

WAPL Personnel and Professional Concerns Committee
Minutes
Meeting of June 23, 2008

1. The meeting was called to order at 10:05 a.m. by Chair Krista Ross.

Present: Katherine Clark, Jennifer Einwalter, John DeBacher, Joe Bongers, Jess Bruckner, Krista Ross, Patty Wanninger
Absent: Beth Carey, Shirley Miller
Also Present: Al Zimmerman

2. Approval of the minutes of the Nov. 30, 2007 meeting was moved by DeBacher and seconded by Bongers. Motion carried.

3. Introduction of new members. Katherine Clark, Jennifer Einwalter and Patty Wanninger introduced themselves, as well as continuing members of the committee.

4. New members round table. Jess Bruckner reported on his efforts to restart the New Members Round Table of WLA. The WLA board approved the round table, though the details are still to be worked out. The purpose of the NMRT is to provide new members with the answers to the questions, "Why WLA?" and "Why librarianship?"

Bruckner reported that there will be a panel program at WLA on the NMRT on Wed. Nov. 5. He also noted that Rachel Gordon Singer, the founder of lisjobs.com who blogs as the Liminal Librarian, will speak on Cross-generational management on Wed. Nov. 5 at 2:00. DeBacher added that P2C2 has also arranged for Marion Smith of Michael Best and Friedrich to speak on keeping personnel policies up to date.

5. Report of Visioning Summit. DeBacher, Bruckner and Ross all were members of the Summit recently held by COLAND to look at the future of libraries in the state. The COLAND report is to be called "Beginnings," and will highlight 4 or 5 of the main ideas articulated in the Summit. Bruckner reported that the report was presented at the WLA board meeting, and among the main ideas are a statewide library card and unlimited bandwidth for libraries.

6. a. Salary survey. DeBacher reviewed the former instrument and discussed the various problems in data collection that resulted, especially from the need to refer to another document, the Position Description document, for definitions to properly fill out the survey.

6. b. Al Zimmerman distributed copies of the blank annual report form. P. 5 (attached), and explained that there is 100% response on this page. DeBacher will meet with Zimmerman to look at the results, and create a spreadsheet that will be sent to each committee member for review. The committee discussed what we could do with the information thus collected and how it would need to be manipulated to be useful, and how it could be made available. Zimmerman cautioned that he is reluctant to make big

changes to the annual report form without ample notice to both the library community and the state division that creates the data collection forms. The committee discussed changing not the form but the instructions, so that libraries with fewer than ten staff filled out the top part of page 5, which gives the wage information as well as the hours.

The benefits portion of the survey could still be done bi-annually (as in the past) but with surveymonkey.

6. c. Wanninger said she would check with Julie Keaty, the creator of the LACONI salary survey, and report at the next meeting.

7. The next meeting was set for July 28th at 10:00 a.m. at the WLA office. Committee members will have been able to review the spreadsheet with the state-collected information prior to that meeting.

Bongers moved to adjourn at 11:30 A.M.

Respectfully submitted,
Patty Dwyer Wanninger

