SUNYLA EXECUTIVE BOARD/COUNCIL MEETING
June 14, 2006
SUNYLA Annual Conference at Geneseo

In attendance: W. Ackerman (Upstate); C. Cooper (Finger Lakes); A. Davies (Cobleskill); M. Devereaux (Cayuga);   B. Drew (Morrisville); D. Eckenrode (Fredonia); R. Foster (SUNYIT); J. Galbraith (Stony Brook HSC); C. Germain (Albany); N. Greco (Geneseo); E. Gulacsy (Ceramics); A. Gunning (NYLINK); K. Ferington (Niagara); D. Harms (Cortland); S. Kraat (New Paltz); C. Laier (Schenectady); J. Miller (Adirondack); J. Petrick (Alfred); K. Pitcher (Broome); K. Quinlivan (Buffalo); D. Ritchie (Cortland); W. Sbaschnik (Old Westbury); K. Shockey (Oswego); J. Schumacher (OLIS); M. Smith (Ceramics); C. Ward (Binghamton); N. Warren (Genesee): A. Weiler (Onondaga); M. Wildman (Cortland); J. Yaples (Binghamton).

1. Approval of minutes
The minutes were approved with corrections.

2. Announcements, correspondence, appointments
Cortland: The Information Commons has opened; Cobleskill: The Library has received funding to stay open longer hours; Binghamton: A contract has been signed with III for and ERM; Genesee: The system upgrade is complete; Oswego: Interviewing for Instruction/Reference Librarian; Fredonia: A new archivist has been hired; Buffalo: the off site annex will be opening soon; Niagara: the Circulation Librarian is retiring; Ceramics: the archivist's position has been posted; Potsdam: the Library is closed for asbestos abatement; Brockport: the Serials Librarian position is open; NYLINK: the office has moved to a new location; Alfred: a Reference librarian position will be posted; SUNY IT: the search has begun for a new college president; Morrisville: currently has a trial of ERES.

3. Officers' reports

3.1   President-Bill Drew

Report of the SUNYLA President
Wilfred Drew
June 9, 2006

As I write this report, I have decided to begin by analyzing how I did in guiding SUNYLA to meet the goals I listed in my report last year as first vice-president.

My Goals for 2005-2006

- Provide input to SAC on SUNYConnect II draft.
  - I believe this went very well. I set up a blog and received a great deal of well thought out input. There was also a good amount of discussion on the various SUNYLA lists. Thanks to everyone for participating.
- Get new SUNY librarians involved in SUNYLA.
  - The membership committee will let us know about this.

- Increase level of participation of all SUNYLA members.
  - This is a hard one given how busy everybody is. I believe this happened to certain degree considering the number of SUNY librarians that showed up at various times in Albany to advocate for more funding for SUNY.
- Change image of SUNYLA from genteel and middle aged to young and edgy.
  - I am disappointed in not achieving this goal. How do we accomplish this? The best way will be to get more new librarians involved in committees and in leadership roles within SUNY and SUNYLA.

One effort that has been a partial success is planning for the longer haul. A few committee chairs and officers submitted plans or suggestions for the next five years, most did not. Because of the lack of response, I never appointed an ad hoc planning committee as I proposed in my report from August 2005. I am afraid that to a certain extent we continue to be more reactive than proactive in many areas as an organization. The biggest reason for this is the absurd budget process in New York State that makes it very difficult to make long term plans. SUNYLA has been proactive in issues related to SUNYConnect and most recently in issues related to up coming union contract negotiations.

As I wrote in my August 2005 report, "One pressing issue that keeps returning is the pay disparity between librarians and professors on UUP represented campuses. " Thanks to the hard work of the Ad Hoc Equity Committee chaired by Ron Foster, we now have a resolution to vote on and send forward to the appropriate people. The report titled "A Call to Action" provides valuable documentation and discussion points that can be used by UUP as well as by unions representing community college librarians and staff. The report includes several action points that should spark considerable discussion. The toughest one will be the suggested action of "Work to the Rule."

I want to thank everyone with in the SUNYLA membership for the opportunity to serve as president of SUNYLA. I want to send special thanks out to the executive board and council for all of your hard work this past year. It has been a great year and while much remains to be done, the future looks good for SUNY, SUNYLA, and libraries in general.

3.2   First Vice President- Marc Wildman

SUNYLA Vice Presidents Report
June 15, 2006
Marc Wildman – SUNY Cortland

Annual elections were held in April per the SUNYLA Bylaws. Secretary Caryl Ward received and validated 197 eligible ballots. I received and confirmed the following results.

Fist Vice President/President Elect
Joseph Petrick
189 votes

Second Vice President/Conference Chair
Carol Ann Germain
190 votes

Secretary
Marianne Hebert
196 votes

It is a concern that often librarians are overtaxed with commitments to local and regional committees, and are reticent to run for SUNYLA offices. It has been difficult for the last few years for the Vice President to solicit enough volunteers to offer an uncontested ballot.

Maritime has been selected as the SUNYLA 2007 site. Dates have been set for June 13th-June 15th, 2007 pending approval of the Council.

Respectfully submitted,

Marc W. Wildman

Marc emphasized the need for librarians to participate in the organization. It was suggested the conference committee consider discounting the annual conference registration fees for officers and committee chairs.

3.3   Second Vice President- Kim Davies

Kim reported that SUNYLA 2006 has 250 registrants. There are 22 exhibitors and 12 students attending. A formal report will be submitted after the conference.

3.4   Secretary-Caryl Ward
Caryl said that the online election process went very well with the help of the campus delegates. She encouraged SUNYLA members to consider serving as secretary.

3.4   Treasurer-Elizabeth Gulacsy

TREASURER'S REPORT
7/1/05 - 5/31/06

Balance, 30 June 2005		23,111.21
Release of encumbred funds 2004-2005		800.00
Opening Balance, 1 July 2005		23,911.21

INCOME

Associate New	60.00	
Associate Renewing	100.00	
New	420.00	
Renewing	8,625.00	
Conference 2005	7,077.71	
TOTAL INCOME		16,282.71

EXPENSES

Bank Charge	-43.00	
Conference 2006	-2,000.00	
Professional Grant 04-05	-500.00	
Executive Board Meeting	-345.88	
Publications Committee	-2,225.00	
Membership Development	-65.43	
SCOLD Conference	-468.00	
Donation ALA Katherine	-500.00	
Encumbered:		
Friend of SUNYLA 05-06	-500.00	
Professional Grants 05-06	-2,400.00	
S. Chu Scholarship 05-06	-1,200.00	
TOTAL EXPENSES		-10,247.31
BALANCE: 31 May 2006		29,946.61

Elizabeth Gulacsy
SUNYLA TREASURER

There was a brief discussion about the large amount of money in the treasury. Should the membership committee design a pin for SUNYLA members? Are there other worthy suggestions for spending down the treasury balance?

4. Committee Reports

4.1 Information Technology Committee -Bill Drew

Report of the Committee
June 9, 2006

The committee has been working on a new wiki focused on new technologies. The wiki will be unveiled at the conference. It may eventually be housed at ITEC but is currently housed somewhere else at a free site. Here is the purpose of the wiki:

This wiki is a place for all SUNY libraries to look to see how their colleagues in SUNY are using blogs, RSS, Instant Messaging, and other technologies to enhance their interaction with their patrons.. The list would be a place to learn the following:

- *Which libraries are using these new tools to enhance their interaction with their patrons.*
- *How are they using these technologies.*
- *What are the latest new technologies and how may they apply to my library.*

We welcome all SUNY librarians using these technologies to add/edit their entries with feedback on how well the technology works for them, what problems were encountered and what solutions (if any) were able to overcome problems.

This wiki would be a great resource for any SUNY libraries who have not yet used any of these newer tools, or those who would like to see some examples of how it is done, how it is working before they take the plunge into blogging, rss, etc.

The majority of the set up and early work on the wiki has been performed by Peter Barvoets of SUNY Cobleskill. Announcements about the wiki will be sent out to the usual lists following the conference.

Bill Drew, Chair – SUNYLA IT Committee.

4.2   Library Instruction-Angela Weiler

SUNYLA Instruction Committee - Annual Report

SUNYLA Conference – June 14, 2006

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September's discussion centered on a post by Barbara Kobritz of TC3 to the ILI-L e-mail discussion list. She questioned the validity of using misleading or

"hoax" sites in web site evaluation classes. In the discussion that followed, critical thinking was cited several times as the main purpose of such an exercise, although it was admitted that in a one-shot instruction session, it is unlikely that students will carry these skills away with them and use them independently.

Also discussed was whether or not to give students so-called "checklists" to help them evaluate web site information. Several members cited an article by Marc Meola entitled "Chucking the Checklist: A Contextual Approach to Teaching Undergraduates Web-Site Evaluation" (*portal: Libraries and the Academy*, vol. 4, no. 3, 2004.) There was also discussion on how rubrics related to checklists, as well as using "context", or "deepening" of research, to teach students evaluation.

The talk of "context" led to the expression of another viewpoint, that true evaluation of academic resources usually requires at least some level of "subject expertise" which students are often unable to supply until later in their academic careers.

October's discussion began with the committee's response to the "Five Year Plan of Action" that President Bill Drew had asked for input on at the August meeting. The point in the Instruction Committee's Plan of Action that inspired the most discussion was: **To promote the positions of all librarians as teaching faculty, of rank and status equivalent to that of our classroom colleagues**

We found that there is a very wide range of position descriptions among SUNY librarians: Some are bonafide faculty, others are staff, and still others are faculty positions with staff schedules and pay. Of the last type of cases, librarians are for the most part started off at a faculty 9-month rate for 12 months of work, and then it is adjusted downward if less than 12 months are worked (10 month, 11 month, etc.). At one campus, librarians have faculty status, but work a 12 month contract and get paid less than faculty working a 9 month contract. The publishing requirement was often cited as the main reason librarians did not want faculty status; faculty have extra time each year in which to research and write, and often librarians do not have that extra time in their schedules.

November's discussion was related to a request from Carey Hatch for input on the second draft of the SUNYConnect II Plan. Concerns expressed were that the plan does not mention dealing with "SUNY Learning Network 2.0, which is slated to include a portal system that could have a tremendous impact on how libraries may be presented on campus web services." The SLN plan also refers to the incorporation of library services into the learning environment, and this is not mentioned anywhere in SUNYConnect II. Discussion followed on distance learning library services, and library liaisons to distance programs. Evidently some libraries have a specific librarian designated to provide services for distance learning students, while others rely solely on online library services embedded in their course management software systems.

Related to the Union Catalog and Universal Borrowing segment of SUNYConnect II, the comment was made that Universal Borrowing may not impact library instruction to any large degree at a community college because library instruction is primarily aimed at getting students to locate and use books

that are already held in the collection, and books are not borrowed outside the collection as often as they are at four-year institutions.

December's discussion centered around the N.Y. Times article about Wikipedia titled "A False Wikipedia 'biography' ", by the subject of that false biography, John Seigenthaler. A fake biography of Seigenthaler was posted to Wikipedia. Discussion followed about wikis, both as unreliable and unverifiable sources, and also as valuable teaching tools and collaborative learning environments. Some faculty are recommending Wikipedia to students as an information resource without being aware of how it functions. Discussion then moved on to teaching more than just that Internet resources are "bad", and published/scholarly resources are "good".

February's discussion was on "branding", most specifically Gale's inclusion of an optional Google search box in their new "PowerSearch" interface. Discussion followed regarding the observation that many students are easily distracted by such alternate search boxes, but do not realize when they have left the database and are on the open Internet. On another note, one discussion participant proposed a "search-off", perhaps at SUNYLA, between Google and a library database. President Bill Drew and another SUNY librarian were mentioned as possible participants, with some members stating that they would be willing to pay "cash money" to see such an event.

March's discussion was about which posed more of a problem with teaching databases to students: content or interface. Although poor quality content was cited (particularly in InfoTrac), respondents felt that differing interfaces for fifty or more databases are intimidating for many students. Often they will continue to go back to one specific database, even if it is a psychology database and they need history articles, because they know it worked for them last year in psychology. The search process itself, with all the attendant jargon, is also mind-boggling for students. Students have a very difficult time realizing that not all articles are right there in front of them in full text, and they have difficulties tracking down that article in full-text, because there are so many possible avenues toward that end. The Aleph "basket" is often misinterpreted to mean that students must pay for the books, as they do when they shop online. Different interfaces were cited as confusing for a student who is just starting to use databases; it was suggested that SUNY might work on a unified interface for all subscribed databases to help simplify searches.

The SUNY E-resources Evaluation Project was discussed as well, and it was generally agreed that one to two weeks was not enough time to thoroughly review forty-plus databases.

April's discussion centered on Thomson-Gale's Literature Resource Center database and how people were using it in instruction sessions. The consensus was that LRC is good for first-year students, but that there isn't much there for more advanced literary studies. Also, mention was made of the MLA

bibliography being recommended by professors, but not actually being a very good resource, particularly for full-text criticism. JSTOR and OMNIFile were mentioned as being more useful for literary criticism.

Respectfully submitted,

Angela Weiler, Chair
SUNYLA Library Instruction Committee

4.3   Membership Development- Nancy Greco
Membership Development Committee Report

Annual Report: June 9, 2006

Membership:
As of June 9, 2006, there are 396 registered 2005-2006 SUNYLA members, 51 of whom are first-time members and 15 associate members. We have exceeded our goal to attain 5% greater membership over last year (last year's figures: 350 members, 42 new, 6 associate). These are the highest membership figures in three years; however, looking further back, we have a ways to go to reach banner numbers.

Year	Membership
2006	396
2005	350
2004	344
2003	407
2002	453
2001	384
2000	407
1999	408

The Membership Development Committee would like to recognize delegates recruiting the largest number of members, the largest increase in membership, and the most new members over the past year for their respective campus category – university centers, state colleges, community colleges, health science centers, colleges of technology, and special libraries. For the first time, an associate member campus also realized a meritorious achievement. An excel spreadsheet of these accomplishments is included with this report as a separate attachment, and certificates of merit will be distributed. Congratulations to these delegates and to all the delegates who spread the word, encouraging their colleagues to join our worthy organization.

MDC Activities:
- Maintained the membership database
- Distributed membership cards
- Distributed brochures to new members and delegates
- Worked closely with the Local Arrangements Committee in verifying memberships.
- Worked with web manager to establish membership directory
- Coordinated conference Welcoming Event

To be Accomplished:

- Develop a new membership brochure over the summer.   Be warned: the MDC will have cameras in hand during the conference!!
- Devise a more systematic way to update the membership directory

Respectfully Submitted,
Nancy Greco
Chair, Membership Development Committee

4.3   Personnel Policies-Ron Foster

Personnel Policies Committee Report
June 14, 2006
1. Web Site
The address of the committee's Web site is www.sunyla.org/ppc
The site was updated with some recent reports. The counter on the 2002 Salary Survey page was at 238 on June 6, 2006. The page for the 2006 Survey was updated, and a counter was added.
2. Exit Surveys
So far, four Exit Surveys have been received for 2006. A reminder about the Exit Survey was sent out on sunyla-l on May 1st.
Surveys Received by Year
'97 '98 '99 '00 '01 '02 '03 '04 '05
Surveys Received 8 4 3 5 7 6 5 15 7
A summary of Exit Surveys covering 1995-2005 is available at the committee's Web site. Delegates are strongly urged to continue to encourage separating librarians to complete the Exit Survey. It is available on the committee's Web site both as an online form and as a pdf that can be printed out and mailed in. The form may be submitted anonymously in either format.
3. Salary Survey
The 2006 SUNYLA Salary Survey is complete and the report is being distributed to those institutions that participated: 53 schools submitted surveys out of 61 for a response rate of 87%. In 2002, 58 schools submitted surveys for a response rate of 95%. The sample of full-timers in 2006 is 15% smaller than the 2002 sample.

A special outreach was made to the three institutions that did not participate in 2002. Two of those schools participated in the 2006 survey; the third has a long history of not participating.

There were problems with collecting data from all but one of the University Centers: there was no problem with Buffalo. Binghamton refused to participate, citing concerns of privacy and legal propriety, and there was a communication breakdown between me and the Albany and Stony Brook delegates. Fortunately, Anna Radkowski-Lee of SUNY Albany was able to complete their survey. Please see item four below for information on the future of the Survey.

<u>Major findings</u>:

A. The 2006 Survey reports on 698 professional staff: 576 full-time and 122 part-time. The 2002 Survey reported on 792: 674 full-time and 118 part-time.

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B. The average subject earns $59,014 per year and has 13 years of experience. In 2002, the average subject earned $51,871 per year and had 12 years of experience.

C. The overall mean salary of librarians in SUNY with a Master's degree in Library and/or Information Science increased $6,335 from $52,189 in 2002 to $58,524 in 2006. In 2002, it increased $6,526 from the 1998 average of $45,663.

D. 91% of survey subjects are described as "White." 68% of subjects are described as female. In 2002, 90% of subjects were described as "White," and 67% were female.

E. The average salary for a female is $57,546, $4,623 less than the average salary for a male: $62,169. In 2002, the average salary for a female was $50,776, $3,325 less than the average salary for a male: $54,101. The 1998 Survey reported a difference of $3,298.

F. From 1992 to 2006, the salaries of the highest paid increased 75% while the salaries of the lowest paid increased 22%, approximately 1.5% per year or less than the rate of inflation.

There is a pattern of salary inequity between white and non-white librarians, but I did not have time to explore this issue to the depth it deserves. I hope to in the future.

Our overwhelming whiteness cannot match the demographics of SUNY's students. Is SUNYLA willing to encourage diversity? This issue should be a whole discussion.

Finding "E" is a clear trend.

Finding "F" deserves in-depth analysis.

The 2006 survey report has two special appendices: salary information on both librarians and classroom faculty by cohort from SUNY HR and a one-page Summary of Previous Salary Surveys (1992-2006), including information on the widening gender gap in salaries. If I'm really ambitious this year I'll put together a special comparison of previous survey reports.

Finally, results from the Library Staff Turnover Questionnaire are presented with the 2006 survey report. This year, the LSTQ had two new questions (on hourly wage rates of part-time librarians and what part-time jobs full-time librarians may have) which were added after the SUNYLA membership so requested.

Data from the Survey was used to answer two requests from SUNY librarians for salary averages.

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4. The Future of the SUNYLA Salary Survey

I believe SUNYLA needs to have a discussion sometime about the future of the survey.

Stony Brook's HR office "ha[d] serious concerns about filling out a survey that lists individual positions." Their director suggests "that SUNYLA revamp the survey so that it captures aggregates of rank instead of individuals a la ALA and ARL." This suggestion is similar to one made by Binghamton's director:

> Some serious concerns emerged in my discussions about your salary survey with my Binghamton colleagues. There are numerous objections to the level of granularity required for its completion. . . . There would be no problem if the request was for salary ranges by rank accompanied by aggregated gender and ethnicity numbers. . . . Other library associations such as ARL, ALA and ACRL conduct surveys that solicit responses by category, not the named individual.

It would be a grave mistake to abandon collecting data; data will be vital to any decision or policy argument we would like to make in the future. As chair of the Personnel Policies and Ad Hoc Equity Committees, I completely disagree with the position that SUNYLA should solicit aggregated data rather than data on individuals. First, an average of aggregates is less accurate than an average of a whole sample, and aggregates do not represent the real range of high and low salaries our current survey does. Second, the survey captures a lot more than just salary levels; for example, it is a major demographic census on sex, ethnicity, years of experience, rank, promotions, appointment status, union membership, contract year, and educational attainment. Third, certain information about individual employees <u>MUST </u>be disclosed according to the New York State Freedom of Information Law, including name, office address, job title and salary. State agencies <u>MUST </u>disclose this information when asked.

The New York State Department of State's Committee on Open Government "is responsible for overseeing and advising with regard to the Freedom of Information, Open Meetings and Personal Privacy Protection Laws." As chair, I have written to Executive Director Robert J. Freeman seeking their advice on the legality of the survey. My letter is attached, and I will report back to the Council when I receive the Committee's response.

5. Resignation

I would like 2006 to be my final year as chair of the Personnel Policies Committee. I have been chair since January 2002 and have run the Salary Survey twice. I would like to complete my service in early 2007 after I finish updating the summary of Exit Surveys. I offer my assistance next time you run the Salary Survey. I am interested in doing the statistical analysis and in (co-)writing the final report. Please don't make me do the data collection again.

Report Respectfully Submitted by:

Ron Foster, Chair

Peter J. Cayan Library
SUNY Inst. of Tech.
P.O. Box 3051
Utica, NY 13504
May 30, 2006
Robert J. Freeman,
Executive Director
Committee on Open Government
NYS Department of State

41 State Street
Albany, NY 12231
Dear Mr Freeman,
I write to you as chair of the Personnel Policies Committee of the State University of
New York Librarians Association (SUNYLA). SUNYLA is a non-profit organization of
SUNY librarians and affiliated members. We are not an official agency of New York
state.

My committee conducts a salary survey of the staff of the state's public academic
libraries, i.e., the libraries of both SUNY institutions and the state's community colleges.
The survey is conducted approximately every four years, so its results are available
before the renegotiation of our contract. An analysis of the survey data is published and
widely shared. Survey data are not used for any commercial or fund-raising purpose.
SUNYLA has conducted a salary survey of this sort for at least the last twenty years.
Historically, academic librarians have been compensated at levels lower than other
faculty. Also, the survey has consistently documented a disparity between the salaries of
male and female librarians and between the salaries of white and non-white librarians.
For your reference, I have included copies of the 2002 SUNYLA Salary Survey form, the
survey instructions, the 2002 Library Staff Turnover Questionnaire, and the completed
2002 report. I do not need these items returned.

I have finished the data collection phase of the 2006 survey, and I am currently analyzing
the data. This year, a SUNY library director refused to participate in the survey. He
wrote:

> Some serious concerns emerged in my discussions about your salary survey with
> my Binghamton colleagues. There are numerous objections to the level of
> granularity required for its completion. For example, these questions cannot be
> answered without consulting individual personnel records and there is concern
> that it may prove illegal for us to extract personnel data from these files and
> "publish" it. There would be no problem if the request was for salary ranges by
> rank accompanied by aggregated gender and ethnicity numbers. However,
> spelling out by individual name one's gender, ethnicity, experience, rank and title,
> salary, degrees, etc. appears to be quite inappropriate and open to legal challenge
> by the individual. Other library associations such as ARL, ALA and ACRL
> conduct surveys that solicit responses by category, not the named individual.
> Therefore, Binghamton cannot participate in this survey.

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The survey form is mailed or e-mailed to "delegates," members of SUNYLA who
voluntarily represent their campus. Typically, the survey is completed either by the
delegate, the library director or his or her designate, or Human Resources staff. Delegates
also receive a copy of the last survey their institution submitted as an aid to completing
the current one.

I have reviewed the material available on the Web site of the Committee on Open
Government, and I have the following six questions. I hope you can help us with specific
answers.

1. Is it illegal for SUNYLA to request the information listed below? (To clarify: I'm not
asking if an institution is required to provide this information; I'm asking if SUNYLA is
allowed to ask.)

a) name
b) sex
c) ethnicity
d) previous full-time experience
e) previous part-time experience
f) year appointed
g) starting rank
h) current rank
i) appointment status
j) bargaining unit
k) full time equivalency
l) contract year
m) current salary
n) job title
o) educational degrees held
p) vacation leave

2. Is it illegal for a delegate to complete and return the survey? For example, is it legal for a delegate to write down information about a co-worker's race and to submit that information to SUNYLA, or is such an act an illegal invasion of the co-worker's privacy?

3. Is it illegal for a delegate to complete and return those portions of the survey that, by common sense, require no consultation whatsoever of employee records, for example, sex and race?

4. Is it illegal for a director or a state institution to punish a delegate who completes the survey on his or her own time using publicly available information?

5. Is it illegal for a library director, Human Resources officer or other college administrator to complete and return the survey?

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6. As regards the Freedom of Information Law, if asked, what information listed below must an institution furnish?

a) sex
b) ethnicity
c) previous full-time experience
d) previous part-time experience
e) year appointed
f) starting rank
g) current rank
h) appointment status
i) bargaining unit
j) full time equivalency
k) contract year
l) vacation leave

According to the Freedom of Information Law, "Each agency shall maintain: . . . (b) a record setting forth the name, public office address, title and salary of every officer or employee of the agency . . ." (F.O.I.L. § 87.3). And according to your Advisory Opinion 7643 [Letter to Ms Winifred Veitch of April 9, 1993], it seems name, current salary, and job title must be disclosed: "As such, a payroll record that identifies all officers or

employees by name, public office address, title and salary must be prepared to comply with the Freedom of Information Law. Moreover, I believe that the payroll record described above must be disclosed. . . ."

Also, according to your Advisory Opinion 9736 [Letter to Ms Joyce M. Nunge of October 22, 1996], it seems "educational degrees held" must be disclosed: "Additionally, in a recent decision rendered by the Appellate Division, Third Department, it was held that disclosure of 'an individual's educational background' would not result in an unwarranted invasion of personal privacy [Ruberti & Ferlazzo v. Division of State Police, 641 A.D.2d [sic] 411, 415 (1996)]."

Finally, may I forward a copy of your response to the library director who refused to participate in the survey, and may I distribute copies of your response to the members of SUNYLA and include it in my next regular committee report in August?

If I may assist you in any manner, please let me know. I may be reached by mail at the address above, by telephone at (315) 792-7318, and by e-mail at fosterr@sunyit.edu.

I apologize for the length and detail of my letter. Thank you for your time and assistance.

Sincerely,
Ron Foster

4.4   Professional Development- Alice Harrington

Professional Development Committee Annual Report
June 2006

Friend of SUNYLA Award Sub-Committee
Chair, Jerry Burke (Albany)

The SUNYConnect Advisory Council (SAC) will receive the Friend of SUNYLA award at the annual SUNYLA conference luncheon meeting on Thursday, June 15th at Geneseo.   SAC advises the SUNY Office of the Provost on planning for and implementing shared library and information systems and services. Their nomination letter highlighted the following achievements:

- Engaging the SUNY library community in strategic planning initiatives
- Piloting initiatives such as IDS, Collections Council, and Technical Services Collaboration (Binghamton-Fredonia)
- Collaborating with OLIS on implementation of ALEPH
- Securing funding from SUNY administration to allow for continuation of the fore-mentioned projects.

For more information on the council and its membership, please visit http://www.sunyconnect.suny.edu/SAC/sacmem.htm.

It's never too early to consider nominations for the 2007 Friend of SUNYLA award. There are many individuals and groups deserving of this accolade.

Sylvia Chu Memorial Scholarships Sub-Committee
Chair, Carol Anne Germain (Albany)

The Sylvia Chu Memorial Scholarships provide financial assistance to new SUNYLA members to attend our annual conference. The awards cover registration fees, conference meals and one pre-conference continuing education session.

Recipients of the 2006 Sylvia Chu Memorial Scholarship are **Darren Chase** (Stony Brook), **Gregg R.J. Kiehl** (Cobleskill), **Jennifer J. Little** (Brockport), **Werner Sbaschnik** (Old Westbury), **Marcy A. Strong** (Binghamton) and **Lydia Wrobel** (Erie).

We will formally recognize the awardees at the annual SUNYLA conference luncheon meeting. Be sure to make note of them and welcome them to our organization when you spot them at a session.

Grants Sub-Committee
Chair, Marianne Muha (Buffalo State)

- **Ron Foster** (Utica) received a grant that will partially fund a quantitative study of the suspected influence of corporate advertising expenditures on media content. Foster is expecting to publish his findings in a yet to be determined scholarly or professional journal. UUP awarded additional funding.

- The committee bestowed **Elizabeth Young** (Oswego) with a grant to attend the Digital Preservation Management workshop at Cornell University Libraries. Young is applying her new skills toward a digitalization project through the SUNY Oswego Archives designed to preserve photographs depicting college and local history. She also hopes to work toward the goals all SUNY campuses have been charged to accomplish as outlined in the SUNY Connect II: 2005-2010, Strategic Guidance Document. Strategic Direction C: "Develop a strong SUNY-wide digital collection…" including creation of a Digital repository to provide collaborative access to "scholarly content for seamless sharing of digital learning objects."

- With funding from the SUNYLA grants program, **Deborah Kimok** (Plattsburgh) attended the May 2006 Encoded Archival Description workshop in Philadelphia. Participants learned the basics of encoding archival finding aids using Encoded Archival Description (EAD), the Society of American Archivists-endorsed standardized form for creating online searchable finding aids.

Daniel F. Kissane Memorial Scholarship
Current Chair, Alice Harrington (Monroe)

Jennifer Dennis Potter, an M.L.S. candidate at U.B., has won the first annual Daniel F. Kissane Memorial Scholarship. This award provides funding for a library school student to attend the annual conference. Potter's essay, *Strengthening Our Communities: Looking Forward, Reaching Out*, "addresses the ways in which libraries can respond to the needs of the populations that they serve in order to remain a vital part of those communities."

Potter chairs the ALA Student Chapter at the University of Buffalo and recently completed a practicum at Niagara University. She plans to become a reference/instruction librarian. We will formally recognize her achievement at the SUNYLA Conference luncheon on Thursday, June 15th.   Dan Kissane's mother Carol Little and his younger sister Maureen Kissane will be in attendance.

Wendi Ackerman (Upstate Health Sciences Center) will take over as chair of this committee.

Continuing Education Program

The professional development committee typically arranges for a continuing education workshop as a pre-conference session at our annual conference. As the pre-conference session chair this year, I received as well as solicited a number of excellent topics/speakers: information literacy, public speaking, team building, Google, serials and SFX. Several sessions serve to hone components of last year's C.E. pre-conference session's focus: leadership.

Respectfully submitted,
Alice Harrington, June 6, 2005

Council had a lengthy discussion about professional development and several ideas were suggested. One was to break the committee into two: one for professional development and another for awards. This will be discussed by the committee and brought to the next Council meeting.

4.6   Publications & Communications-Gerry Liebowitz

SUNYLA Publications Committee
Gerald Leibowitz, Ellen McCabe, Co-Chairs

June 14, 2006

   Members of the Publications Committee: Lori Annesi (Monroe), Jim Coan (Oneonta), Dawn Eckenrode (Fredonia), Emily Hart (Fredonia) Linda Gorman (Nassau), Gerry Leibowitz (Nassau) (co-chair), Jennifer Little (Brockport), Ellen McCabe (Cortland) (co-chair)

The Committee published a newsletter in October, February and June, and will prepare the next one in September. We have been issuing a paper version and a PDF version which enables us to get out a version sooner and in full color. An addendum was also published (PDF) in February and there will be one for the June issue.

Expenses:

Beginning balance, fall 2005--$276.00

November 2005—Paid to Brockport for fall issue--$236.00

November 2005-- $2000 deposited to the account

March 2006--paid to Brockport $277 for printing

June 2, 2006--Printed 420 copies for 296.57 (6 11 x 17 sheets, 24 pages). (This included twenty extra copies to cover shortfalls for some campuses and to have extras on hand for the annual conference. The extras have already been sent to SUNY Geneseo c/o Kate Pitcher, their representative.) The SUNYLA preprints (the cover page that has the blue SUNYLA logo on it) from last year fulfilled this run.

June 6, 2006--Mailed to 71 campuses and organizations (via LAND or RRLC. 8 were mailed via US post office.)

Current balance--$1763 in the account (the last newsletter not paid for as yet) With the current balance there should be sufficient money for the coming year.

Many thanks to Jennifer Little for handling the printing and distribution of the paper copies of the newsletter, to Gerry for the composition and editing, and to all the committee members for their contributions.

The Committee would appreciate any reports or write-ups on the annual conference. Please send items to Gerry at leibowg@ncc.edu.

Respectfully submitted,
Ellen McCabe (Co-chair)

Gerald Leibowitz, Nassau Community College leibowg@ncc.edu (516) 572-7442
Ellen McCabe, SUNY College at Cortland, mccabe@cortland.edu (607) 753-4051

4.7   Web Manager-Wendi Ackerman

Activities for 2006:

- Usual site updates, made some slight modifications to the main page (link to the new scholarship, link to the 2006 conference, moved search feature to the bottom)
- Hired consultant to create an online searchable member directory
- Moved the Personnel Policies Committee site to the ITEC server as a subdirectory of the main SUNYLA site (site still updated by Ron Foster)

The goal for the upcoming year is to redesign the SUNYLA web site per the objectives outlined in October.

5. Liaison Reports

5.1 COA-Bill Drew

5.2 FACT-Mark Smith

FACT Advisory Council Liaison Report
June 2006
Mark A. Smith – SUNY Ceramics

I. CIT 2006 (FACT Conference on Instructional Technology) – May 30 - June1, 2006 – SUNY Fredonia

This year's conference included several topics of interest to SUNYLA membership and several

presentations where given by SUNYLA members. Sessions of interest to our membership

included topics such as: (small sample)

- Teaching Information Literacy with Web 2.0 Tools
- Faculty Participation in Open Archives
- Computer Literacy
- Uses and Gratifications in the Information Commons
- Preparing for the Real Web Generation
- Online Survey Data Collection
- PodCasting, Blogging & Wikis in Education
- Interactive Response Systems
- Website Usability Evaluation
- Developing SUNY's Visual Resources

The primary "library related" track theme selected for CIT 2006 was on the "Information

Commons." Organizers report that this theme did not produce the number of presentation

proposals anticipated.

II. CIT 2007 (SUNY Plattsburg): I would be happy to receive and propose suggestions from the

SUNYLA membership regarding potential Track Themes for CIT 2007 of interest to SUNY

Librarians. Organizers are seeking Track themes that would generate presentation proposals

from SUNY Librarians Potential themes must focus on teaching and learning with technology.

III. New FACT Advisory Council Chair – Dr. Craig Lending, Academic Technology Integration Officer

at SUNY Brockport has been appointed by Provost Salins to serve as Chair of SUNY FACT effective June, 2006

IV. Contributions to SUNY Respository: The council is currently discussing soliciting contributions of scholarly materials for inclusion into the OLIS sponsored SUNY DSpace Repository.   Potential contributions could include papers from FACT COCIDS (Conferences on Computing in the Disciplines), CIT or other campus generated Teaching and Learning with Technology related papers or whitepapers.

V. Next meeting: FACT Advisory Council Retreat - June 26-27, Albany

5.3   SAC-Dave Ritchie
Report to SUNYLA Council and Members from SUNYConnect Advisory Council – as of June 8, 2006

NOTE: The first three issues below – web OPAC support, centralized support and/or management options for Aleph, and advantages of different Aleph architectures – will be part of the SUNYLA Conference discussion **BB.** on **Friday, 9-10:30**, titled **Models for ALEPH Management and Support Services.**

Standardized Web OPAC in future ALEPH versions? – At the April meeting, SAC members discussed the idea of providing a standardized web OPAC for future versions of Aleph, in light of the approximately two days of staff-hours now being dedicated to translate each campus's v14 custom web OPAC setup to v16 by Laura Murray of OLIS, an accomplished "Aleph-speak" web editor. And this current scenario, where around 100 work-days are to be devoted to web OPAC re-customizations for 50-odd campuses, is a MORE FAVORABLE scenario than trying to refresh campus staff members on the necessaries to re-customize their own web OPACs after the v.16 upgrade wipes it clean(!), since most SUNY library systems staff infrequently overhaul their Aleph web OPAC and would experience a formidable learning or re-learning curve. Project Director Maureen Zajkowski acknowledged that libraries seem pleased with their re-customized v16 web OPACs from Murray, but **the question is whether that energy is better spent on (a) keeping up campus web customizations for every upgrade OR (b) using it for developing more shared capabilities?** OLIS staff brought that question to the SUNY Council of Library Directors' meeting later in April, and will bring it to the SUNYLA Conference for discussion.

Complete support option for web OPAC proposed – To begin to respond to several SAC members' request last November for investigating centralized support options for SUNY campuses desiring those services – which might include total management of ALEPH systems tasks – OLIS staff prepared two documents outlining an option for complete OLIS support for a campus's Aleph web OPAC. These will be presented at SCLD and at the SUNYLA Conference as part of the Aleph support discussion. At the

May meeting, SAC decided to form **a task force to look at the SUNY Aleph shared services issues** (both current and long-term) which had been expressed at the SCLD meeting. The specific charge for that task force will be discussed at the June SAC meeting.

Planning for ALEPH version 18: a different architecture? – For the shared-server Aleph libraries, discussion of the two issues immediately above leads to considering different Aleph system architectures for campuses contemplating either sharing services and/or having a central agent provide operations and support. At the April SAC meeting, Maureen illustrated some possible different architectures by referring to several other consortial arrangements – built around a shared Aleph instance (instead of SUNY's individual instances), and/or a single ADM record (versus SUNY's multiple ADM recs), and/or a single bib record (versus SUNY's multiple bib records for the identical work). What the implications are of these and other possible architectures for distinct SUNY colleges have yet to be fully discussed, as well as the advantages to shared-services partners or an agent who might be managing operations and support for one or more contracting colleges.

SUNY Borrowing – After the SCLD conference discussion of the goals/needs/desirables which came out of the SAC ILL Discussion Group in February, at the May meeting SAC supported a resolution to **form a task force** to shepherd attaining that vision. The specific charge for that task force will be discussed at the June SAC meeting. NOTE: discussion of the SUNY Borrowing vision will be part of SUNYLA Conference discussion **I. Resource Sharing Across SUNY, Thursday, 10:30 AM – 12:00 PM.**

Collection Development – In December, SAC proposed the use of approximately $200,000 of capital funds over a two year trial to aid in the acquisition of materials requested by patrons through ILL that were not already owned in any SUNY collection. In May SAC decided, for now, **to separate collection development activities from ILL** and defer spending the $200,000 for ILL related purchases.

Electronic Resources Project Evaluation Team – In April SAC heard a preliminary report from the E-Resources Ad Hoc Project Evaluation Team chaired by John Schumacher which reviewed various vendors' offerings for a targeted selection of full-text resources, and was impressed with the Team's thoroughness and making sure that they represented the interests of the different SUNY campus types. SAC authorized the Team to negotiate on its behalf with the recommended vendor for better pricing, and commended the members for their thorough and expeditious service. At the May SAC meeting, the Team chair was asked to determine its members' interest in continuing to serve, and annually to reconstitute the Team to include a community college faculty member and meet to review and assess the level of satisfaction with the resources.

Digital library and digital resources – Beginning to develop this concept has included brainstorming about working with the SUNY Faculty Senate (which has a component interested in increasing the resources available for research and may also afford a way to reach campus presidents), with United University Professions (SAC has been invited to

submit a grant proposal for funding), with SUNY Council of Library Directors (which sees creating a business plan as a major asset to development), with the university center libraries (which have a couple of repositories and some digital projects underway), among others.

If there are issues referred to here which need more clarification, please let me know. The next SAC meeting will be held in Geneseo on June 14, as the SUNYLA Conference begins.
Respectfully submitted,

Dave Ritchie (SUNY Cortland)
SUNYLA representative to SUNYConnect Advisory Council

5.4   NYLink-Kathy Gundrum

SUNYLA Executive Board/Council Meeting
Report from Nylink, submitted by Kathleen Gundrum/Ann Gunning
June 2006

General Announcements

The Nylink Achievement Awards were presented at a ceremony during the 2006 Nylink Annual Meeting in Saratoga Springs in May. Among the recipients was University at Buffalo, recipient of the Nylink Achievement Award for Metadata and Innovations in Technology for its UBDigit: Interdisciplinary multimedia database.

The Nylink office relocated in May to 22 Corporate Woods, just west of downtown Albany. The new space provides ample convenient and free visitor parking and provides more space for member meetings and programs. The Nylink mailing address, as well as our phone and fax numbers and email addresses, remain the same. We look forward to welcoming you here for future Nylink events!

Nylink has once again been called upon by the **National Center for Education Statistics [NCES]** to serve as the New York state representative for its **Academic Library Survey**. Academic institutions can expect to receive notification in late 2006/early 2007 on the availability of this survey.

Nylink welcomes Deidre Dowling [dowlingd@nylink.org] to our staff as Education and Consulting Services Coordinator. Deidre was most recently Public Programs Coordinator at the National Museum of Racing and Hall of Fame in Saratoga Springs, where she was responsible for development of educational programs and special events.

Nylink Connection, Nylink's quarterly membership newsletter, recently added two new features to further highlight our members: *Cool Collections*, focusing on special collections housed in member libraries; and a digitization corner, focusing on our members' digital collections. If you have a special collection or digital collection you'd

like highlighted, please contact Meredith Case [casem@nylink.org] or Kathleen Gundrum [gundrumk@nylink.org].

Educational Services [http://nylink.org/training.htm]

Nylink classes, online workshops and webinars are scheduled through December 2006. Seats are available for many of our upcoming classes! See http://nylink.org/training/classes.htm for a complete listing of classes by location and to register online. Nylink is pleased to introduce new classes to our curriculum, and also welcomes Westchester Community College as its newest training site.

Through a special Nylink arrangement with several partner organizations, Nylink members can take advantage of reduced member prices for a **variety of online classes.** Visit http://nylink.org/training/disted.htm to learn more about the Network Education Exchange.

Due to member requests, Nylink is pleased to once again offer **Fund Raising: an Executive Training and Consulting Package**, to be conducted by Meredith Butler, the former Dean and Director of University Libraries at the University at Albany. This one-day program is scheduled for Friday, August 11 at Westchester Community College. Additional information will be shared soon on the Nylink web site.

Mark your calendars; The **Nylink Information Showcase** returns to New York City on Tuesday, November 14, 2006. Once again, we will be calling on our members to present poster sessions as a way to share and learn from one another. Watch for details!

Products and Services
New products or services available to Nylink members:

- Nylink has partnered with **bLogistics** to offer a new and exciting service to its members: bLogistics offers creative solutions by assisting libraries with the sale of books and media assets via multiple internet sales channels. Libraries ship surplus materials to bLogistics who handles all of the sales and logistics details for the library such as physically sorting and storing received inventory, maintaining online accounts on all major media product channels, pricing all listings, packing and shipping all outgoing orders, managing returns and refunds, as well as coordinating the donating and recycling of all unsold material. Each month, libraries will receive a monthly sales report and net payments via Nylink. To learn more about this Nylink member service and how your institution can participate, please visit Nylink's web site at http://nylink.org/blogistics/default.htm.
- Nylink and the **Copyright Clearance Center** are pleased to offer Nylink members a discount on the CCC Transactional Reporting Service (TRS) processing fee. This fee, normally $3.00 per granted TRS transaction will be reduced to $1.00 per transaction. A one-time $75.00 administration fee will be assessed to each library taking advantage of the discount. See the Nylink web site for information and a participation form.

- **Knovel** is a web-based reference provider of scientific and engineering resources and software, offering quality full-text content plus a vehicle for finding precisely the information needed among hundreds of sci-tech references to academic libraries. See http://nylink.org/coop/knovel.htm for information.
  Visit our web site at http://nylink.org for current information.

5.5   NY3Rs- Nancy Howe

There was no report.

5.6   OLIS-John Schumacher

SUNY Office of Library and Information Services

Report to SUNYLA Executive Board/Council
John Schumacher (john.schumacher@suny.edu)
June 14, 2006

SUNY*Connect* LMS
- With the addition of University at Buffalo next month, there will be 61 libraries using the SUNY*Connect* LMS.
- Nineteen SUNY*Connect* campuses (on shared systems) have been upgraded to v16. An Upgrade Support page is available off the Aleph500 Portal page; this provides links to information such as v16 upgrade schedules, a v16 GUI, access to a test v16 database, and information on downloading Interwise sessions (pre-recorded web videos of the GUI clients created by Ex Libris).
- OLIS' Karen Gardner-Athey and Maggie Horn have presented more than a dozen days of v.16 training, with more on the upcoming calendar.
- OLIS' Laura Murray has migrated OPAC customizations for nearly two dozen libraries as part of the v.16 upgrade.
- The union catalog is found at http://136.223.18.41:8080/F and soon will include holdings for 60 out of 61 SUNY*Connect* libraries.
- "SUNY Borrowing" – the SUNY Council of Library Directors have endorsed the recommendations presented by the S.A.C. SUNY Borrowing Committee.
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Electronic Resources

- The SUNY*Connect* Advisory Council has approved the recommendation of the SUNY*Connect* Electronic Resources Evaluation Project Team. See http://www.sunyconnect.suny.edu/sunyergy/29eressacannounce.htm for the details.
- Along with the EBSCO resources listed in the link above, the following resources will continue to be available to SUNY*Connect*: ScienceDirect, Literature Resource Center, Gale Virtual Reference Library titles, HarpWeek, *New England Journal of Medicine*, and NetLibrary titles
- A prototype system for ScienceDirect statistics/subscriptions is available at http://scidir.sunyconnect.suny.edu

SUNY Digital Repository

- The OLIS has made a Dspace digital repository system available at http://dspace.sunyconnect.suny.edu At least 15 SUNY institutions have begun submitting digital content to the repository or have made initial inquiries about doing so.

BioMed Central

- Please let people at your campus know that SUNY has an institutional membership in BioMed Central (http://www.biomedcentral.com) through March 2007. This membership allows authors at SUNY state operated institutions to submit articles to this publisher of over 100 open access journals (membership fee covers editing and peer review management charges). Thanks to the SUNY Health Science Centers and to the NYS-UUP Joint Labor Management Committee for their assistance in this regard.

Presentations from OLIS members at SUNYLA 2006

- "Resource Sharing Across SUNY" (Carey Hatch, Maureen Zajkowski and members of the SUNY*Connect* Advisory Council)
- "Models for ALEPH Management and Support Services" (Carey Hatch, Maureen Zajkowski and members of the SUNY*Connect* Advisory Council)
- "Everything you wanted to know about serials but were afraid to ask" (Maggie Horn, Pre-conference program)
- "SUNY and Ongoing Changes to Scholarly Communication" (John Schumacher)

SUNY*Connect* Information / Resources

- For additional information about SUNY*Connect*
    http://www.SUNY*Connect*.suny.edu/
    http://sefer.sunyconnect.suny.edu/olis/sunyergy/default.htm

- Additional resources:
    "SUNY ALEPH500 Portal" http://www.SUNY*Connect*.suny.edu/aleph/
    "SFX Implementation Portal" http://www.sunyconnect.suny.edu/sfx
    "SUNYConnect Service and Support Portal"
        http://www.sunyconnect.suny.edu/service

5.7   UUP-John Schumacher

UUP Liaison Report

John Schumacher   (Central@uupmail.org)

SUNYLA Executive Board/Council
June 14, 2006

United University Professions (UUP) is the union representing more than 31,000 faculty and professionals on 29 State University of New York campuses, plus the New York State Theatre Institute. UUP is affiliated with the New York State United Teachers and the American Federation of Teachers, AFL-CIO.

Political Action

- Kudos to those who advocated for SUNY's budget. Special acknowledgement to Dave Ritchie (UUP Legislation Committee) and to Glen McNitt (UUP Legislation Committee chair) for their efforts during a successful budget season.

- **SUNY budget**
  Thanks to efforts by UUP, Chancellor Ryan, and the New York State Legislature (among others) this was a very successful year in regard to SUNY funding. The budget includes $148.8 million of additional dollars for operating expenses, the hiring of faculty and staff, etc. as well as a $415.8 million increase in capital funds.
  http://www.uupinfo.org/communications/release06/budgetpass.html
  "We commend the State Legislature for standing up for SUNY students and faculty. Thanks to their overrides, SUNY can begin hiring the full-time faculty it sorely needs to give more students access to affordable, high-quality public higher education.

  "These overrides will also help the state's economy, since a stronger SUNY means a stronger economy in the many communities that house SUNY campuses."
  --Bill Scheuerman, UUP President

NYSUT/NEA-NY Merger

- New York State United Teachers and the National Education Association of New York have merged. This creates a union representing 570,000 members.
  http://nysut.org/newyorkteacher/2005-2006/060525unification.html

Contract Negotiations

- The process for soliciting input for the next round of contract negotiations will begin later this year.

New Retiree Benefits

- As of July 1, 2006 new dental and vision benefits are available to retired members of UUP http://uupinfo.org/voice/mayjune/06/0506p21.pdf

ABOR

- UUP and its affiliates continue a successful effort regarding the so-called *Academic Bill of Rights* (http://uupinfo.org/voice/mayjune/06/0506p20.pdf   )

Working Paper Series

- Consider contributing and reviewing the working papers found at http://www.uupinfo.org/research/working.html

New Web and Logo

- UUP's web has been re-designed. http://www.uupinfo.org
- UUP has a new logo (shown at the top of this report). What do you think?

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6.0 Old Business
- Ad Hoc Equity Committee Resolution

Ron Foster presented the Equity Committee's resolution and following discussion, some changes were made to the document. Council voted unanimously to adapt the resolution (27 in favor, no opposing or abstaining). The SUNYLA president will distribute it as appropriate. Here is the revised document:

SUNYLA Ad Hoc Equity Committee
A Resolution in Support of Equity
June 14, 2006

Whereas, SUNY librarians achieved faculty status over forty years ago with the support of SUNY library directors, the SUNY Faculty Senate, and the SUNY Board of Trustees;

Whereas, Such support called for equal treatment as to academic year obligations, equal compensation, and additional remuneration for service beyond the academic year;

Whereas, Such faculty status still does not include contract year obligations equal to those of classroom faculty, regardless of similarities in appointment, service, scholarship, promotion, and review; and

Whereas, Such faculty status still does not include equal rates of compensation, with individual discrepancies in the many thousands of dollars; now, therefore, be it

Resolved, That the State University of New York Librarians Association declares equality to be its goal, including equal contract year obligations, equal compensation, and the option of equal professorial titles; and be it further

Resolved, That the State University of New York Librarians Association accepts the arguments, facts and points of action detailed in the report Equity: A Call to Action; and be it further

Resolved, That the President of the State University of New York Librarians Association be, and hereby is, directed to forward this Resolution and the report Equity: A Call to Action to Chancellor Ryan, UUP President Dr. William Scheuerman, and any and all other interested parties; and be it further

Resolved, That the State University of New York Librarians Association requests that Chancellor Ryan review and respond to the report Equity: A Call to Action, on SUNY's treatment of its librarians, and on the academic standing and relative worth of SUNY librarians; and be it further

Resolved, That the State University of New York Librarians Association declares its intention to work with Chancellor Ryan and with the leadership and negotiators of United University Professions for redress; and be it further

Resolved, That the State University of New York Librarians Association declares that it will remain actively engaged in these matters.

7.0 New Business

There was no new business.