

Librarians Assembly Meeting

Date: Thursday, May 17, 2007

Location: Swem Library

Mary Molineux called the meeting to order at 9 am.

1. **Welcome:** Mary welcomed attendees and introduced guest speaker Carl Strikwerda, Dean of the Faculty of Arts & Sciences and Professor of History.
2. **Guest Speaker Dean Strikwerda:** The Dean began by thanking Swem library staff and indicating that library staff are held in high regard by faculty and staff. He appreciates librarians and recognizes that librarians work within very tight budgets and yet manage to "do a lot with a little."
 - Faculty perceptions of students' library research abilities: Overall, faculty are pleased with student use of the library. Faculty would like to see students become better researchers earlier in their academic career. The challenge today is in teaching students how to balance use of the Internet and traditional research resources. Students must learn to use the web intelligently and critically and how to evaluate web sites.
 - Assessment of research skills: The library and the Office of Assessment could collaborate to retool existing assessment tests and programs such as DIL (Digital Information Literacy Initiative) and GERs (General Education Requirements) to insure that assessment tests contain questions about the library as a means of assessing research skills.
 - Collaboration between teaching faculty and library: The Dean suggested offering library instruction classes or demos in actual classrooms; he was pleased to hear that Swem library staff already take such proactive measures. He also recommended hosting an afternoon or evening session for faculty at the start of a semester and communicating with faculty in the early to middle of one semester as they are preparing their syllabi and selecting books for the next semester. The Dean also suggested that librarians help to repackage existing courses by developing research assignments that make use of the library as part of a "course makeover" pilot program; honors courses and undergraduate symposiums could be a good place to start. He also supports library liaisons attending departmental meetings and the development of research modules or units in Blackboard. The library can also serve as a focal point for the increasing number of students enrolled in interdisciplinary programs.
 - First-year library research courses: A generic and universal library research course may not address the varying research skills needed by students in diverse majors. The Dean is more in favor of librarians and faculty co-teaching and generating research lessons and assignments at the program or departmental level. The Dean also supports library collaboration with the writing centers and various campus tutoring programs.
 - Administrative support: Librarians and the Dean agreed that administrative encouragement can be instrumental to getting the library message out to faculty; the Dean is willing to work with library staff to share information with department chairs through the Dean's Advisory Council.
 - Campus-wide initiatives: The SACS QEP (Quality Enhancement Plan) will focus on independent inquiry, and a \$300,000 Mellon grant will be used to teach research skills to sophomores and juniors. The Library can play a critical role in these two

initiatives by assisting with the research process and perhaps displaying the finished products.

Overall, Dean Strikwerda advocates professors using class time for library research, and he encourages librarians to continue to "fight the good fight."

3. **November 2006 minutes:** Minutes from the previous Librarians Assembly meeting were approved.
4. **Introduction of new Librarians Assembly members:** Mary introduced Rebecca Beasley, formerly of Swem's Acquisitions Department but now the School of Education's Learning Resource Center director [not present] and Amy Schindler from Special Collections (Swem).
5. **Salary Committee Report:** The Salary Committee consists of Katherine McKenzie, Alan Zoellner, Hope Yelich, Pat Van Zandt, Bea Hardy and Mary Molineux. Katherine presented complete June 2006 salary data from libraries in the peer list. (Salary data is posted on the Librarians Assembly web site.) William and Mary librarians are in the 12.6th percentile whereas faculty are in the 38th percentile of their peer group. Incidentally, William and Mary is second only to New Hampshire in terms of librarian experience. Thanks to Connie McCarthy, librarian salaries increased 7.7% last year while the average increase was 3.4%.
6. **Bylaws Committee Report:** The Bylaws Committee, which consists of Deb Vroman, Paul Hellyer and Jennifer Sekula, presented a five-part proposal allowing for secret ballots, voting by proxy, electronic voting, and staggered, two-year terms for Members-at-large. All five proposals were approved, and Articles IV, V and VIII will be updated accordingly.
7. **Election of New Officers:** Mary Molineux, Chris Byrne, Marilyn Lewis and Hope Yelich served on the Nominating Committee. Hope Yelich, as the previous year's President-Elect, assumes the President's position. The Nominating Committee nominated the following: Chris Byrne for Vice-President/President Elect, Susan Riggs for Secretary, Charlotte Brown for a two-year Member-at-large term and Paul Showalter for a one-year Member-at-large term. The committee slate was approved.
8. **New Business:** Mary reviewed projects completed in light of the June 2006 survey where LA members ranked their priorities and interests. She then gave thanks to members who served on the Bylaws, Nominating and Salary Committees. Mary also indicated that the creation of a college-wide Administrative and Professional Faculty association is moving along steadily. Also, Mary and Pat Van Zandt (and perhaps others) will be involved in Restructuring Plan committees. Perhaps issues related to retirement will be addressed as part of restructuring or by A&P Faculty; if not, the Librarians Assembly is certainly welcome to revisit the issue of retirement. Mary then turned the floor over to Hope who congratulated Mary on her accomplishments as President and thanked Mary for her hard work over the past year.

The meeting adjourned at 10:08 am.

Respectfully submitted,
Deborah Vroman