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Editors: R. Piazza, K. Major

NEXT MEETING

November 24, 1986
7:00 p.m.

Views expressed in this newsletter are those of the individual contributors, and do not necessarily reflect those of the Ontario Association of Library Technicians/Association des Bibliotechniciens de l'Ontario.

TALTA EXECUTIVE 1986-1987

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"Exploring Certification" was the theme of the public forum sponsored by OLA/OPLAC Task Force on Certification on October 1, 1986 at the Holiday Inn downtown Toronto. Carolyn Boardman, OALT/ABO P.R. Coordinator and Maggie Hotchkiss represented OALT/ABO as members of the Task Force.

Jerry W. Gilley, Asst. Professor at University of Nebraska was the keynote speaker. Dr. Gilley has done extensive research and consulting in the field of professional certification. A look at successful certification programs was provided by: Dr. Fred Roper, Medical Library Association, Patrick Suessmuth and Stewart West, Ontario Society for Training and Development, and Gordon Gunning, Association of Municipal Clerks and Treasurers of Ontario.

Dr. Gilley started off by defining certification and explaining how it differs from accreditation and licensing. **Certification/Professional** Certification is granted to individuals by an association or nongovernmental agency to those who meet predetermined qualifications established by the agency or association. It is voluntary. **Accreditation** is granted by an association or agency to a school, college, institute or university program which meets established qualifications and education standards as determined through initial and periodic evaluations. It is voluntary. **Licensing** is granted by a political body to individuals who meet predetermined qualifications. It gives the individual the right to engage in a particular occupation or profession, use a particular title or perform a specific function. Licensing is required, not voluntary.

Me-too-ism, fear, control, status and self-development are some of the motives for certification. There are 9 stages in the professional certification process: hierarchy of motives, competencies, procedures, markets, marketing, re-evaluation and re-marketing.

Some of the positive implications of certification are: enhancement of the profession, identification and improvement of competencies, recognition for practitioners and standardization of the profession. The negative implications are: division among professionals and profession, financial and human costs, membership restrictions and regulation of the profession.

Dr. Fred Roper explained the Medical Library Association's certification process. Certification is governed by the Code for the Certification of Health Sciences Librarians which was passed by the MLA membership in September 1974, became effective in January 1978 and was revised in September 1981. There are 2 prerequisites to becoming a candidate for certification: 1) MLS from an ALA accredited library school and 2) 2 years of post-degree experience as a health sciences librarian at a

professional level. Those who have a graduate degree in a field directly related to library or information science (e.g. a non-ALA master's of library science or a master's of computer science) can register for certification provided they pass an examination assessing entry-level competencies required by health sciences librarians and submit a portfolio of professional experience. Re-certification is required every 5 years.

The Ontario Society for Training and Development (OSTD) does not certify *but* issues a certificate of achievement to members. Work experience, personal learning and professional activities are the basis for earning credit points towards a certificate. There are 3 levels of achievement: basic, intermediate and advanced based on years of experience and credit points. Four specialty areas are: instructor, designer, manager and consultant.

The Association of Municipal Clerks and Treasurers of Ontario (AMCTO) Certification Process Requirements:

Level 1 — 2 years Municipal Administration program, challenge exam plus 3 years full membership or, if less than 3 years full membership, an AMCT (A) Associate, AMCTO professional development program

Level 2 — 100 credits, 50 minimum in advanced education, 30 maximum in experience and 10 minimum in participation.

Re-certification required in 5 years.

A question-and-answer period after each speaker's presentation provided interesting points of discussion.

Is there a need for certification? Should certification be limited to members of the certifying body? Should an external agency be retained to develop, administer, and update qualification examinations? Should a certification fee be established to cover the cost of certification process? Should there be an appeal process for those who are rejected? Should the certification process be limited to librarians only or should it include all library workers in public libraries; e.g. library technicians, clerks, etc.?

These and many more questions should be asked before considering if certification is indeed worth considering. Certification is a long-drawn process. Let us help our representatives to the Task Force by making our views known. It is to our advantage that Library Technicians are included in the Task Force.

Alicia Friese
President

From the Editors' Desk

In Touch With TALTA

We are considering changing the newsletter letterhead. Your ideas, designs, illustrations etc. are very welcome.

We are also interested in your queries and opinions too! If you have something to say or ask about library people, associations, interests or new developments, please write to the Editors. We would like to hear from YOU!

Send your letters to: Editors, In Touch With TALTA
P.O. Box 441,
Don Mills, Ontario
M3C 2T2

Sixty-five members attended the October 2, 1986 meeting. The guest speaker of course was the main attraction. Jean Weihs let us know her opinions on how library technicians should develop the strategy to climb the career ladder.

Before she went into the how-tos of how to make your job a career, she defined career.

According to Ms. Weihs, in order to make your job a career it has to be central to your life, and that you should be in charge and control of what you do in regards to your career.

How do you make your job a career:

- 1) read materials in the area that you're working in
- 2) read from a wider source
- 3) if you want another library job start reading material in that field.
- 4) attend workshops, seminars
- 5) keep abreast of trends in the library field

Supporting your association is also important. Your membership in the association gives you strength. As we all know there is strength in numbers. Important too, is joining other library associations.

She also commented on OALT/ABO. Saying that they are weak in publication, and that they should keep on making sure that library technicians courses remain strong.

Another area which she briefly mentioned was the "problem" of employers hiring L.Ts. to replace a librarian, at a cheaper rate. (employers feel they're getting a cheap librarian) There was an enthusiastic question and answer period at the end.

Editor's Comments

I would have found J. Weihs' speech very interesting if I were a recent graduate of a library technician's program. Having been in the library field for 11 years, Mrs. Weihs' speech touched upon things that I already know. Also, these points should be taught before technicians embark on a career. And I'm sure too, that most serious students and graduates already realize that special efforts have to be made to climb that career ladder.

Furthermore, although I agree that employers are not to hire library technicians as cheap librarians, I do agree that a library technician can in certain circumstances replace a librarian. Many of us have. We do have the managerial skill, the corporate know how and the business savvy to perform a librarian's job.

Readers are invited to comment. Please send opinions, comments to: Editors, In Touch With TALTA
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NEWS FROM...

Jean Weihs has taken an early retirement from her position as course director of the Library Techniques Program at Seneca College of Applied Arts and Technology. She has set up a consulting firm and will be available to do in-service training and give advice on personnel classifications involving library technicians. She may be reached by telephone at (416) 961-6027 or by mail at 6 Edgar Avenue, Toronto, Ontario M4W 2A9.

Frances Davidson-Arnott, formerly the director of the Resource Centre at Centennial College of Applied Arts and Technology, has been appointed program coordinator of the Seneca Library Techniques Program.

At the 1986 American Library Association Conference, Jean Weihs was presented with the Margaret Mann Citation in Cataloging and Classification "in recognition of her pioneering efforts to standardize the bibliographic control of nonbook materials and to promote the philosophy of integrated collections. The groundbreaking work, **Nonbook Materials: the organization of integrated collections** (Preliminary edition 1970; 1st edition, 1973; and 2nd edition, 1979) of which she was the principal author, was accepted by the American Library Association as one of the four primary sources for the development of the relevant chapters of the **Anglo-American Cataloguing Rules**, second edition (1978). She has continued active participation in professional organizations at both the national and international levels, culminating in her appointment as the 1984/1988 chair of the Joint Steering Committee for the Revision of the Anglo-American Cataloguing Rules."

COMMITTEE HAPPENINGS

Committee	Members
Membership Committee	Sharon Cooper Sheila Butler
Salary Survey	Sharon Cooper, Kathy Major, Jean Hodging
Newsletter	Kathy Major
Vice-Presidents Committee	Charmaine Sommerfelt
In-Touch Committee	members needed

GET INVOLVED, JOIN A COMMITTEE!