

Library Management Team (LMT) Meeting

11/11/2024 at 3:30 pm

Attendees: S. Cary, A. Huelsbergen, K. Peters, J. Pierce, C. Pryor, S. Pryor, E. Shaw, J. Thompson, K. Whatley Support: N. Whyte

Elsevier Meeting Recap (Kara)

Kara shared updates from last week's meeting with Elsevier's North American Library Advisory Board (NALAB). Elsevier's recent Scopus AI improvements could be beneficial to us but are costly (20% of Scopus price). AI at ScienceDirect level allows for training on full-text and enables comparison of research methods across papers. **Action item:** Consider whether Libraries should explore purchasing Scopus AI.

Visioning exercise on the future of libraries: Discussion of physical collections becoming more decorative as time progresses.

Government relations update: Uncertainty around higher education and research funding, but not as dire as some forecasts suggest.

Upcoming Meetings with Publishers (Kara)

Kara will meet with several publishers (for example, Taylor & Francis, De Gruyter, Wiley, SPIE, Sage, Brill) later this week at Charleston conference. Kara is open to requests if anyone needs specific topics discussed with publishers.

Strategic Planning Task Force (Kara)

One quote has been received for strategic planning consulting and another is expected next week. Kara is looking for representatives from each division of Libraries as well as members-at-large for task force. Task force will start in January and will focus on identifying stakeholders, gathering data, and engaging staff in the planning process. LMT members can suggest people (themselves or others) for the strategic planning task force.

PTO Assessment and Salary Impact (Kara and Kathy)

Kara reached out to HR for updates on PTO assessment. Metrics regarding qualifying leave usage haven't been provided in shareable form yet, but Crystal is working to get definitive data that will be shareable. Kathy is working on salary impact assessments based on the leave program changes.

Update on inclement weather policy (Kara)

Kara is gathering information on how other units handle staff compensation during shifts to remote work. Libraries are in a unique position with overnight and weekend hours that existing campus policies don't necessarily address. **Action item:** Continue discussions with HR

regarding inclement weather policies and how to handle compensation for Libraries staff when their overnight/weekend hours aren't workable due to closures.

Folio Update (Steven)

Steven said Q version updates were received Saturday night. Mobius requests were throwing errors after the update, but the issue has been resolved. Mobius overnight update is scheduled for Tuesday night, which may cause delays. New serials module permissions will need to be assigned. Sierra system is being sunset, with a target shutdown date of December 31. Data from Sierra is being backed up, and efforts are ongoing to ensure all necessary data is transferred to Folio. **Action Items:** Assign permissions for the new serials module. Continue pulling data from Sierra before the December shutdown.

Library Climate Survey (Jeannette)

Jeannette presented a spreadsheet summarizing intervention points based on the climate survey. Areas of concern include career progression, workload, compensation, and work-related stress. Discussion on how to address these issues, including the possibility of forming a well-being task force. It was noted that some issues, such as compensation, are already being worked on but progress is slow. **Action Items:** Plan to present climate survey results at the January all-staff meeting. Continue working on compensation issues and communicate progress to staff. Consider forming a well-being task force to address work-life balance and stress. Continue to support professional development opportunities within budget constraints.

Minimum Wage (Kathy)

The passing of the minimum wage amendment will affect staff salaries. For non benefit-eligible workers it will extend one hour of sick leave for every 30 hours worked which isn't in the budget currently. Staff wages below the new minimum will need to be adjusted by January. Student raises are likely to lag behind. **Action items:** Prepare for the impact of the minimum wage increase on staff salaries. Communicate with student workers about the delay in wage increases.

Next Meeting

Next regular meeting will fall on the Tuesday (11/26) before Thanksgiving. Kara asked if it should be canceled due to absences and group agreed. **Action item:** Nicole to cancel the November 26th meeting.

Next LMT meeting will be held Tue 12/3 at 3:00 pm.