

LAUNC-CH Professional Welfare Committee
Preliminary Annual Report
June 2012

This year, the Professional Welfare Committee followed up on the four recommendations that the 2010/11 committee made in its [report](#) on the professional development support survey it conducted among librarians across campus. We are pleased to report that Tiffany Allen, Director of Library Human Resources, has begun to implement the committee's recommendation regarding a mentoring program for early career librarians. She also supports increasing opportunities for librarians to share what they learned from their professional development activities, as well as to display posters or otherwise share material that they presented at conferences; a September program – following the primary conference season – is under consideration. Echoing the PWC's recommendation about orienting both supervisors and newly appointed EPAs to the appointment and promotion process, the Ranking Policy Review Committee plans to convene such a meeting annually.

To address its remaining recommendation, the Professional Welfare Committee sent a memo to the directors of the University Libraries – Sarah Michalak, Carol Jenkins and Anne Klinefelter – requesting that they consider increasing the libraries' financial support of professional development. In discussing the University Library's new ranking document and process, Sarah Michalak acknowledged the committee's recommendation and the desire to address it in the coming year, perhaps in conjunction with the strategic planning process.

Through the summer, the committee will continue to compile and analyze more detailed salary-related ARL statistics than had been gathered in previous years. We will submit a final report once those efforts have been concluded.

Respectfully submitted,
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