

TO: ALA Committee on Education

Topic: Formation of Allied Professional Association [501(c)6]

From: Mary W. Ghikas, Senior Associate Executive Director

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Background:

Throughout ALA's history, there is apparent tension between ALA's historical mission – focused on libraries and the publics they serve --- and focus on the profession and the increasingly broad range of employees within libraries. The distinction between these is significant in part because ALA is tax-exempt under section 501(c)3 of the Internal Revenue Code – the section applicable to educational/charitable organizations. Those associations which focus primarily on the common concerns of members of the profession (the American Bar Association, for instance) are tax-exempt for section 501(c)6.

ALA has managed this tension organizationally by engaging in only an insubstantial amount of activity related to the mutual professional interests of librarians and other library workers. But, over the past few years, a number of issues have brought this tension into sharper focus and resulted in movement toward establishment of an allied 501(c)6 professional association, to be linked to ALA – and its values – through a totally interlocked Board of Directors.

- In 1996, the Executive Boards of PLA and LAMA voted to support a proposal to establish a “Certified Public Library Administrator” program. At that time, ALA began exploring the organizational and legal implications.
- In 1998, the ALA Executive Board supported “in concept” the proposal from PLA, LAMA and ASCLA. Management was asked to prepare a business plan for the establishment of the 501(c)6 professional association. The Committee on Education was asked to develop a framework for future post-MLS certification.
- At the Annual Conference, 2001, the ALA Council approved the following motions:
 1. *To approve the following statement of policy: “Toward fulfillment of its declared mission to provide leadership for the development, promotion, and improvement of the profession of librarianship, the American Library*

Association establishes an allied professional association to certify individuals in areas of specialization beyond the ALA-recognized masters degree.”

2. *To approve the Bylaws provisions outlined in Section 4 of the primary proposal which tie the proposed ALA/IPP [ALA/Institute for Professional Practice] to ALA through a completely interlocked board and officers, which are elected by ALA members and Council and which obligate the ALA/IPP to function in a manner consistent with ALA policy.*
3. *To refer to COO [the Committee on Organization] the matter of the structure and term lengths of the Committee on Education so that in view of the new certification program, the most optimal revisions may be proposed..*

- ❑ At that time, the background document provided to Council at the 2001 Annual Conference (2001 Council Document #50.3) also included a summary of “related issues,” particularly the activities of the Task Force on the Status of Librarians, noting that a possible recommendation of that task force might be formation of a more broadly-defined 501(c)6 organization to undertake a range activities related to professional status, including certification.
- ❑ In the spring, 2001, President Nancy Kranich, following discussion with the ALA Executive Board, appointed an ad hoc Task Force on the Status of Librarians. The task force was charged: *(1) to articulate those issues facing the profession that may be characterized as issues of status (e.g. comparable worth, public recognition of librarians), (2) to recommend strategies for addressing those issues, (3) to recommend specifically those strategies which should be followed by the American Library Association (as opposed to those which could/should be followed by other stakeholders) and (4) to define the scope of questions (financial, legal, organizational, research) which must be addressed by the Association in order to adopt those strategies.* A broadly-diverse task force was appointed, chaired by Tom Wilding, including liaisons from several standing committees (Status of Women in Librarianship, Office for Human Resource Development and Recruitment Advisory, Minority Concerns and Cultural Diversity, Research and Statistics, and Pay Equity. An interim document from the task force is available on the ALA web site: <http://www.ala.org/hrdr/status-issues> (note the underscore).
- ❑ In the fall, 2001, ALA president-elect Maurice J. Freedman appointed a presidential initiative committee, chaired by Patricia G. Schuman: the Better Salaries Task Force. Minutes and other documentation from the task force are available on the web site: <http://www.mjfreedman.org/TFMinutes.html>
- ❑ Following discussion by the ALA Executive Board, a Board task force was charged with coordinating development of a formal proposal to broaden the scope of the Council-approved 501(c)6 organization, to be considered at the 2002 Midwinter Meeting. The Board task force was chaired by Nancy Kranich and included Treasurer Liz Bishoff, Board members Camila Alire, Barbara Stripling

and Patty Wong, Pat Smith (chair, BARC), Patricia Glass Schuman (Chair, Better Salaries Task Force), Tom Wilding (chair, Task Force on the Status of Librarians) and Blanche Woolls (Chair, Committee on Education).

- A Hearing on issues related to status and salaries will be held on Saturday, January 19, co-sponsored by the two special task forces, Hilton, Grand Salon C-18.
- Blanche Woolls, Chair, Committee on Education, and Tom Wilding, Chair, Task Force on the Status of Librarians, will have an informal discussion at the Board/Council/Membership Information Session on Sunday, January 20, 9:30-11:30am, MCC La Nouvelle Orleans BR. Formal consideration by the ALA Council is scheduled for Council II.

What Is Proposed?

Formation of a 501(c)6 organization to “promote the mutual professional interests of librarians.” The proposed name is the ALA Allied Professional Association. Activities undertaken would include post-masters certification.

The following documents are attached:

- ALA/Allied Professional Association (ALA/APA) – Q&A
- Attachment A: American Library Association Tax Status – Basic Rules
- Attachment B: Proposed Bylaws – ALA/APA
- Attachment C: Summary Budget

The following ALA Council documents are related:

- 2000-2001 ALA Council Document #50.3 (2001 Annual)
- 2000-2001 ALA Council Document #50.1 (2001 Midwinter)
- 1999-2000 ALA Council Document #36 (2000 Midwinter)