



**Academic Assembly Of Librarians
Steering Committee
Tuesday, October 20, 2020
2:00 PM
Zoom: <https://temple.zoom.us/j/93914634279>**

Attendees

Erin Finnerty, Leanne Finnigan (chair), Joe Lucia, Latanya Jenkins (guest), Sarah Jones, Caitlin Shanley (recording), Emily Toner

Agenda

1. Approve Minutes of September Steering Committee Meeting
 - a. Approved, with one correction (Caitlin will add a list of attendees).
2. Report from Dean of Libraries (Lucia)
 - a. Approval process for new L4 criteria looks to be on track for the December completion deadline
 - b. Updates from the Provost
 - i. Discussion about financial status of the University
 1. TULUP will proceed with “extreme caution” to avoid non-strategic budget cuts
 2. Re: exemptions to the hiring freeze
 - a. The Provost is signaling that faculty hires will be under intense scrutiny
 - b. Open position lines at TULUP will remain open until the University demonstrates greater confidence about revenue and tuition

- i. These vacant lines provide float in the budget, which may shield us from layoffs
 - c. The freeze provides an opportunity for strategic hiring in the future
 - i. In particular, TULUP should be more aggressive when it comes to diversifying our staff
 - ii. TULUP should determine a long-term path forward that integrates greater diversity in hiring
 - d. Joe hopes to have greater clarity on the financial situation in January
 - e. The loss of staff in digitization provides a challenge
 - i. Joe may consider requesting an exemption in this area
- c. Q: Have there been any conversations about staff retention?
 - i. Recent transitions raise the question, “is there a pattern here?”
 - ii. During recent exit interviews, staff described specific reasons for leaving that were related to future opportunities, rather than issues at TULUP
 - iii. There is no reason for alarm, since this is such an abnormal and stressful time
 - iv. Conversations about staffing during difficult times continue
 - 1. Focus on cutting collections rather than staff
 - 2. Multiple conversations on how to increase digitization capacity without hiring new staff
 - v. SC members recommend further conversations and data collection on work culture, morale, and retention

- d. Temple President Search
 - i. Discussion of search process, including how the search might coincide with the University's strategic planning process
- 3. Report from Selection and Appointment Committee (Jenkins)*
 - a. *Note: this agenda item was discussed first, in order to accommodate Latanya's schedule
 - b. Temple is currently in a hiring freeze, so the committee has not been tapped to identify any search committee members
 - c. Greg McKinney will retire in January, and the BSSE unit has identified liaisons to cover his areas until that position is filled
 - i. This position may be considered essential, but Latanya hadn't heard anything about that specifically
 - d. Open AAL positions include:
 - i. Business Librarian
 - 1. Two offers were made, but neither candidate accepted
 - ii. Digital Projects and Services Librarian
 - iii. Digital Projects Librarian
 - iv. Resident Librarian(s)
 - v. Another position in MADS was approved and posted just prior to the hiring freeze, but was taken down before recruitment began
- 4. Preliminary agenda prep for November GA meeting
 - a. Suggestion to reschedule next SC meeting because it is scheduled on Election Day
 - i. Leanne will reschedule

- ii. Q: Should we reschedule the 11/10 GA meeting because it conflicts with the DLF Forum?

- 1. No

- b. L3 to L4 discussion, review of changes

- i. Leanne and Erin will moderate discussion
 - ii. Maybe ad hoc meeting (tomorrow) will generate some potential questions

- 5. Old business

- a. Update on L3 to L4 (Finnerty)

- i. Survey closed for AAL respondents on 10/16
 - ii. Ad hoc committee meeting tomorrow (10/21)
 - iii. Will discuss with membership at large at next GA
 - iv. Joe agreed to extend timeline to give us some additional flexibility

- 6. New business

Adjourned 2:43pm.

JL 10/21/20

LF 11/17/20