

LIBRARIANS AND ARCHIVISTS STEWARDS COMMITTEE MEETING

12 April 2023, 9:30 – 11:00 a.m. ZOOM

Present: Matt (Notes), Shawn Hendrikk, Courtney Waugh, Brian McMillan, Leslie Thomas

Guests: Christy Sich, David Heap

Regrets: Lina, Cindy

Approval of Agenda: Approved

Approval of Notes: Approved

Business Arising from Previous Meeting:

1. UWOFA-LA Mobilization (David Heap & Christy Sich)

- **Self-Survey Testing:** Discussion around what to include- people who you know at Western that you would be comfortable asking for help. Wasn't necessarily clear how the information was going to be used in terms of what would be expected of contacts. David: Probably better to go large for now, and then modulate down later as specific calls for action are requested. Asks will be defined later in a conversation, not in a survey tool. Christy: Under notes, maybe indicate what you would be comfortable asking a person to do, but intent is to have them act in some way. Also discussion about going outside of Western---worth adding, especially if our services affect them. **Timeline:** start this now, David and Christy will schedule meetings with functional units to engage
- **Previous ACTIONS:**
 - Identify members in your unit who can speak eloquently about what they do and are willing to participate in the "Make Librarian Work Visible" campaign. People can contact Maram directly (uwofaco@uwo.ca) or David/Christy/stewards can pass on names.
 - Discussion: What does this look like? A very short video (1 min) talking about the work that you do, as well as a brief snippet about what's the most important bargaining issue for you and why.
 - Follow-up: "Fund the Front Line" campaign will be announced next week – in person meeting with strong show for the launch of neg, signal to employer that they need to fond front-line workers

2. Annual Report and Review Committee (Shawn & Leslie)

Discussion: Timeline will be pushed back a bit to incorporate feedback from yesterday's session. Also discussion about how to share feedback. Member emails can be forwarded to Shawn, Leslie, and Marisa. Also shared member feedback – thankful about process, feel like it's an improvement.

Also discussion on collective agreement language around academic activity for ARR and P&CA – it doesn't seem reasonable to be scored Good or Very Good every year for academic activity only to be denied a promotion due to having done the wrong kinds of academic activity.

CA P&CA 15: "Member shall provide evidence of Academic Activity and the dissemination of the results as defined in the Article Responsibilities of Members"

15.1: "The Academic Activity record normally includes

invited or refereed journal publications, invited or refereed papers or conference presentations, published monographs, or other vehicles or media, as are appropriate to the Member's area of Academic Activity, as described in the Article Responsibilities of Members. The Academic Activity record may also include any material deemed by the Member to be relevant including non-refereed articles, unpublished documents, works in progress and creative works as described in the Articles Responsibilities of Members and Annual Report and Review. However, in evaluating the record of performance, unpublished documents, work in progress, and results of Academic Activity that have not undergone evaluation by peers shall be weighted accordingly."

CA Responsibility of Members 3.1: "Members shall disseminate the results of Academic Activity. It is the responsibility of Members to make the results of their Academic Activity available for independent review and assessment in a form in which its contribution to 181 Responsibilities of Members librarianship and/or archival practice can be evaluated by peers. This normally entails invited or refereed journal publication, invited or refereed papers or conference presentations, published monographs, or other vehicles or media, as are appropriate to the Member's area of Academic Activity"

Leslie indicated that Catherine has indicated that conference presentations are not generally considered peer reviewed, which is not in line with what most of us had been told.

ARR committee is considering throwing out considerations for the ranking of academic activity to instead rely on the collective agreement for the time being.

Action item: Shawn will put together resource to remind members about what the ARR indicates are requirements for Academic Activity for P&CA – will share with stewards for review first.

Brian: we should also bring this to Forum for review – potentially build more structure and shared understanding and support between members and leadership as to what expectations are.

Action item: Shawn will put forward an agenda item about discussing P&CA supports at next Forum session. Shawn also indicated that Catherine has mentioned a willingness to engage on this.

3. **UWOFA-LA session focused on the L/A Forum to empower Members to raise issues and facilitate healthy dialogue (Shawn, Courtney, Matt) : No update**
4. **Confirming Steward Term Renewals**

Previous ACTION: Matt will consult with another UX member, but is willing to renew as well. – Matt will be renewed in role.

Standing Agenda Items:

5. **User Experience and Student Engagement (Matt):** Nothing to report beyond ARR comments
6. **Teaching and Learning (Denise):** Nothing to report beyond ARR comments
7. **Research and Scholarly Communications and FIMS (Courtney):** Nothing to report
8. **Collections Management, Discovery and Access (Shawn):** Nothing to report
9. **Archives and Special Collections (Leslie):** Approached about collecting and distributing information about things that we can't do because of lack of resources / personnel. Do we do anything with that / is that going to SLT? Brought up discussing this at Forum, but would want

it to be anonymously brought up. ASC, RSC, UX (and possibly T&L) are all keeping track of things we don't do---are using it to advocate for filling vacancies, but it may be useful to bring all of this together. CCS also has a parking lot, but unclear how comprehensive it is. We can also continue to keep and share this with SLT to help with budget process. Brian also noted that SLT is generally aware of workload issues due to management committee discussions.

Action: Brian will talk to Comms and mobilization committee, Johanna and Kristin about "no" list information for bargaining. Could also be worthwhile to share with SLT and management after document is put together, but don't really need to talk to them about it at this point.

- 10. Members Services Officer & Professional Officer's Report (Cindy & Lina):** Heard from a couple of Members with questions – one related to Professional Leave and the other in relation to Appointments.
- 11. Senate Report: (Roxanne):** Nothing to report
- 12. Joint Committee Report (Brian):** Joint committee meeting regularly again. Faculty CA not finalized yet, lots of discussion around that. Last meeting April 6: In business arising, there were three L&A topics:
 - UWOFA-LA career trajectory committee: committee membership confirmed, no further update, but will be on standing agenda – follow-up question about timeline: Brian has indicated that Kristin H. is the person to talk to about this.
 - Member concerns around ARR form. WTS wants to talk to OFR directly about how to fix form to improve usability. Connie and Gene Lusk will be working together on improving the form. **Action item: Brian will forward our issues with the ARR form to Gene.** Discussion around just using Word instead of a web form. Brian also gave a deadline of mid-June for this work.
 - ARR criteria review – mentioned yesterday's meetingAlso a number of faculty issues which can be found in Brian's notes
Issues affecting both units:
 - training for P&CA committees in consideration of COVID-19 impacts – in OFR's hands
 - plans for compliance with bill 126 – sexual harassment – western's policy around sexual harassment is under review to ensure it complies with law – in OFR's hands
 - OWL migration – OWL is being reconsidered and being replaced with new system. Have received inconsistent comms between UWOFA and UWOFALA. Mentioned that all members should get all communications about this migration.
 - new policy around remote work: Is Western actually working on a policy? Robert Monte (OFR) forwarded a powerpoint from health and medicine that was an example of a proposed practice for WFH within that area. Haven't discussed yet, but not a Western policy, more just a proposed practice from one department. UWOFA will review and get back to OFR on whether this topic can be removed from future agendas.
 - Child and family care – change in language in UWOFA CA to align with current practice. Language could be taken from newest UWOFA agreement and be used as a model in housekeeping in UWOFALA neg; may see some language changing in terms of child and family car
- 13. Board of Directors (Shawn & Courtney):** Nothing to report, Johanna Westar was successful candidate.

14. Communications Officer (Maram): absent, nothing to report

15. Librarians & Archivists Forum (All): Courtney intends to reach out to Shawn and Matt to schedule pre-Forum meeting; won't happen before next Forum session, but should happen before following session.

New Business:

Note-taking roster for upcoming meetings

Matt Barry (notes)
Denise Horoky
Leslie Thomas (next)
Courtney Waugh