

Librarians' Association of the University of Waterloo

Annual General Meeting 2009

May 12, 2009, DC Conference Room

Minutes

Present: Kathy Macdonald, Helena Calogeridis, Tim Ireland, Margaret Yuen, Susan Lancsak, Laura Howell, Jane Forgay, Sandra Keys, Agnes Zientarska-Kayko, Nancy Collins, Richard Pinnell, Kathy Szigeti, Jackie Stapleton, Leeanne Romane, Alison Hitchens (secretary), Anne Fullerton (chair), Christine Jewell, Bill Oldfield

Anne welcomed new librarians Kathy S., Agnes K., Laura H., Annie B. and Susan L.

1. Approval of minutes of May 7, 2008. Approved without changes

Motion: Jackie S. Second: Kathy M.

2. Business arising from last AGM

The following business arising can be pursued by the incoming executive:

- Professional development vs. training (being discussed as part of LEH review)
- Transparency in decision making for attending OLA (can be discussed as part of LEH review)
- Question of LAUW membership and Library Executive
- Is the LAUW web linked from the staff web?
- Make sure the issues from the members survey are part of the LEH review

3. No additional agenda

4. Annual reports

Motion to accept the annual reports of the President, Treasurer, Programs Committee and Compensation Committee.

Motion: Anne F. Second: Sandra K.

Discussion points:

- 16 members this year out of a possible 22
- We are falling in the salary rankings: is this due to influx of new librarians?
- Professional development spending has increased but do we know how much is allocated to librarians? The report is for all library staff.
- Do we know how quickly librarians are moving through the ranking and how many librarians are in each rank?
- Programs were very good this year

Action: Compensation Committee ask for break-down of funding to show level of funding for librarians.

Action: Compensation Committee can try to compile information about librarian levels and promotions, perhaps by asking librarians to self-report to the committee.

5. Election of officers and chairs of standing committees 2009/2010

Sandra Keys tabled the report of the nomination committee. There were no further nominations from the floor so the following people were acclaimed:

President: Leeanne Romane

Secretary: Nancy Collins

Treasurer: Susan Lancsak

Programs Committee Chair: Helena Calogieridis

Compensation Committee Chair: Laura Howell

Past-President: Anne Fullerton

The nomination process was clarified for members.

6. Librarian's Employment Handbook review

Members discussed some of the issues raised at the recent meeting with Mark Haslett.

- Research days
 - Overall liked the idea of research days but need to define carefully to not confuse with study leave
 - Different than observational leave because shouldn't need to consult with university librarian
 - Some librarians have been using the observation leave to gain research days. Problem: new librarians may not interpret observational leave as a means to achieve a research day; if maintain status quo then need to explain history of LEH negotiations to new librarians and how to interpret the LEH
 - LAUW should make sure that a librarian sits down with new librarians
 - Librarians can test their ability to take research time; it is in the job description
 - Give yourself permission to do professional development and see what happens
 - Encourage/mentor new librarians
- Requirements for librarian level 6
 - The question was raised about the ability to reach level 6 without research/scholarship and evidence of contributions outside of UW/TUG
 - You can be an expert in your field through committee work and conferences
- LEH review committee

- The group discussed who would be representing librarians on the LEH review committee and what issues needs to be investigated
- Librarians need to let committee members know about our current activities and opportunities we have taken in the past. For example, what conferences we have attended, whether we have taken "research days", what leaves we have applied for, etc.

Action: Leeanne will send an e-mail out to librarians requesting:

- Volunteers for the LEH committee
- Self-reporting of USG levels, leaves, activities etc.

Meeting adjourned: 1:20 p.m.

[Sandra Keys](#)

Secretary, LAUW

May 20, 2010