

I'm back for one more year.

1. The Future of the Committee

The Committee is seeking members. An announcement will be made at the Equity Panel on Thursday. So far, Corinne Nyquist (New Paltz), Holly Heller-Ross (Plattsburgh) and Joe Petrick (Alfred) have joined. Thank you!

Some suggested work for the committee is at the end of this report. I would like the Council to set aside \$500 (or some other amount) to pay for one in-person meeting; the money would pay for lunch, maybe dinner, and maybe overnight accommodations for people who live some distance from the meeting site.

2. Web Site

The committee's Web site [www.sunyla.org/ppc] was updated June 5th.

Per the Council's request, the 2002 and 2006 salary survey reports were published online March 2007. The counter on the 2006 Salary Survey page was at 526 on June 4, 2007.

3. Exit Surveys

So far, eight exit surveys have been received for 2007; five are from people retiring. A reminder was sent out on the listserv on Monday, April 30th. A summary of exit surveys (1995-2006) is on the committee's Web site.

Delegates: please 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. You don't need to be a SUNYLA member to complete an exit survey.

4. Salary Survey

The manual on how to conduct the salary survey has been postponed; it is about half done. I will finish it before my term expires in June 2008.

Also, I'm reconsidering my earlier offer on conducting the data analysis for the next survey. The Council recently reversed its decision on when different groups get the survey, so the survey report will now be released to participants and non-participants at the same time. That decision makes me uncomfortable: institutions that refuse to participate in the survey should not be given the analysis at the same time as those institutions that actually participated. The report should primarily benefit the members whose work and data went into the survey, and access is an incentive to participate.

Submitted by:
Ron Foster, Chair

Work [not prioritized]

1. After the new contract has been approved by the UUP membership, the committee should coordinate for the SUNYLA president the sending out of thank you notes, e.g., to the UUP negotiating team, Patty Bentley, Fred, Floss, etc.
2. Evaluate the propriety of issuing a second cautionary press release on the 35th anniversary of SUNYLA's first one once negotiations are over, and if appropriate draft such a press release and bring it to the SUNYLA Council for action. [We need to find a real copy of the first one.]
3. Research, solicit and organize professional labor advice for SUNYLA RE: equity. This may involve the UUP and other agents; there may be a cost for the development of an equity strategy. [5-15-07: E-mailed Gordon Law at Cornell ILR library for advice.] [5-24-07: Spoke with Lee Adler & made notes]
4. Send the equity report and equity resolution to the interim Chancellor; try to get a response to the questions asked in the report: "We respectfully request that Chancellor John R. Ryan ascertain, evaluate and report to SUNYLA on SUNY's treatment of its librarians, and we ask that he comment in writing on the academic standing and relative worth of SUNY librarians. Specifically, we ask two questions: Why are SUNY library faculty paid less than classroom faculty, and why are SUNY library faculty not on academic year appointments? We also seek an explanation of this apparent contradiction: how can we be so vital to the University that they cannot grant us academic year obligations but so unimportant that we are consistently compensated at rates below classroom faculty levels?"

SUNYLA should pass a second resolution welcoming the Chancellor and asking for answers to these questions explicitly, i.e., the new resolution includes these questions? and other questions:

Call upon Chancellor to exercise authority under appendix A31 of the old contract.

"Finally, with the utmost respect, we ask:

1. if not equity, why not?
2. if not now, when?"

5. Organize & coordinate a campus-by-campus equity campaign.
6. Maintain the committee's web site.
7. Strongly encourage delegates to encourage separating librarians to complete the Exit Survey. Chancellor Ryan said in response to our equity documents that librarian equity is a factor of the job market: "In short, the ability to recruit and retain librarians is primarily a matter of market conditions." Prove to the new Chancellor that SUNY librarians are leaving for higher paying non-SUNY jobs. [Maybe the committee can give an award or certificate for the delegate who has the best response rate? How would this work?]
8. Annually update the summary of Exit Surveys.

9. The committee should discuss and clarify what our professional obligations are when our libraries are closed. The discussion should be brought to the SUNYLA Council, perhaps as a resolution with a measure, i.e., a policy or something to operationalize it. Surely, UUP can help.

10. Should the new committee have category representatives? This structure might encourage conversation both ways. It could follow the model used in some OLIS taskforces.

11. Brainstorm strategies for the implementation of a switch for librarians from 12-month contracts to 10-month contracts, in other words, facilitate the transition or the decision to transition. Previously mentioned strategies include: paying librarians extra, like classroom faculty are paid extra; giving librarians time off besides the summer, e.g., December and January. [ad hoc subcommittee?]

12. Suggestions for the future of the Salary Survey: standardize cohorts, ranks, education, and contract year. (FIT is special when it comes to contract year.) Consider streamlining the survey form. Consider using F.O.I.L. for institutions that refuse to participate. (Previous PPC reports will contain correspondence with the New York State Committee on Open Government, who oversees F.O.I.L.)

13. The new committee should re-exam the Exit Survey and balance the desire to ensure the new form gathers the data we need to support our arguments while making sure results can still be compared to previous years' reports.

The convenience of interpreting the web form submission should be strengthened. The data that get submitted to me are ugly and cumbersome.

Consider (maybe?) changing the disclaimer to say remarks will be reported exactly as written, unless this would stop people from using the form.

14. We do nothing with other state-wide academic librarian groups (California?). Can we do something? Are they doing anything relevant to us?

15. SUNYLA does not have strong relationships with the state's MLS programs. Could something be done here? [get them while they're new and have them thinking about equity before they start their job searches.]

16. Is the Chronicle of Higher Education interested in doing a story on equity?

17. The Committee should discuss the individual campuses' policies regarding the rank of new hires, i.e., are MLS's being hired at the lowest rank while PhD's are hired one rank up?