



**Academic Assembly of Librarians
Steering Committee
Tuesday, May 17, 2021
2:00 pm
Zoom: <https://temple.zoom.us/j/8788232907>**

Attendees

Erin Finnerty (chair), Joe Lucia, Vitalina Nova, Caitlin Shanley (recording), Emily Toner, Nancy Turner (guest)

Agenda

1. Approve [Minutes of April Steering Committee Meeting](#) [SCMinutes20220419.pdf]
 - a. Approved.
2. Report from Dean of Libraries (Lucia)
 - a. Probably will get another budget cut next year due to enrollment
 - i. Library has been consistently taxed during cuts
 - ii. Rolled over funds are taken away at a 65% rate
 - iii. Enrollment not that bad, but still below forecasted
 - b. Designing Libraries conference planning
 - i. Joe has reached out to potential speakers
 - c. Potential candidates are looking strong, based on interview meetings
 - i. Currently filling a lot of vacancies in order to avoid lines being cut
 - ii. Schol Comm position is a priority, also the Science and Engineering librarian

- d. Q: Are there discussions within LLC about making hiring processes more transparent?
 - i. Recruitment Update messages only go to ADC, department heads share at their discretion (inconsistently)
 - ii. Trying to avoid public debates about which positions are most valuable
 - iii. Ultimately these are administrative decisions, but not having a sense of how decisions are made can be frustrating
 - iv. Some hiring decisions are due to catching up after pandemic hiring freeze
- 3. FY23 Merit committee
 - a. In the past, AAL appoints three people and administration appoints three
 - i. Last year, Erin made decisions about who to appoint, as Leanne was on STO
 - ii. **Erin will compile recommendations and follow up with SC offline**
 - b. Explore adding 7th member
 - i. Another member would help alleviate workload, now that there are more TAUP members
 - ii. We cannot do this now, as the six-member setup is included in the Collective Bargaining Agreement
 - c. Editing documents to be gender-neutral
 - i. Would need to do this ASAP in order to get into this year's cycle
 - 1. **Caitlin will work on it this week** (CC Erin, Rebecca, Joe, Richie)

4. Bylaws changes process

- a. The “voting in” change will likely not be approved in September, as there is concern about the feedback process
- b. Issue = how the bylaws change was presented, AND the content of the change
- c. There are also concerns about in-person vs. online meetings and anonymity
- d. There is not a one-size-fits-all solution to this - we should have multiple avenues for providing feedback to accommodate folks on different campuses, those who cannot attend GA meetings, etc.
- e. **Erin will send out a follow up email to discuss this further**
- f. Recommendation from Joe: hold a SC meeting for those who are concerned to discuss this issue

5. GA discussion topic and questions process

- a. Received feedback that language about anonymity (on the form) is unclear
- b. Changes
 - i. Using one form for the entire year, rather than a separate form for each meeting
 - ii. Reword the form language about anonymity to be clearer
 - iii. **Erin will send out a follow up email to discuss this further**

6. Librarians Emeritus update

- a. As of last meeting, we had decided that SC would put together a proposal to Joe and the Provost for someone to be granted emeritus status
- b. Should we form a working group of AAL membership to work on this?

- i. Yes, this seems like a good process
- ii. Would this be an opportunity for non-TAUP librarians to get involved?
 - 1. Emeritus status is not defined in the TAUP contract
- iii. In previous attempts to create this status, staff were told that librarians are not faculty, so are not eligible
- iv. Vitalina and Erin have started compiling other examples in the [working document](#), which the working group can start with
- v. **Erin will send out a follow up email to discuss this further**

7. Old business

- a. Handoff process for new members
 - i. Official transition meeting is June SC meeting
 - ii. Are committee chairs supposed to share folders with incoming chairs?
This would be helpful

8. New business

- a. Katy shared recommendations for improving PARA process, but SC did not all have time to review prior to this meeting
 - i. Document includes both simple and complicated recommendations, so requires further discussion

Adjourned 2:44pm.

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