization. While ALA cannot legally support ALA-APA operations on an ongoing basis, it can make an initial loan to the ALA-APA to enable it to establish itself; that loan must be repaid, with interest. The ALA-APA Business Plan, accepted by the ALA-APA Board of Directors in November 2002 on the recommendation of BARC and the Finance & Audit subcommittee, includes revenues from five sources: (a) voluntary contributions, (b) certification applications, (c) consulting services related to comparable worth studies, (d) statistical research reports, and (e) a monthly, electronic newsletter.

Under the Business Plan, the ALA-APA becomes self-sufficient in year four and begins loan repayment to ALA in year five. The ALA-APA will utilize some ALA services (e.g. accounting), for which ALA will receive an “indirect cost” or overhead payment. ALA-APA will also pay rent to ALA for office space utilized.

**Q9 Is ALA-APA a union?**

A9 No. ALA-APA is not a bargaining unit. It does not represent any specific group of workers in labor/management negotiations. Unions operate under a different section of the U.S. Internal Revenue Code.

ALA-APA will advocate, both generally and legislatively, for “the mutual professional interests of librarians and other library workers.” It will collect and disseminate information about salary and other status-related issues, and about successful strategies for achieving pay equity, increased status, and better salaries. ALA-APA is positioned to work with both employers and employee groups toward the goals of better salaries, pay equity and higher status.

**Q10 How will ALA-APA work be accomplished?**

Q10 The ALA-APA Business Plan includes two FTE: a full-time director, with strong skills in salary/pay equity advocacy and consultation; a part-time research assistant, focused primarily on research to support work for better salaries/pay equity/comparable worth; and, a part-time administrative assistant, coordinating with a professional certification body retained by the ALA-APA.

The ALA-APA Bylaws, as proposed for adoption by the ALA-APA Council, include provision for a certification review committee for each certification program that may be proposed and for a better salaries and pay equity committee. The Bylaws provide that a majority of the members of any ALA-APA committee must be ALA members.

**Q11 What is the current status of the ALA-APA?**

A11

- The ALA Council approved creation of an allied professional association (June 2001) and approved starting *Bylaws* for an organization “to promote the mutual professional interests of librarians and other library workers.” (January 2002)
- ALA-APA is incorporated in the State of Illinois. (ALA was incorporated in the State of Massachusetts in 1879.)
- At the 2003 Midwinter Meeting, the ALA -APA Council is being asked to adopt Bylaws, based on those approved in January 2002 (ALA Council) but including changes that reflect subsequent Council discussion.

**Q12 How can I learn more about the ALA-APA?**

A12 There are several ways to learn more about the ALA -APA.

- (a) At the 2003 Midwinter Meeting (Philadelphia), the ALA -APA will be discussed at the following sessions:

**ALA-APA Transition Team meeting – Saturday, January 25, noon-2:00pm, MAR 309-310**

**Executive Board/Council/Membership Information Session – Sunday, January 26, 9:00-noon, PCC BR B**

**ALA-APA Council I, Tuesday, January 28, 8:30-10:00am, PCC BR B**

- (b) Members of the Transition Team will be meeting with various groups at the Winter Meeting – or you can contact any member of the Transition Team directly.
- (c) Both current ALA-APA documents and an extensive ALA -APA document archive are available on the web at: <http://www.ala-apa.org>

**Q13 How have ALA members been involved ?**

A13 At the 2002 Midwinter Meeting, the ALA Council approved starting Bylaws for the ALA-APA. At the same meeting, the ALA Council authorized appointment of a Transition Team of ALA members, to guide the establishment phase.

TRANSITION TEAM:

Nancy Kranich (chair), Charles Beard, Leslie Burger, June DeWeese, Paulette A. Feld, Gloria J. Leonard, Vivian Pisano, Suzanne Reymer, Patricia H. Smith, Barbara K. Stripling, Thomas L. Wilding

Working Groups:

Certification

Barbara K. Stripling (Chair), David R. Dowell, Lorraine H. Olley, Cal Shepherd, Joyce G. Taylor, Philip Tramdack, Carol G. Walters, E. Blanche Woolls

External Relations

Gloria J. Leonard (Chair), Margaret Maes Axtmann, Diane M. Fay, Michael A. Golrick, Raymond H. Markey, Vivian M. Pisano, Ann C. Sparanese

Funding

Patricia H. Smith (Chair), Liz Bishoff, Greg Calloway, Marcia L. Boosinger, Jennifer Jung Gallant, Dottie R. Hiebing

Governance

Nancy C. Kranich (Chair), Kay A. Cassell, Karen Danczak-Lyons, Robert P. Doyle, Norman Horrocks, Kenton L. Oliver, Patricia A. Wand, M'Lis Wendt

Legislative/General Advocacy

Charles E. Beard (Chair), Mary Rinato Berman, Wayne Coco, Sally G. Reed, Andrea Sevetson, Emily Sheketoff

Membership Benefits/Responsibilities

Leslie B. Burger (Chair), June L. DeWeese, Paulette A. Feld, Marianne Hartzell, Susan B. Madden, Suzanne Reymer

Salaries/Pay Equity

Thomas L. Wilding (Chair), Carol A. Brey, Ellen G. Fader, Mike Leber, Margaret Myers, Sarah B. Watstein

The Transition Team and its working groups also drew on the work of other ALA groups, most recently including the Better Salaries Task Force, the Status Task Force and the joint PLA/LAMA/ASCLA CPLA committee.