

# PROGRESS REPORT

**Working Group Name:** University Libraries

**Working Group #:** 14

**Chair:** N.K. Anand

**Date:** March 25, 2022

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## **Update on Actions Taken Since Last Report:**

The WG has met three times since the last progress report: 2/28, 3/4, & 3/16.

The working group has created three functional subcommittees to make more efficient use of time and provide opportunities for WG member involvement. The focus of the subcommittees is to further develop the two options presented to the WG and to develop a potential 3<sup>rd</sup> option to be presented to SIC for review and approval.

**Option #1: Transfer to an Academic Unit:** An academic unit is an existing or to be created in FY 23 department or college/school. T/TT and APT faculty members can transfer to an academic unit, with a partial or full-service appointment in the libraries. To maintain neutral or positive salary implications, their 11-month salary will be paid over nine months. They can potentially earn up to an additional 3-month summer salary through research and/or teaching.

**Option #2: Convert to a Staff Position:** T/TT and APT faculty members can convert to full-time Library staff positions. To maintain neutral or positive salary implications, their salary will be moved to 12-months (with one-month salary added to their current 11-month appointment term), with vacation accrual and longevity pay. Faculty transferring to staff positions within the libraries will be given a five-year fixed period contract, renewable during the fifth year for the next five years. As per Section 2 of The Texas A&M University System Policy 25.07, the President will be forwarding the five-year contract request to the Board of Regents approval.

WG14 Subcommittees:

- Distributed Departmental Model: Focusing on potential questions and needs from departments including KPI, financial, and promotion and tenure to name a few.
- Librarian Series Staff Model: Focusing on the needs of a robust librarian staff series that would enhance the status and expertise held by librarians.
- Information and Archival Studies Department Model (unofficial title): This is not an official option at this time but a potential option being developed that explores creating a department for library faculty with potential curriculum that supports students and interdisciplinarity programs.

Reports for the subcommittees are being drafted. A white paper proposal is being created for the Information and Archival Studies Department Model.

The Libraries held a Town Hall for all faculty and staff on 3/10/2022. In attendance, Dr. N.K. Anand, Dr. Heather Lench, Dr. Tim Scott, and the members of WG14. Up-to-date information was presented, and attendees were available for a Q&A from the Libraries faculty and staff.

Additional information has been provided to department heads, deans, and Libraries faculty in the form of an FAQ Memo which was sent 3/23/2022, entitled Transfer Guidelines for Library Faculty.

A survey was sent to the Libraries faculty to select a 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> department option for the faculty/tenure home. After the survey was completed, the faculty were asked to confirm their 1<sup>st</sup> choice and to ensure Libraries Administration had their current CVs. Libraries Administration has started to schedule the department meetings between representatives of the VPFA Office, the Libraries Administration, the selected department head, the faculty member, and an advocate of their choosing. CVs will be sent to the department head and dean of the College prior to the meeting.

#### **Next Major Issue to be Addressed:**

1. Requesting approval from SIC for the Information and Archival Studies Department. White paper being completed for SIC review.
2. Developing the Librarian titles and addressing issues with regards to recruitment and retention.
3. Potential 50+ meetings with department heads and faculty.
4. Continuing to refine and answer questions about Options #1 & #2.

#### **Problems or Barriers Encountered and Solutions Identified:**

<b>Problem/Barrier</b>	<b>Solution</b>
Planning for a 21 <sup>st</sup> century library while not knowing who will be available to staff it	No solution currently. Will need to wait for results of negotiations and completion of MGT assessment.
Negotiating terms of library faculty transfer into departments or staff positions without clear understanding of their potential ongoing role in the University Libraries	No solution currently. Will need to wait for results of negotiations and completion of MGT assessment.
Recruitment and retention of expertise	Discussions about what a librarian title rather than faculty title may allow. Model being developed.
Continuing evolution of information with regards to Options #1 & #2	Putting information in writing.

**Deliverables Completed:**

Faculty Department Survey completed March 14.

**Timeline for Completion of Remaining Deliverables:**

White paper for Information and Archival Studies Department by April 1

Department/faculty meetings completed by May 15

Final deadline for transfer requests prior to July 1