

SAC Agenda/Notes

Date: June 12, 2023; 1pm CT

Location: 204A and via Zoom

SAC Members Present: Janina Siebert, Dianna Morganti, Kristen Chilek, Bonnie Gardner, Alyson Vaaler, Krista Oldham, Michelle Brown-Link, Marisol Moreno

Agenda Items

[Item 1: University Librarian Updates](#)

[Item 2: Status on Classification & Compensation Review](#)

[Item 3: Brief on Inclusion Accountability Council and DEI at A&M](#)

[Item 4: Ballot and Election Update](#)

Links/Documents

 TAMU Libraries Staff Guidelines.docx

Item 1: University Librarian Updates

- The Museum & Library Complex Committee will be presenting their proposal to President Banks next Thursday, June 22.
- Julie M.B. will be organizing a retreat with AULs to develop space planning in the libraries to support academic partners and emerging unit needs.
- Open Educational Resources (OER) proposal was well-met. As mentioned previously, Julie M.B. has been working with Stephanie G. and Derek H. on OER initiatives; Julie M.B. is part of another committee to look at the next round of funding; Alan Sams, provost and vice president for academic affairs, would also like a 2-3 year plan on OER..
- Next round of hiring priorities
 - It's been confirmed that the funding from faculty who moved to other departments will come back to the Libraries, as of September 1.
 - HR is working through a list of items (i.e reclassifying, updating position descriptions, etc.)
 - Julie M.B. asked AULs to help write position descriptions for Librarians that have not transitioned from faculty pd to staff pd; It should be a collaboration between supervisor and individual.

Item 2: Status on Classification & Compensation Review

- Brought forth by Marisol M.
- Marisol M. received a question about the status of the review; she has asked the UL and HR manager to provide an update at the SAC meeting, if possible.
- Thomas V. recapped about the review that HR conducted last summer (which is still ongoing); they reached out to a sample of library professionals to look at day-to-day tasks
- A separate project is underway from [HROE's Classification & Compensation group](#); they are looking at all staff positions on campus; they've completed an analysis for library professionals, but haven't yet done the analysis for librarians.
- The Libraries is taking an earnest effort to improve salaries; Julie M.B., AULs and Finance are looking at our internal budgets lines
- Greg Hartman (Senior VP & Chief Operating Office) and John Crawford (VP & Chief Financial Officer) are looking at providing additional funding. However, Julie M.B. is unable to provide concrete details because we're waiting for additional information.
- Once HR and Julie M.B. receive additional information it will be shared at a Libraries town hall

Item 3: Brief on Inclusion Accountability Council and DEI at A&M

- Brought forth by Marisol M.
- Senate Bill 17, which targets Diversity, Equity, and Inclusion offices in public institutions of higher education has passed the House and Senate and was sent to the governor on May 29.

Marisol M. has been told that Governor Abbott has until June 19 to sign or veto, but it is likely to be signed.

- The University's Diversity Operations Committee met this past Friday, June 9, and was told that there is no guidance at this time. A meeting has been called with the Deans on June 20, and a working group has been put in place to unpack the bill and its legal implications.
- At the moment, we've been advised to not take any action until guidance is given. At the moment, the Office for Diversity has asked that we submit questions to them about how this bill may impact our work.
- Marisol M. is asking that the Libraries submit questions to her if any arise for their particular units. Those will be forwarded to the Office for Diversity.
- Tying it in with the to the Inclusion Accountability Council - given the likely changes that will occur, and after speaking with Alyson V. and Julie M.B., it would be best to postpone voting the Inclusion Accountability Council into the Staff Guidelines and voting in new members until guidance from the University is provided.

Item 4: Ballot and Election Update

- Brought forth by Alyson V.
- Kristen C. and Alyson V. previewed the ballot that will go out to the Libraries.
- The ballot includes brief biographies and titles.
- Q: Does anyone foresee issues?
 - There was a question about the need to codify into the guidelines the ability for everyone (i.e. library professionals and librarians) to vote for different group members. Example: a library professionals can vote for a librarian who is nominated, and vice versa.
- Alyson V. will share the link with SAC to review before releasing it to the Libraries for a vote.
- Reminder: Sections that we are voting into the Staff Guidelines will be highlighted in yellow (please download the file that will be available in the ballot).
- Next step: the SAC will look into establishing amendment procedures into the Staff Guidelines for consistency and continuity.

Q&A

- No additional questions were asked.