

Agenda for LAUW AGM on May 10, 2016, 12:00, Davis Conference Room

1. Approval of the minutes of the Annual General Meeting on May 8, 2015
2. Business arising
3. Appointment of scrutineers
4. Additional agenda
5. Annual reports
 - a. President
 - b. Treasurer
 - c. Programs committee
 - d. Compensation committee
 - e. FAUW representative
 - f. SWEC representative
6. Membership fees
7. Election of officers and chairs of standing committees for 2016/2017
8. Ideas for 2016/2017

LAUW Compensation Committee Report: Fiscal Year 2015-2016

Submitted by Kathy Szigeti (Chair) and Rebecca Hutchinson (Research, Analysis & Writing)

Notes

- All salaries are expressed in Canadian dollars
- Canadian Association of University Teachers (CAUT)
 - 2013-2014 statistics
 - Based on representation unit
- Canadian Association of Research Libraries (CARL)
 - 2012-2013 Statistics/ 2013-2014 Salaries
 - Includes stipends
 - Non administrative librarians, administrative librarians, other professionals
- Association of Research Libraries (ARL)
 - 2014-2015 statistics
 - Librarians and other professionals

ARL

- Alberta*
- British Columbia*
- Calgary*
- Guelph
- Laval*
- Manitoba*
- McGill*
- McMaster*
- Montréal*
- Ottawa*

- Queen's*
- Saskatchewan*
- Toronto*
- Waterloo*
- Western Ontario*
- York
- *=U15

- Alberta
- British Columbia
- Brock
- Calgary
- Carleton
- Concordia
- Dalhousie*
- Guelph
- Laval
- Manitoba

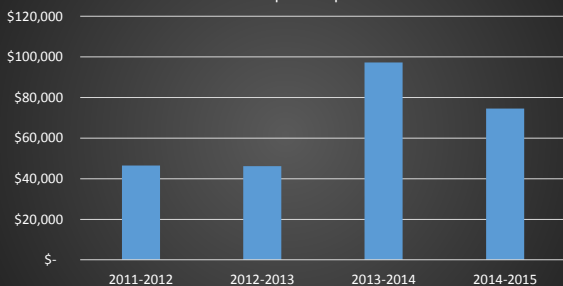
CARL

- McGill
- McMaster
- Memorial
- Montréal
- New Brunswick
- Ottawa
- Québec
- Queen's
- Regina
- Ryerson

- Saskatchewan
- Sherbrooke
- Simon Fraser
- Toronto
- Victoria
- Waterloo
- Western Ontario
- Windsor
- York

At Waterloo

UW Professional Development Spend on Librarians



Waterloo materials purchased for professional development/research 2014-2015

- Assessing liaison librarians: documenting impact for positive change
- Beyond bibliometrics: harnessing multidimensional indicators of scholarly impact
- Canadian Press caps and spelling (4 copies)
- Canadian Press stylebook: a guide for writers and editors (4 copies)
- Change by design: how design thinking transforms organizations and inspires innovation
- Communicating professionally: a how-to-do-it manual
- Continuing professional development: pathways to leadership in the library and information world
- Creative confidence: unleashing the creative potential within us all
- Design of business: why design thinking is the next competitive advantage
- How to start an undergraduate research journal
- Literature of geography: a guide to its organisation and use
- Little, Brown compact handbook
- Managing and sharing research data: a guide to good practice
- Mapping in the cloud
- Memory Jogger II: tools for continuous improvement and effective planning
- Metaliteracy: reinventing information literacy to empower learners
- MLA handbook for writers of research papers
- One-shot library instruction survival guide
- Portal [electronic resource]: libraries and the academy (2 copies)
- RDA and cartographic resources
- RDA and serials cataloging
- Research data management: practical strategies for information professionals
- Rethinking collection development and management
- Short guide to writing about art
- Short guide to writing about film
- SPCC kit / Systems and Procedures Exchanges Center
- Village effect: how face-to-face contact can make us healthier and happier (2 copies)
- Writing essays about literature: a brief guide for university and college students

Salary Increases at Waterloo

Staff salary adjustments
as per contract time periods:

- 2010: 0%
- 2011: 0%
- 2012: 3%
- 2013: 3%
- 2014: 3%
- 2015: 1.95%
- 2016: 1.95%
- 2017: 1.5%



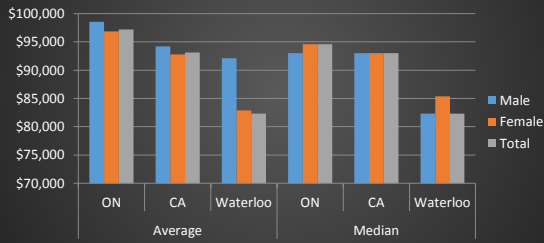
Faculty salary adjustments
as per contract time periods:

- 2010: 0%
- 2011: 0%
- 2012: 3%
- 2013: 3%
- 2014: 3%
- 2015: 1.95%
- 2016: 1.95%
- 2017: 1.5%

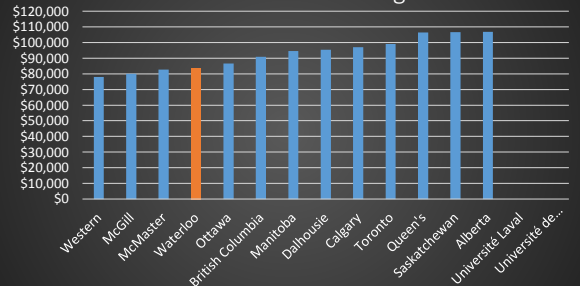
Adjusted May 1st - read 2016 as 2016-2017 etc.

Average Salaries

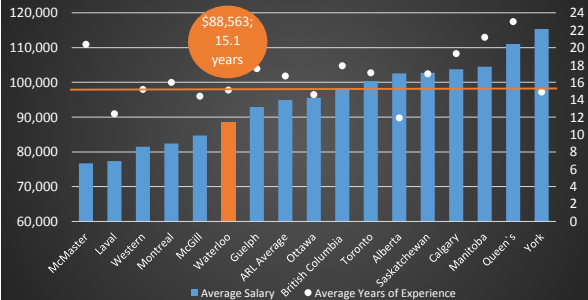
CAUT 2013-2014: Salaries by Region and Sex



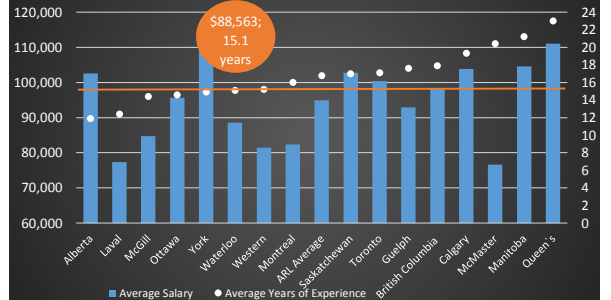
CAUT 2013-2014: U15 Average Salaries

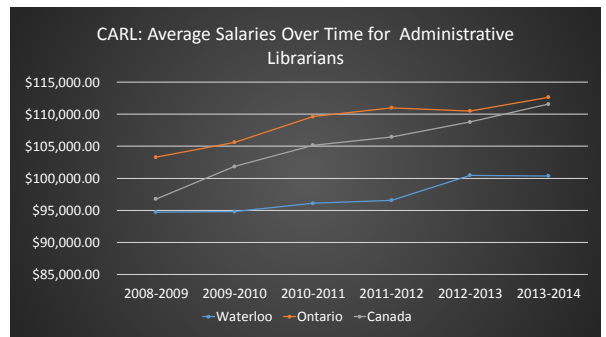
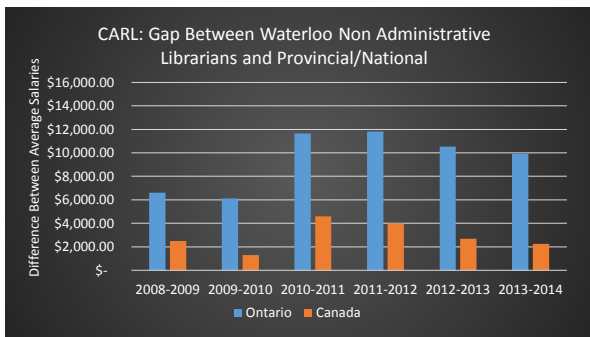
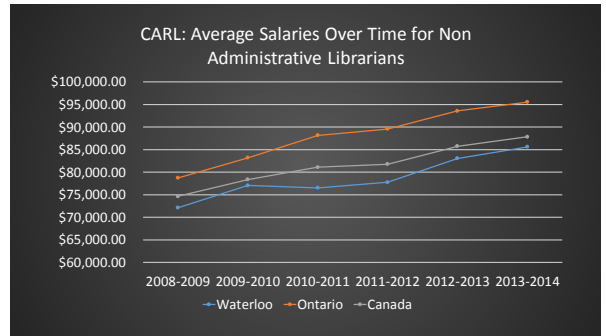
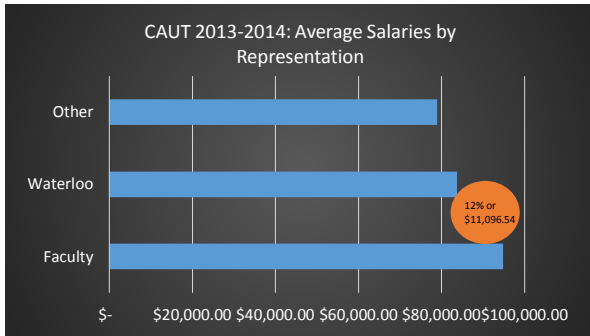
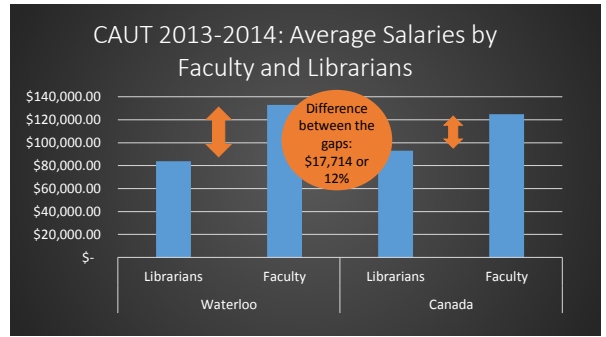
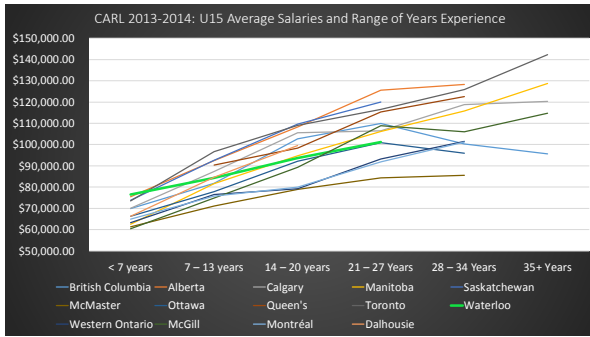


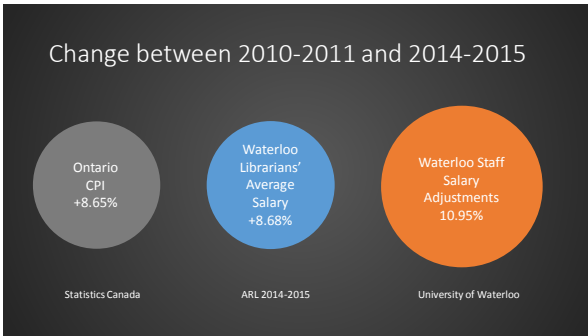
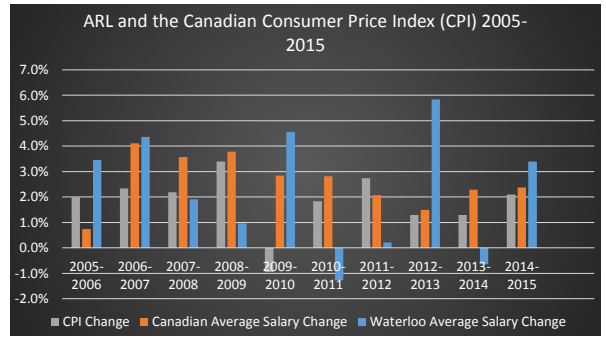
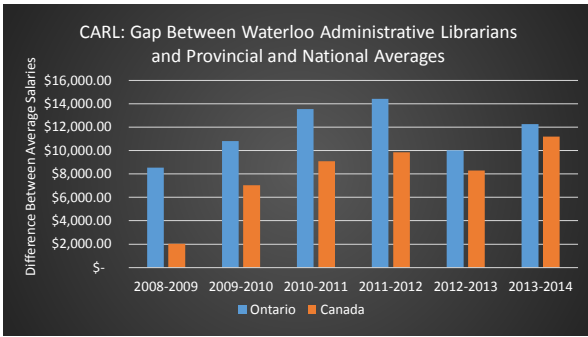
ARL 2014-2015: Average Salaries and Years Experience



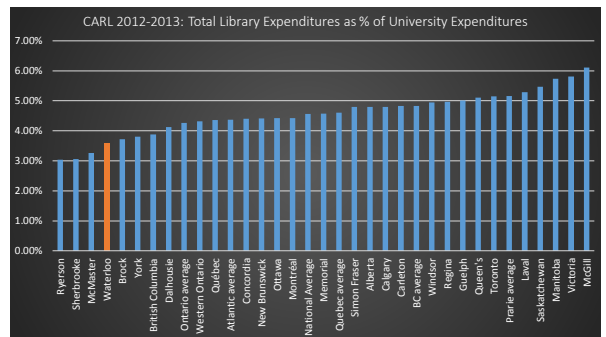
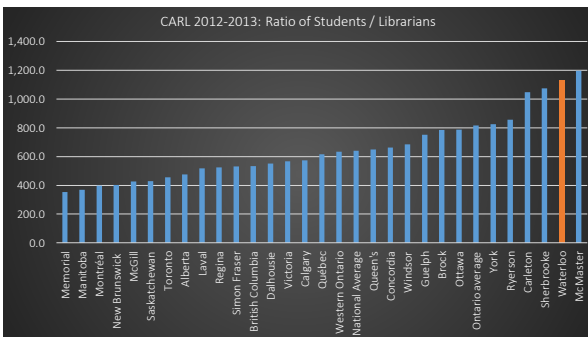
ARL 2014-2015: Average Salaries and Years Experience







The Library within the Institution



Conclusions I

- Waterloo is at the low end of the spectrum in terms of average salary when compared to peers
 - When average salary is compared within the years of experience lens, Waterloo moves closer to the middle. Therefore, to a degree, the lower salaries are justified
 - 11/16 for average salary; 11/16 for aver years of experience
 - However, when the range of years of experience is considered, we learn that Waterloo is competitive at starting salaries, but fall behind at mid career salaries
- There is an ongoing gap between Waterloo's average salary and the provincial and national averages
 - Gap between Waterloo's and Ontario's average ranges from ~\$6 000 to ~\$14 000
- Librarians at institutions where they are represented by faculty have an average salary that is 12% higher than Waterloo's average librarian salary

Conclusions II

- Waterloo Library falls near the bottom when compared to CARL schools for student ratio and university expenditures
 - Waterloo librarians are expected to do more with less and the Waterloo Library is valued less (financially) than other libraries
- The average Waterloo librarian salary is keeping pace, increasing slightly more than CPI
 - For the years covered, Waterloo salaries are not losing ground when compared to increases in prices of average goods

Continue to Monitor

- Male/female average salaries
 - In light of new hires
- Average salaries considering average years experience
 - Waterloo's competitiveness at early, mid and late career salaries
- Student/Librarian ratios
 - In light of new hires
- Library's expenditures as % of institution's expenditures
 - Compare over years
- The gap between Waterloo's average salary and the provincial and national average salaries

2015-2016 FAUW Representative Report

Overview

During the last two years, my experience as LAUW's Representative to the Faculty Association of the University of Waterloo's (FAUW) Board of Directors has been rewarding and informative. Given their collaborative nature, the FAUW Board is a stellar group to work with and I have consistently received the impression that FAUW thinks highly of LAUW. I recommend this position to anyone interested in gaining an in-depth understanding of campus-wide activities, while at the same time representing the interests of LAUW.

Involvement

- On behalf of LAUW, brought the document *Academic Staff Status for University of Waterloo Librarians*¹ to the FAUW Board for discussion during Fall 2015. Full academic status summary is in the President's Report.
- Worked with Elise Lepage² to create *FAUW Highlights*, a new feature of the [FAUW Blog](#). These highlights are blog posts intended to increase transparency of the Board by updating FAUW members on relevant topics discussed at Board meetings. My role has involved collaborating with Elise to identify possible topics, drafting and editing content, fact-checking with colleagues closely connected to the topics, and working with the FAUW Communication Committee to add items to the Blog. Recent FAUW Highlights include:
 - [Visiting the School of Pharmacy](#)
 - [Meet SWECC, the Status of Women & Equity Committee](#)
 - [Inclusivity & the FAUW Board](#)
 - [New Board Updates, Starting with Weather Policy](#)
- Worked closely with Bryan Tolson and David Porecca, and liaised with the Office of Research to obtain feedback on FAUW questions regarding the University's Research Gateway Project.
- Teamed up with Paul Wehr and Shannon Dea to rework syllabus boilerplate text regarding intellectual property. The goal was to reduce the level of technical jargon previously used in the boilerplate text, and to offer student-friendly wording that was meaningful and relevant.

Other Opportunities for Involvement

As an ex-officio member of the FAUW Board, this LAUW role involves attending bi-weekly FAUW Board meetings, serving on the Council of Representatives, and serving on the FAUW Subcommittee on Communications. The FAUW position offers a variety of opportunities for involvement, such as:

¹ Prepared by the Librarians' Association of the University of Waterloo Executive Committee, *Academic Staff Status for University of Waterloo Librarians* was shared with all Professional Librarians via email on May 15, 2015.

² Elise Lepage is a Director on the FAUW Board.

- Attending the FAUW Spring & Fall General Meetings.
- Sitting on the [Council of Representatives](#): A joint meeting of the Council of Representatives and the FAUW Board takes place twice annually. It is an opportunity to hear the thoughts and concerns of campus-wide representatives.
- Participating in FAUW Retreats: Kathy Szigeti kindly agreed to represent LAUW at the FAUW Fall Retreat which took place in St. Clements on September 20/15.
- Sitting on the FAUW Communications Committee: This group meets irregularly to discuss the FAUW Blog, FAUW website, and other communication details.
- Attending FAUW meet & greets at the Grad House: The Board has been trying to organize more events like this, particularly to connect with interested faculty members. The FAUW Board also recently visited the School of Pharmacy.

New FAUW faces

- Katie Damphouse as Academic Freedom and Tenure and Policy Officer.
- Laura McDonald as FAUW Community Relations Coordinator.
- Note that as of July 1st, the new FAUW President will be Dr. Bryan Tolson, Associate Professor in Civil and Environmental Engineering.

Submitted by Shannon Gordon

April 19, 2016

2015/16 LAUW President's Report

Overview

This has been an eventful year for LAUW. The following document outlines the many activities of the 2015/16 LAUW Executive.

LAUW Members

LAUW welcomed several new members this year including **Danielle Robichaud, Caitlin Carter, Sarah Brown, Sara Cressman, Lauren Byl** and **Jessica Smelko**. LAUW said goodbye to **Meredith Fischer** and **Patrick Miller** and wished **Anne Fullerton, Christine Jewell** and **Mark Haslett** all the best in their retirements. **Pascal Calarco** also moved to his new position as University Librarian at the University of Windsor.

Programs

Rachel Figueiredo, Programs Committee Chair, coordinated a wide range of LAUW programs including guest speakers, a panel discussion, the journal club and several welcome dinners. Full details are outlined in the Programs Committee Report.

Academic Staff Status

In the spring of 2015, the Academic Staff Status document was circulated to LAUW members with a final call for revisions. Nancy Collins and Jackie Stapleton met with Mark Haslett to discuss the document. In September 2015, the final draft of the document was completed. LAUW Executive shared the document with the FAUW Board, both to promote awareness of our issues and to solicit feedback. Shannon Gordon and Jackie Stapleton attended several FAUW Board meetings in September and October to discuss the issues and answer questions. The FAUW Board fully supports the document and stated their willingness to bring this issue up for discussion at a Faculty Relations Committee meeting, when appropriate.

During late fall, LAUW Executive made the decision to pause the academic staff status efforts and instead focus our efforts on the issues and activities arising from the replacement of the new University Librarian and the external review.

Comparison of Waterloo Staff and Faculty policies

Rebecca Hutchinson prepared a presentation for the LAUW Executive on a review of the differences in Waterloo Staff and Faculty policies and created an outline of articles of employment and where each is discussed. She outlined a potential process for completing a review of these policies in relation to the articles/issues relevant for professional librarians and created a potential framework for future analysis.

Hiring of Contract Professional Librarians

LAUW Executive reinforced the position that all professional librarian positions, including contract positions, should go through a hiring committee process.

Lunch with Mark Haslett

LAUW Executive met with Mark Haslett for our annual luncheon during which he highlighted some of the upcoming library initiatives. This was a nice opportunity to give Mark our best wishes on his upcoming retirement and to discuss his retirement plans.

University Librarian retirement

Term appointment

In past years, LAUW has pursued the issue of term appointment for the University Librarian position. The LAUW Executive decided to determine if this was an issue that current members would be interested in pursuing. In October 2015, LAUW Executive circulated a survey to LAUW members on the question ***Do you support a term appointment for the University Librarian, University of Waterloo?*** which resulted in 25 responses, 23 yes, 1 no, 1 not sure.

Due to the results of this poll, LAUW Executive decided to pursue the issue of a term appointment for the University Librarian. LAUW Executive has met in person, as well as communicated by email, with Dr. Ian Orchard, Vice-President Academic & Provost, to outline the issue and the positive impact we think this change would have for both the Library and the University. This issue was also discussed at a FAUW Board meeting and as a result, the FAUW President discussed this issue with Dr. Orchard and stated that FAUW supported LAUW re the defined term.

In spite of these conversations, the issue has not been resolved. Dr. Orchard clarified that the issue of the term appointment is decided by the Vice President Academic & Provost and is not an issue for the UL Advisory Committee.

Documentation of hiring process

LAUW Executive has also discussed with Dr. Orchard the importance of documenting the hiring process for the University Librarian. This would help to ensure an equitable process and may contribute to a more timely process.

External Review

LAUW Executive requested an individual meeting with the external reviewers, Mary Ann Mavrinac and Brent Roe. During this meeting, discussion topics (which were communicated with LAUW members prior to the meeting) included the Librarians Employment Handbook, the University Librarian position and hiring process (including term appointment and documentation of the process), academic staff status for professional librarians, Policy #18 and implications for professional librarian hiring practices, supporting research and study leave opportunities while balancing the high workload of professional librarians and finally, the high workload of middle managers.

Through our interactions with the FAUW Board, the faculty members meeting with the external reviewers were also aware of the many issues facing professional librarians. The final external report was circulated to library staff on January 11, 2016. It is now available on the Library Document website at <http://www.lib.uwaterloo.ca/News/UWLibDocs/index.html>.

LAUW Executive

I would like to send my thanks for the 2015/2016 LAUW Executive for all their efforts this past year including Alison Hitchens, Secretary; Shannon Gordon, FAUW Representative; Marian Davies, Secretary; Kathy Szigeti, Compensation Chair; Rachel Figueiredo, Programs Chair and Nancy Collins, Past President.

All the best to the 2016/2017 LAUW Executive

Jackie Stapleton, LAUW President 2015/2016

2015-2016 LAUW Programs Committee Chair Report

2015-2016 was another eventful year full of LAUW Programs. LAUW maintained its many successful programs from years' past, including LAUW Talks, LAUW Journal Club, and LAUW Celebrations. While this report outlines area of improvement or program suggestions, in general participation was strong for all LAUW Programs and it is recommended that these programs continue in the coming years.

LAUW Celebrations

LAUW Celebrations are hosted for incoming permanent librarians as a way to informally introduce them to their Waterloo colleagues. The Library's upwards recruiting trend continued this year, and LAUW was honoured to have hosted two welcome dinners for three new permanent librarians. A warm welcome to Sarah Brown, Caitlin Carter, and Danielle Robichaud! It has been a pleasure welcoming each of you to the Waterloo Library community. Since the Library is expecting some major recruitments in the next year, LAUW looks forward to hosting more Celebrations in 2016-2017.

LAUW Talks

LAUW Talks attendees were lucky enough to have learned about a wide array of research interests, as well as more practical skills related to leadership and advancement from our fellow Waterloo librarians, campus colleagues, and librarians from neighbouring universities. In total, LAUW hosted six Talks on a range of topics:

- **September:** Narratives in Library Instruction: A Research Project with Joanna Szurmak and Mindy Thuna
- **October:** Leadership Development at UWaterloo with Annie Bélanger and Pascal Calarco
- **November:** A Sweet Little Nest: Progress and Change in Waterloo Region after WW2 with Jane Britton
- **January:** Advancing through the Ranks with Jane Forgay and Jennifer Haas
- **February:** Creating a Teaching Dossier with Alison Hitchens and Julie Timmermans
- **March:** Digital Humanities and the Library with Melissa McAfee, Marian Toledo, and Lisa Cox

Thank you to each one of our speakers for sharing their time and tips with us!

This year, LAUW Talks continued to delve into the topic of research projects, providing insight into the process. One potential Talk for the 2016-2017 year is an update from Carol Stephenson at Wilfrid Laurier University. Furthermore, leadership and career advancement were popular themes from the 2015-2016 year, so LAUW Talks may wish to continue exploring these topics.

LAUW Journal Club

The LAUW Journal Club saw many revisions this year, as a way to reinvigorate interest in the Club meetings. Changes included: meeting at a consistent time, on the first Monday of every month from 2-3pm; announcing meeting times in advance; avoiding meetings during the busy and/or vacation seasons, including September, January, May, and August; meeting in a Library space, rather than outside the Library; and providing snacks during meeting discussions. In total, LAUW hosted five Journal Club meetings this year.

One idea that was tested during the Fall 2015 semester was sponsored Journal Club articles, which were chosen by a committee or a person to highlight the articles of interest in their field. These sponsored Journal Clubs were met with some interest by Library staff, and provided a good opportunity for members besides the Programs Coordinator to share their interests and insights. However, recent Journal Club articles that focused on diversity in LIS and trigger warnings in academic institutions saw an even greater increase in participation. Both these articles had the potential to incite provocative or divisive discussions, and both articles stimulated lively, but respectful, debates amongst attendees. In the 2014-2015 Programs Report, the idea was brought forward to cancel Journal Club due to low attendance, however the 2015-2016 year as seen renewed interest in the Club. It is recommended that the incoming Programs Coordinator encourages this interest by coordinating more sponsored Journal Club meetings, and focusing on articles with a provoking nature.

Thank you to everyone who supported this year's LAUW Programs!

2015-2016 Status for Women and Equity Representative Report

The Status of Women and Equity Committee (SWEC) has had another eventful and exciting year. The committee has continued to advocate for equity issues across campus, and to celebrate equity champions within the Waterloo community.

About SWEC

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.

2015 – 2016 Membership

- Kathleen Rybczynski, Chair – Economics
- Katie Damphouse, Staff
- Lisbeth Berbary – Recreation and Leisure Studies
- Dan Brown – Computer Science
- Melanie Campbell – Physics and Astronomy
- Jay Dolmage – English
- Robin Duncan – Kinesiology
- Ana Ferrer – Economics
- Rachel Figueiredo – Library
- Natalie Hutchings – Optometry
- Lilia Krivodonova – Applied Mathematics
- Cetta Mainwaring – Sociology and Legal Studies
- Daphne McCulloch – Optometry
- Carolyn Ren – Mechanical and Mechatronics Engineering
- Eric Soulis – Civil and Environmental Engineering
- Su-Yin Tan – Geography and Environmental Management
- Vershawn Young – Drama

Recent Activities

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

- Awarding the fourth annual Equity and Inclusivity Award, which recognizes a member or affiliate of the University of Waterloo community whose actions have demonstrated an exemplary commitment to improving equity, inclusivity, and/or diversity at the University of Waterloo. The 2015/2016 Award was given to FemPhys and its co-founders Emma McKay, Jennifer Reid, and Sarah Kaiser who coordinated a number of educational events, such as a lecture series, discussion group, and mentorship program, to provide a safe and inclusive community for Physics and Astronomy students.
- Hosting Events:
 - Gender & Equity Scholarship Series: <https://uwaterloo.ca/faculty-association/status-women-equity-committee/gender-and-equity-scholarship-series>
 - W3: Waterloo Women's Wednesdays (held last Wednesday each month at Grad House): <https://uwaterloo.ca/faculty-association/status-women-equity-committee/w3-waterloo-womens-wednesdays>
 - Equity and Inclusivity Award Celebration (held Thursday April 7th, 2016, by invitation only): <https://uwaterloo.ca/faculty-association/status-women-equity-committee/equity-inclusivity-award>
- Celebrating at the International Women's Day Celebration Dinner (held March 4th 2016), hosted by the Department of Women's Studies: <https://uwaterloo.ca/womens-studies/events/international-womens-day-dinner-2016>
- Providing input and documentation to support clearer Severe Weather Closure Guidelines
- Monitoring equity issues regarding salary and hiring practices at Waterloo
- Providing representation on UW LGBTQQ Advisory Committee

Submitted by Rachel Figueiredo, SWEC Representative, 2015-2016



*Treasurer's Report
2015-2016*

Membership:

Section 1 of Article IV: Membership of the Constitution stipulates: "All professional librarians employed by the University of Waterloo are eligible to be voting members of the Association."

In accordance to this definition 32 staff were members eligible for LAUW membership, of which 26 paid. The difference includes one complimentary membership, one retiree, one contract, one on leave, one conflicted, and one not interested at this time.

This past year, 2015-2016, has seen quite a bit of activity with respect to membership. Mark Haslett, University Librarian, retired in April 2016, along with Anne Fullerton, a long standing Liaison Librarian. Christine Jewell, a long standing Liaison Librarian, retired late 2015. Pascal Calarco, Associate University Librarian, resigned in April 2016 to take up the position of University Librarian at the University of Windsor. Librarians who held contract positions, Meredith Fischer and Patrick Miller, have left the library to pursue other interests.

New librarians have been hired this past year. Jessica Smelko is on a two-year secondment as a Liaison Librarian, which began in December 2015; Caitlin Carter is the Liaison Librarian for Pharmacy; Sarah Brown is the Liaison Librarian for Philosophy, Sociology & Legal Studies, and Women's Studies; Danielle Robichaud is the Digital Archivist in Special Collections; Sara Cressman is on contract as a Liaison Librarian for Optometry and Recreation & Leisure Studies, and Lauren Byl is on contract as the Licensing and Copyright Librarian.

Statements:

Expenditures (May 1, 2015 – April 30, 2016):	\$605.72
Membership dues (May 1, 2015 – April 30, 2016):	\$780.00
Service charges ¹ –	\$5.80

¹ 70 cents per cheque until the end of September, 2015; 75 cents from October 2015 to the present.

LAUW bank account balance

Bank balance (as of April 30, 2015):	\$680.80
Bank balance (as of April 30, 2016):	\$849.59
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
Marian Davies
LAUW Treasurer, 2015-2016
May 3, 2016

Librarians' Association of the University of Waterloo

Annual General Meeting 2015

May 8, 2015, 12:00pm-1:05pm

DC 1568

Minutes

Present: Jessica Blackwell, Nancy Collins, Rachel Figueiredo, Meredith Fischer, Jane Forgay, Shannon Gordon, Tim Ireland, Christine Jewell, Sandra Keys, Susan Lancsak, Patrick Miller, Nick Richbell, Jackie Stapleton, Kathy Szigeti, Agnes Zientarska-Kayko

1. Welcome and Call to Order

Nancy Collins welcomed everyone and thanked Shannon Gordon and LAUW Exec. Appointed Sandra Keys as parliamentarian.

2. Approval of Minutes of 2014 AGM held May 2, 2014

The Minutes were approved as circulated.

3. Business Arising

There was no business arising from the Minutes.

4. Additional Agenda

There were no additional Agenda items.

5. Annual Reports

- a. President
- b. Treasurer
- c. Programs Committee
- d. Compensation Committee
- e. FAUW Rep
- f. SWEC Rep

Nancy Collins spoke to the President's Report. She welcomed new librarians and thanked LAUW for the last year. Nancy mentioned activities of the past year including programming, the research roadtrip and the 2 LAUW votes on membership and academic status. Nancy also thanked the L2L volunteers and reminded the membership that librarian's activities are posted on the LAUW blog and asked members to submit their activities.

Agnes Zientarska-Kayko spoke to the Treasurer's Report. Agnes corrected the report stating that two more LAUW members should be added to the complementary membership tally. Agnes reported that we are in good standing.

Rachel Figueiredo spoke to the Programs Committee Report. She mentioned that there were six LAUW talks and lots of collaboration. She thanked everyone who came out to them and mentioned that she will follow up on other suggestions for talks from last year.

Kathy Szigeti spoke to the Compensation Report. She presented data from CAUT and CARL, and mentioned that we do not know the sample size or what positions are being surveyed at each institution. It was noted that the important thing to look at is the trend, not the actual numbers which also do not factor in time served data or cost of living. The general trend was that the salary at Waterloo is lower than that at other institutions.

Shannon Gordon spoke to the FAUW Rep's Report. She reminded the membership that the LAUW rep to FAUW is non-voting and mentioned that FAUW has been very welcoming and supportive, especially the help of David Porreca and Steven Bednarski. Shannon also said that the FAUW blog has invited us to supply a high level piece about what academic librarians do.

Laura Bredhal is currently on leave but the SWEC rep report is available on the LAUW blog.

Jessica Blackwell moved the acceptance of all reports, Sandra Keys seconded, all in favour.

6. Election of Officers and Chairs of Standing Committees for 2015/2016

Nancy Collins asked for further nominations from the floor. None were forthcoming.

The slate of Officers and Chairs as presented by the Nominating Committee was acclaimed.

Nancy Collins welcomed new Exec members and thanked those departing.

7. 2014/2015 – ideas?

- a. Tim Ireland asked to have Carol Stephenson in for a LAUW talk.

8. Any Other Business

- a. Jackie Stapleton wanted to confirm what the membership thoughts are in regards to progressing with academic staff status. LAUW has a document that will be discussed by the Faculty Relations Committee. Jackie confirmed that LAUW is exploring academic staff status with the intent that ultimately there will be a negotiation.
- b. Tim Ireland brought up that the LEH will be up for review, but LAUW has not yet been approached about this.
- c. Jane Forgay brought up professional development money and the idea that we not have wait for monetary approval once a year, but just have the money available to us for the year. Relatedly, Susan Lancsak wondered if the professional development funds could be banked from year to year. Shannon noted that faculty can carry over unspent funds for up to three years. There is also a lack transparency in terms of what funds money comes out of (for instance professional development v. administrative). Jackie Stapleton mentioned that in the past a list was given by

Annette of conferences, etc. that librarians attended. Nancy mentioned that getting this list was a tedious task for Annette and that it was not always accurate and suggested that LAUW put out a survey to librarians.

9. Meeting adjourned at 1:05pm

Librarians' Association of the University of Waterloo

April 26, 2016

Nominees for Officers

President

Shannon Gordon

Secretary

Rachel Figueiredo

FAUW Representative

Kathy Szigeti

Nominees for Standing Committee Chairs

Programs Chair

Sarah Brown

Compensation Chair

Laura Bredahl

Respectfully submitted,

Sarah Brown

Kathy Szigeti

LAUW Nominating Committee