Council of UA Research Libraries

U of A Human Resources Committee

Preliminary Report

April 4, 2016

Liaison: Dean Carolyn Allen (UAF)

Members: Jeff Banks, Chair (UAF); Suzanne Martin (UALR); Libby Ingram (UAMS); Dennis Van Arsdale (UAFS); Kayla Cossey (UALR Law); Lavoris Martin (UAPB); and Lorraine Lorne (UAF Law)

Charge:

The Human Resources Committee is charged with developing a strategic plan for training and employee development that anticipates the changing needs of students, staff, and faculty at the institutions of the U of A system.

- Identify areas where training opportunities exist, particularly those that support CUARL’s mission and directives
- Draft a plan to collaborate on staff development initiatives, share expertise and reduce costs
- Finalize a three-year training schedule for member libraries, including community colleges, which includes cost and fees

Report:

The Human Resources Committee has discussed a number of pressing concerns in regards to human resources at the representative academic libraries. The following issues were most prevalent:

- Multiple open positions (faculty and staff)
- Impending retirements
- Tight personnel budgets
- Growing need of additional faculty and staff to manage data archiving and digital initiatives
- Promotion and salary equity

The committee also discussed the gaps in skills and knowledge that currently exist in their respective libraries:

- Knowledge gaps created by the departure of experienced employees
- Technology skills and proficiencies
- Communication and collaboration skills

Some of the cooperative ventures proposed were:

- Sharing of free or inexpensive training opportunities
• Hosting training opportunities, opening them to all System libraries, and negotiating more competitive rates or volume discounts
• Increasing use of ARKLIB-l discussion list to cross-promote training and employment opportunities with the goal of developing and retaining talent in the U of A System
• Sharing of links to webinars paid as group rate (more discussion about access and copyright issues is needed)

The committee is planning to continue the discussion in order to determine the best approach to sharing training and development resources without violating any access or copyright agreements. The committee is also considering the creation of a discussion list that can be used to share employee development opportunities and invite others to training that has been secured.