

ALA-APA Handbook of Organization, 2007

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Governance

The American Library Association-Allied Professional Association: the Organization for the Advancement of Library Employees (ALA-APA) is governed by ALA-APA Council. The ALA-APA Council determines all policies of the ALA-APA. The ALA-APA Council consists of those individuals who are concurrently serving as members of the ALA Council. Its decisions shall be binding.

- The ALA-APA Council holds at least two meetings each year, in conjunction with the ALA Midwinter Meeting and ALA Annual Conference. (cf. ALA-APA Bylaws, article IV). The Council meeting is generally scheduled immediately before the ALA Membership II meeting and the Information Session is generally scheduled immediately following ALA Council I.

The ALA-APA Board of Directors acts for the ALA-APA Council in the administration of established policies and programs. The Board consists of those individuals who are concurrently serving as members of the ALA Executive Board. The Board is the body that manages, within this context, the affairs of the ALA-APA.

- The ALA-APA Board of Directors holds at least one meeting each year; it generally meets four times a year when ALA Executive Board meetings are scheduled.

The following administrative and policy committees convene as ALA-APA Committees at least once at each ALA Annual Conference and Midwinter Meeting. ALA-APA Committee members also serve as members of exactly or similarly named ALA Committees.

- ALA-APA Budget Analysis and Review Committee (BARC) (ALA Budget Analysis and Review Committee)
- ALA-APA Bylaws Committee (ALA Constitution and Bylaws Committee)
- ALA-APA Committee on Organization (ALA Committee on Organization)
- ALA-APA Finance and Audit Committee (ALA Finance and Audit Committee)
- ALA-APA Resolutions Committee (ALA Resolutions Committee)

Other ALA policy committees (e.g., Resolutions, Committee on Legislation, Committee on Education) may address ALA-APA concerns as needed upon request of the ALA-APA Board, Council, committees or staff. The ALA-APA establishes its own committees according to its Bylaws (see Bylaws, p. 3 and Committees, p. X).

Bylaws

Article I. Name

The name of this body shall be ALA Allied Professional Association (ALA-APA).

Article II. Object

The object of the ALA-APA shall be to promote the mutual professional interests of librarians and other library workers.

Article III. Limitations

The ALA-APA is a private, nonprofit, tax-exempt, voluntary entity. No part of its net earnings shall inure to the benefit of, or be distributed to, its Directors, Officers, or other private persons, except that the Board shall be authorized to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of its purpose.

The bylaws and policies of the ALA-APA shall conform with ALA policies.

The ALA-APA is a non-membership organization.

Article IV. ALA-APA Council

The ALA-APA Council shall consist of those individuals who are concurrently serving as members of the ALA Council.

The ALA-APA Council shall be the governing body of the ALA-APA and shall determine all policies of the ALA-APA. Its decisions shall be binding on the ALA-APA.

The ALA-APA Council shall hold at least two meetings each year, in conjunction with the ALA Midwinter Meeting and ALA Annual Conference. All meetings of the ALA-APA Council shall be open to ALA members and the press.

The quorum for the ALA-APA Council shall be the same as that for the ALA Council.

Article V. ALA-APA Board of Directors

The ALA-APA Board of Directors shall consist of those individuals who are concurrently serving as members of the ALA Executive Board.

The Board of Directors shall act for the ALA-APA Council in the administration of established policies and programs. The Board shall be the body that manages, within this context, the affairs of the ALA-APA.

The ALA-APA Board of Directors shall hold at least one meeting each year. All meetings of the ALA-APA Board of Directors shall be open to ALA members and the press, except for discussions affecting the privacy of individuals or institutions, or on confidential legal matters.

A majority shall constitute a quorum of the Board of Directors.

Article VI. Officers

The officers of the ALA-APA shall be those individuals who are concurrently serving as officers of the ALA.

Article VII. Committees

The ALA-APA Board of Directors or Council may establish standing or special committees and prescribe their purpose

and composition. Only personal members of ALA shall be appointed to these committees, except by authorization of the ALA-APA Board of Directors or by Article VII B of these Bylaws. In such cases, a majority of members must be personal members of ALA, and the quorum shall be a majority of the members of ALA on that committee.

There shall be a standing certification review committee for each proposed certification specialty program, appointed by the ALA-APA Board of Directors, to exist for the life of that program. Each Certification Review Committee will include active practitioners and library and information studies educators. Each review committee must include at least one representative of the public (who may not be a librarian or employed by a library). The purpose of a certification review committee will be to oversee development and administration of a validated method of measuring competence, based on the subject standards for professional practice, licensed from the American Library Association; establishment of an appeals process for the specific program; and, other implementation processes, subject to the approval of the ALA-APA Council. Appointments to each certification review committee will be for four years, non-renewable. Initial appointments will be staggered. The certification review committee(s) will report to the ALA-APA Board of Directors and ALA-APA Council.

There shall be a standing committee of nine members, appointed by the ALA-APA Board of Directors, to guide ALA-APA activities in support of better salaries, comparable worth, pay equity, and similar programs related to the status of librarians and other library workers. This committee will report to the ALA-APA Council at each regular meeting.

Article VIII. Resignation

Notwithstanding the provisions in Articles IV, V, VI and VII, an individual who is unable or unwilling to serve as a member

of ALA-APA Council, Board or Committee shall be entitled to submit a written resignation to the Executive Director, and upon submission of said resignation, that individual shall cease to be a member of the respective body.

Article IX. Parliamentary Authority

The parliamentary authority will be the same as that used by the ALA and shall govern the ALA-APA in all cases to which it can be applied and in which it is not inconsistent with the provisions of the law, the ALA-APA Bylaws, or adopted rules of the ALA-APA.

Article X. Fiscal Year

The accounting (fiscal) year will be that of the ALA.

Article XI. Amendments

Proposals for amending these bylaws shall originate in the ALA-APA Board of Directors or the ALA-APA Council. These Bylaws may be amended by a two-thirds vote of the ALA-APA Council, provided that notice of at least thirty days of the proposed Bylaws amendments shall be given to all Council members, or if no notice is given, the Bylaws may be amended by a three-fourths vote of the ALA-APA Council.

Article XII. Dissolution

Upon dissolution of the ALA-APA, the Board shall, after paying or making provision for the payment of all liabilities, contribute any remaining assets to the American Library Association.

Adopted at the ALA-Allied Professional Association Council, 2003 Midwinter Meeting. Amended, 2004 Annual Conference. Amended (Articles VII and VIII), 2005 Midwinter Meeting.

Guiding Principles

The American Library Association-Allied Professional Association (ALA-APA) is legally a separate organization from the American Library Association (ALA).

ALA continues in its Internal Revenue Status as a 501(c)(3) educational association. ALA-APA is a 501(c)(6), organization—a professional association.

ALA-APA is a service organization to ALA, not a membership organization.

The structure, organization, and operation of ALA-APA will be as simple as possible.

The impact of ALA-APA on ALA activities, services, and revenues will be minimal.

Initially, the newly formed ALA-APA will address two issues:

- Certification of professionals in specializations beyond the initial professional degree. The Association of Specialized and Cooperative Library Agencies (ASCLA), the Library Administration and Management Association (LAMA), and the Public Library Association (PLA) have developed a Certified Public Library Administrator program.
- Salaries, as addressed through the proposed Campaign for America's Librarians.

A transition period of 2–3 years will allow ALA-APA time to address the initial issues within certification and pay equity, under the new governance structure and the new IRS status, and to develop the structures for long-term sustainability.

Tax Status—501(c)6

As a professional association, a 501(c)6, the ALA-APA is exclusively devoted to a number of functions which cannot be undertaken to a “substantial” extent by the American Library Association, which is organized as a nonprofit educational association under section 501(c)3 of the U.S. Internal Revenue Code. These functions are (1) the certification of individuals in specializations beyond the initial professional degree and (2) the direct support of comparable worth and pay equity initiatives and other activities (e.g. legislative lobbying) designed to improve salaries of librarians and other library workers. As a 501(c)6 professional association, the ALA-APA is able to serve as a vigorous advocate for America’s librarians and other library workers and will be able to offer certifications that will help promote individual status and the quality of library service. ALA-APA received notice of its tax status in March of 2004. The ALA-APA is a companion organization to the American Library Association (ALA).

Donations to ALA-APA *are not tax deductible as a charitable contribution. They may be tax deductible as a business expense.*

ALA is a 501(c)3, and, as such, has the following prohibitions:

- 501(c)3 organizations are *completely prohibited* from engaging, directly or indirectly, in any political campaign for or against a candidate for local, state or federal office. The penalty for violation of these prohibitions is revocation of tax-exempt status.
- The name of a 501(c)3 organization may *not* be used to support or oppose a candidate for public office.

- Stationery of a (c)3 organization or its organizational components—divisions, round tables, offices, committees—may *not* be used to make comments favorable—or in opposition to—a candidate for office.
- Staff or leadership titles in a 501(c)3 organization may *not* be used by individuals in discussing their individual support or opposition for candidates, whether in writing or orally, in a public forum.
- Both campaign contributions and statements of support or opposition are prohibited.
- Providing a forum for a candidate to speak is viewed as supporting the candidate. Providing a forum for opposing candidates to speak will be viewed as supporting one candidate if the organization publicly supports that candidate’s policies.
- The prohibition on organizational support or opposition for candidates does not in any way prohibit staff, officers or directors, or members from expressing their personal views, *as long as* organizational titles, stationary, forums (including discussion lists and the Web site), and other resources (including conference meeting rooms) of the 501(c)3 organization are *not* used.
- A 501(c)3 organization may *not* participate in or sponsor a political action committee (PAC).

ALA-APA received its 501c6 tax status in March of 2004.

Articles of Incorporation

ALA-APA was incorporated in Illinois in August of 2002.

ALA-APA Committees

as of June 2007

Name	ALA-APA Bylaws Committee
Established	Spring 2003 by the ALA-APA Board of Directors
Charge	To consider amendments to the APA Bylaws, to review and draft rules for the conduct of the ALA-APA Council, and review and draft rules for preparation of resolutions.
Composition	The members shall be the same individuals who are members of the ALA Constitution and Bylaws Committee.
Members	Thaddeus Bejnar (2007); Larayne J. Dallas (2007); Kathleen Degyansky (2008); Orthella Polk Moman (2007); Joyce K. Thornton (2008); intern, Dana W. R. Boden (2008); Bd. Liaison, Janet Swan Hill (2007); staff liaison, JoAnne M. Kempf.

Name	ALA-APA Budget Analysis and Review Committee (BARC)
Established	2003 ALA Midwinter Meeting by the ALA-ALA Council
Charge	To review the proposed budget, as forwarded by the ALA-APA Board of Directors, in the context of the ALA-APA strategic plan, annual priorities, and budget assumptions. To review the financial performance of the Association and the budget impact of potential actions of ALA-APA Council. To make budget recommendations to the ALA-APA Board of Directors and to report to Council regarding budget analysis and process.
Composition	Seven members with four-year staggered terms; reappointment not permitted. The ALA-APA Treasurer (ex -officio, voting), two (2) members of the ALA-APA Board of Directors, with staggered two-year terms, and four (4) members appointed by the ALA-APA President from the general membership. The chair of the committee will always be one of the non-Board members. The members shall be the same individuals who are members of the ALA Budget Analysis and Review Committee.
Members	Ch., Patricia M. Wong (2007); ALA treas., Teri R. Switzer (2007); Tyrone Heath Cannon (2009); Audra L. Caplan (2009); Rodney M. Hersberger (2009); Marilyn L. Hinshaw (2008); J. Linda Williams (2010); Bd. Liaisons: Francis J. Buckley Jr. (2008); Mario M. Gonzalez (2008); staff liaison, Gregory L. Calloway.
Meeting Requirements	The ALA-APA BARC will report at each Board/Council/Membership Information Session.

Name	ALA-APA Certification Review Committee
Established	2003 ALA Midwinter Meeting by the ALA-APA Council; first committee named in 2004
Charge	There shall be a standing certification review committee for each proposed certification specialty program, appointed by the ALA-APA Board of Directors, to exist for the life of that program. The purpose of a certification review committee will be to oversee development and administration of a validated method of measuring competence, based on the subject standards for professional practice, licensed from the American Library Association; establishment of an appeals process for the specific program; and, other implementation processes, subject to the approval of the ALA-APA Council. The certification review committee(s) will report to the ALA-APA Board of Directors.
Composition	Each Certification Review Committee will include active practitioners and library and information studies educators. Each review committee must include at least one representative of the public (who may not be a librarian or employed by a library). Appointments to each certification review committee will be for four years, non-renewable. Initial appointments will be staggered.
Members	Ch., Denise Zielinski (2007); Gail Dysleski (2010); Eva Poole (2008); Nancy Pack (2010); Ted Wanner (2010); staff liaison, Jenifer L. Grady

Name	ALA-APA Committee on Organization
Established	2004 ALA Midwinter Meeting by the ALA-APA Council
Charge	To advise and assist regarding structural and organizational concerns in ALA-APA. To recommend to the ALA-APA Council the establishment or discontinuance of committees and other organizational entities as the needs of the Association may require. To define the functions of these entities subject to the approval of the ALA-APA Council. To recommend to the ALA-APA Council the establishment, including the name and size, or other standing committees that consider matters that require continuity of attention. To work with the ALA COO on matters of common interest.
Composition	Thirteen members, appointed to staggered, two-year terms. The members shall be the same individuals who are members of the ALA Committee on Organization.
Members	Ch., Melora Ranney Norman (2007); Joan E. Bernstein (2008); Cesar Caballero (2007); Peter D. Hepburn (2008); Toni Negro (2008); Vanessa Work Ramseur (2008); James R. Rettig (2008); Ann Campion Riley (2007); Helen F. Schmierer (2007); Mary Augusta Thomas (2007); Joyce C. Wright (2007); Elaine Yontz (2007); interns: Mark A. Jacobs (2008); Deborah May Smith (2007); Bd. liaison, Janet Swan Hill (2007); staff liaison, Lois Ann Gregory-Wood.
Name	ALA-APA Committee on Salaries and Status of Library Workers
Established	Spring 2003 by the ALA-APA Board of Directors
Charge	To guide ALA-APA activities in support of better salaries, comparable worth, pay equity, and similar programs related to the status of librarians and other library workers.
Composition	Seven to nine members, appointed by President-Elect. Seven members must be members of ALA. The chair must be a member of ALA.
Members	Tom Galante, Chair (2007); Patricia K. Anderson (2008); Stacey M. Crain (2007); Michael Jara (2007); Michele Leber (2008); Connie Maxwell (2008); Michael McGrorty (2007); Eileen Muller (2008); Beatrice Parker (2008); Joyce Thornton (2008); June Pinnell-Stephens, Board Liaison (2007)
Meeting Requirements	This committee will report to the ALA-APA Council at each regular meeting
Name	ALA-APA SirsiDynix-ALA-APA Award for Promoting the Salaries and Status of Library Workers Jury
Established	2004 ALA Fall Board Meeting
Charge	Develop and administer a process for selecting an award recipient prior to the ALA Annual conference and presenting the award at the ALA-APA Networking Breakfast at the ALA Annual Conference.
Composition	The Award will be directed by a three-member ALA-APA Salary Awards Jury. The Jury may include members of the ALA Library Support Staff Interests Round Table and ALA-AFL-CIO Library Service to Labor Groups Committee, as well as the ALA-APA Standing Committee on the Salaries and Status of Library Workers. Members of the Jury will be selected by the ALA-APA President.
Members	Ch., Barbara J. Ford (2007); Peter McDonald (2007); John M. Jessee (2007); staff liaison, Jenifer L. Grady

Name	ALA-APA Finance and Audit Committee
Established	2003 ALA Midwinter Meeting by the ALA-APA Council
Charge	The subcommittee suggests measures to build ALA-APA's financial resources; develops, implements, and oversees ALA-APA's long- and short-term financial goals and policies; provides the Board of Directors with interpretation of financial data needed for administrative decisions; serves as liaison to the endowment trustees; oversees the audit review and interprets for the Board, with the help of the independent auditor, the results of that review; makes recommendations to the regarding the fiscal management of the Association; performs other general fiscal duties of the Board of Directors as necessary.
Composition	Five members, including the ALA-APA Treasurer (who serves as chair), three other Board members, and the chair of BARC (ex officio). The members shall be the same individuals who are members of the ALA Finance and Audit Committee.
Members	Ch., Teri R. Switzer (2007); Janet Swan Hill (2007); Patricia H. Smith (2007); Roberta A Stevens (2007); BARC ch., Patricia M. Wong (2007); staff liaison, Gregory L. Calloway.

Name	ALA-APA Publishing Committee
Established	2006 Spring by the ALA-APA Board of Directors
Charge	To review and recommend editorial policies for <i>Library Worklife</i> and other APA publications and to provide oversight for implementation of those policies. To assist the editor of <i>Library Worklife</i> to identify appropriate article topics and solicit potential authors. To provide advice and counsel on ALA-APA's publishing programs.
Composition	7 members representative of all library types; 2-year terms; with appointment limited to 2 consecutive terms. Can be reappointed at a later time.
Members	Ch., Ethel Himmel (2007); Richard Bradberry (2008); Joan Giesecke (2008); Lillian Lewis (2008); Laverne McLaughlin (2008); John Sandstrom (2008); Patricia Tumulty (2008); staff liaison, Jenifer L. Grady

Name	ALA-APA Promotion and Fundraising Committee
Established	2006 Spring by the ALA-APA Board of Directors
Charge	To develop strategies and tactics to support advocacy, promotion and marketing for the ALA-APA. To work in consultation with the ALA-APA director and appropriate marketing and fundraising professionals, within and external to ALA , to develop fundraising and marketing programs and campaigns on behalf of the ALA-APA.
Composition	7 members representative of all library types; 2-year term; with appointment limited to 2 consecutive terms. Can be reappointed at a later time.
Members	Ch., Larry Corbus (2007); Sophie Brookover (2008); Michael Golrick (2009); Cynthia Hsieh (2008); Cecy Keller (2008); Jim Rettig (2008); Kathy Schalk-Greene (2008); Claudia Sumler (2008); Teri Switzer (2009); staff liaison, Jenifer L. Grady

ALA-APA Subcommittees of the Committee on Salaries and Status of Library Workers (a.k.a working groups)

Name	Academic
Charge	Assist in defining, articulating and otherwise supporting ALA/APA to ensure library workers in academic institutions receive fair and equitable compensation and benefits, so these workers can in turn service their user communities without the ongoing concern of fair payment as knowledge workers.
Name	Chapter Relations
Name	Diversity
Name	Legislation and Advocacy
Charge	To monitor the national legislative arena for issues related to library workers and to conduct training in advocacy on salaries and related areas for library workers.
Name	Pay Equity
Charge	<ul style="list-style-type: none"> • Define clearly the term “pay equity” as it applies to wages and explain the need to implement pay equity for library workers. Provide information about the history of discrimination in library workers’ wages and the history of ALA’s commitment to the concept of pay equity, as well as ALA’s and ALA-APA’s relationship to the National Committee on Pay Equity (NCPE). • Disseminate this information to other working groups and the ALA Committee on Pay Equity and use it for articles for library and other publications. • Work with the ALA-APA Standing Committee and the ALA Committee on Pay Equity on pay equity projects, including programming, as appropriate. • Maintain a link to NCPE and its primary activities of organizing Equal Pay Day, an annual event to highlight the gap between the wages of men and those of women and people of color, and supporting legislation to implement pay equity on the state and federal levels. • Provide information about pay equity and activities of NCPE to other working groups and to the ALA Committee on Pay Equity. Communicate on a regular basis with other working groups, the ALA Committee on Pay Equity, and NCPE.
Name	Research and Resources and Statistics
Charge	Charge is being reviewed for approval.
Name	Union
Charge	<ul style="list-style-type: none"> • To investigate the extent of the presence and role of unions among library workers. • To report findings to the ALA-APA Standing Committee on the Salaries and Status of Library Workers. • To work towards the initiation of a relationship and dialogue among ALA, ALA/APA, and national unions representing library workers, in order to improve their salaries, working conditions and status. • To encourage ongoing research and publishing on unionization in libraries. • To develop union support and advocacy materials for the Better Salaries Task Force Tool Kit. • To be the permanent interest group within ALA/APA that would serve as a resource for both active and developing unions of library workers.

Frequently Asked Questions

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. Its informal name is ALA-APA: the Organization for the Advancement of Library Employees.

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.

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 does ALA-APA do?

A4 ALA-APA concentrates 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.

ALA-APA certifies individual in specializations beyond the initial professional degree. ALA accredits programs of education, but may not certify individual graduates.

ALA-APA advocates—directly or through coalitions—for measures whose primary impact is on “librarians and other library workers” -better salaries, pay equity, comparable worth, higher status.

ALA-APA produces 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 does certification work?

A5. Standards for professional practice (including the defined body of knowledge and necessary experience) in various spe-

cialties have been and 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—was developed by jointly by three ALA 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 of 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 approved sources. Specifically targeted courses will be developed and offered by the ALA divisions that developed the standards 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, 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.

A Certification Program Committee oversees the certification programs for ALA-APA. This committee is charged to (1) encourage and promote development of certification programs, (2) monitor and evaluate the progress of such programs, (3) encourage individuals to seek certification through such programs of the ALA-APA, and (4) make recommendations to the ALA-APA Board of Directors for general improvements to ALA-APA certification, based on evaluations and trends in certification practice. The committee shall consist of 5 individuals, including the chair.

Q6. What is the relationship 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, and open meetings. The ALA-APA Council and Board of Directors 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 are made by the ALA-APA Council and ALA-APA Board of Directors—whose members are the same individuals elected by ALA members to the ALA Council and ALA Executive Board. Thus, the ALA members have ultimate control over both organizations, through their elected representatives.

Q7 .What impact does the 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 has made 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 is ALA-APA 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 advocates, both generally and legislatively, for “the mutual professional interests of librarians and other library workers.” It collects and disseminates 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 is ALA-APA work accomplished?

A10. Currently, there is a full-time Director and a part-time Research Associate. Eventually, in accordance with the ALA-APA Business Plan and need, the staff will expand to include 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 provisions for a certification review committee for each certification program that may be proposed and for a better salaries and pay equity committee. There is also a Certification Program Committee, approved by Council at the 2004 ALA Annual Conference, to oversee all certification programs. Members of ALA-APA’s other committees, the Salaries and Status of Library Workers, Promotion and Fundraising, Publishing and SirsiDynix Award, contribute by fulfilling their respective missions.

Q11. How can I learn more about the ALA-APA?

A11. There are several ways to learn more about the ALA-APA. Current ALA-APA documents and an extensive ALA-APA document archive are available on the web at: www.ala-apa.org. Call 800-545-2433, x2424 or email info@ala-apa.org to ask questions and request brochures and promotional materials.

Q12. How have ALA members been involved?

A12. 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.

Currently, ALA members serve on ALA-APA committees, make financial contributions, subscribe to the *Library Worklife: HR E-News for Today’s Leaders* newsletter, and participate in ALA-APA-sponsored programs at ALA conferences. They also celebrate National Library Workers Day, inaugurated on April 20, 2004 and celebrated on the Tuesday of each National Library Week. Current committees and members may be found on the ALA-APA Web site.

Q1.3 What are the current activities of ALA-APA?

A13. Activities and Products:

- **Library Worklife: HR E-News for Today’s Leaders**
ALA-APA publishes a monthly electronic newsletter, which informs readers about issues—career advancement, certification, human resources practice, pay equity, recruitment, research, work/life balance—that concern all library workers. Subscriptions are included as a benefit of ALA Organizational membership and are \$35.00 for ALA members.

- **Certification**

ALA-APA manages the Certified Public Library Administrator Program and is collaborating with library groups that are investigating a certification for support staff and librarian specialties.

- **SirsiDynix-ALA-APA Award for Promoting Salaries and Status for Library Workers**

Beginning in 2005, the American Library Association-Allied Professional Association (ALA-APA) annually awards the SirsiDynix-ALA-APA Award for Outstanding Achievement in Promoting Salaries and Status for Library Workers. The award is given to an individual, group of individuals or institution that has made an outstanding contribution to improving the salary and status of library workers in a local, regional or national setting. The recipient receives \$5,000 and is recognized at the ALA-APA Networking Breakfast at the ALA Annual Conference.

The recipient of the award does not have to be an ALA member or a current or past library staff member. The sole requirement is that the award recipient's achievement(s) has been notable.

- **Advocacy Video—For Love or Money**

ALA-APA has produced a 10.5-minute video (close-captioned DVD and VHS) featuring library workers describ-

ing the importance of their work in their communities and why it is important to advocate on our own behalf. The video is a gift with a \$25 donation to ALA-APA. Information is available on the ALA-APA Web site at www.ala-apa.org/salaries/4loveormoney.html.

- **Salary Surveys and Library Salary Database**

ALA-APA publishes the Librarian Salary Survey and Non-MLS Salary Survey, both of which are issued annually and sold through the ALA Online Store, as well as a database of library salaries.

- **National Library Workers Day**

The first Tuesday of each National Library Week is designated as National Library Workers Day, which was inaugurated on April 20, 2004. ALA-APA sponsors NLWD and provides resources for celebrations and media relations.

- **Outreach**

ALA-APA conducts outreach campaigns to address name, mission and service recognition for the ALA-APA within the library community.

- **Website**

The ALA-APA Website (www.ala-apa.org) has relevant documents and information on certification, pay equity issues, professional concerns, and other issues important to library workers.