LFPA Committee Final Report

Committee Name: Committee on Salaries and Benefits (SBC)
Committee Chair: Jon Giullian
Members (with terms): Julianne Buchsbaum (FY2011-2013), Becky Schulte (FY2011-2012), Shannon Royer, (ex officio)

Standing Charges:

3.3.7.1 The Committee on Salaries and Benefits, in consultation with the library administration and the Library Faculty and Professionals Assembly, shall prepare such reports and statistical studies as may be needed to support the library's budget request for salaries and shall seek ways to educate staff concerning benefit options.

3.3.7.2 The Committee on Salaries and Benefits shall be composed of three members of the Library Faculty and Professionals Assembly appointed by the Executive Committee, and the Libraries' Human Resources Director (ex officio). The appointed members shall serve two-year overlapping terms, and shall select a presiding officer and a recording secretary.

Standing Charges Progress Summary (please include progress and/or accomplishments related to Standing Charges):

The Committee spent all of its time working on the two special charges identified below.

Special Charges:

1. This committee is coming of hiatus and thus lacks continuing members. The new committee members are to decide who will service one year appointments and who will be serving on the committee for two years. See the Code and Bylaws for LFPA for additional information about the overlapping appointments.

2. Investigate Travel/Professional Development funding possibilities and review policies from other institutions. Make recommendations to LFPA Exec.

3. Investigate compression studies and report back to LFPA Exec with a proposed project prospectus for conducting a compression study in FY2013. Elements of the report and plan should include: criteria for gathering information
   - What time of year is best to conduct a compression study
   - Pros and cons of conducting a compression study if no funding available for pay increases

DRAFT March 2011
• Estimate the financial cost involved in conducting the study
• Other information as needed

Special Charges Progress Summary *(please include progress and/or accomplishments related to Special Charges):*

1. Jon Giullian and Julianne Buchsbaum will server two-year terms. Becky Schulte will serve a one-year term. Shannon Royer will serve as ex-officio.

2. Investigate Travel/Professional Development funding possibilities and review policies from other institutions. Make recommendations to LFPA Exec.

3. Investigate compression studies and report back to LFPA Exec with a proposed project prospectus for conducting a compression study in FY2013. Elements of the report and plan should include: criteria for gathering information

Progress on Previous Year’s Recommendations *(if applicable, please describe any progress or work towards last year’s committee recommendations):*

Other Activities or Accomplishments:

Recommendations:

1. For FY2012-2013, the committee will need to fill one position.

2. In partial fulfillment of the special charge to “investigate Travel/Professional Development funding possibilities and review policies from other institutions [and] make recommendations to LFPA Exec;” the SBC compiled travel policies from over 29 university and college libraries nationwide. Seventeen (17) of respondents follow a funding model similar to KU and were useful for comparison. Among the 17 respondents, KU ranked 13th based on funds allocated for professional development (14th for tenured librarians, 13th for tenure-track librarians, and 13th for tenured and tenure-track combined). This puts KU Libraries into the bottom quarter (24th percentile) among the 17 libraries.

SBC has also been working on a survey for LFPA members about how the reduction in support for professional development has affected LFPA members’ ability to pursue research and service opportunities. The survey is nearing completion. Questions have been compiled and entered into Survey Monkey and was scheduled to be distributed in June. However, with so many staff leaving for ALA or personal vacations, the committee decided to postpone distribution in order to ensure maximum participation. We also felt that it would be beneficial to re-evaluate the survey questions on more time before distribution.

We, therefore, recommend that the incoming committee, as its first order of business for FY 2012-2013, review and distribute the survey to LFPA members early in the fall semester when most if not all LFPA members will be back in the office. Data from the survey and data from other institutions (see no. 1 above) can be used to inform discussion and to formulate SBC’s recommendations to LFPA Exec regarding travel/professional development funding.
3. In response to the charge to investigate compression studies, the SBC compiled a body of articles on salary compression. These articles are stored on Hawk Drive and accessible to all library staff. Given the Library Administration’s ongoing efforts to address salary inequities that have resulted from inflation and compression, LFPA recommends that the SBC conclude its work on this charge.

Potential Charges for Future Committees:

1. Continue Special Charge no. 1 from FY 2011-2012 as indicated above.

2. Work with the ad hoc committee assigned to review the faculty evaluation plan in order to inform the committee on salary-related issues.

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