

2023 InULA Annual Business Meeting Minutes

Thursday, May 18, 2023

10 AM CT/11 AM ET

Zoom URL: <https://iu.zoom.us/j/89608094133>

Attendance

Abby Koop, Alyssa Denneler, Amy Minix, Benjamin Keele, Brandon Pieczko, Bri McLaughlin, Chuck Peters, Emily Lynema, Gwen Kirk, Ilana Stonebraker, Jackie McCloud, Jeremy Pekarek, Juliet Hardesty, Larissa Sullivant, Lee L, Lori Dekydtspotter, Mark Angelos, Martha Baker, Miriam Murphy, Mo Threatt, Nico Casas, Rachel Beckham, Rivkah Cooke, Ruth Light, Ryan Overdorf, Sara Lowe, Sara Stefani, Sean Stone, Todd Grooten

Call to Order

- NOTE: 103 members as of May 12, quorum = 25% = 26 members
- Call to order at 11:03 AM Eastern
- Quorum was met with 29 members present at the beginning of the meeting

President's Report prepared by Scott Hudnall, read by Larissa Sullivant

Written Report submitted via email on 5/17/2023:

Under normal operations, the President does little throughout the year aside from calling Board meetings. They work to assign the committees at the start of the academic year and form the Election Committee toward the end of the year.

This year, Scott Hudnall as President needed to put in unexpected work in collaboration with our Webmaster Brandon Pieczko to move our membership form from Google Forms to Qualtrics. Google Forms stopped allowing submissions when IU move away from Google for storage. Website downtime made access to the form more difficult, requiring multiple listserv announcements until Brandon was able to get the website fixed by UITS. Website downtime made committee assignments more difficult since key information needed to make those assignments was only available on the website or once members could complete membership forms.

Following these issues, one of the Board's first orders of business was to require InULA's most important material to be stored in at least two locations - presently the website and Microsoft Teams. Making InULA more inclusive and inviting to staff was a second core initiative for this year.

Scott greatly appreciates the collaboration of Board colleagues and the opportunity to serve as InULA President during the 2022-2023 academic year. He would also like to give a huge thanks to everyone that stepped up and offered their time for InULA committees and activities.

Executive Board Elections Update

- No nominations have been received for the following open positions. The committee will accept nominations through the week
 - Vice President/President Elect
 - Treasurer
 - 2 Members at Large
- Call for nominations with no nomination brought forward during the meeting
 - Send nominations to ralight@indiana.edu.

InULA Name Change

Background on Name Change: The current name is Indiana University Librarians Association, and the executive board has selected two final options to bring to the membership: Indiana University Library Workers Association or Indiana University Libraries Association. We would retain the InULA abbreviation in both cases. The rationale for the name change is that we recently expanded full membership to individuals who are not in librarian positions (i.e. full-time library employee) and we want to adjust the name to reflect InULA as a more inclusive organization.

Process for the name change: We will discuss at the meeting and then the vote will occur via a ballot that will be sent to all members after the meeting. Per the InULA constitution, proposed amendments need to be discussed at a general meeting, a written proposal needs to be sent to the membership 14 days before the voting period, and then votes need to occur via a ballot for the entire membership.

Name change discussion

Comments about Indiana University Libraries Association:

- Argument that Indiana University Libraries Association maintains a clean acronym.
- Argument that Libraries is more bureaucratic and that it is the people, the workers, who make the organization and who make up libraries.
- There is a sense in which libraries are under threat right now, and using “libraries” affirms the importance of libraries.
- Comment that “libraries” suggests that we represent a group of libraries or that we’re an administrative organization that supports the libraries or reflects the position of the deans.
- Comment that if the goal is to be more inclusive of people who aren’t in tenure-track positions and “libraries” doesn’t reflect that.
- Comment that when it comes to purchasing and licensing library resources, vendors often use “Indiana University Libraries” to mean only the libraries at Bloomington and “Indiana University System Libraries” is used to refer to all of the campuses. Addition that IU’s style guide states that “IU Libraries” refers to the entire system.

Comments about Indiana University Library Workers Association:

- Discussion in the chat about the “silent” W in the acronym. Comment that regardless of what we do we should be careful about the acronym, because it could be confusing if the acronym doesn’t exactly match the name.
- Argument that it is taking the easy way out to put “workers” in the name but not reflect it in the acronym. “library workers” implies that we are a worker’s advocacy organization and so we shouldn’t use that name is that isn’t what we’re going to be about.
- Discussion in chat about InULA originally being established for librarians to achieve tenure track status at IU campuses. Comment that making it sound more like a union (by using “workers” could be positive and it would be a return to the original intent of the organization.
- Comment that not all members identify as librarians, library workers, or library students. For example, some self-identify as archivists.
- Comment in chat that “I think it's worth arguing that "librarian" can be understood to mean "library workers" in general, and a broader acceptance of that feels more worthwhile to me than a name change for this group. Among library workers, it can be helpful to make distinctions, but more to people who are not library workers, library workers are all probably considered "librarians."”

Discussion about Retaining the InULA Acronym:

- Comment that one consideration is that we already have merch stating InULA and we wanted to retain the acronym so that it won’t have to be reprinted.
- How committed are we to retaining the abbreviation? Are we okay with considering our existing merch as “vintage”? If people aren’t committed to the abbreviation, then we could look toward an entire rebrand.
- We could be more creative and inclusive if we forget about the mugs.

Additional Comments:

- Discussion in the chat about student employees and library school students. Not all students work for the libraries.
- Comment in chat that the board also discussed the executive board kicked around Indiana University Informational Professionals Association and no one really liked that option.
- The option “Indiana University Library Employees Association” was mentioned in the chat. With InULEA pronounced “in-you-lee-ah”
- The option “Association of Indiana University Libraries Campuses/AIULC” was mentioned in the chat.
- Question about whether names of other similar associations were considered when these options were devised. Confirmed that the board did not look elsewhere.
- Comment that we should want a large consensus before putting a new name to vote, and that has not been achieved during this discussion

Final Action:

- Motion to refer the issue of an InULA name change and rebranding to a special committee to be appointed by Larissa with directive to present name options to the board by the end of December 2023.

- Motion by Ben Keele
- Second by Todd Grooten
- Motion passes with 27 in favor and 1 abstention out of 28 attendees at the time of the vote

Committee Reports

- Book Sale – report by Rachel Beckham
 - Successful book sale with tons of donations (estimate 500-600 boxes) and plenty of donated bags, with many bags left over for future years.
 - Not so many volunteers on Friday but many helped out on Saturday
 - Volunteers this year were Sara Stefani, Lori Dekydtspotter, Christina Jones, Allison McClanahan, Bob Noel, Rivkah Cooke, Andrew Aldea, Jenna West, Sherri Michaels, Amy Wilson, Castine Brock, Illana Stonebraker, Charles Salcido, Thomas LaBarge, Matthew Koelbel, and Hrishikesh Sivanadan. Thank you to all who helped!
 - Profit of \$3,639.22 across all payment methods.
 - Implemented a new PayPal payment option since last year's cash and check options made it difficult for students due to unavailability of a convenient ATM.
 - Recommendations to find a larger space for the sale, explore more cashless payment options and include all payment methods in advertisements, and set up volunteering to qualify for the use of paid volunteer time so that it is more accessible for staff who would have to use PTO to help with Friday setup.
- Communications – report by Sara Stefani
 - Sara as the chair, Anne Marie as vice chair, Julie Feighery and Todd Grooten as members, and Larissa Sullivant as the board liaison.
 - This year's issue of the notes was published in December. The spring 2023 issue will be published any day now.
 - Committee started by talking about what we want InULA notes to be, especially since there was little documentation of the committee's activities for the past two year (last annual report was 2019 and the manual was last updated in 2019). Saw that the publishing model was changed from twice a year to a peer reviewed publication once a year. They think the rationale was to provide additional peer review options for folks during the height of the Covid pandemic. Reverted in part b/c InULA's function is to bring the campuses together. The former IUL News newsletter, which reflected all of the campuses, ceased during the height of the pandemic which meant that campuses had less information about what was happening at other campuses.
 - 3 members (Julie, Todd, and Sara) met with Anne Haines and Michelle Crowe, who publish IU Bloomington's newsletter, to talk about strategies for increasing participation, especially from staff. They very kindly agreed to meet and suggested encouraging submissions that are news items/blurbs rather than 1000–2000-word articles.
 - There was a question about InULA's social media presence, and they asked their board liaison to bring it to the board. The board did not express support for that idea and so the committee withdrew consideration of a social media presence.
 - There was an increase in submissions from fall to spring and they hope that trend will continue.

- Recommendations are to update the committee manual, create accessibility guidelines for InULA Notes, encourage shorter submissions, and evaluate the sections and structure of InULA Notes.
- Constitution and Bylaws – report by Ben Keene
 - This committee discussed the name change proposal.
 - Expect that next year’s committee will work on drafting whatever the special committee for the name change develops.
- Membership – report by Amy Minix
 - Nico Casas, Todd Grooten, and Mahasin Ameen are members with Amy Minix as the chair.
 - 103 members with 37 new library workers who joined. There are 279 email addresses on the listservs.
 - Contacted folks as they were hired to recommend InULA membership
 - Identified the full-time eligible members from IU (24), IUPUI (11), IUK (1) and IUN (1). Still need to check with the remaining campuses to see if they missed any new employees.
 - Maintain the listserv and updated it regularly.
 - Worked with the treasurer on a consolidated list to draw from when tracking members.
 - Hope to send a survey to learn what folks hope to gain from their InULA memberships, which the aim of improving engagement
- Program and Social report by Ilana Stonebraker
 - Up to 24 folks registered for the colloquium, the deadline to register is May 30.
 - Link to register: <https://forms.office.com/r/9C2spPxey9>

Written report in Zoom chat:

Program and Social Report: During the 2022-2023 year, InULA Program and Social organized three programs and has another planned for June.

October 31 InULA Programs and Social organized its Fall Webinar, "Creepy Collections" featuring Sean Stone, Dentistry Librarian at IUPUI, as well as Brandon Pieczko, Digital and Special Collections Librarian, the Ruth Lilly Medical Library Special Collections. We be exploring some of our "creepy" and "spooky" medical and dental collections at Indiana University. 31 people attended this webinar. December 15th was the annual InULA holiday party, which featured a trivia host and raised \$180 for InULA scholarships. 20 people attended.

May 10th InULA Programs and Social organized its Spring Webinar, "Library Collections You Can Dance To! 2023" 32 people attended. We featured two presentations, one on Latin American Music Center (LAMC), presented by Emma Dederick, Librarian and Curator of Special Collections of the LAMC and the other on Gennett Records (founded in Richmond, Indiana, and is considered the “Birthplace of Recorded Jazz”) presented by KT Lowe, Assistant Librarian of Instruction at IU East.

June 5th is the InULA Annual Colloquium. 16 people are currently registered. The InULA Annual Colloquium will be the first in-person event sponsored by InULA since 2019 and will be held at the IU School of Medicine's Ruth Lilly Medical Library in Indianapolis. It is free and includes lunch sponsored by the IUB Deans Office.

The 2023-2024 Chair will be Ilana Stonebraker. Ryan Overdorf will be Vice Chair.

- Scholarship and Grants – report by Alyssa Denneler

- 3 rounds of incentive fund grants with 1 awarded in January. Deliberations on the April round continue, and decisions should be made soon. Received 7 applications.
- Awarded two \$500 Nilsson award scholarships.
- Still deliberating staff professional development award selection.

Treasurer's Report by Mo Threatt

The draft report for FY2023 was shared on the screen.

18,5853.91 in checking \$538.72 in savings (Treasurer tries to maintain at least \$500 in that account)
Dividends for savings are currently low at 0.300% Money market savings has \$24,079.15

Current certificate matures in 2024. Previously had a 3-year certificate with a higher rate but then IU Credit Union recommended the 25-month certification with 0.850% dividends.

Nilson scholarship account at \$36,841 with \$1,355 available to award.

Dividends from all IUCU accounts = \$386.31; Holiday luncheon donations = \$180; \$375.59 from membership with additional \$25 donation (we pay 2.9% + 30% per transaction)

Awarded one research grant at \$950

Other expenditures include trivia host Aaron Pitman and prizes for the trivia teams; speaker were paid in Amazon.com gift cards.

IRS tax filing fees at \$200. Mo has to answer several questions when filling out the form. One of the questions includes our total revenues, which we need to get under \$50,000 so we need to increase spending to get below \$50,000.

- Rivkah asked for clarification on revenue vs holdings (because our annual revenue is well under \$50K). Mo clarified that the forms states revenues, not holdings. Recommendation that InULA spends more to get under \$50,000.
- Ilana found instructions for the 990-N which define gross receipts are the total amount that the organization receives during the year, which is under \$50,000 in our case. Treasurer said she believes the 990-N is the correct form. <https://www.irs.gov/charities-non-profits/annual-electronic-filing-requirement-for-small-exempt-organizations-form-990-n-e-postcard>

Total expenditures = \$1,595

New Business / Announcements

- none

Adjournment

- Ben Keele moved to adjourn
- Sara Stefani seconded
- Larissa declared the meeting adjourned at 12:02pm