

# LIBARIAN & ARCHIVISTS FORUM

Meeting Notes, April 9, 2021

**Co-Chairs:** J. Robinson, K. Hoffmann

**Notes:** H. Danilov

Approval of Agenda: Approved

Notes from previous meeting:

## LAND ACKNOWLEDGEMENT

(E. Johnson): It's important to recognize that Western is situated on the banks of Deshkan Ziibi, which is the Anishinaabemowin name for the river that colonists renamed Thames River, and on the lands of the Anishinaabek, Haudenosaunee, Lunaapeewak and Attawandaron peoples. These lands are connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.

Indigenous peoples have had a reciprocal relationship to the land since pre colonization that continues today, and as is seen in the actions of land defenders, and water protectors across our country who we respect as contemporary stewards of the land.

## MEETING NOTES:

### 1. Introduction to the Forum (K. Hoffmann and J. Robinson)

- A brief introduction was given to provide context for establishing the forum.
- As recommended by the LOU, the forum will provide an opportunity for the group to discuss the work of Western Libraries and how it connects to the University and to broader provincial, national, international contexts.

## **2. Committee Reports:**

### **a. Appointments (C. Steeves, Chair)**

### **b. Promotion and Continuing Appointment (C. Steeves, Chair)**

- The Committee Report was compiled in 2 tables, one each for Appointments (AC) and Promotion & Continuing Appointment (P&CA) work, and is organized by calendar year.

#### AC Activities 2019-2021 Summary:

- There were 6 Probationary Appointments moving towards Continuing Appointment across Teaching & Learning, Archives and Special Collections, Research & Scholarly Communication, User Experience and Content Management Discovery & Access. There were 3 Teaching & Learning Term recruitments, some to cover leaves.
- There was an urgent Short Term Appointment under clause 10.2 in the Collective Agreement.
- There is an open recruitment for User Experience (Outreach) librarian currently underway.
- In April 2021, a renewal was announced for Teaching and Learning.

#### P&CA Activities 2019-2021 Summary:

- There were 2 Continuing Appointments approved; 2 Probationary Promotions from General to Assistant, and a promotion from Assistant to Associate.
  - 2 Continuing Appointments were considered by the P&CA at the recommendation of the AC. As per the Collective Agreement, at the time a new recruit is appointed should the AC feel the candidate should be offered a Continuing Appointment at a particular rank, they can refer the application to the P&CA for review.
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- In 2020, librarians and archivists in were offered the opportunity to extend their Probationary Appointments by a year due to the impact of the pandemic.
  - Congratulations were expressed to all those who were successfully recruited or received a promotion during the period summarized.
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- Question: How do the 6 appointments measure up against the number of retirements in April 2020?
    - Answer: All positions vacated by retirement have been recruited.
  - Question Is there a new appointment to backfill the vacated DDA position ?
    - Answer: Yes. We will be starting a recruitment for two Discovery Description & Metadata (DDM) Librarians, one will be a term position to cover Erin while she is Acting Head of DDM, the other is a Probationary Appointment leading to a Continuing Appointment.
  - Question: Are there any additional upcoming appointments?

- Answer: We are aware of one retirement in Collections and Content Strategies that will require a recruitment.

**c. Nominations and Elections (A. Jamieson and A. Quirk)**

- The Nominating Committee consists of 2 members, and is responsible for managing nominations to fill *UWOFA-LA* Committees.
- Every year, the Committee determines which positions need to be filled, and sends out a call for people. Every 2 years, new membership is requested that turns over on July 1.
- If a member wants to serve on a Committee, they require a Continuing Appointment.
- The work of the Nominating Committee recently switched from 1 to 2-year turnover.
- The Committee will put out a call for volunteers in May; individuals can self-nominate.
- If the Committee gets more nominations than are necessary, an election will be held through the Office of the Chief Librarian and Vice-Provost.
- The forum attendees are encouraged to put their names forward for the Committees.

**3. Establishing Terms of Reference – Discussion (K. Hoffmann and J. Robinson), Clause 6 of the LOU: “Terms of Reference will be established by the Forum participants.”**

- The LOU (CA, p. 201) says that the 1<sup>st</sup> forum will be held within 6 months of ratification of the CA. This meeting is taking place more than 6 months after ratification because of postponements due to the ongoing pandemic.
- The proposal for establishing terms of reference for the Committee is to strike a Subcommittee.
- Question: re: the balance of membership between UWOFA and SLT:
  - Answer: Recommend that 1 SLT member should be sufficient representation.
- The attendees agreed through consensus that the Subcommittee would have no more than 5 members, with 1 being an SLT member. A Chair of the group would be elected by the Subcommittee. .
- Question: How will the nomination process will work?
  - Answer: If there are more than 4 nominations, there would be an election.
- Question: Is membership considered Service or Professional Practice?
  - Answer: This is a Service opportunity.
- Question : For the terms of reference, are there templates to consider?
  - Answer- There may be examples from other institutions or other library forums that could be reviewed by the Subcommittee.

**Action:** The forum agreed to establish the Subcommittee in the next 2 weeks, nominations will be accepted through the Nominating Committee.

#### **4. Electing a Co-Chair and Secretary – Discussion (K. Hoffmann and J. Robinson)**

- The Subcommittee identified above under 4. Will need to consider, among other details, how notes will be taken at future meetings, and how these are shared/archived along with agendas.
- The LOU indicates that members will elect a co-chair and a secretary from among the Members at the final meeting of the forum in the academic year. The employer will appoint the 2<sup>nd</sup> co-chair.
- J. Robinson has been appointed as the 2<sup>nd</sup> co-chair from the employer. K. Hoffmann is a co-chair for the initial meeting; the forum needs an elected co-chair Member.
- It is proposed that the initial co-chair election be run by the Nominations Committee.
- The co-chair and secretary would take on their roles immediately.

**Action:** Nominations Committee will run the election for selecting the co-chair and secretary.

#### **6. New Business (R. Glushko)**

##### Open Access (OA) policy discussion:

- Provost's OA Taskforce (OATF) was established in July, 2019 to consult with Western re OA policy development. The work has been supported by Western Libraries Open Access Group.
- The OATF has described OA policy options to our community and gathered feedback from faculty.
- In Canada, there are 14 institutional OA policies (UBC, York); US institutions have OA policies as well.
- The OA policies in Canada break down into 2 main types:
  - A resolution based policy that are based on aspirational statements like "we strongly encourage our colleagues to publish OA".
  - Rights retention policies: the authors collectively grant the University the non-exclusive right to deposit works in a repository. These are more complicated.
- Question: What feedback did the OATF receive from the consultations? What are the barriers people perceived?
  - Answer: People have been uniformly positive about wanting an OA policy. The concerns were as follows: disciplinary specific concerns, resourcing concerns and concerns about funding models.

- Question: What's the relationship between WL Open Access Standing Committee and OATF?
  - Answer - the Provost's OATF is tasked with preparing a report to be sent to the Senate. The WLOASC is an internal group that includes members from Research & Scholarly Communication team and Collections & Content Strategies Team. It facilitated the work of the Provost's OATF, and the consultations.
- Question: It's common in the US universities to own the copyright of things that are published by faculty; how common is the mandate option in Canadian schools where the faculty keeping their rights is a norm?
  - Answer: That's a complicated question. For example, it is not always the case in the US that authors retain their copyright.

### **Forum's discussion on OA policy:**

- The language might sound severe in some OA policies but there is an-opt out mechanism and no penalty for not putting an author's stuff in, even under a Rights Retention model; although there's a nonexclusive right for the institution to deposit, it's not mandated.
- Few years ago, librarians came up with a value statement that WL supported OA. We should be as open as we can in our research. The OA policy doesn't tell people where to publish, it asks authors to do their best to put an open copy in a disciplinary/institutional repository.
- What has come up in consultations is a discussion of Indigenous knowledges and recognizing that not all research outputs may be ethically/culturally appropriate to be shared openly. This is something that the OA Standing Committee is giving direction to the Provost's OATF in consideration of a policy.
- In some institutions, OA policy has been formed at a Library Council type group, and trickled out towards other places at campus - another thing to consider.

#### Question:

- Scholarship@Western is an Elsevier product (bepress). Can we be transparent about it to the community? Did people ask about that through the consultations?
  - Answer - We are actively looking to find another vendor. Exploration to date has failed with vendors not being able to meet our needs. Most recently started talks with Scholars Portal for a consortial IR. People didn't ask questions specifically about Bepress. If it is raised, the TF will share our work to find alternatives.

#### Question:

- The conceptual/ethical concerns related to use of an Elsevier product shouldn't be dismissed.

- Answer - Not trying to dismiss concerns but note that sometimes there are readings of the licensing agreement that aren't accurate. There's a valid ethical concern working with a commercial publisher on open. However engaging with commercial publishers is a part of our work. It's a challenging thing to fix and we are working on it.
- Question: - How to operationalize the mandate; what will the impact be on librarians?
  - Answer: – Creating the policy is the work of the OATF; the consultation facilitator's role is to guide; B. Glushko will work on the summary of the consultations with the WLOAG and will send it along with the policy options to the OATF. The TF will work to put together a draft policy, because it doesn't need to come from the TF which is comprised primarily of faculty.
  - As for the implications on librarians & archivists, that's been part of the question. There's no desire to create a policy that drops a large workload onto librarians, research officers or faculty; we're willing to be flexible around the mandate language in order to make it achievable with the right resources in place.
- Question: Supporting openness to conceptual concerns, should that include open software?
  - Answer: – Yes, of course. When we bought bepress, it was open software. When Elsevier bought bepress, it caused many issues. We have worked hard trying to find another option. There aren't a lot of other vendors that are sophisticated enough to handle our needs. That's why working with OCUL on a consortial product is a great option we are working on.

## 5. Adjournment

### **Actions:**

1. Nominating Committee will run the election for selecting a Forum co-chair and secretary
2. Nominating Committee will collect nominations for a Subcommittee to establish terms of reference for the Forum.