



## ACADEMIC ASSEMBLY OF LIBRARIANS

### GENERAL ASSEMBLY

Tuesday, November 09, 2021

2:00 PM

**\*This is an online-only meeting\***

Zoom: <https://temple.zoom.us/j/8788232907>

### Attendees

Adam Shambaugh, Andrea S. Goldstein, Brian Boling, Carla Davis Cunningham, Emily B. Toner, Erin Finnerty, Gabe Galson, Holly Tomren, Jacqueline Sipes, Jasmine Lelis Clark, Jill E. Luedke, Joe Lucia, Josue L Hurtado, Julie E. Randolph, Karen Kohn, Katy Rawdon, Kim Tully, Kristina M. De Voe, Lauri Fennell, Leanne Finnigan, Matt Shoemaker, Matt Ducmanas, Molly R. Larkin, Nancy B. Turner, Olivia Given Castello, Rebecca Lloyd, Sarah C. Jones, Tom Ipri, Vitalina Nova, Will Dean

### Agenda

- I. Approval of Minutes of the [September General Assembly \(GA\) meeting](#) [GAMinutes20210914.pdf]
  - A. Approved
- II. Response to AAL General Membership survey
  - A. Creating Nomination and Elections Working Group
  - B. Soliciting suggestions prior to GA meetings
- III. Incorporating HSL librarians into TAUP union
  - A. Officially incorp Oct 1st
  - B. Assigned rank according to PARA process
    1. Not eligible for merit this initial year, but will be moving forward
      - a) Total number of merit units will go up as a result
    2. Orientation headed by RAL for HSL librarians planned
  - C. Noted that no one from HSL is on the current call

1. Make more of an effort to include them so they can attend this standing meeting
- IV. Open Discussion (some participated via [Jamboard](#), others submitted anonymous comments via GForm)
- A. Plans for flexible / remote work arrangements in Spring Semester
    1. Joe's comments: Central university operation leaving decisions on remote work/staffing in hands of units, schools, colleges because of differences in scenarios "at local level"
      - a) Not a one size fits all approach that can work for everyone
      - b) Assumes TULUP to continue in the spring with changes made thus far for the fall, as fairly as possible. Qualifies that admin wants to allow most flexibility that also allows unit managers have discretion to make changes
        - (1) Q: Is there an effort to solicit feedback in less top-down fashion? A: No.
    2. Clarification from SC that discussion is being brought up here in response to form submission
    3. Is the current arrangement a pilot (as previously stated) and if so, when will that be evaluated?
      - a) Joe: Yes; Richie's reached out to individual managers to get feedback. All feedback was overwhelmingly positive, therefore they've decided they'll continue for academic year, at least.
    4. Equipment issues coming up, space for Zoom meetings when on site to meet virtually
      - a) How can we share strategies for recognizing and remedying shared challenges?
      - b) Question on fully remote workers answered by JL. LTS established this. But there's no policy re: distance and FT remote work
      - c) This topic can't be over-communicated. "No updates" itself is an update. Ex - first that some here have heard of spring semester planning.
  - B. Employee morale at TULUP
    1. Unfilled vacancies
      - a) Performing arts librarian position was filled. Other LRS searches like Business librarian failed search and then there was hiring freeze
    2. Supervisor discretion vs staffing needs determining scheduling is an example of morale
      - a) Managers' opinions weighed heavily
      - b) Varies depending on unit and circumstances
    3. Difficult to ensure that everyone feels heard, but clear from responses that staff wants to share
      - a) Substantial amount of anonymous responses
    4. Presence vs. productivity

- a) JL states that no individual's preference matters more than employer's needs
  - b) The haphazard nature of being in-person begs the question of why staff that doesn't have to be in person is required to commit a particular number of in-office days
- 5. WFH impacts on morale?
  - a) Kaetrena Davis Kendrick writes and provides research on this topic. See <https://kaetrenadaviskendrick.wordpress.com/> and [https://wala.memberclicks.net/assets/Alki/Alki\\_July2021\\_FIN\\_AL.pdf](https://wala.memberclicks.net/assets/Alki/Alki_July2021_FIN_AL.pdf)
- V. Discussion went over allotted time and many attendees dropped off. Meeting adjourned without addressing old or new business.