

1. The Committee

The Committee has been formed and held a three-hour conference call on Tuesday, September 4, 2007. The members of the committee are: Ron Foster, chair (Utica), Corinne Nyquist (New Paltz), Holly Heller-Ross (Plattsburgh), Joe Petrick (Alfred), Ellen McCabe (Cortland), and Lori Gluckman (Maritime). Minutes of the meeting are included with this report.

The committee decided on five goals for the coming year. We hope to report back on the status of these goals in June 2008. In short form, the goals include:

1. To explore the issue of formal, local director evaluation.
2. To develop and implement a survey of all SUNY libraries to ascertain facts regarding the terms and conditions of employment on SUNY campuses.
3. To get feedback from SCLD and to initiate and participate in a discussion with directors.
4. To explore the option of professorial or dual professorial/librarian titles, to communicate with SUNYLA members on the value and benefits of professorial titles, and to determine mechanisms by which librarians gain such titles.
5. To establish communication and develop a relationship with CUNY librarians to our mutual benefit to share HR and equity movement information.

The committee would like the body to address the issue of outreach to new librarians, as mentioned in the conference call minutes: *X. Outreach. The committee also discussed the issue of outreach with new librarians and that such outreach might be mutually beneficial. It was noted that new hires are usually announced at the beginning of SUNYLA meetings. New librarians could be informed of many SUNY issues, including equity, the application of "workload" criteria versus "job description" criteria, and involvement with UUP. The committee was unsure of how to accomplish such outreach and whether such outreach was the committee's responsibility. The chair will forward the issue to the SUNYLA Council for discussion.*

2. Web Site

The committee's Web site [www.sunyla.org/ppc] will be updated soon. The counter on the 2006 Salary Survey page was at 597 on September 7, 2007, up from 526 on June 4, 2007.

3. Exit Surveys

The online form was down for an unknown amount of time during the summer; Wendi Ackerman and ITEC fixed it. Two exit surveys have been received since June, for a total-to-date of ten. A reminder will be sent out on the listserv in early December. A summary (1995-2006) is on our 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.

Please remember the Chancellor's remarks about market forces: we should be able to use the exit surveys to show SUNY librarians leave SUNY for better paying jobs if everyone who left completed an exit survey.

4. Reflections from the Equity Panel

Notes from panel members:

Ellen McCabe: "There are a lot of very upset people out there. I was very pleased to see younger, new librarians in the group; some were not tenured yet and have a long career ahead of them. This issue will be very crucial to them. I was very pleased that we had a wonderfully vocal representative from CUNY; hearing her experiences gave me hope but also prepared me for a long fight. There seem to be issues, SUNY-wide about the working year; I think I heard academic year, college year and calendar year. We will want to have good definitions of these in place as we proceed with our quest.

Resentment of teaching faculty

Not supported by other types of librarians, e.g. public, etc.

Enemy is NYS on this issue

Campus by campus campaign"

Corinne Nyquist: "[T]wo impressions were reinforced as I spoke to community college librarians outside the session. One was that they do not pay attention to or realize the importance of the Policies of the Board of Trustees. Second, is how little we know of the terms and conditions of employment in our SUNY community colleges.

I was also struck by how little we know about the terms and conditions in CUNY. One of the goals of SUNYLA has always been to cooperate with similar organizations to achieve our goals. Who could be more similar?

Finally, I was impressed with the turnout we got. I did not attend any panel that drew more than we did."

Personnel Policies Committee Report
September 14, 2007

John Schumacher: “Discussion about whether we should compare SUNY librarian salaries with other librarian salaries or with other (classroom) faculty; seemed to be a consensus on the latter; There are models out there at community colleges that give "Associate Professor", etc. titles to their librarians;

Good bit of discussion about the need to have professorial (rather than librarian) titles; CUNY is involved in similar advocacy efforts (in attendance - Sharon Swacker, Collection Development Coordinator at CUNY College of Technology and chapter VP (PSC); offer to partner with SUNY librarians in these efforts;

Discussion of important perceptual step of using the phrase "Library Faculty" and similar; Both the contract and the Policies of the SUNY Board of Trustees rule our worklife; text in contract takes precedence; we need to be sure that this works in our favor;

Lots of local discretion at the SUNY campus level complicates the discussion as well as a one-size-fits-all goal;

Lots of discussion on perception and perceived status of librarians;

Number of different approaches for reaching these goals; contract is one way; working at campus-level is another

IMO, UUP is not the problem nor the enemy in this regard; management intentionally blurs these lines creating the risk of us spending valuable time and resources on the wrong focus.”

Bill Drew: “There is a need to separate academic rank from job title.

Do a survey to create a table or document comparing requirements for continuing. appointment and promotion across all UUP represented campuses. Would show disparities across campuses.

Continued misunderstanding about role of SUNYLA in UUP grievance procedures.

Need to increase participation of librarians in UUP local chapters.

Equity does not mean we all need to work same calendar.”

Submitted by:
Ron Foster, Chair

PERSONNEL POLICIES COMMITTEE CONFERENCE CALL MINUTES, TUESDAY, SEPTEMBER 4, 2007

The conference call began at 9:00 am on Tuesday, September 4, 2007.

Members present: Ron Foster (Utica), chair; Lori Gluckman (Maritime); Ellen McCabe (Cortland); Corinne Nyquist (New Paltz); Joe Petrick (Alfred).

Absent: Holly Heller-Ross (Plattsburgh)

Next meeting: The next meeting will be by conference call from 9 to 11 on Thursday, October 4, 2007.

I. Introductions

II. Committee Goals

The committee agreed on the following five goals:

1. To explore the issue of formal, local director evaluation. The committee will examine members' interests in evaluating their directors and possibly offer some information, including a sample instrument; sample language for a faculty assembly bylaws change; policy statements on confidentiality, on determining who participates in the evaluation, and on who receives the results of the evaluation. The committee will develop a philosophy statement to guide the process. Joe Petrick recently made a bibliography on this topic and will share it as well. Ron will work on this goal to start.
2. To develop and implement a survey of all SUNY libraries to ascertain facts regarding the terms and conditions of employment on SUNY campuses as they relate to specifics like appointment year, campus discretion for working at home at times there are no classes, comparison with professorial appointments, treatment of librarians in faculty handbooks, retrenchment of sabbaticals and academic status. The survey may be online or may involve interviews. Corinne, Lori and Holly will work on the survey.
3. To get feedback from SCLD on issues of pay and academic year equity, to identify any budget, personnel or other issues that cause them not to support our equity goals, and to initiate and actively participate in a discussion of library directors about these equity issues, their historical development and why they are important to us. Joe will work on this goal to begin with.
4. To explore the option of professorial or dual professorial/librarian titles, to communicate with SUNYLA members on the value and benefits of professorial titles, and to determine mechanisms by which librarians gain such titles. This work will begin as part of the survey above.
5. To establish communication and develop a relationship with CUNY librarians to our mutual benefit to share HR and equity movement information. An invitation to attend the October/November SUNYLA meeting may be extended, perhaps to Sharon Swacker, Collection Development Coordinator at CUNY College of Technology and chapter VP (PSC). Lori will work on this goal to begin with.

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III. Equity Referendum

The committee agreed that a referendum will not be pursued at this time. One may be appropriate in the future, e.g., in spring 2011, a contract negotiation year, to reaffirm our commitment to pursuing equity.

The SUNYLA Bylaws say, "membership referendum may be requested by a petition, to the President, signed by twenty-five (25) percent of all Members or by fifty (50) percent of the Members at each of four (4) SUNY campuses."

IV. Survey

Discussed as Goal 2 above.

V. The New Chancellor

The new Chancellor, John Clark, is receptive to librarians. In general, when he takes something on, like an issue or a person, it has been his practice to promote it / them.

SUNYLA should do something to use this situation to our advantage. Ron will draft a document to identify what our goals are and what concrete points we want the Chancellor to act upon.

VI. A Campus-by-Campus Equity Campaign

The committee discussed the necessity and importance of such a campaign. It was decided that a campaign like this would follow from the issues identified by the survey (Goal 2) and would be dependent on the results of ongoing contract negotiations, which may be cause for some redefinition of goals and priorities. It was noted that a campus-by-campus campaign may be volatile since each campus has its own issues, policies and priorities.

VII. The SUNY Council of Library Directors (SCLD)

Discussed as Goal 3 above.

VIII. University Representation

The committee discussed both the idea of extending an invitation to university librarians to join the committee and the wider issue of the level of participation of university librarians in SUNYLA. It was noted that librarians -- including university librarians -- are increasingly being required by their directors and institutions to be active in national librarian organizations rather than SUNYLA and that the previous focus of SUNYLA was to advance the professional status of librarians and not be a tool of SUNY, i.e., SUNYLA did not compete with national organizations since we had different foci. It was also noted that the concerns of university librarians may be ascertained through our new survey and that SUNYLA could promote these concerns, *inter alia*, to the Chancellor.

Lori pointed out, "we have to give them a reason to participate."

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IX. Press Release

The committee discussed the propriety of issuing a second cautionary press release on the 35th anniversary of SUNYLA's first one once negotiations are over. Since a copy of the original is needed, Lori will look in the June 5, 1972 issue of Library Journal/School Library Journal Hotline [http://libweb.lib.buffalo.edu/sw/committees/fec/fcstat_chrono.htm].

If necessary, Joe will look in the SUNYLA archives, and Ellen will check with David Kreh.

X. Outreach

Outreach with CUNY is discussed as Goal 5 above.

The committee noted that outreach with MLS students may be inappropriate since not all students will go on to work in SUNYs and that some may be put off by the equity campaign.

The committee also discussed the issue of outreach with new librarians and that such outreach might be mutually beneficial. It was noted that new hires are usually announced at the beginning of SUNYLA meetings. New librarians could be informed of many SUNY issues, including equity, the application of "workload" criteria versus "job description" criteria, and involvement with UUP. The committee was unsure of how to accomplish such outreach and whether such outreach was the committee's responsibility. The chair will forward the issue to the SUNYLA Council for discussion.

XI. The Chronicle of Higher Education

The Chronicle of Higher Education might be interested in doing a story on librarian equity. If this situation develops then the president will be involved.

XII. Professional Obligations

The committee discussed the issue of librarians meeting their professional obligations, especially when either classes are cancelled or their libraries are closed. Information on different campuses' policies will be obtained through the coming survey. It was noted that SUNYLA should take a position on the issue of librarians working at home and that this issue can already be pursued at the local level and is most likely at the discretion of the director. Ellen will draft language on this subject for discussion during our next conference call.

It was also noted that clerical staff have more time off than librarians, since eventually both groups earn time at the same rate while clerical staff get an annual extra week of "personal" time.

XIII. Librarians' Ranks When Hired

The Committee briefly discussed the situation on some campuses where library faculty with terminal degrees are hired at the lowest rank (Assistant Librarian) while classroom faculty with terminal degrees are hired at the second rank (Assistant Professor, i.e., not Instructor or Lecturer). It was noted that this is a local issue and dependent on local job description. The Committee agreed not to pursue action on this item.

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XIV. Lee Adler & Heather Sponenburg

Lee Adler is a Senior Extension Associate for Cornell's School of Industrial and Labor Relations; he works with unions and union members, and Ron spoke with him in early summer about our equity campaign. One of his main points was that our power comes through UUP.

Ron also spoke with Heather Sponenburg, a Labor Relations Specialist who works for NYSUT and provides support to UUP, who clarified how job descriptions and workload mixes relate to academic employees.

XV. Thank You Notes

This item was briefly discussed. After the new contract has been approved by the UUP membership, the committee will coordinate for the SUNYLA president the sending out of thank you notes, e.g., to the UUP negotiating team, Patty Bentley, Fred Floss, etc.

XVI. Exit Surveys

The Committee briefly discussed the SUNYLA Exit Survey and the need to update the form. Survey results are important to different groups, including SUNYLA members and UUP. The Committee agreed not to pursue action on this item right now.

XVII. The Next Chair

A new chair will be needed in 2008. The next chair could serve a two-year term (2008/9 - 2009/10) and be done before the next contract negotiation / salary survey in 2011(?).

XVIII. Making the Case for Academic Year Appointments

The committee discussed the low response rate to our two calls for narratives to make the case and decided not to pursue this matter at this time.

The committee felt part of the problem was a misunderstanding by librarians of what is meant by and the beneficial implications of academic year appointments. The chair will consider how to initiate a discussion among members to clarify, educate and communicate.

XIX. Updating the Salary Survey

This item was tabled for later discussion.

XX. Report to the SUNYLA Council on the Equity Panel Discussion held at Maritime

This item was not discussed.

The conference call ended at 12:20 pm.