



## **Academic Assembly Of Librarians**

### **General Assembly**

#### **Agenda**

**Tuesday, September 8, 2020**

**2:00 PM**

**Zoom: <https://temple.zoom.us/j/97426602408>**

Attending: Brian Boling, Jacob Brintzenhoff, Carla Davis, Cunningham, Kristina De Voe, Will Dean, Matt Ducmanas, Lauri Fennell, Erin Finnerty, Leanne Finnigan (Chair), Gabe Galson, Olivia Given Castello, Andrea Goldstein, Justin Hill, Josue Hurtado, Tom Ipri, Latanya Jenkins, Sarah Jones, Karen Kohn, Molly Larkin, Rick Lezenby, Rebecca Lloyd, Joe Lucia, Jill Luedke, Vitalina Nova, Jenny Pierce, Katy Rawdon, Fred Rowland, Cynthia Schwarz, Adam Shambaugh, Caitlin Shanley (recording), Jackie Sipes, Margery Sly, Gretchen Sneff, Holly Tomren, Emily Toner, Kim Tully, Nancy Turner

#### **I. Approval of Minutes of the May General Assembly meeting**

A. Approved.

#### **II. Dean's report (Lucia)**

A. Shift to "Essentials Only" delivery method for classes

1. Roughly 5% of course offerings still meeting face-to-face
2. Not sure if any classes will continue to meet in Charles
3. Students still permitted to live in dorms, have until Saturday 9/12 to decide, can elect to receive full refund if they do
4. Public health officials sharing conflicting advice about if students should live in dorms or not
5. Temple COVID case count up to 349 (though the portal is missing some information)
  - a) Count is now down to 283 as of 1pm on 9/8/20
6. City of Philadelphia monitoring Temple outbreak
7. Temple students living off campus may not be able to leave Philadelphia due to housing agreements/leases
8. Enrollments leave us in a "defensible and secure" financial position
  - a) \$40mil would be lost if all students move off campus
9. Graduate enrollment at master's level up from last year

- a) Q: Which departments have seen increases?
  - b) A: Joe has figures, but not readily available. Public Health is one for sure.
10. Doctoral enrollments are down
  11. What operating regime will the libraries maintain?
    - a) As long as students are in residence halls and using campus facilities, some campus resources must remain operational (including Libraries, TECH Center, Student Activities Center)
  12. Instruction and user support operations in the Libraries are being maintained.

### III. L3 to L4 promotion criteria feedback (Lucia)

- A. Document initially distributed with errors, but they should be fixed now
- B. Reminder of timeline:
  1. Ad hoc committee submitted recommendations to Steering Committee in April
  2. SC submitted recommendations on 4/16
  3. Dean had until 9/16 to respond
  4. AAL now has one month to review recommendations and submit by 10/18
- C. One question has been: should there be an external review/referee process?
  1. LLC suggested including letters of reference
  2. Tenure requirements for full Professor are steeper, applicants must include 7 external letters including external evaluators who don't know the individual
  3. Differences are highlighted in yellowish in document
- D. Applicant can include work completed prior to working at Temple
- E. LLC proposed recommendations:
  1. Increasing number of years required as L3 from 3 to 5
  2. Applicants may choose to be evaluated based on performance reviews OR successful merit applications
  3. Some librarians may be active in disciplines outside librarianship, which should be included
  4. Reputation for professional influence
    - a) Didn't include social media, but that could be in there
- F. Faculty applying for tenure often have a designated mentor
  1. Unclear how we could achieve this without anyone holding the L4 rank, but perhaps worth considering
- G. Requiring internal letters of recommendation
  1. Guiding question of the process: What level of professional attainment

should L4 be?

2. Distinctive stature would be significance in the field (not internally)

H. Should have pretense of objectivity

1. i.e., not friends writing positive letters
2. Should be unbiased comments about the individual
3. Any “blind” reviewers would receive criteria for promotion criteria, and expectations for a letter assessing that case; along with full materials from application

I. Differences between tenure and regular appointment

1. We’re not saying applicants should perform original research
2. Could be scholarship OR major contributions to academic librarianship
3. Librarians who apply for tenure at other universities also receive benefits for faculty, including research leave and sabbaticals
  - a) Q: Is this under consideration for TULUP staff?
  - b) Joe: nothing would prevent us from doing that
    - (1) Someone could receive a grant that would pay them, and require their full workload
    - (2) Unclear what this would require in terms of TAUP contract
    - (3) Would need to develop calendar (similar to junior faculty receiving a half-year sabbatical, one year sabbatical post-tenure)
    - (4) Would need to determine the consequences if someone doesn’t do what they said they would do on sabbatical
4. Perhaps a one-page background statement about the process, AAL, the organization
5. Defining distinguished librarianship

J. Q: Why the recommended increase from 3 to 5 years after attaining L3 status?

1. Joe: Degree of seniority, enough time to accomplish professionally
2. Developing a dossier takes longer than 3 years
3. The number of years is still up for negotiation

**IV. Special election (Fennell)**

- A. Replacements needed for positions held by Stefanie Ramsay
- B. Received 25 votes
- C. Jacob Brintzenhoff appointed to Continuing Education Committee
- D. Karen Kohn appointed to Selection and Appointment Committee
- E. Lauri will send to AAL listserv to finalize
- F. Steering Committee will update committee rosters

**V. Old business**

- A. None.

**VI. New business**

- A. Where is the schedule for AAL meetings?
  - 1. There is a Google Calendar that Leanne will seek ownership of.
  - 2. Leanne will also distribute the dates for this year's meetings via email.

Adjourned 2:42pm.

JL 9/8/20

LF 9/8/20