



Council of Librarians

AGENDA FOR THE COUNCIL OF LIBRARIANS MEETING

Held on January 12, 2021 at 2PM

Via [Zoom](#)

Present: Leah Richardson, Megan Potterbusch, David Ettinger, Dorinne Banks, Laura Wrubel, Dolsy Smith, Brigette Kamsler, Mark Yoffe, Shira Eller, Kelly Grogg, Geneva Henry, Josh McDonald, Peter Cohn, Bill Gillis, Yan He, Daniel Kerchner, Matthew Bright, Hannah Sommers, Shmuel Ben-Gad, Jennifer King, Morgan Stoddard, Ann James, Jennifer Froetschel, Amal Cavender, Matt Mihalik, Elizabeth Waraksa, Cathay Zeljak, Deborah Bezanson, Monecia Samuel, Vakil Smallen, Stephanie Mihalik, Barbra Giorgini, Jon Damrau

CALL TO ORDER

The meeting was called to order at 2:03pm

APPROVAL OF THE MINUTES

- I. The [minutes from November 17, 2020 regular meeting](#) were approved unanimously without comment.

WELCOME NEW MEMBERS

- I. Elizabeth Waraksa welcomed Kelly Grogg, Research and User Services Librarian. Joining LAI on December 14th, Kelly is a new member to Council.

REPORTS, UPDATES

- I. Status of Cluster Hire Search Committee (Bill Gillis)
 - A. No committee updates; Geneva will share an update later in today's meeting.

GENERAL BUSINESS

- I. Report of the Standing Committees
 - a. Librarian Review and Development Committee (Shira Eller)
 - i. LRDC received and is reviewing all reappointment packets from the fall; Sending out notification letters for the spring set of reappointments in the next month
 - b. Grievance Committee (David Ettinger)
 - i. Nothing to report
 - c. Code & By-Laws Committee (Brigette Kamsler)
 - i. Received from Dean Henry the re-typed Librarians Code; Committee members made slight edits and will return the Code to Dean Henry at end of the week; Next up: Committee is waiting to receive an updated copy of the By-laws from Dean Henry.
 - ii. Announced that Code & By-Laws will be putting together the FY22 Council Committee slate in March. Council members should contact current committee chairs to learn more about the role of committees and/or to indicate their desire to serve next year.
- II. Update from the Dean: Geneva Henry
 - a. Librarian positions: 4 positions were submitted to RAC, (NEA Librarian, USIP Librarian (not council position), Digital Services Librarian, Research Services Librarian (formerly the Distance Librarian funded by the College of Professional Studies)). The existing search pool for cluster hire will be used to find candidates because it will be quicker; waiting to hear back from Mafona Shea in Human Resources.
 - b. Questions:
 - i. Bill Gillis: Can you clarify that the Digital Services manager position was submitted to RAC?
 1. Geneva Henry: YES



Council of Librarians

- ii. Ann James: Would there be a possibility to advertise some of these positions internally, as well as externally ?
 - 1. Bill Gillis: Search is not closed, updated on website -- currently indicates which positions are paused and which are filled already.
 - 2. Jen Froetschel: Cluster of open positions is still on theLAI webpage and the search committee is still up and receiving applications.
- iii. Megan Potterbusch: Appreciation for Geneva's desire to move swiftly and willingness to re-advertise for positions; concerned about Distance Librarian being filled from the current pool of applicants because Council By-Laws say that a special search committee is formed for each vacancy (Bylaws VII. A.) Feels very strongly that we follow our rules/processes put in place.
 - 1. Geneva Henry: If we left this position the same as the "Distance Librarian" position, you are right; But in conversations with the CPS office (funding source), they were okay with using the title and job description for a "Research Services Librarian".
(Joscelyn was not hired as a Council member, but evolved into one. Role started as DE and grew into a RUS Librarian) *NOTE: Council members indicate that this statement is not accurate.*
- iv. Shira Eller: Are we ultimately losing one position?
 - 1. Geneva: We have not lost any positions, but we do NOT have funding for RUS Librarian (unless it is funded by the CPS Program); We still have the line for the RUS Librarian position and will request funding in FY22.
- v. Leah Richardson: Was the Librarian for Undergrad Research filled by Kelly Grogg?
 - 1. Geneva Henry: Sort of; We started the cluster search process with 10 positions, but then there was a hiring freeze.
 - 2. Bill Gillis: Agreed, it is confusing because of the hiring freeze; 2 RUS positions were approved by RAC; we still have the line for the Librarian for Undergraduate Research
- vi. Laura Wrubel: Remember that the recruiting was from over a year ago - stale pool. Recommended a new search pool in order to follow good practices for Diversity and Inclusion (ex: original required criteria excluded new MLIS degree by time of hire--this could be updated in a new search);
 - 1. Geneva Henry expressed concerns about starting a new search because we have funding for 4 librarian positions available now by using the "stale pool". If we want to start a new search, it would not happen in FY21 and we would need to return the FY21 funding from CPS and RAC (for Digital Services Librarian). These resources are available to us now, if we use the current pool.
- vii. Debbie Bezanson: Did they take the funding for all vacant positions?
 - 1. Geneva Henry: Yes. RAC approves position hiring based on funding; Provost has the final word. FY22 fiscal conversations are launching now.
- viii. Dolsy Smith: The process we followed to form the "super" search committee for this cluster hire: pursuant to the By-Laws VIII.A., we actually formed *10* search committees, but with the same people serving on multiple committees and the agreement that we would, in effect, treat these multiple committees of the same people as "one" committee.
- ix. Matthew Bright: Does this mean the Research Services Librarian for Undergraduate Research line is the one that is being replaced by the new Research Services Librarian listing that used to be the distance librarian position (allowing us to hire that position from the cluster pool now), and the Research Services Librarian for Undergraduate



Council of Librarians

Research line will still be vacant (and unfunded) and would be funded and hired as a regular RUS librarian position in the future?

1. Geneva Henry: We would be updating the title of Distance Librarian to RUS Librarian; Think of a line as a funding source, not a position description.
 2. Leah Richardson: Would the same job description that was originally posted for the RUS librarian would be used for the Distance Education/CPS-funded librarian ?
 3. Geneva: Yes
- x. Shira Eller: Is there any update on the suspension of Research Leave? Can LRDC accept applications?
1. Geneva Henry: Let me think about that

NEW BUSINESS

- I. Proposal to revise Council search procedures (Laura Wrubel)
 - A. [Current Search Committee Procedures](#) were last updated in 2010 and do not reflect current HR practices in LAI and GW
 - B. [Proposal to form an ad hoc committee](#) to update search procedures
 1. Laura Wrubel motioned to form an ad hoc committee to update the search procedures; Seconded by Megan Potterbusch.
 2. Discussion
 - a) Peter Cohn: What about the GW Faculty recruiting procedures?
 - (1) Laura Wrubel: They would be considered, but not followed exactly.
 - b) Debbie Bezanson: The procedures are 10 years old and it is high time for updating them.
 3. Council votes: Vote tally: 25-yea, 0-nay, 2-Abstain
 4. Approved to form an ad-hoc committee to revise the search committee procedures for Council searches; committee chaired by Laura Wrubel.
 5. Laura Wrubel invited Council members interested in serving on this committee to contact her by Friday, January 15, 2021. Three council members have already volunteered--Bill Gillis, Monecia Samuel, and Jen Froetschel.
- II. Discussion: Council's Response and Potential Action Plans Regarding Insurrection at the Capitol on January 6, 2021
 - A. Council Executive Committee did not want to draft a response statement or resolution without hearing from all Council members. An email was sent to Council members earlier this week asking members to respond to this question, "What do you think Council should do in light of the events at the US Capitol on 7 January 2021 and calls to action from GW leadership?"
 - B. Members added their ideas to this [Jamboard](#), while considering statements already made by leaders, professional organizations, and President LeBlanc (listed below) and were asked to come prepared to discuss those ideas during the Council meeting.
 1. President LeBlanc's message to the GW community (sent on January 7, 2021): "At GW, our location represents the democratic ideals we uphold, our sense of civic responsibility, and our passion for public service. It is a constant reminder that we must use our teaching and research mission in service of the public good, and in service of democracy—especially when that democracy is threatened. ... Let's channel our horror and anger about yesterday's events toward a passion for making a difference and doing all we can to strengthen our great democracy. "
 2. Dean Henry's message to LAI (sent on January 7, 2021): "In our role as educators of information literacy, we must pledge to redouble our efforts to help the GW community to identify, evaluate, and use information to combat the spread of false theories and



Council of Librarians

conjecture that undermine the legitimacy of our governing infrastructure. There has never been a more crucial time for us to pursue this vital work. Of equal importance, we must denounce the racist behavior witnessed yesterday and continue to combat it whenever it appears.”

3. ALA Council’s working draft: [Resolution to Condemn White Supremacy and Fascism as Antithetical to Library Work](#)
 4. [ALA statement issued on January 7, 2021](#)
- C. Discussion:
1. Bill Gillis: Has Geneva’s statement been made public? On our website?
 - a) Dean Geneva Henry put her statement on GW letterhead and [Tweeted it](#); She was cautioned about putting out a statement before President LeBlanc did so.
 2. Leah Richardson: question re: the Library update that the building may close because of possible violence around the Presidential Inauguration: Will our facilities colleagues be required to be on campus, even if the building is closed?
 - a) Geneva Henry: I *think* that staff presence would be very limited. Scott Burnotes wants to minimize the footprint on campus during that time. Some researchers will need to get into their labs.
 3. Vakil Smallen: Expressed support for the ALA statement about librarianship’s core values. Not comfortable addressing people who voted for Trump
 4. Peter Cohn: Where would the council statement go? What is the goal--a call for action? Or, a symbolic gesture?
 - a) Leah Richardson: It is up to council members to decide the answers to these questions. Statement would likely be a symbolic gesture.
 - b) Dolsy Smith: Resolutions amplify a message to administration; we’re surely not the only group who would like the university to make a stronger statement and solicit a call to action. Ex: boycotts are effective means of social change. Will be interesting to see what GW student groups responses will be.
 5. Leah Richardson thanked council members for their participation and suggested that this conversation continue in another venue and could be revisited in the future. Executive committee will review comments in the Jamboard discussion and suggest next steps if indicated.

ANNOUNCEMENTS

There were no announcements or new business.

ADJOURNMENT

Leah Richardson motioned to adjourn the meeting and Peter Cohn seconded the motion. The meeting was adjourned at 3:23 PM.