

**MINUTES OF THE MEETING OF THE
PERSONNEL AND PROFESSIONAL CONCERNS COMMITTEE**

September 24, 2007

The meeting was called to order at 10:01 a.m. Present: Joan Behm, Joe Bongers, Jess Bruckner, Pat Chevis, John DeBacher, Shirley Miller, Krista Ross, and Barbara Wentzel.

On a motion by Chevis, 2nd by DeBacher the minutes of the June 18, 2007 meeting were approved.

Salary Survey:

- K. Ross attended the most recent WAPL meeting where she updated the board on the status of the Salary Survey, including the lower than expected sales. Board members indicated that they would like to see the committee proceed with the 3 year contract that we have with Morrill Solutions Research. However, the board was unaware that we are able to opt out of the contract after the first year. K. Ross will update WAPL Chair Ken Hall of this change.
- J. DeBacher discussed the possibility of adding salary information to the annual report. Some of this information is already collected but not currently published, likely due to privacy concerns. The committee hopes that Al Zimmerman will be able to attend a meeting later this year to discuss this possibility.
- P. Chevis showed the committee a comparable survey conducted of Illinois public libraries.
- A lengthy discussion ensued about the merits of proceeding with the survey and the possibility of publishing a benefits-only survey if DPI includes salary information in the annual report.
- Since the committee is uncertain as to whether the survey is still valuable to WAPL members or what changes might be necessary, P. Chevis volunteered to conduct a survey of the membership using Survey Monkey to give us a better sense of how the survey is used.

Conference Programs for WAPL and WLA in 2008 suggestions include:

- B. Carey reported that after some research she is uncertain as to whether or not Kathleen de la Pena McCook offers presentations on unions. She will research this further.
- J. Bruckner reported that Rachel Singer Gordon is open to the possibility of presenting at future WLA or WAPL conferences. The committee asked that he discuss with her a possible session on generational issues in the workplace.
- The possibility of a program on unions in libraries was discussed. It was agreed that a panel might be a good format to allow different perspectives on unions. One possible presenter might be Linda Bendix who has had experience with library unions.

- The committee discussed the possibility of a panel on the wide array of continuing education opportunities available to library staff in Wisconsin. Interested participants might include South Central Library System staff who use OPAL, either of the state's library schools, DPI (WebJunction), or K. Ross who has experience with webcasting in the Southwest Wisconsin Library System. There is a possibility that MATS might be interested in sponsoring a program like this.

Librarian Certification and Standards:

- J. Bruckner presented some of his research and arguments in the areas of certification, standards, salaries, and the lack of available positions for new library school graduates. He has organized a panel discussion of these issues at the WLA Conference.

The group will meet again at the WLA Conference and/or in early December to discuss the survey results and possibly meet with Al Zimmerman to discuss adding salary information to the annual report. K. Ross will organize these meetings.

The meeting adjourned at 12:35 p.m.

Submitted by:
Joe Bongers, Recording Secretary