



**Academic Assembly of Librarians
Steering Committee**

Tuesday, December 14, 2021

9:30 am

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

Attendees

Erin Finnerty (chair), Karen Kohn (guest), Rebecca Lloyd, Caitlin Shanley (recording), Emily Toner

Agenda

1. Approve Minutes of November Steering Committee Meeting
 - a. Approved.
2. Report from Dean of Libraries (Lucia)
 - a. Joe not present.
3. Update from Nomination & Elections working group (Kohn)
 - a. Documents
 - i. [Recommendations](#)
 - ii. [Proposed revisions to bylaws](#)
 - b. Started with problem definition, using design thinking strategies
 - c. Karen reviewed summary documents with SC
 - d. Discussion of proposed changes
 - i. Recommendation to have a conversation about why we serve on committees at January GA meeting agreed upon by group

- ii. Questions about membership, why some staff are de facto members while others have to be voted in

- 1. What are the benefits of membership? It should enfranchise members to vote in elections, but this is unclear in the bylaws

- a. Confusing sentence: *AAL membership shall not entitle the individual to vote on issues or in elections, nor to sit on committees which deal with issues included in the TAUP Collective Bargaining Agreement if the individual is not covered by that agreement. Such membership shall include all other rights, privileges, and responsibilities of AAL memberships.*

- i. Assumption that this language intends to differentiate between the collective bargaining unit and non-TAUP AAL members, but this sentence should be revised for clarity

- ii. SC agrees that all members should have full membership rights, save for PARA/TAUP-specific work

- b. Is there any value to maintaining a status distinction between who has been voted in, and who is a de facto member?

- c. Issues arise because there are both supervisors and supervisees in the group together, but the bylaws indicate that anyone with an advanced library-adjacent degree is a de facto member

- 2. Currently two different membership lists exist, which are not in agreement (one in Google Docs, one on Confluence)

- iii. Many unanswered questions exist in documentation. For instance:
How might a leave of absence impact contract renewal calendar? What is the difference between starting at the beginning of the year and starting mid-year?

- e. Followup items

- i. **Emily will make a recommendation to the Faculty Senate Library Committee chair re: documentation for membership**

4. Update on HSL TAUP orientation (Lloyd)

- a. Not many questions came in
- b. Talked about PARA, Merit, opportunities to get involved
- c. Questions about Merit timeline
 - i. Timing is a bit off for application since they were added in October
- d. Questions about waiting period (4 years) for L4 application
 - i. Why can you go up for other promotions early, but not L4?
 - ii. This decision was a compromise between parties in the L4 criteria revision process

- e. No one opted for an AAL Mentor
- 5. Agenda prep for January GA meeting
 - a. When to send discussion topic and questions request to membership
 - b. Nominations & Elections working group presentation
 - i. Recommendation from Erin: Reserve full January meeting for discussion on committee's recommendations
 - ii. Counter-recommendation: Leave the agenda open, because worst case scenario we get suggestions that we can use for the March meeting
 - 1. Erin has to distribute the agenda immediately upon return from the break (January 4), so it would be simpler to share the committee materials at that time for members' review
 - iii. **Erin will follow up to confirm what is distributed on January 4**
- 6. Old business
- 7. New business

Adjourned at 10:32am.