

**ACADEMIC ASSEMBLY OF LIBRARIANS**

**STEERING COMMITTEE**

**TUESDAY, February 19, 2019**

**2:00 PM**

**Paley Library, Room 309**

**MINUTES**

Attending: Andrea Goldstein (chair), Brian Boling, Joe Lucia (ex oficio), Rachel Appel, Latanya Jenkins, Jasmine Clark, Stefanie Ramsay (recording), Kim Tully

Absent: Katy Rawdon

1. Approve Minutes of January Steering Committee Meeting
   1. Minutes approved.
2. Report from Dean of Libraries, (Lucia)
   1. Hiring update: wrapping up hiring for recent positions.
      1. Instructional Design candidate accepted.
      2. Will reopen search for Head of Patron Services.
   2. Final elements for Charles: ASRS (training, loading logistics), exhibit cases for Special Collections area.
   3. Receiving requests for tours, considering how to manage the interest.
      1. ALA Midwinter 2020 in Philadelphia.
   4. Other celebratory events to consider
      1. Official dedication in September 2019.
      2. Interest in having an open house for Philadelphia community.
3. Report from Continuing Education Committee, (Jenkins)
   1. Continuing with radical compassion in library leadership. Partnership with TULUP Diversity and Inclusion Committee.
      1. Interacting with Disability workshop with Jasmine Clark and Emily Schiller (March 6, 2:30-4pm).
      2. Change Management workshop led by Dr. Belliveau and moderated by Nancy Turner. Will cover issues related to moving to new work environment space, peripheral changes (March 18, 2-4pm).
      3. Continuation of Andrew Diamond’s Access workshop/conference that he moderated last semester (TBD).
   2. Had good feedback from using WebEx.
4. Report from Selection and Appointment Committee, (Goldstein for Ducmanas)
   1. Reported on 4 new hires that committee was not involved with (Eger, Randolph).
   2. Vitalina Nova (Education and Community Engagement Librarian) started January 2019.
   3. Current recruitment for Head of Patron Services.
5. Report from Merit Task force, (R. Appel)
   1. Committee is Rachel Appel, Kristina DeVoe, Sarah Jones.
   2. Response to this year’s Merit Committee recommendations from task force. Goal is to retain process but lower the burden. Current process felt duplicative.
   3. Five components (see proposal in AAL Google Drive folder).
      1. Annual report will become Merit application; Merit application would be cover letter with roadmap.
         1. Rachel will need to talk more with Richie on this.
      2. Redesign of committee decision letter to be more constructive.
         1. Could be problematic. Is this the right context for this feedback? Adding more constructive criticism may be better suited for PARA letter or directly from supervisor.
         2. Rachel will take these comments back to task force then will discuss in March ahead of vote in May.
      3. Utility of nomination form change: conflated with supervisor nomination.
         1. Confirmed this change could happen within TAUP contract.
      4. Option to add 7th Merit Committee member because of number of applicants.
         1. Confirmed this could be done in TAUP contract.
         2. When Steering Committee convenes, will have to form Merit Committee and have a sense of number of applicants in order to determine number of people to serve on Merit Committee.
            1. If more people need to be added to committee, could add people on later.
            2. Could also try having 7 and see how it goes.
      5. Online application guidance: give people more information on how to formulate application and have correct forms.
   4. Would vote on this in AAL Meeting, then could add this language into TAUP contract negotiations.
   5. Recommendations may encourage more people to apply for Merit because redundancy between Annual Report and Merit could be reduced.
6. Agenda for March General Assembly meeting.
   1. New Librarian Introductions
      1. Vitalina Nova
      2. Julie Randolph
   2. Reports
      1. Dean’s Report
      2. Merit Committee presentation/discussion
      3. SST (Strategic Steering Committee) lightning reports.
7. Old business
   1. May meeting location: scheduled to be in the DSC.
8. New business
   1. Jenny Pierce leads Science, Technology, Engineering, and Biomedical Research Support Team. Team is interested in adding team (with HSL Librarians) to Directory. These staff members are under different union contract. Would there be conflict with the union?
      1. Currently have departmental pages, not team pages. Change would take place with rollout of new website.
      2. Includes Gretchen and Sarah from Paley, and some of Jenny’s team. Does not change nature of work, just provides more exposure to group.
      3. Could be resolved within upcoming TAUP contract negotiations so we could not be in conflict.
   2. SST Lightning Reports from Annie Johnson and Sara Wilson: asked if they should have member of their team give report at next General Assembly because they are not in AAL. Current bylaw language allows non-AAL staff to attend meetings but does not allow non-members to vote or serve on committees. (AAL is governance/assembly of TAUP, AAL owns the bylaws.)
      1. Issue of who gets to vote versus who is present, who is on certain committees. Non-AAL members can attend meeting, membership is different. There is support for opening meeting to others and separating vote.
      2. This is more of a contract issue around eligibility for TAUP membership. Will be considered in contract negotiations this year. Consider how to be more inclusive.
   3. Can TAUP Librarians supervise other TAUP Librarians?
      1. Not actually in the contract, may come from faculty model.
      2. Grievance issue if union has to represent both parties.
      3. Consider language in contract negotiations.

JL 2/21/19

AG 3/13/19