L-CAP Meeting with Dean Wilkin

Thursday, December 16, 9am via Zoom

L-CAP members present: Susan Braxton, John Laskowski, Hoa Luong, Jake Metz, Heather Murphy, Megan Pearson, Will Schlaack, Jen-chien Yu, Leon Wilson

Recap of October election, first to include CS-Ps as candidates and voters. Introduced new members Hoa Luong and Megan Pearson.

Shared plans for new L-CAP name / charge to reflect inclusion of CS-Ps in our constituency. Dean Wilkin expressed support and said that our new charge does not require approval from EC or Library Administration.

Discussed communicating our recommendations and Library's actions re: reclassified AP employees/positions to the Library as a whole. Agreed that we would include something in the February Library Office Notes explaining our redefined constituency, a link to L-CAP's recommendations to the Dean, and a summary of the adopted recommendations. John suggested a brief slide-deck for the February Library-wide hangout to be co-presented by L-CAP and Susan Breakenridge.

Shared that L-CAP had its first round of candidate meetings for a CS-P search.

Shared that the AP/CS-P forum date has been set for March 29, 2022

Update on AP promotion process (John Laskowski): This was the first year the process was not in pilot mode. Adjustments were made to accommodate campus timelines, and to work within campus definitions. The promotions are with campus HR now, and will be formally announced in February.

Update from Inclusion in Government Task Force (John Laskowski): The final report will go to EC the week of 12/20. It was a trusting exercise, and it was eye opening for many participants in cross-classification focus groups. The final report will be action oriented and include short term and long term action options. Dean Wilkin mentioned that the Provost had expressed concern that the outcome might create divergent rules for the Library on things such as the Dean's reappointment process. John L. assured the TF had been very respectful of campus rules, and that the outcome should be increase in inclusion in governance but not a revolution. The TF looked specifically at pain points related to governance.

Update from the Council of Academic Professionals (Will Schlaack and Jake Metz): New chair of CAP is Richard Gegg. Reclassification of APs is highlighted in CAP's Annual Report, specifically as it affects agency and support for reclassified employees/positions. Jake is chairing a subcommittee to address the impact of reclassification.   There is a large sum in the APDF.
JW: hopes new leadership at IHR results in greater focus on 'getting the work of the University done.'
JM: subcommittee on reclassification will be meeting with IHR next year.

JW: a concern is that a CS Hire is a permanent commitment, and disagrees with the idea that contingent appointments are inherently problematic. Units need a way to try things and change directions if they don't work.
JM: aspects of the hiring process are important to consider. Ability to work remotely is critical in the pandemic and is better for recruitment. CS rules may impact that. CAP continues to discuss remote

work and extending that to CS-Ps.