

## 2010 LAUNC-CH Professional Welfare Committee Annual Report

The Professional Welfare Committee serves to address issues relating to the clarification and improvement of the professional status and benefits of librarians at the University of North Carolina at Chapel Hill. For several years, the committee has focused their primary reporting efforts on professional status and salaries. Last year, in light of budget constraints, the committee composed a letter introducing the organization to Chancellor Thorp but did not address salary issues in the letter.

This year, with similar budget concerns, the committee thought it best to consult with the LAUNC-CH board regarding whether or not to focus efforts on a salary report. Several suggestions were made by the board, pertaining to professional welfare issues, particularly benefits. And, it was agreed that in lieu of an annual salary report and letter – that the committee would focus on a benefits related issue – professional development funding.

Committee members outlined a list of peer institutions to contact – Duke and NC State, Berkeley; UCLA; So Cal, Virginia, Michigan, John Hopkins, Pittsburgh, Illinois, Washington, Texas.

### *Selected responses:*

Librarians at Berkeley apply for funding through the Librarians Association of the University of California at Berkeley (LAUC B) and/or individually through departments. LAUCB reports a \$1400 allocation being available per person (<http://www.lib.berkeley.edu/LAUC/travel.html>) for fiscal year 2009/10

Each tenured library faculty member at Illinois receives \$1,000 travel money each year. Untenured folks receive \$1,250 per year. There is a campus fund that people can apply for additional money for presenting at conferences-- one domestic per year for all faculty and one international per year for untenured and one international every other year for tenured.

While canvassing several peer institutions, the committee was referred to a *Leave and Professional Development Benefits* summary report of a survey that was completed by ACRL in 2009.

This full report culled information from a survey conducted by ACRL and includes Travel policies from 9 institutions (2 of which are TRLN libraries): Columbia, Duke, George Washington University, University of Georgia, University of Illinois – Chicago, Iowa State University, Massachusetts Institute of Technology, North Carolina State University, and Northwestern University.

### *From the Support for Conference Registration and Travel section of this report:*

“Ninety-two percent of the responding institutions report some financial support for conference registration and/or travel and accommodations for conferences that librarians attend primarily for their own personal professional development. While only eight (11%) pay full registration and

full travel expenses, half of the respondents pay at least part of the registration and travel costs. Only six respondents (8%) offer no financial support. The respondents' comments show a wide variety of methods for establishing the amount of funding. Many report that decisions are made by a staff committee. The allocation of a set annual allowance per librarian to be used for conferences or other professional development opportunities is prevalent; reported amounts range from \$300 to \$2,000. A variation on this method is the allocation of a set amount for librarians with more than one funding level based on tenure, permanent status, or rank. For example, one library provides \$1000 per year for non-permanent (non-tenured) librarians and \$800 per year for other librarians. Another method is to pay a set percentage of conference expenses. Percentages reported include 80 and 90 percent. The comments also indicate that the level of participation by the librarian at the conference is a common determinant of the amount of funding."

It would be helpful to have a complete copy of the *Leave and Professional Development Benefits, SPEC Kit 315*, Published by ARL – to be able to review, in their entirety, the professional development/travel guidelines submitted for each institution surveyed.

Professional Welfare Committee Members:

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