

SUNYLA Council Meeting

January 15, 2021

Virtual

10:00 AM – 3:00 PM

Attendees: Greg Bobish, Morgan Bond, Katherine Brent, Joan Cook, Jennifer DeVito, Greta Earnest, Carrie Fishner, Carol Anne Germain, Dan Harms, Rebecca Hewitt, Christina Hilburger, Rebecca Hyams, Bill Jones, Andrea Kingston, Jill Locascio, Amanda Lowe, Carrie Marten, Jennifer Moore, Nancy Murillo, Melissa Netzband, Kim Nolan, Rebecca Nous, Alana Nuth, Chrissy O'Grady, Susan Perry, Violet Price, Renae Rapp, Sarah Rhodes, Joe Riggie, Mechele Romanchock, Adam Saunders, Erin Sharwell, Liz Simmons, Fred Stoss, Keri Thomas-Whiteside, Mary Timmons, Jane Verostek, Brandon West, Marc Wildman, Simone Yearwood, Michelle, Giovannine

Start Time: 10:01 AM

1. Approval of Minutes from November 13, 2020 meeting.
 - 1.1.1. Motion to approve; minutes approved
2. Report Recaps
 - 2.1. Officers
 - 2.1.1. President – Carol Anne Germain
 - 2.1.1.1. The Ugly Holiday Sweater Social held on December 11, 2020 was a success. SUNYLA will host similar virtual socials for months opposite the months of meetings.
 - 2.1.2. First Vice President – Jocelyn Ireland
 - 2.1.2.1. Reminder that elections are coming up in April. Nominations are being accepted for First Vice President, Second Vice President, and Treasurer
 - 2.1.2.2. It's an odd number year so time to elect delegate. Email Alana and Jocelyn if your library selects a new delegate.
 - 2.1.2.3. Delegate responsibilities are listed on the SUNYLA website (<http://sunyla.org/delegate-toolkit/>)
 - 2.1.3. Second Vice President – Carrie Fishner
 - 2.1.3.1. The conference planning committee reviewed survey results for the 2021 SUNYLA Conference. Thank you to all that responded.
 - 2.1.3.2. The planning committee has decided to host a virtual conference for 2021. By making this decision early in the planning process, the committee can do a better job preparing and ensuring that local flavor is part of the conference.
 - 2.1.3.3. The planning committee will try to meet membership requests for opportunities to network during the conference as networking is a highly valued part of the annual conference.
 - 2.1.3.4. Registration will be free for all SUNYLA members. The registration cost will be no more than \$20 for non-SUNYLA members.
 - 2.1.3.5. Thank you to Adam Saunders for designing the conference logo.
 - 2.1.3.6. The call for program proposals is open and will close on February 26, 2021.
 - 2.1.3.7. The call for poster proposals will open in March.
 - 2.1.3.8. The conference committee will meet again in the next few weeks.
 - 2.1.4. Secretary – Alana Nuth
 - 2.1.4.1. No report

2.1.5. Treasurer – Greg Bobish

2.1.5.1. Greg submitted the electronic notice for small exempt organizations (e-postcard) to the IRS.

2.1.5.2. Greg is willing to coordinate an audit after the COVID pandemic to reduce contact. He welcomes accountant recommendations and will check the National Council of Nonprofits for suggestions.

2.2. Committees

2.2.1. Membership Development – Carol Anne Germain

2.2.1.1. Current membership statistics: 390 total members

2.2.1.1.1. 36 lifetime members

2.2.1.1.2. 94 student members

2.2.1.1.3. 56 delegates

2.2.1.2. Please note, if you pay for your membership using a check, the process is delayed because most everyone is working remotely. It would be helpful to send Carol Anne an email, if paying by check.

2.2.1.3. The LIS Student Committee convened their first meeting. The list of representatives for each LIS school is included in Carol Anne's report. Simone Yearwood will serve as the representative for Queens College.

2.2.1.4. Amanda Lowe is chairing this committee.

2.2.1.5. The committee plans to create a survey and email template to send to LIS students

2.2.1.6. The committee requested a budget of \$150. Carol Anne thinks the committee will need more money (for any events or mailings). Carol Anne motioned for a budget of \$1,000. The motion was approved.

2.2.1.7. Further discussion:

2.2.1.7.1. What is the best platform to use for a survey? The committee planned to use a personal Google account.

2.2.1.7.2. Rebecca Hewitt has sent a message to all LIS student listservs in NYS to promote the SUNYLA annual conference. The committee and Rebecca will discuss whether Rebecca should continue this practice or if the committee will take over this responsibility.

2.2.1.7.3. Would it be helpful to include a section in the SUNYLA Newsletter for students? Yes. The section will focus on LIS student activities.

2.2.2. Personnel Policies – Mary Timmons

2.2.2.1. The exit survey has been expanded in response to feedback received. Additional questions were added to address other reasons a person may leave a position, such as non-supportive environments or an issue with a supervisor.

2.2.2.2. What is the best platform for the survey? Mary has been using a personal Google account.

2.2.2.3. Further discussion:

2.2.2.3.1. Should SUNYLA invest in a subscription to a survey platform as multiple committees have a need to distribute surveys? Would the SUNYLA TGD Google account be appropriate? No, because of violations of terms of use and security issues.

2.2.2.3.2. Jill Locascio will solicit volunteers under the auspice of TGD to investigate potential survey platform options for SUNYLA. Mary Timmons and Keri Thomas-Whiteside can also participate. Carol Anne will schedule a meeting to discuss. Email Carol Anne if interested in participating.

2.2.3. Professional Development – Kim Nolan

2.2.3.1. No new grant applications have been received. Last application was received in January 2020.

- 2.2.3.2. The Chu and Kissane scholarships for SUNYLA Conference will not be distributed this year because SUNYLA Conference will be virtual.
- 2.2.3.3. There is interest in resurrecting the Mentorship Program. Professional Development Committee will be meeting with Carrie Fishner from Promotion and Tenure Committee for possible collaboration.

2.2.3.4. Publications – April Davies

2.2.3.5. No report.

2.2.4. TDG – Jill Locascio

2.2.4.1. Registration is open for the 2021 SUNYLA Virtual Midwinter Conference. The theme is Looking Forward: Creative Library Responses to Crises.

2.2.4.2. The planning committee received a lot of strong proposals and had to add an additional program slot to accommodate all the excellent program proposals that were submitted.

2.2.4.3. The conference is scheduled for Friday, February 12, 2021. The conference will be recorded.

2.2.4.4. One person can register on behalf of a small group viewing party. There is a question in the survey after the conference to indicate how many people viewed the conference for statistics tracking.

2.2.5. Web Development – William Jones

2.2.5.1. Working on SUNYLA Midwinter Conference

2.2.5.2. Renewed Zoom subscription for another year

2.2.5.3. Licensed Zoom webinar for one month to cover the conference. Because of the timing of the subscription, Bill will have to grab all the recordings on the day of the conference. By doing it this way, there is a longer period for registration.

2.2.5.4. There is the potential that the subscription will have to be upgraded to include more than 1,000 seats. The price for 3,000 seats is \$990. 1,000 seats is \$340. Difference of \$650.

2.2.5.5. 127 people have registered in one day.

2.2.5.6. Motion to license 3,000 attendee Zoom Webinar software if need arises. Motion approved.

2.2.6. SILC (SUNYLA Information Literacy Committee) – Brandon West

2.2.6.1. SILC has been hosting a lot of programs and has a lot of great programs scheduled, including three anti-racist pedagogy workshops in the spring of 2021.

2.2.6.2. See the full report for a list of programs, information about an edited open access ebook, and opportunity to submit a written reflection.

2.2.7. Archives (ad hoc) – Jennifer Collins

2.2.7.1. Jennifer is working with SUNY Delhi to gather 2021 SUNYLA Conference materials for archive.

2.2.8. Promotion and Tenure (ad hoc) – Carrie Fishner

2.2.8.1. The committee is scheduling their next meeting. If interested in participating, email Carrie.

2.2.8.2. The committee is looking for opportunities to provide resources and support to colleagues across SUNY beyond the annual conference, throughout the year.

2.2.8.3. Presentations from this committee could also be valuable to students enrolled in LIS programs.

2.2.8.4. What would help colleagues stand for promotion to full librarian? Challenges for librarians that are not represented by UUP or are one of few tenure-track librarians at their institution.

2.2.9. Scholarly Communications Committee (ad hoc) – Emily Kilcer

2.2.9.1. No report.

2.3. Liaisons

2.3.1. SLC Liaison – Carrie Fishner

2.3.1.1. The fall SLC meeting occurred in December. About 150 people attended; many were first-time attendees. The virtual format made the meeting accessible to more people.

2.3.1.2. The meeting focused a lot on updates from OLIS and the SLC Board, with time for colleagues to network during functional group meetings and sector meetings.

2.3.1.3. A document outlining change in roles and responsibilities for SLC and SLC Board was shared and later voted upon. The changes were passed. The new roles and responsibilities document is attached to Carrie's report.

2.3.1.4. Approved SLC Board meeting minutes are posted to the SLC Board LibGuide (<https://slcny.libguides.com/c.php?g=819739&p=5850219>)

2.3.1.5. Changes are coming later in the month to the way in which OLIS communicates with SLC member libraries. Communications will be transitioning to SUNY Workplace. More communication will be coming from OLIS, in addition to the message that Mark McBride sent to the SLCD listserv yesterday.

2.3.1.6. Further discussion:

2.3.1.6.1. The move to Workplace is comparable to the move to ALA Connect. The topic of communication has been a major discussion of the SLC Board. Listservs are out of date and difficult to manage.

2.3.1.6.2. Is there any concern about the low voter turnout for the changes in responsibilities for SLC and the SLC Board?

2.3.1.6.3. Does SUNYLA need to provide a venue for library directors in SUNY to get together? SLC is planning to provide opportunities for director and deans to meet virtually or regionally.

2.3.1.6.4. Concerns about attaching communication and location data to a company owned by Facebook.

2.3.2. FACT2 – Katie Ghidiu

2.3.2.1. No FACT2 meeting has occurred since the last SUNYLA meeting.

2.3.2.2. SUNY Provost Todd Laursen has been appointed acting president of SUNY Polytechnic Institute. Dr. Shadi Shahedipour-Sandvik has been appointed to serve as SUNY Provost in Charge. Dr. Shadi Shahedipour-Sandvik is the interim vice president of research and graduate studies at SUNY Polytechnic Institute.

2.3.3. LACUNY – Rebecca Hyams

2.3.3.1. Most of the LACUNY meetings have focused on upcoming LACUNY Institutes. LACUNY has been hosting active roundtables.

2.3.4. ESLN – Marc Wildman

2.3.4.1. Visit your library council's website to find the most up to date grant information. Some councils are not offering their usual grants because of the budget impacts of COVID.

2.3.4.2. PILLARS Symposium (<https://www.esln.org/pillars/>) will be a three-day conference scheduled in July for bridging the gap between schools and college. The conference is targeted at K-12 librarians and academic librarians. No registration charge.

2.3.5. IDS – Mark Sullivan

2.3.5.1. No report.

- 2.3.6. OLIS – Susan Perry
 - 2.3.6.1. The OLIS Quarterly update is scheduled for January 26, 2021.
 - 2.3.6.2. The transition to Workplace was already discussed as part of the SLC Board report.
 - 2.3.6.3. Please pay attention to the Automated Fulfillment Network webinars and FAQs presented by Tim Jackson. Libraries need to participate to make the AFN a success. Sixteen SUNY libraries are using Alma for article borrowing.
 - 2.3.6.4. Esta Tovstiadi is leading two Shared eBook DDA Pilots. SLS released an IFB for 800 products. The bids are due February 1, 2021. The review group will be looking at the bids.
 - 2.3.6.5. SUNY Library Accessibility Cohort has been active. See their LibGuide for more information: <https://slcnny.libguides.com/slss-accessibility>
 - 2.3.6.6. The January monthly update is happening during this meeting.
 - 2.3.6.7. Maggie McGee is continuing her training series on the new MDEditor. Additional training opportunities are being offered, such as usage statistics and SUSHI, and how to submit an effective Salesforce ticket.
 - 2.3.6.8. Mike Daly is offering a webinar for faculty on best practices for creating OER textbooks and courses.

- 2.3.7. UUP – Dan Harms
 - 2.3.7.1. Contractual raises that were supposed to be distributed have been delayed through March because of the state budget shortfall. Assurance that the raises will be distributed eventually. If you are leaving your position, make sure that the campus has up to date contact information to receive raise compensation.
 - 2.3.7.2. COVID vaccinations – Educators are part of phase 1B. This applied to K-12 educators and college instructors in face-to-face settings. UUP issued a statement this morning to advocate for broader college vaccinations.
 - 2.3.7.3. UUP is advocating for different strategies to increase funding for SUNY. See link in Dan’s report for advocacy options.
 - 2.3.7.3.1. Salary Compression – As part of last contract, three rounds of monies designated to address long-term salary compression will be distributed to bring salaries in line with current position hires. This funding is not being delayed. For libraries, the salary compression is being calculated based on rank and number of years of service. Data in Dan’s report demonstrates the amount of variation, especially in cases where people have assumed leadership roles. (Potential issues for administrators who receive extra service pay or stipend.) Dan spoke to UUP. UUP proposed to Dan to gather data from UUP-represented campuses (first name, last name, and title) and share with UUP so UUP can analyze local titles as titles at the state level do not always match what a person does.
 - 2.3.7.3.2. The state title is usually “senior assistant librarian”, “associate librarian”, “full librarian”, or “assistant librarian”. The local or campus title refers to what you actually do such as “head of cataloging” or “distance learning librarian”. Email Dan a list of first names, last names, and local title or a link to the staff directory (danharms@earthlink.net)
 - 2.3.7.3.3. Salary compression efforts is one of UUP’s first efforts to increase salary of librarians. SUNYLA had advocated that librarians be benchmarked like teaching faculty. It may be appropriate for SUNYLA to reach out to UUP for feedback or to respond to this issue. Carol Anne will work with executive committee to draft a letter to UUP.
 - 2.3.7.3.4. In the current plan, librarians are benchmarked by research instruction librarian position. We could be losing ground on salary compression.
 - 2.3.7.3.5. Further discussion:
 - 2.3.7.3.5.1. Coupa Data is expensive and restricted as who can access. SUNY cannot share the information with UUP. Could SUNYLA license a Coupa HR license?

Through the Personnel Committee? One person with a subscription that could share data upon request? Would have to check the terms of use, first.

2.3.8. METRO - Jill Locascio

2.3.8.1. No report

2.3.9. NYLA – Simone Yearwood

2.3.9.1. NYLA is accepting conference proposals through January 31, 2021 for NYLA 2021. NYLA is planning an in-person conference in Syracuse with an option for virtual presentations or recorded presentations.

2.3.10. SUNY Academic Programs & Awards committee – [VACANT]

3. Old Business

3.1. Delegate Enhancement Committee

3.1.1. No new information. A number of people volunteered to participate and Carol Anne will contact those people to follow up. If interested in participating, email Carol Anne.

3.2. Bylaws Review and Vote

3.2.1. Only one comment received regarding membership for students. The comment recommended that the restriction that students be enrolled at least half-time to be eligible for free student membership be removed. See Carol Anne's post for more details. Carol Anne supports removing that phrase.

3.2.1.1. Further discussion:

3.2.1.2. For student members, SUNYLA does not verify enrollment or when students graduate. When a student signs up to become a member, Carol Anne looks for an email address from a library-degree instituting institution and will ask for one if the student uses another email address. She flags the registration as a two-year membership.

3.2.1.3. The point is to encourage LIS students to become members after graduation. Do not add any statement about limit of student membership term.

3.2.2. Another comment: should any language be included regarding a quorum, specifically that virtual attendance counts towards quorum?

3.2.3. Motion to accept bylaw revisions with amendment of making change regarding LIS student membership and quorum/virtual attendance. Seconded. Motion approved.

3.2.4. The bylaws revision will be included on the ballot for the spring election.

3.3. New Scholarships

3.3.1. The Wind Beneath Our Wings Award is an award for mentors. See Carol Anne's report.

3.3.2. The award would be a certificate with a cash stipend of \$250. Carol Anne suggests \$250. Alana verified that we did not discuss the amount of the award at past meetings. Maximum of four awards, \$250 each, so allocate \$1,000 towards this new award.

3.3.3. Motion to approve the new scholarship and budget allocation. Motion approved.

3.3.4. Name of the award? SUNYLA Mentor Award.

4. New business

4.1. Proposed SUNYLA feedback on contractual salary compression mitigation efforts

4.1.1. See UUP liaison section

4.2. Librarian Rank

4.2.1. As faculty librarians, do we have the option to use professor rank? Such as "associate professor" or "senior assistant professor"? This item was on the agenda for UUP in the past but no one in SUNY is using the professor rank.

4.2.2. If librarians used the professor rank, it would require a new appointment. Stick with state or campus title.

4.3. Librarian voice on the University Faculty Senate.

4.3.1. Do the librarians need a more formal position, such as their own committee, in the University Faculty Senate? Such a committee could serve an advocacy role and share information about library-issues with SUNY faculty.

4.3.1.1. Further discussion:

4.3.1.2. How are library-issues discussed if there is not by a library-focused committee in UFS?

4.3.1.3. What would be the benefit for libraries? Greater advocacy? Bring attention to issues in libraries. Create a new Library Sector? Libraries as a sector across all of SUNY.

4.3.1.4. Consult with Mark McBride as Mark has the greatest knowledge of how the UFS works.

4.3.1.5. It would have to come from the UFS to start a motion to create a new committee or sector for libraries.

4.3.1.6. Some libraries may already have a voice through their local faculty senator at the college-level. It would have to come from the UFS and would be a process.

4.3.1.7. Fred will explore this idea further and continue conversation during the March meeting.

4.3.1.8. What would be the purpose? During and post-COVID, increased need for library advocacy and such a committee could be another means of generating that advocacy.

4.3.1.9. Danger of faculty wanting to control or make decisions on behalf of the library.

Meeting adjourned

1:43 PM