

Library Management Team Meeting

Information and Action Items

Tuesday, February 21, 2023

In Attendance

Deb Ward
Kathy Peters
Jeannette Pierce

Kelli Hansen
Chris Pryor
Shannon Cary

Ernest Shaw
Support: Jacqueline Eiben
Guests: Taira Meadowcroft
And Steven Pryor

IDEA Committee Clarification

- *Chair of the IDEA Committee proposed this question to LMT*
 - *The IDEA committee wants to clarify the purpose of the committee. We do have the charge to look at, but like most charges, it is broad to give us some creativity into how we promote inclusion, diversity, equity, and accessibility within the libraries. I'd like to have a discussion about strategic leadership priorities of this committee to give a better sense of how this committee should operate. There seems to be some confusion each year with this committee, and I want to make sure we are all on the same page. I'll also discuss some other ideas the committee has.*
- One perspective is that a staff member of IDEA committee would develop a proposal for review of LMT and then, if approved, they would bring the information back to staff.
- It was asked if the scope is: to be aware of IDEA opportunities on campus and to share those out, to provide programming for SAG meetings or events that contribute to a culture of inclusive excellence or execution of virtual book displays for Heritage Month.
- It was mentioned that for awhile we were waiting for the campus IDEA programming to bring sessions to departments on campus.
- It was noted that IDEA does not need to be the end all of diversity programming or that individuals or groups in the library need to include IDEA in all diversity opportunities.
- It was suggested we explore making an inclusive excellence plan that is structured by the Campus IDEA office.
 - We could also look at plans from other Libraries.
- It was noted that IDEA speakers often require stipends.

Decision: It was proposed that LMT and IDEA work over a period of meetings to propose and discuss ideas. IDEA will bring something to LMT in one month.

FOLIO Report

- The System Librarian search is continuing into the screening interview portion with five potential candidates in mind.
- Steven gave a FOLIO update to LMT members.

Follow-up EAP Discussion

- This item will be discussed at the next meeting.

Student Wages Update

- The Federal Work Study program now requires current state or federal minimum wage guidelines. We must go ahead with providing the \$12.00 MO minimum wage.
- Effective Feb, 19, we will increase all student employees to \$12 for level 1 and \$12.15 for level 2
- Kathy is exploring salary increase options for staff with the Vice Provost, the provost Office, HR, and Division Heads.
- Kathy has an updated salary plan for FY24 including the current vacant positions. The plan will be updated, as more information is received about increases.
- Discussion ensued as to the potential to return to the dollar difference between level 1 and level 2 students.
- Pay increases for the student employees will not be retroactive.

Announcement: Update Regarding Student Worker Wages

Dear Student Supervisors:

We are updating you on the situation with student wages for spring semester, 2023. Due to budget constraints, the wages for student workers at MU Libraries were not raised at the beginning of 2023. However, a recent update to federal work student guidelines will prompt an increase for all library students, effective Feb 19. The rate will increase to \$12.00 per hour for Level 1 student workers and \$12.15 per hour for Level 2 student workers.

Follow-up on User Satisfaction Survey

- Jeannette submitted an updated Draft User Satisfaction Survey for discussion.
- It is proposed that we implement this campus wide survey during the first two weeks of April.

Action: LMT members are asked to review the document and send comments to Jeannette.

Next Meetings

March 7 @ 2-3:30p LMT

March 21 @ 2-3:30p LMT w/FOLIO report
April 4 @ 2-3:30p LMT