Library Council
Wednesday, June 24, 2026
9:00 AM, 311G and Zoom

Library Council Present: Chad Buckley, Colby Cilento, Carrie Forbes, Ellie Harman, Logan Janicki, Jayna Leipart Guttilla, Jennifer Sharkey, Lindsey Skaggs, Chris Worland

Agenda

I. Call to Order

Chair Lindsey Skaggs called the meeting to order at 9:01 AM.

II. Approval of Minutes from 5/13/26 Library Council Meeting

Library Council approved the 5/13/26 meeting minutes.

III. Public Comments

Chair Skaggs noted that no speakers had registered for public comment.

IV. Information Items

A. Milner 50th Anniversary (Forbes)

Dean Carrie Forbes shared that planning was underway for Milner Library's 50th anniversary this fall. Please hold October 8, 2026, as a day for a donor celebration event, from 4:00 p.m. to 7:30 p.m., with an open house and a reception.

V. Discussion Items

A. IDEA Committee Volunteers

Chris Worland had sent a call out for volunteers for opening seats on the Inclusion, Diversity, Equity, and Access (IDEA) Committee, as it is a committee that reports to Library Council (LC). The original call was for three individuals to serve two-year terms, and then another to serve a one-year term because another current member is likely to step down. Three individuals volunteered for four seats. Those volunteers were Christine Fary, Ellie Harman, and Andy Wesolek. None indicated a preference in the term length. He proposes that the three volunteers be accepted for the two-year full term. If that occurs, should another call for the one-year seat be sent at the next meeting or wait for the incoming Library Council?

Ellie Harman noted that with the three positions being filled, and if the student representative remained, the committee would still meet the minimum membership; but that it would be nice to find someone to fill out the other term.

Dean Forbes suggested appointing the three volunteers now and issuing another call for the other seat closer to the fall semester; whereby, Worland agreed as people would have a better idea of their schedules and time commitments then as well.

Chair Skaggs confirmed with Harman that IDEA Committee's membership turns over mid-August, same as Library Council.

Library Council approved the appointment of Fary, Harman, and Wesolek to IDEA Committee. LC will send out a call for volunteers to be considered for the final seat in August.

B. Civil Service Caucus Survey Results and Follow-Up

Chair Skaggs stated that a survey had been sent out to Milner civil service (CS) employees to get their opinion on how or if the caucus should be split, which was discussed at the previous meeting. She shared the results with LC. There had been discussion about potentially having smaller groups of that large caucus to make it easier for people to feel more engaged in the process or have community with those with similar job functions.

Chair Skaggs shared that the survey had a 47 percent response rate. The results were mixed. The caucus was split on whether it should be divided, with 11 respondents indicating yes, seven indicating no, and four not responding to that question. There was an optional question to identify the respondents' job type, to see if there were any trends evident there. Of the 11 "yes" respondents, among those who identified were four non-exempt supervisors and five individuals in positions with required master's in library science degrees. Of the seven "no" respondents who identified, four were in non-exempt positions. As to how a potentially split caucus should be grouped, there was no clear consensus with equal splits between several of the presented options.

Chair Skaggs summarized two broad themes among the open question asked about potential splits: those who felt splitting would create more division and add more layers of hierarchy, and those who felt splitting by supervisory status could aid in communication. There were also general comments about the CS caucus and LC, and that changes were unlikely to meaningfully impact participation.

Jennifer Sharkey noted that one person suggested keeping the caucus but adding subgroups, rather than formally splitting. There is nothing preventing the caucus from having subgroups that met occasionally to talk about issues they may have. There was also feedback that this should be a conversation that the caucus has rather than Library Council.

Chair Skaggs noted that was fair feedback, and she agreed with the comment about the subgroups.

Dean Forbes had the same thought about subgroup meetings. It would be important that whoever held the subgroup meetings had a means to communicate back to the whole caucus, so everyone had the same information going forward.

Logan Janicki noted there was not a clear mandate from this survey on what direction to go. Based on the discussion, he leaned toward that having some kind of subgroups would be the best approach.

Colby Cilento agreed with Janicki's comments. She noted some of the difficulties historically with CS caucus meeting were the size of the group, different schedules and priorities among so many different types of positions, and that there was no real incentive for a CS member to be the convener of CS caucus and be responsible for setting an agenda, scheduling meetings, and those service tasks. She also thought subgroups may be the best approach for those who are interested in meeting more and bringing feedback to the whole caucus or LC.

Jayna Leipart Guttilla suggested that a reoccurring meeting could be established; whereby, Cilento agreed but noted that no one had wanted to take that responsibility in her time there.

Dean Forbes explained that she inquired about stipends or additional pay opportunities for such service activities, but the only opportunities for hourly employees would have to be overtime, and overload designation for exempt employees. She is thinking of ways to potentially address this.

Worland noted the difficulties historically with how LC can support a caucus that continually has issues with meeting and communicating. He does not want other caucuses or LC to prescribe to CS or to just leave CS on their own to figure it out. He is unsure what support could be offered or desired by the caucus.

Janicki stated he would reach out to the CS representatives on LC for next year to see if they could try and get a reoccurring meeting arranged. The four CS representatives could try and discuss rotating the scheduling or who chairs meetings.

Chair Skaggs suggested that another option, though it may be more work, was to have the LC representatives offer two different meeting times and split their attendance to try and facilitate more options for participation. She explained that tenured and tenure-track (TT) caucus has a mandate to meet but non-tenure track (NTT) faculty do not, thought they often do. However, they are a small group so that's easier to facilitate.

Chair Skaggs addressed some of the comments made in the survey. She understands why based on past events in the library that some felt this was trying to divide and weaken the caucus further but she hoped they could see the intention was to have an opportunity for those with similar positions and responsibilities to have dialogue that they haven't been able to otherwise. It made her sad to read some of the comments but she understands them given things that have transpired. For LC next year, perhaps the first goal should be to set up regular meetings and then maybe explore breakout groups from those. After meeting more regularly, they can decide how it may best make sense for subgroups to function.

Dean Forbes noted those caucus meetings could be less formal so they didn't put as much of a burden on someone to make an agenda or take minutes.

Worland stated that in NTT caucus, someone does take notes, but there is usually a minimal agenda.

Chair Skaggs addressed some of the comments about LC in the survey, in particular concerns of council often discussing what it does or does not do. She explained that part of that is because she did not receive many agenda items. When that happens, her reaction is that it may be because LC's role is not clearly defined, and that is not her intention. She asked that if there are issues that need addressed, they be brought to LC so they can be discussed or rerouted to a more appropriate venue if that's not LC, such as the Discussion with the Dean meetings or another forum. She noted that starting next year, the council will have a role in strategic planning.

Dean Forbes noted that with the integrated library planning for the strategic plan, there would be more planning across the library and more teams that are different across structures, so there would be opportunities for basic updates and discussion. This may help people feel more connected to what is going on elsewhere in the library. She hears feedback now about different levels of awareness.

Chair Skaggs noted there was also feedback that a lot of the issues discussed at council were librarian specific, but that did not have to be that way. It could be a forum for what the library at large wants to discuss, but those other issues need to be brought to LC for that to occur. She thanked everyone who shared their thoughts.

VI. Celebratory Items

Congratulations
Associate Dean Sue Franzen congratulated Joseph Smith for graduating with his masters in library science degree.

American Library Association (ALA) Conference
Dean Forbes congratulated the following individuals from Milner participating in the upcoming ALA Conference: Sue Franzen and Kate Tallman (presentation), Dallas Long (panel), Joshua Altshuler (poster), Chad Kahl (panel), and Angela Yon and Emily Baldoni (poster).

ALA Spectrum Scholar
Lindsey Skaggs shared that Morgan Bueza, the extra-help scholarly communication assistant, had been selected as a Spectrum Scholar by ALA.

VII. Announcements/Other

July meetings
Chair Skaggs noted she would not be in attendance for either July meeting, so they would be chaired by Worland. She asked if the second July meeting should be held or if that should be decided at the July 8 meeting. The July 8 meeting would have strategic planning information on the agenda.

Dean Forbes confirmed the dates of the August meetings with Skaggs as August 12 and 26. Skaggs wondered if there would be too large of a gap between July 8 and August 12; whereby, Dean Forbes thought it would be fine to give some additional time for feedback on the strategic plan ahead of the August meeting.

Cilento recommended cancelling the July 22 meeting if there were presently no pressing agenda items, noting it could be added back to the calendar at the July 8 meeting if something arose in the meantime.

Library Council agreed on the meeting cancellation for July 22.

Chair Skaggs noted that the August 12 meeting would be the last for the presently constituted council.

Community Team Horticulture Center Lunch and Learn
Dean Forbes shared that the Community Team's Lunch and Learn at the Horticulture Center would be held that day.

Adjournment
The meeting was adjourned by Chair Skaggs at 9:41 a.m.

Submitted by C. Cilento
1 July 2026