

LIBRARIANS AND ARCHIVISTS STEWARDS COMMITTEE MEETING NOTES

17 August 2022, 9:30 – 11:00 a.m. ZOOM

Present: Courtney (notes), Leslie Lina, Matt, Shawn

Regrets: Brian, Cindy, Denise, Maram

Approval of Agenda: No changes

Approval of Notes: No changes

Business Arising from Previous Meeting:

1. PAI Scores - Criteria & Supporting Documentation

As per Clause 5. Annual Report & Review:

- 5. The criteria and supporting evidence used for the assessment of the performance of all Members may be reviewed at the request of either the Association or the Employer. Such a request must be made by November 1. If a review is requested by either Party, an Annual Review Committee shall be established by December 1.
- <https://staff.lib.uwo.ca/files/univlib/Approved%202015-16Criteria%20and%20Supporting%20Evidence.pdf>

A request to review the Criteria should be made through Joint Committee. UWOFA President, VP, Chief and Deputy Chief Negotiators have been notified.

ACTION: Shawn will reach out to Brian for next steps.

2. Member interest in Nominations, Appointments, and P&CA Committees:

- General agreement that it makes sense for P&CA to require continuing appointment to serve.
- Appointments Committee is less clear. Currently members who do not have continuing appointment can participate in Selection Committees but not the core Appointments Committee. One member has expressed concern about allowing Members without continuing appointment to participate in core Appointments Committee.
- Discussion about this as an equity issue and the need to have diverse perspectives in decision making related to recruitment and retention.
- Allowing members without continuing appointment would also alleviate the service burden for those with continuing status and increase competition for service which could be healthy.

ACTION: Bring this to Collective Bargaining Committee

Standing Agenda Items:

- 3. User Experience and Student Engagement (Matt):** No report
- 4. Teaching and Learning (Denise):** No report

5. Research and Scholarly Communications and FIMS (Courtney):

- Member expressed concern about current Acting ACL recruitment and a perceived lack of transparency and disconnect between the vacancy and the potential repercussions it will have at the Team level of the organization (i.e. domino effect)
- Lots of questions such as, is the Deputy Chief Librarian a new role? Why haven't we seen the new organizational chart?
- Concerns that WL has money to hire/replace admin while other positions are under budget constraints.

ACTION: Shawn will follow up with SLT and ask about the latest Organizational Chart dated June 2022

6. Collections Management, Discovery and Access (Shawn): no report

7. Archives and Special Collections (Leslie):

- Member concern about how ARR's will be evaluated given that ASC has experienced a change in senior leadership three times in the past year (3 ACLs) and will have to meet with someone who is not familiar with their work.
- Idea to raise this issue at the Librarians & Archivists Forum

8. Members Services Officer & Professional Officer's Report: no report

9. Senate Report: (Roxanne):

- Next Senate Meeting is September 17
- Group reviewed the Senate Observer role description document and discussed feedback and edits.

ACTION: Courtney will clean up draft and share with LASC and Roxanne.

10. Joint Committee Report (Brian): no report

Previous Action: Brian will draft role description for Joint Committee members

11. Board of Directors (Shawn & Brian): No report

12. Communications Officer (Maram): No report

New Business:

13. Vacation Reports

- Question about how to access vacation info given that we no longer receive reports
- Mitrefinch – can pull a report and divide the hours by 8 hour day

- Question about how Members are notified when they reach a new vacation threshold (e.g. 25 days vacation after 19 years of service).

Four Year Initiatives & Staff resources

- The new WL strategic plan acknowledges the need for more staff to accomplish its strategic goals. Members may point back to this if individuals or teams are unable to accomplish 4 year targets and to have support of team and leadership.

ACTION: Shawn will ask Catherine to notify Members when there are changes to their vacation based on years of service.

Next Meeting: Wednesday, September 21

Notes Rotation:

Matthew Barry
Denise Horoky
Brian McMillan (next)
Leslie Thomas
Courtney Waugh