

LAUC-SD MEMBERSHIP MEETING

Minutes June 15, 1994

Geisel Room 2:30 p.m.

Present: L. Abrams, R. Coates, T. Echavarria, S. Galloway, R. Gustafson, J. Hanson, C. Jahns, E. Kanter, R. Lindemann, K. Lo, K. Lucas, A. Prussing (Chair), B. Renford, R. Ringler, E. Robinson, B. Slater, C. Stave, E. Valdez, T. Weintraub, K. Whitley.

Future Meetings

No membership meetings are scheduled for the remainder of the summer. The Executive Board will be meeting, however, and will call membership meetings as needed during the summer months.

LAUC-SD Election Results

K. Lucas (committee chair) reiterated election results that had been broadcast by email previously:

- Vice Chair/Chair Elect: Karen Cargille
- Secretary/Treasurer: Susan Starr
- Member at Large: Craig Haynes
- Delegate: Cynthia Jahns
- CAPA: Peter Brueggeman and Kari Lucas

Librarian Introduction

J. Hanson introduced Kathy Whitley, newly hired as Chemistry Librarian in the S&E Library.

Spring Assembly/Executive Board Summary

A. Prussing delivered a summary report of issues and topics; formal minutes will be distributed when received. Some of these items generated local discussion:

- Difficulties in recruiting candidates for elected offices, and strategies for fostering fuller participation among LAUC members.

Locally, K. Lucas outlined a LAUC-SD Ex. Board proposal to survey the membership about their expectations, likes and needs. Results of the survey would serve to focus subsequent discussion about how to invigorate the membership. The survey would specifically solicit candid responses from members who currently are disinterested or disaffected with what they see as current failings and future possibilities. Those present indicated approval of the

proposal, and the survey will be conducted during July.

- Committee on Professional Governance's interest in 1) adding steps to the Librarian Series, either at the top of the Librarian rank; or, 2) reviewing steps within the whole Librarian rank; or, 3) restructuring the entire Librarian Series.

Locally, discussion ensued about salary structure and options across the series for better compensation options. There was general interest in exploring the entire series, not just the top rank, because salary concerns of various kinds affect all parts of the series; LAUC should take every opportunity to lead in advocating salary increases. A related issue is the rate at which librarians currently progress through the ranks.

Professional Development Support

J. Hanson led a lengthy discussion concerning the amount and the base formula to be applied in providing financial support for professional development. She distributed a summary of expenditures and cost bases for the past ten years and solicited comments about which approach to follow in establishing the basis for funding. Two bases, or models, guided the discussion:

1. fund one trip, covering registration and travel.
2. fund each librarian at an unspecified level (93/94 level was \$500 + \$80), with unrestricted use of those funds for approved professional development activities.

Discussion:

Administrative overhead should not be considered, since Business Services staff report that tracking either model is approximately equal to the other.

The current system provides greater flexibility but reduces the possibility of exploring costly opportunities. Several librarians indicated that they had set their developmental priorities based on affordability rather than need or value. There was general expression that funding is currently inadequate to support even the majority of travel costs, and for many it has meant not attending their most desired conference or meeting.

Might funding go farther if support were limited to registration and travel costs alone?

Might the possibility exist of offering EITHER a lump sum or a single trip, whichever is costlier? Such a compromise shows promise in addressing the absurd condition of not attending priority events. Setting priorities based on budget rather than the value of a particular event subverts the entire premise of professional development, and a dual system might restore proper focus to professional development planning. A librarian would have the option of selecting support for travel/registration for one trip, or the

librarian could select to draw from a predetermined, limited yearly allowance to support any expenses associated with professional development, including meals and lodging.

Looking over the past ten years, the true desire of the group is to enjoy support at the levels comparable to a few years ago, i.e. support for two trips per year (registration and transportation), including international travel when appropriate. It was also noted that it is important to differentiate between travel of a professional development nature and travel that is essential for attending events at which specific kinds of technical skills or knowledge essential to a librarian's basic job can be acquired. Consensus was reached that A. Prussing will draft a proposal addressed to the University Librarian exploring the possibility of restoration of support at pre-1992/93 levels.

The meeting was adjourned at 4:25 p.m.

Respectfully submitted,
Richard Lindemann, Secretary