

April 10, 2002 MULSA Meeting

Present: Rachel Brekhus, Marie Concannon, Jacinda Johnson, Karen Eubanks, Melissa Skinner, Paula Roper, Debbie Landi, Troy Gordon, Ruthe Morse

Martha's Gift

Rachel brought Martha's retirement gift for all to see. It was a copy of Joseph N. Nicollet's 1839 Manuscript Maps of the Missouri River and Upper Mississippi Basin, Compiled by W. Raymond Wood.

MULSA job descriptions and recruitment efforts

Discussion about MULSA board job descriptions was next. Marie had compiled the list of descriptions and sent it by email to all board members for approval. Troy expressed concern about the addition of this statement in each job description: "Is it necessary to attend every MULSA monthly meeting? - [yes or no]"

Troy said it was important that all MULSA board members understand they are *expected* to attend monthly meetings. He said meeting attendance is important because it allows a big enough pool of people to provide guidance and direction to the organization. Rachel commented that when there are two co-chairs for a certain position, it may not be necessary for both of them to attend in order to represent their area. She said that it was helpful for board members to have some "wiggle room" where meeting attendance is concerned, because there are occasions that supervisors cannot let a person off. Debbie Landi mentioned that a strict attendance policy might dissuade branch people from running for board positions, and that it would have effected her own decision to run for treasurer. Marie mentioned that she'd originally put the statement in because people whom she tried to recruit for positions all declined, citing lack of time. Rachel observed that most people naturally understand which people *must* be present for all meetings (president, secretary, etc.) and that it may not be necessary to spell it out in the job description. Paula commented that sometimes issues are debated within a face-to-face meeting, and that being present to hear opposing viewpoints in person is often very useful. Karen remarked that meeting participation helps board members feel involved and that this is part of what makes participation rewarding.

Ultimately, it was decided to remove the controversial statement from the job descriptions, and add a preamble which would include this instead: *"All job descriptions below include an estimation of the time commitment involved. Add to each figure 60-90 minutes per month for attendance at monthly MULSA Board meetings."* This alternative phrasing does not imply that individuals can opt out of board meetings, yet it does not use such strong words as "mandatory" or "necessary." Once elected, the board members will be informed that they do in fact have a *little* wiggle room, but they must prepare for their absence in advance by sending in their monthly report before a meeting takes place. If we reach a recruiting crisis, we *might* privately mention this fact to a person who seems desirous of a position but hesitant to commit, especially if the position is one of two co-chairs.

Troy and others on the board expressed recognition that chair positions can be time-consuming, but that we have not fully taken advantage of the potential pool of volunteers who are not on the board, and maybe not even MULSA members. We have had good luck in the past year with getting helpers for individual events (i. e. when June DeWeese sent out a note at Rachel's behest, encouraging Access Service people to help out with the MULSA holiday party), and as Troy observed, we have established an effective group of five "helpers" who work under the Staff Lounge Chairperson. Troy encouraged board members to consider recruiting their own such helpers if necessary.

Marie asked the board whether it would be appropriate to add "webmaster" in to the MUSE job description. The board decided not to do that because 1) it may require a constitutional change, and 2) It's not mandated that the MUSE must be published to the web, 3) adding in the webmaster duties might make it harder to find

someone to do the MUSE. It was decided to keep the MULSA webmaster as a non-chair, volunteer who is not obligated to attend board meetings.

Karen asked Rachel if she might speak to the new director about some of MULSA's issues (lack of supervisor support in particular), and Rachel said she would see about getting an appointment. Debbie said that his schedule appears to be booked solid for quite a while, so we don't foresee any movement in this area before our annual meeting in May. Debbie said that she would like to see a statement in a library handbook or guiding document that would allow any employee a certain number of hours per month to be spent toward workplace morale projects such as those MULSA does.

The people who have volunteered to run for positions so far are:

Wayne Sanders: Book Sale co-chair

Tammy Greene: MUSE

Staff Lounge co-chair: Karen Eubanks

Treasurer: Steve Clayton will run if nobody else does

Debbie Landi may take membership maintenance duties over from the treasurer

Secretary: Jack Batterson

In addition, Rachel said she's been in contact with a male person in a branch who seems recruitable.

Rachel appointed herself vice president at this meeting, so that she can ascend to the presidency next year! We all had a little chuckle over this.

MULSA Name change

Last year there was some discussion about the need for a change in MULSA's name. Refer to previous meeting minutes for reasons behind this. It has been on the back burner for quite a while, and Rachel expressed the desire to get this taken care of at the annual meeting. Troy refreshed our memory as to constitutional protocols, and it was determined that we would need to come up with the wording of the name change proposal, and make it available to membership a number of days before the annual meeting, so that they can be prepared for the vote.

It was decided to come up with a multiple choice format, with "Keep name as MULSA" being one of the options. Debbie Landi submitted several ideas, including

Mizzou-LA

LEMU (Library Employees MU)

LAMU (Library Association MU)

The notice will be sent out via a MULSA members distribution list, which Marie will create.

Annual Meeting

Rachel reminded everyone to create an annual report chronicling the major events and accomplishments of the year in their areas. The survey results will be among the things featured in the meeting's agenda.

One last loose end is the issue of whether MULSA should continue to give retirement gifts to non-members as well as members. This may be an item which we will vote on at the meeting. We might also decide whether we want to continue to give monetary gifts, or if we will choose gift objects (books, for example) instead.

**MU LIBRARIES STAFF ASSOCIATION
TREASURER'S REPORT
April 2002**

	\$1335.31
Previous Checking Account Balance	
Statement as of 2/28/02	
Expenses Incurred:	
	\$15.00
Courtesy (\$15.00 wedding)	\$15.00
Outstanding Super Star check	
*	
	\$30.00
Total Expenses	
	\$1305.31
Minus Expenses/Checking Account Balance	
	\$13.00
Income Collected:	.52
Dues – new members	
Interest (February 2002)	13.52
Total Income	
	\$1318.83
Plus Income/Current Checking Account Balance	
	\$5337.50
	\$6.10
	\$5343.60
Savings Account Balance:	
Plus Interest (February 2002)	
Total Savings Account Balance	

*** Still one outstanding blank, signed check**

Submitted by:
Debbie Landi
MULSA Treasurer,
2001/2002