

Faculty Assembly Meeting

June 29, 2022

1:02 pm

Present: Darra Ballance, Natalee Reese, Bradley Warren, Melissa Johnson, Jennifer Davis, Rod Bustos, Josette Kubicki, Kathy Davies, Thomas Weeks, Julie Gaines

Absent: Aspasia Luster, Tonya Dority

Brad: We are working towards some goals and implementation, and the mentoring piece is key

Posted Allied Health and Cancer Center/Dental College Librarian positions yesterday (6/28)

- Library Faculty Mentoring (Brad Warren): comes up because we have two new librarian positions posted; voice concerns and issues with being successful as a librarian at the AU libraries
 - Discussion of the issues:
 - What are the concerns that we have?
 - There is a revolving door of faculty and it's emotionally disappointing when faculty don't stay; if it's going to be where we train baby librarians and train them to fly, maybe change it to a residency program (Natalee Reese)
 - (Darra Ballance): The issue with faculty mentoring is that there isn't any; some people are okay with this but some aren't okay with just being released to the wild yet
 - (Darra Ballance): the Medical Librarians and the academy of health information professionals (AHIP) accreditation and not having enough credentialed librarians here; it is a good practice for getting promoted
 - Kathy: there is a cost to submit that, so might be a prof dev opportunity; requires renewal
 - (Kathy Davies): There are levels of mentoring; we used to have libguides that listed people's skills; we are stratified in a way and don't have many experienced librarians; do we need more than one mentor? What about a cross-institutional model of mentorship? Peer-mentorship?
 - (Emma Kate): there was a total lack of onboarding here, and I think that would help
 - (Josette Kubicki): her onboarding was enough for her at the time, but the other new hires were new librarians did not think that they did not feel like it was enough for them; a good place to start could be focusing on the things that we all do that are similar
 - (Rod Bustos): It's hard to know what to do when people start because it's hard to know what IT tells people and doesn't
 - (TW, EKM): It is hard to create a program with longevity when there is high turnover. Many of these amazing former mentors have moved on to other places.
 - Discussion of potential approaches and solutions
 - Not requiring faculty to serve on committees their first year (Natalee Reese)

- Partners for onboarding so that new hires can know who to turn to when there are things they don't know
 - (Brad): Expectations are that if someone comes into the Libraries at the Assistant or Associate Professor rank is that they will be able to assist folks who are here through the process.
- Potential next steps:
 - The two new faculty members will be our tests for onboarding
 - AHIP and other barriers to development that exist in librarianship and how to support that in a way that's equitable
 - An understanding of who has what skillset and figuring out ways to share their knowledge with each other and new hires
 - Commonalities that people have and doing training around that—not just skills to do the job but skills to be successful at AU
 - Possible ad hoc task force to help create an onboarding process to try out
- Update on rollout of Strategic Plan in Summer/Fall (Brad Warren)
 - They're asking the Deans to do a bit of an environmental scan of current activities and then have him look to see who he can ask to help with the strategic plan for the Fall
 - Everyone has to participate in _____; there will be a kickoff
 - Our work lines up with the strategic planning really nicely
 - More to come
- Update on discussions with HR on faculty salaries / ranks (Brad Warren)
 - In his meetings, he has discussed our concerns about salaries.
 - He has a first draft that is almost ready to share of our organizational structure. He hopes that this will be able to also address the pay disparities.
 - He is hoping that this will also address what happens when we go up for promotion.
 - Pay will be set on a range determined by rank, and will be adjusted based on administrative efforts.

Points of Action:

- Potential ad hoc task force for onboarding process
- Send Brad links to professional development needs that cost money and will help with your faculty experience and promotion