

LIBRARIANS AND ARCHIVISTS STEWARDS COMMITTEE MEETING

18 Sep 2019, 9:30-11:00 a.m.

DBW M15

Present: Anne Quirk, Matt Barry (recorder), Lina Rodriguez, Roxanne Isard, Denise Horoky, Kristin Hoffmann, Christina Zoricic, Cindy Cossar-Jones

Regrets:

Notes: Matt Barry

Approval of Agenda: Approved

Approval of Notes: Approved

Business Arising from Previous Meeting:

1. Mobilization Update (Roxanne)

Discussion of mobilization efforts and new messaging around, “what can we do to help”, based on student feedback from last week. Currently seeing good support. Discussed leafletting logistics.

Discussion of UWOFA website and Get Loud form. UWOFA will be able to see how many people use the form to send messages to administration. Discussed what to do about messages of support that come over social media.

Mentions of support: Went over each public expression of support librarians have received.

Discussions with stewards about how people feel: Anxious, but don't feel like members will choose not to picket. Message around strike pay should probably go out sooner rather than later.

Discussion around how to make sure members have someone to talk to about how they feel and to ask questions---will be raised in the next Membership Support Committee meeting on Friday.

Discussed what to tell people with meetings/events scheduled during the strike period.

Discussion around the impact the strike will have on collaborative futures, and what is likely to happen if librarians are not present to oversee the migration.

Discussed providing support to co-op students if we go on strike, and helping them determine what work they should or shouldn't accept.

Discussed LAs providing consultations and teaching while librarians are away, with feedback that we need to work to identify where librarian work stops and LA work begins.

2. Update about Crucial Conversations (Lina)

Crucial Conversations is a workshop about providing a toolkit for helping us have meaningful discussions with others. Includes things such as asking about what story you're telling yourself, being mindful about listening rather than waiting to say what you want to say next, and separating facts from feelings.

Discussed options for providing Crucial Conversations workshop for members.
Consensus that it was a good idea, and that having a compressed session (2 half days) would be better than doing the full version (2 full days).

Standing Agenda Items:

3. Stewards' Reports:

User Experience and Student Engagement (Matt): nothing to report

Teaching and Learning (Denise): nothing to report

Research and Scholarly Communications and FIMS (Kristin): nothing to report

Collections Management, Discovery and Access (Christina): nothing to report

Archives and Special Collections (Anne): had meeting last week to make sure everyone was on the same page.

4. Members Services Officer & Professional Officer's Report (Lina & Cindy):

Discussed questions from members over the summer:

Question clarifying timing for retiring; question related to appointments committee term;

Two questions related to benefits (PER) and (DTSP application) --- instead of having a paper application this year, there's an electronic form---but how do you submit a transcript in a sealed envelope?

Can members take vacation if there's a strike? If they already have it booked, yes. But not if booked after a strike is declared.

5. Senate Report: (Tom): nothing to report (no meeting for Senate Committee yet, scheduled for later this month)

6. Joint Committee Report (?) nothing to report (no meeting during bargaining, scheduled for October)

New Business:

7. Librarian and LAIV – Assessment work (Kristin)

Discussed worry from a member about feeling that if they don't do assessment work they are asked to do, that it will be given to an LA.

Conversation around being asked questions around how Open Access workshop will be assessed. There was a general feeling that this assessment was making individuals feel

like they weren't being trusted to do a good job, despite having done this before. There was some clarification that the push from assessment came from the UX team, rather than from upper management, with an aim of moving towards evidence-based practice--more work will need to be done in the future to make sure that rationale is made more transparent when the work of one functional unit affects another.

Discussion around Communication & Marketing toolkit coming across as prescriptive, and general feelings that there's not enough conversation when certain Western Libraries members who are not in the bargaining unit ask for work from unit members. Additional conversation around drawing divisions between the work that librarians do and the work that LAs do. Message from HR is that we can't hire someone who is overqualified---but the union disagrees, and we should encourage managers to push back about it.

Discussion around assessing one-shot instruction sessions, regarding how the rubric is used to report to administration how well the class is being taught. Mixed messaging about assessment. With one-shots, do we need to assess them? Can't improve the class, can't demonstrate student improvement, etc.

Discussion around dissatisfaction around some functional units having their annual report submissions denied, which made members feel like they were being told the work they deemed most valuable wasn't good enough.

Next Meeting: Wednesday, Oct. 16th,2019. 9:30 a.m. (Recorder: Anne)