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Hi John,

As you know, a group of us met at ALA Midwinter. Ultimately, our conversation evolved to what it would take to feel comfortable with “buying in” to a shared staffing model for the ULMS. I think that all of us understand this needs to happen for coordination and efficiency. However, thinking back to the “round the table” that you facilitated at the Humboldt meeting, I recall many individuals talking about what they would need to justify or feel comfortable with any model being proposed where we are in essence being billed for shared staffing. With that said, I present, on behalf of the "Midwinter Group of 5,” a short and sweet “place to start” in the form of the following bullet points. We hope that this not seen as a hard and fast list of demands, but rather a conversation starter for evaluating any shared staffing proposals that come our way next week or in the future. We also discussed having representatives involved in the recruitment and evaluation of shared staff, but we have struck those from the list.

Best,

Jen

For any shared staffing proposal where it is expected that campuses would fund all or a portion of salary, COLD would expect to interact in the following ways:

* COLD would have the opportunity to discuss, at a conceptual level, the new positions being added (how many, their classifications and salary ranges, what the duties are, and how they interact with existing CO staff).
* COLD would have the opportunity to weigh in on whether these positions would be temporary or permanent at the outset in order to account for possible flexibility in job duties.
* COLD would have the ability to shape job descriptions. At a minimum, COLD would have the opportunity to respond to job descriptions before posting.
* Staff members hired would provide a quarterly report (or a section of Brandon’s monthly ULMS update) to report on their progress.
* COLD would formally dedicate a portion of its meeting annually to review the staffing configuration and recommend changes as the system evolves.