

**Librarians' Association of the University of Waterloo (LAUW)
Annual General Meeting**

**May 10, 2013
12:00pm-1:00pm
DC 1368**

MINUTES

Present: Jane Britton, Helena Calogeridis, Nancy Collins, Marian Davies, Jane Forgay, Meredith Fischer, Shannon Gordon, Jennifer Haas, Alison Hitchens, Rebecca Hutchinson, Tim Ireland, Christine Jewell, Sandra Keys, Zsuzsanna Lancsak, Kathy MacDonald, Rachel McNeil, Doug Morton, Kathy Szigeti, Margaret Yuen, Agnes Zientarska-Kayko

Guest: Alexandra Dobre

1. Approval of the Minutes of 2012 AGM held May 4, 2012

Minutes were approved with minor corrections.

2. Business Arising

Archiving Project: Sandra Keys updated on progress. A couple of meetings were held and some documents were circulated for background information and consideration. The primary goal is to put together a Best Practices Guide (what to archive, for how long, format, etc.).

3. Appointment of Scrutineers

Jane Forgay moved that Margaret Yuen and Doug Morton be appointed as scrutineers should such be required. Seconded by Tim Ireland. Carried.

4. Additional Agenda

There were no additional agenda items.

5. Annual Reports

Jane Forgay proposed first considering all Reports except Compensation as a whole.

Jane Forgay moved the receipt of all Reports except Compensation as printed. Seconded by Helena Calogeridis. Carried. Open for discussion.

a. President

It was noted that the academic status work had been worthwhile.

b. Treasurer

No discussion.

c. Programs Committee

Nancy Collins highlighted the TUG Conference, noting that feedback was overwhelmingly positive and that it was funded by the Library Office. The 2013 Planning Committee will be meeting shortly to debrief. Early discussion is suggesting that there will be a rotation amongst the institutions for hosting/organizing. Jane Forgay thanked Nancy. Applause all around.

d. FAUW Rep

No discussion.

e. SWEC Rep

No discussion.

Jane Forgay moved the acceptance of all Reports except Compensation as printed. Seconded by Alison Hitchens. Carried.

Jane Forgay moved the receipt of the Compensation Report as printed. Seconded by Kathy Szigeti. Carried. Open for discussion.

Kathy Szigeti thanked Shannon Gordon and Rachel McNeil for their assistance. She noted that each reporting association has their own method of reporting which leads to disparate results. Jane Forgay noted that despite the disparity, it is a good record.

Kathy Szigeti mentioned that she included CARL statistics regarding reference statistics, etc. in this year's Report.

Jane Forgay noted that Appendix B (list of books ordered using Professional Development acquisitions fund) interest. Sandra Keys noted that a group will be looking at how to make these items discoverable following the mention that they are not in the catalogue.

Margaret Yuen asked where does the information go as much of it has workload implications (e.g., student/librarian ratio, number of non-administrative librarians, etc.).

Jane Forgay moved the acceptance of the Compensation Report as printed. Seconded by Kathy Szigeti. Carried.

6. Election of Officers and Chairs of Standing Committees for 2013/2014

Jane Forgay moved the receipt of the Nominating Committee Report. Seconded by Alison Hitchens.

Jane Forgay asked if there were any nominations from the floor. There being none, the Slate as put forward by the Nominating Committee was acclaimed.

Jane Forgay thanked Tim Ireland and Zsuzsanna Lancsak for their time on LAUW Exec.

7. 2013/2014 – ideas?

- Next actions on academic status
 - Connection between compensation and academic status should be looked at
 - Building capacities for a stronger case of academic status
 - How we can create a culture of research/support of research
 - Research Day, brown bag talks, here's what librarians are doing, bouncing ideas off others, previewing conference presentations
 - Trying to create culture with Library Exec re research/support of research
 - Training/sessions on the process of doing research; series of sessions on research process
 - FAUW blog – we can arrange for a post (liaison: Christine Jewell)
 - Some blog postings will be in the print version; Jane Forgay and Christine Jewell will be working on a short article
 - Need to make sure that we're heard
 - Raising the profile of librarians on campus
 - Exploring connections with other libraries (e.g., encourage another TUG Conference)
 - Explore different ways of collecting items for the Accomplishments Page
 - Someone to talk with people every once in awhile; personal contact
 - Encourage people to take advantage of L2L (Librarian 2 Librarian)
 - Look at what other libraries do in terms of formal mentoring

8. Adjournment

The meeting was adjourned at 12:45pm



*Treasurer's Report
2013-2014*

Membership:

This fiscal year there were 28 people eligible for LAUW membership in accordance with LAUW Constitution, Article IV: Membership¹. The number of paying members was 19; three people were eligible for complimentary membership². See *Attachment* at the end of the report.

Statements:

Expenditures (as of April 25, 2014):	\$622.43
Membership dues (as of April 25, 2014):	\$660.00 ³
Service charge (as of April 25, 2014)	\$4.90

LAUW bank account balance

Bank balance (as of May 2, 2013):	\$940.69
Bank balance (as of April 25, 2014):	\$973.36
Membership share balance (as of April 23, 2014):	\$5.00

All the invoices, checks, receipts, bank transaction records, and printouts are available from the Treasurer.

Submitted by

Agnes Zientarska-Kayko

LAUW Treasurer, 2013-2014

¹ <http://www.lib.uwaterloo.ca/lauw/Constitution.html#membership>

² By tradition first year librarians are eligible for complimentary membership

³ Three members paid 2014/15 membership dues

2013-2014 LAUW Programs Committee Chair Report

Submitted by Shannon Gordon, April 24, 2014

It has been a busy and productive year with LAUW Programs! Highlights include [LAUW Talks](#), [LAUW Journal Club](#), [LAUW Research Community](#), and the [LAUW Research Road Trip](#).

LAUW Talks

Diverse topics, insightful and talented speakers, and strong attendance has made the past year of LAUW Talks a success. We have been a lucky group to have our colleagues share their expertise with us: Annie Bélanger, Pascal Calarco, Anne Fullerton, and Alison Hitchens. Thank you to each of you! As well, speakers external to our Library include: Dr. Tim Kenyon, Dr. Pam McKenzie, Dr. Maureen Nummelin, Laura Banfield, Catherine Newell Kelly, and Gina Matesic. We are fortunate to work with people who are able and interested in being involved this way, and to offer expertise on:

- Research measures and rankings
- Library collegiality
- Librarian research activities
- The ethics review process
- Project management
- Taking a massive online course (MOOC)
- Study leave reflections
- Strategic planning
- Academic status

A survey distributed to librarians provided positive feedback on our speakers:

- "The breadth of topics was great. I think this eclectic (but still highly relevant) mix has elevated our collective understanding of academic processes. As a result, we are better librarians/library staff for attending."
- "Felt a sense of belonging with fellow comrades. That was inspiring!"
- "Pam McKenzie's talk was especially helpful in breaking down the research process and clarifying difference between the research problem and the individual questions!"

Upcoming LAUW Talk: Annie is giving 'Introduction to project management' in May: (Part A) 10:00 – 11:30, Thursday, May 22, 2014, and (Part B) 10:00 – 11:30, Wednesday, May 28, 2014. As always, we hope you can join in DC1568.

Moving Forward: Several fantastic talk ideas have been brought forward, and will be shared with the new LAUW Programs Committee Chair. These ideas include:

- Approaching faculty to discuss their work; digital humanities is one example of this.
- How Special Collections can collaborate with liaison librarians.
- Inviting the new Director of Equity to discuss their role.

- A workshop similar to [Research by design: proposing, planning and carrying out a research project for the practising librarian](#), and designed for academic librarians.
- Inviting someone from FAUW to speak on academic status, academic freedom, and/or what our group would look like as librarians with academic status.

LAUW Journal Club

During the past year, 9 meet-ups of the LAUW Journal Club have taken place to discuss ideas and themes such as:

- Doing research as academic librarians – July
- Observational use of the academic library – August
- Library's role in supporting faculty research – September
- Altmetrics and new research impact metrics – October
- The role of individual research consultations – November
- E-book literacy and use by undergraduate students – January
- Library use, academic achievement, and retention of first year students – February
- Long term impact of one-shot instruction – March
- Studying in informal learning spaces – April

A change to the LAUW Journal Club includes meeting at the Grad House which has been well received. Another change includes having two people coordinate this LAUW initiative: special thanks to Rebecca Hutchinson who has played an invaluable role in coordinating this activity over the past year.

Interest was recently expressed in topics such as scholarly communication, institutional repositories, open access, journal publishing, digital preservation and curation, research data management, accessibility, library website redesign, search and discovery layers, and analytics. This is a terrific idea, and future article votes will be sure to keep these topics in mind. Please continue to share your article suggestions as this is a great way to ensure that various areas of interest are represented!

LAUW Research Community

A new initiative, the LAUW Research Community was established to foster a research culture for librarians, and to support anyone curious of, or interested in, conducting original research. Informal meet-ups took place in August, November, December, and March, to discuss:

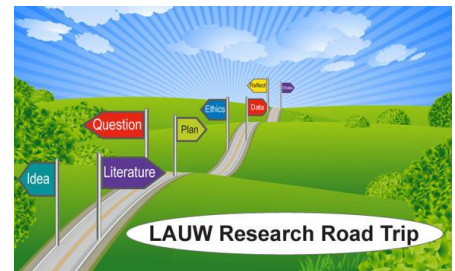
- What do you envision for a LAUW Research Community?
- Local reflections on the CARL Librarians' Research Institute (LRI)
- The librarian self as researcher
- Launch of the LAUW Research Road Trip

Thanks to everyone who has attended the LAUW Research Community gatherings, and many thanks to Anne and Kathy MacDonald for sharing their experience attending the CARL LRI.

LAUW Research Road Trip

During LAUW Research Community meet-ups, interest was expressed in taking the research conversation forward to explore *doing* research, and this inspired creation of the LAUW Research Road Trip. The goal is to provide a basic structure where interested librarians can participate in research communities to explore a small scale research project, and then decide how/if to disseminate their findings. Our hope is that this will be a simple way to participate in the research process and explore original research on a small scale.

In March, eight of us got together to brainstorm a variety of research ideas that this initiative could explore. A sticky note brainstorming exercise really got the ideas flowing! The next step is to reconvene to further explore these ideas and to generate possible research questions. Please stay tuned for continued updates on this initiative.



Thank you so much to everyone who has expressed interest in this, to Sandra Keys for offering her data and statistical expertise to the project, and to Nancy Collins for teaming up.

*Thank you to everyone who has supported
LAUW Programs' activities during the past year!*

Librarians’ Association of the University of Waterloo (LAUW) Compensation Committee Report Fiscal Year 2013/2014

Submitted by Laura Bredahl and Kathy Szigeti (Chair)

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Introduction

The survey data used in this report was collected from the University of Waterloo Library and 3 associations: Canadian Association of Research Libraries (CARL); Association of Research Libraries (ARL); and, the Canadian Association of University Teachers (CAUT). In the past this report has included Ontario Council of University Libraries (OCUL) data but since OCUL uses CARL data, there will not be a separate OCUL section. Please note that like data have not been collected by the Associations, for example, the inclusion or exclusion of administrators' stipends in salary surveys, or a common definition of "professional". This non-homogeneity should be taken into account when interpreting the data. Since the definitions of the data and variables are not always known, and the report writers are not statisticians, we are using *years of experience* to try to bring some homogeneity to the salary comparisons. All salary values are in Canadian dollars.

At the University of Waterloo, where librarians are part of staff, there was a staff wage freeze in 2011 and 3% increases in 2012, 2013 and 2014. (University of Waterloo, 2010)

CARL Salary Data 2011 – 2012

CARL is a Canadian organization representing large research libraries, including some federal institutions. The data used in this report are the most current published, and are for 29 university libraries. They include salary data for several groups: non-administrative librarians; administrative librarians; and, all professionals. The "all professional" group is comprised of those regarded as professionals but not requiring a professional library degree. Waterloo has included the following positions in that group: Head, Cataloguing; Head, Circulation Services; Head, Library Technology & Facilities Services; Director, Organizational Services; and, Systems Administrator and Analyst.

Waterloo librarians and professional staff are earning less than our provincial counterparts. In Ontario, the average salary for non-administrative librarians is \$89,598 with an average of 14.3 years' experience. At Waterloo their average salary is \$77,775 with 16.3 years' experience. For administrative librarians, the provincial average salary is \$110,985 with 22.3 years' experience and for Waterloo it is \$96,577 with 22.6 years' experience. Provincially, all professionals earn an average of \$93,468 with 17.1 years' experience and at Waterloo they earn an average salary of \$83,354 with an average of 18.4 years' experience. Hiring new professionals would lower both average salaries and experience, therefore new hires can't account for Waterloo's lower salaries since experience remains high.

Table 1 shows a regional and national breakdown of average salaries and average experience for administrative and non-administrative librarians versus Waterloo. Tables 2 and 3 show salaries at Ontario CARL universities for non-administrative and administrative librarians, respectively.

Table 1 CARL 2011 – 2012 Regional Experience & Salary Comparisons

Institution	Average Years of Experience		Average Salary \$	
	Non-admin	Admin	Non-admin	Admin
BC Provincial Average	16.0	23.6	82896	105863
Prairie Provinces Regional Average	15.0	21.5	87852	114146
ON Provincial Average	14.3	22.3	89598	110985
QC Provincial Average	13.2	16.8	63880	94063
Maritime Regional Average	14.4	22.2	81497	100375
National Average	14.4	21.4	81770	106436
Waterloo	16.3	22.6	77775	96577

Table 2 CARL 2011 – 2012 Ontario Universities

Non-administrative librarians		
Institution	Avg Yrs Exp	Avg Salary \$
York	11.9	107468
Brock	18.3	102876
Windsor	19.3	102226
Carleton	17.8	102157
Queen's	18.1	96062
Guelph	15.2	90894
Toronto (2009 data)	13.3	88456
Ryerson	16.6	85584
Ottawa	14.4	81335
Waterloo	16.3	77775
Western Ontario	11.1	74027
McMaster	10.9	73146

Table 3 CARL 2011 – 2012 Ontario Universities

Administrative librarians		
Institution	Avg Yrs Exp	Avg Salary \$
York	26.4	136240
Carleton	27.7	126527
Toronto (2009 data)	24.7	126047
Queen's	24.7	122176
Windsor	24.6	118211
Brock	17.1	112685
Ryerson	19.5	107242
Ottawa	21.9	103233
McMaster	20.1	100462
Guelph	20.6	97772
Waterloo	22.6	96577
Western Ontario	16.7	84420

ARL Annual Salary Survey 2012 – 2013

The ARL salary survey reports data for all professional staff working in ARL libraries, representing libraries that serve major U.S. and Canadian research institutions. This document reports on the 16 Canadian ARL libraries only. The data exclude law and medical libraries.

Inflation Effects

For 2012 – 2013, median salaries surpassed inflation by 0.5%: the Consumer Price Index increased 1.3% while median salaries increased by 1.8%. Median salaries in Canadian ARL

libraries have kept equal to or ahead of inflation since 1984 – 1985, except in 2009 – 2010, when purchasing power dipped by -0.9% (ARL Salary Survey 2012-2013 Final, 2013).

Salaries

The ARL salary survey shows that Waterloo librarians earn less than the Canadian ARL average. For 2012 – 2013, the average Canadian salary was \$90,175 compared with \$86,108 for Waterloo. Waterloo average experience is 18.2 years and Canadian ARL average is 16.8 years. These averages include Directors. The amount of experience between the national average and Waterloo are similar, so is therefore not an explanation of the lower salary.

54% of Canadian ARL librarians have 15 years of experience or less.

Figure 1 is a chart comparing the average salaries all the Canadian ARL institutions. It shows how Waterloo ranks closer to the bottom of the salary amounts.

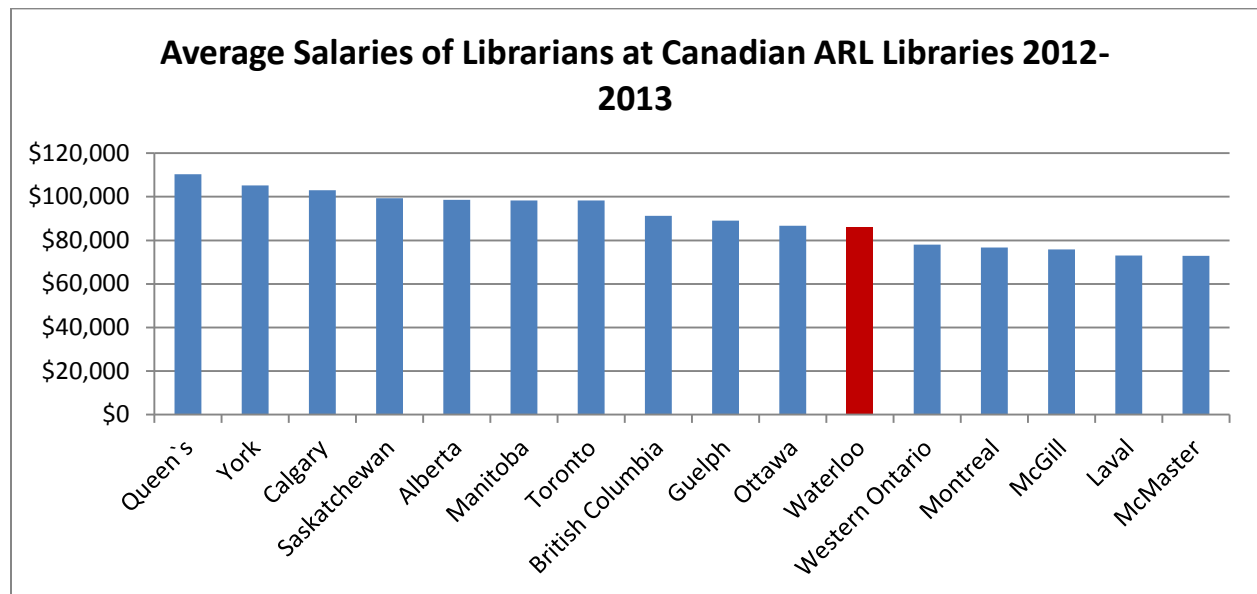


Figure 1

Women's salaries continue to be less than that of men. For 2011 – 2012, the average salary for women was \$89,008 and \$91,790 for men. For 2012 – 2013, the average salary for women was \$90,419, and \$93,339 for men. Years of experience, approximately 16, for both genders are about the same, so increased experience does not explain the higher salaries of men.

CAUT 2011 – 2012

CAUT Librarian Salary and Academic Status Survey is a biennial survey of academic and professional librarians working in Canadian universities and colleges at which there are CAUT-affiliated member associations.

Both administrative and non-administrative librarians are included in the survey where it is determined that they are members of the same association or part of the same academic rank structure. In some cases, data regarding administrative librarians have been removed where it is determined that they are out-of-scope¹. In the case of Ontario, Waterloo and McMaster University were deemed out of scope, which means data for their administrators are not included.

CAUT data shows that males (except in the East), have higher mean salaries than females. Nationally, males earn \$92,308 while females earn \$90,158. Table 4 provides more information, including Ontario means. Appendix A has the CAUT salary breakdowns by sex and region.

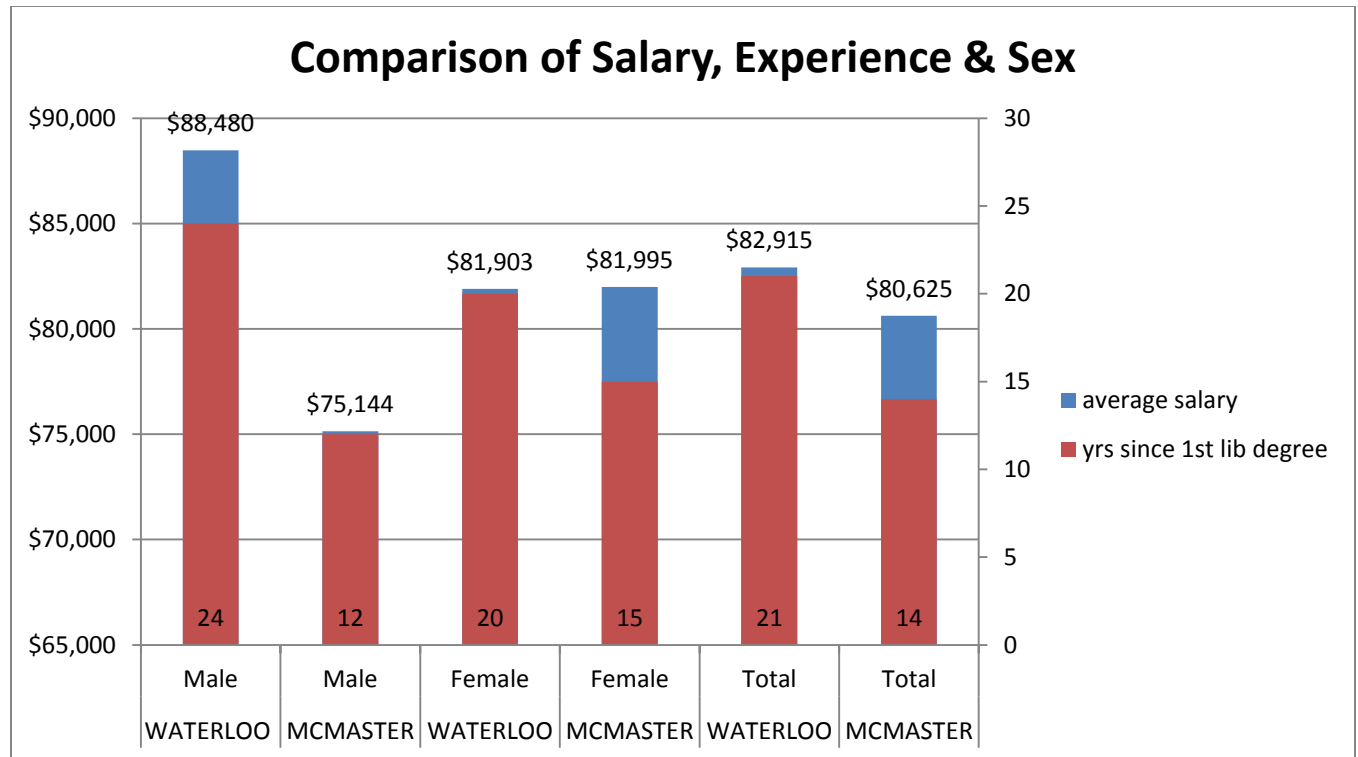
Table 4 CAUT Average Salaries for Males & Females. (Includes colleges & universities and excludes out-of-scope libraries.)

Region	Mean Salaries		
	Male	Female	Total
Ontario	99231	93945	95287
Canada	92308	90158	90526

Since Waterloo and McMaster have similar data, we will compare the salaries and experience against both sexes at these institutions. The males at Waterloo, with 24 years of experience, earn about \$88,000 per year while the males at McMaster earn about \$75,000, with 12 years' experience. The females at both institutions have an average salary of about \$81,900 but at Waterloo they have 20 years' experience and 15 years' experience at McMaster. See Table 5 for detailed salary data.

¹ Data records for administrative librarians were removed for Acadia University, Concordia University College, University of Waterloo and McMaster University because they were out of scope.

Table 5 CAUT 2011 – 2012 Non-administrative Librarians



Conclusion

The salary surveys show that Waterloo librarians earn, on average, less than the majority of their counterparts.

Professional Development Funding at UWaterloo

In fiscal year 2012/2013, the total expense for professional development titles purchased by Acquisitions was \$1,468. For 2011/2012, it was \$1,272.

For fiscal year 2012/2013, travel funding for librarians, excluding the University Librarian, to attend conferences, seminars and the like, was \$46,167. It is not clear if this includes Administrative funding, that is, the funding for attendance at events understood to be required as a function of one’s job responsibilities. For 2011/2012 travel funding was \$46,483 and \$39,548 for 2010/2011. Due to budgetary restraints, a cap has been placed on librarian professional development travel funding since fiscal year 2008/2009.

Works Cited

- ARL Salary Survey 2012-2013 Final*. (2013). Retrieved Mar 24, 2014, from ARL Salary Survey 2012-2013 : <http://publications.arl.org/ARL-Annual-Salary-Survey-2012-2013>
- CARL Statistics*. (2013). Retrieved Mar 24, 2014, from CARL Statistics. Statistical Survey of Canadian University Libraries. : <http://carl-abrc.ca/en/research-libraries/statistics-measures.html>
- CAUT*. (2012). Retrieved Mar 24, 2014, from CAUT/ACPPU. Librarian Salary & Academic Status Survey. Part I — Salaries, Salary Scale and Academic Status. : <http://www.caut.ca/>
- University of Waterloo*. (2010, Dec 6). Retrieved March 30, 2014, from Daily Bulletin: <http://www.bulletin.uwaterloo.ca/2010/dec/06mo.html>

Appendix A

CAUT Salary Breakdowns by Sex and Region

Data records for administrative librarians were removed from the data for Acadia University, Concordia University College, University of Waterloo and McMaster University because they were out of scope.

TABLE 3 / TABLEAU 3 - 2011-2012

LIBRARIAN SALARIES BY REGION AND SEX
SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS LA RÉGION ET LE SEXE

REGION/RÉGION SEX/SEXE	NR ND	TOTAL	REGION/RÉGION SEX/SEXE	NR ND	TOTAL
EAST/EST			QUEBEC/QUÉBEC		
Male	Count	0	Male	Count	0
	Mean	\$82,560		Mean	\$79,030
	Median	\$80,148		Median	\$73,340
Female	Count	0	Female	Count	5
	Mean	\$86,544		Mean	\$76,492
	Median	\$84,479		Median	\$71,214
Total	Count	2	Total	Count	5
	Mean	\$84,926		Mean	\$77,263
	Median	\$83,000		Median	\$72,137
ONTARIO			WEST/OUEST		
Male	Count	0	Male	Count	4
	Mean	\$99,231		Mean	\$92,260
	Median	\$99,061		Median	\$88,292
Female	Count	5	Female	Count	5
	Mean	\$93,945		Mean	\$90,060
	Median	\$91,897		Median	\$85,000
Total	Count	5	Total	Count	12
	Mean	\$95,287		Mean	\$90,540
	Median	\$94,097		Median	\$86,455
CANADA					
Male	Count	4			
	Mean	\$92,308			
	Median	\$89,903			
Female	Count	15			
	Mean	\$90,158			
	Median	\$87,397			
Total	Count	24			
	Mean	\$90,526			
	Median	\$87,690			

NR Not reported: Records where salary was not reported are counted by sex and tabulated in the NR column. Records where sex is not reported are added to the total NR count

Librarian's Association of University of Waterloo
FAUW Representative Report
May 2014

It has been a pleasure to serve as LAUW's Representative to FAUW. As FAUW representative, I served on the Council of Representatives and I served as the LAUW Official Visitor to the FAUW Board of Directors. The FAUW Board meets bi-weekly.

The FAUW Board continues to voice support for inclusion of librarians in their Memorandum of Agreement. The item "Librarians: representation and status" is welcome on the Board's agenda any time and the Board welcomes additional information as it comes available.

My contributions to the Board included serving as facilitator for their Subcommittee on Communications.

The FAUW Subcommittee on Communications was formed in the fall of 2012. It is an informal committee rather than a standing committee with the mandate to facilitate and strengthen FAUW communications in order to reach out more successfully to FAUW members.

The subcommittee's initiatives include the FAUW Blog, a Twitter feed, and a Facebook and Google+ account. I urge LAUW members to follow FAUW in one or more of these channels.

Blog: <http://fauwaterloo.blogspot.ca/>

Twitter: <http://fauwaterloo.blogspot.ca/>

Facebook: <https://www.facebook.com/FAUWaterloo>

Google+: <https://uwaterloo.ca/faculty-association/>

The Communications subcommittee produces and posts videos that present FAUW members' personal perspectives on their respective roles vis-à-vis the Association or professional service. To date, we can hear Carla Fehr discuss what SWEC is and their role on campus and David Porreca discuss some of the triumphs and some of the trials of being president of FAUW.

Submitted by Christine Jewell, FAUW Representative for LAUW,
May 2, 2014

**Librarians' Association of the University of Waterloo
Status of Women & Equity Committee (SWEC) Report
Annual General Meeting
May 2, 2014**

It has been a pleasure to serve on the Status of Women and Equity Committee. Serving on the committee for over two years has given me a wider appreciation of the breadth of issues, and the importance of the various contributions made by all members.

SWEC is part of FAUW, the Faculty Association University of Waterloo.

Below is an excerpt from the *Faculty Association of the University of Waterloo Constitution*, Section 20. Committees:

Status of Women & Equity

A committee concerned with matters related to the status of women, and with broader equity issues such as those arising from gender, ethnicity, race, sexual orientation, disability, religion, age, or gender identity. The committee engages in educational and advocacy activities as appropriate and liaises with other related committees on the University, OCUFA and CAUT.

Membership from September 2013 – June 2014:

- Carla Fehr (Philosophy), Chair
- Ariel Chan (Chemical Engineering)
- Dan Brown (Computer Science)
- Melanie Campbell (Physics & Astronomy)
- Marian Davies (Library)
- Shannon Dea (Philosophy) (Sabbatical)
- Jay Dolmage (English Language & Literature)
- Fraser Easton (English Language & Literature)
- Natalie Hutchings (School of Optometry)
- Tracy Penny Light (St. Jerome's University)
- Diana Parry (Recreation and Leisure Studies) (Sabbatical)
- Kathleen Rybczynski (Economics)
- Cynthia Struthers (SJU/Math)
- Beth Weckman (Mechanical & Mechatronics Engineering)

Support Staff:

Pat Moore (Administrative Officer)

Carrie Lyn Hunting (Administrative Officer)

Serving on the Status of Women & Equity Committee (SWEC) entails:

- Attending monthly meetings from September through June
- Contributing to one or more subcommittees
- Providing feedback on issues and initiatives in meetings and via email as they arise

The Status of Women & Equity Committee's Role

Pursuant to its mandate, the Status of Women & Equity Committee:

- Maintains a watching brief for Faculty Association of the University of Waterloo (FAUW) on issues related to equity.
- Develops policy positions pertaining thereto.
- Actively supports research focused on issues related to equity.
- Promotes equity through activities such as organizing speaker series, hosting social events, and developing information networks.
- Monitors the University's progress toward equitable hiring and its treatment of faculty through collecting published information and surveying and reporting faculty viewpoints.
- Provides active assistance to the FAUW Board and committees at their request when specific cases or situations involve issues of equity and/or gender.
- Reports to the FAUW Board bi-yearly on its activities.
- Serves as a liaison with other relevant committees at the University of Waterloo and the OCUFA and CAUT Status of Women and Equity Committees.

Recent Activities

SWEC continues to play an active role within the university community. Examples include:

- Awarding the annual Equity and Inclusion Award, which recognizes an individual or unit whose actions have demonstrated an exemplary commitment to improving equity, inclusivity, and diversity at the University of Waterloo
 - The 2013 Award was given to Wi, Women in Engineering
- Contributing to the report "Striking the right balance: Pathways to happier and more productive faculty members at the University of Waterloo"
- Creating awareness and contributing to areas that include: Women's Studies, accessibility on campus, equity issues, student services, and administration initiatives, for example, the new scheduling model
- Developing a logo for SWEC

**Librarians' Association of the University of Waterloo
Nominating Committee**

Report

The LAUW Nominating Committee is pleased to present the following slate of candidates for the 2014/2015 LAUW Executive Committee. In accordance with the LAUW constitution, the election will be by majority vote at the AGM to be held at noon, May 2, 2014, following a call for additional nominations from the floor.

President:	Nancy Collins
Treasurer:	Agnes Zientarska-Kayko
Secretary:	Jessica Blackwell
Chair, Programs Committee:	Rachel McNeil
Chair, Compensation Committee:	Kathy Szigeti
FAUW Board representative (2 year term):	Shannon Gordon

Respectfully submitted by the Nominating Committee:

Susan Lancsak
Jane Forgay

April 25, 2014