



MINUTES FOR THE COUNCIL OF LIBRARIANS MEETING

Held on September 22, 2020 at 2 PM

[via WebEx](#)

Present: Dorinne Banks, Leah Richardson, Megan Potterbusch, Shira Eller, Brigette Kamsler, David Ettinger, Josh McDonald, Mark Yoffe, Peter Cohn, Vakil Smallen, Shmuel Ben-Gad, Geneva Henry, Yan He, Matthew Mihalik, Jennifer King, Jen Froetschel, Elizabeth Waraksa, Hannah Sommers, William Gillis, Daniel Kerchner, Deborah Bezanson, Cathy Zeljak, Ann James, Monecia Samuel, Harald Griesshammer.

CALL TO ORDER

The meeting was called to order at 2:02p.m.

APPROVAL OF THE MINUTES

- I. The [minutes from July 13, 2020 regular meeting](#) were approved unanimously without comment.

WELCOME NEW MEMBERS

- I. Peter Cohn introduced Joshua McDonald, the new Collections Strategist, to his first Council meeting.

REPORTS

- I. Search Committees Update by William Gillis
 - A. Recap on hires: 5 positions approved by Resource Allocation Committee in early June; 1 filled - Collections Strategist (Josh McDonald);
 - B. Hiring recommendations for the remaining 4 positions have been sent to Dean Henry:
 1. Director of Resource Description Group
 2. Research User Services (two positions)
 3. Instructional Design Librarian
 - C. Council members expressed gratitude and appreciation to colleagues on the search committee (Shira Eller, Laura Wrubel, Jennifer Froetschel, Jennifer King, and the leadership of Bill Gillis)
- II. Report on new peer mentor program by Jennifer Froetschel
 - a. [Pilot outline document](#)
 - i. Peer-mentoring Program is voluntary and new hires will be assigned a primary peer partner and placed in a cohort.
 - ii. More resources will be added to the document throughout the pilot phase (through fall 2021); at that time Council will decide if the pilot will continue.

FACULTY SENATE COMMITTEE ON LIBRARIES

Welcome Professor Harald Griesshammer, Chair of [Faculty Senate Committee on Libraries](#)

- I. Update from Prof. Greisshammer
 - A. Harald Greisshammer loves libraries! GW University would not have survived the pivot to online learning caused by Covid-19 without the people in LAI helping faculty and students in the new environment; Sees us as empowering faculty to teach their classes.
 - B. Faculty Senate strongly opposed to removing Academic Technologies (AT) from LAI
 - C. Faculty Senate Shared Services committee will re-convene at a future, undisclosed date



- D. President LeBlanc and Provost Blake shared with Faculty Senate:
 - 1. GW salary cuts still being discussed; will be prorated according to salary tier;
 - 2. \$180 million = current budget shortfall if we are online for spring; could be an inflated number
 - 3. “New cuts” (ambiguous) will not be considered until Nov-Dec;
- E. Faculty Senate Library Committee met on Monday, 09-21-2020, and discussed the issue: If cuts are imposed, should GW focus on collections over people? Those faculty members who spoke up, favored making cuts to library collections (over cuts to positions); Asked the library to consider where we might strategically target resources to cut (e.g. Elsevier)
- F. Harald has been invited to all Council meetings this year

OPENING COUNCIL MEETINGS TO LAI

Council Executive Committee proposed a resolution to open regular meetings to all of LAI

- I. Megan led a discussion of the Executive [Committee’s draft proposal](#) on how to most effectively include more LAI colleagues in regular council meetings. Proposal is meant to expand transparency and inclusivity of all LAI colleagues.
- II. This was presented as a resolution (as opposed to an amendment to the by-laws) in order to swiftly implement the proposal.
- III. Comments:
 - A. Josh McDonald said it looks really good
 - B. Debbie Bezanson asked if we would consider including colleagues from Himmelfarb Library and Burns Library. The resolution was targeted towards our LAI colleagues. But the meeting link will be public on our webpage, so others outside of LAI can attend.
- IV. Leah moved to vote to open the draft for comments online for the next 10 days; the motion was seconded
 - A. Votes: 18-Yea, 0-Nay, 0-Abstain
 - B. Approved to move to Google Docs for comments until October 2nd.
 - C. After that, the Council Executive Committee will revise the draft with the suggestions received and share the document with council members for an online vote to be held before the next meeting in November

2020-2021 Librarian Review and Development Committee (LRDC) PROCEDURES

- I. Shira Eller presented updates to [LRDC procedures for 2020-2021](#); the changes in procedures reflected items that needed more explanation;
- II. The document was shared with Council members before today and no comments were received.
- III. The updated LRDC Procedures for 2020-2021 were approved unanimously without comment.

GENERAL BUSINESS

- I. Report of the Standing Committees
 - a. Librarian Review and Development Committee (Shira Eller, Chair)
 - i. Committee Members: Morgan Stoddard, Vakil Smallen, Jennifer King, Mark Yoffe, Shmuel Ben-Gad (alternate) met and have identified those up for review for reappointment or promotion; facilitators have been assigned for fall and spring reviews; candidates up for promotion have been notified and those up for review in the fall will be notified by 9/25
 - ii. All Council members were invited to the LRDC Workshop on Oct. 7th
 - b. Grievance Committee (David Ettinger, chair)
 - i. Committee Members: Debbie Bezanson, Dan Kerchner, Cathy Zeljak, Jen Froetschel met and have nothing to report
 - c. Code & By-Laws Committee (Brigitte Kamsler, chair)
 - i. Committee Members: Ann James, Yan He, Dolsy Smith met and have nothing to report



II. Update from the Dean: Geneva Henry

- a. The four new candidates for hire are in varying stages of moving ahead; The process includes Dean Henry reaching out to each candidate with an informal offer; Then, each candidate's rank, term of appointment, and salary is sent to Provost Blake for approval.
- b. Promotions and Reappointments for FY20
 - i. Promotions: Shira Eller (L3), Morgan Stoddard (L4), William Gillis (L4)
 1. Due to GW's hiring freeze, those promoted did not receive a merited salary increase; the salary increase will resume at the end of GW's hiring freeze.
 - ii. Reappointments: Yan He, Megan Potterbusch, Vakil Smallen, Peter Cohn, Jennifer King, Brigette Kamsler, Amal Cavender
 - iii. Updated Code & Bylaws
 - iv. Provost Blake gave verbal approval of changes in Feb. 2020
 - v. Tyler is working on creating the new documents with correct formatting, which he will share with Code & Bylaws before sending for final approval

III. Announcements

- a. Thanks to Council Executive Committee members for leadership into this new year
- b. Reminder to register to vote
- c. Happy Hour for AT colleagues tonight

IV. New Business

There was no new business

ADJOURNMENT

1. Peter Cohn motioned to adjourn the meeting; the motion was seconded.
2. The meeting was adjourned at 2:45 p.m.