TO: LIBRARY FACULTY
FROM: Skip Hamilton, recorder
SUBJECT: Minutes of the February 2, 1984
Library Faculty Meeting
LIBRARY FACULTY PRESENT: 28

Administrative Matter: Clive Walton, Director of Libraries

1. On March 27, 28, and 29, 1984 the external review team for the library will be in Boulder. It is uncertain what their schedule will be or with whom they will wish to talk. However, Mr. Walton asked for an indication of those library faculty who would be present during that time. The team will consist of James Goen, Director of Libraries at University of North Carolina, Chapel Hill; Dorothy Gregor, Director of Technical Services at University of California, Berkeley; and Bob Vesper of the Department of Library Science at University of California, Los Angeles.

2. ARL has a new program wherein they will fund joint research being accomplished by a librarian and a library school faculty member. The guidelines for the program will be sent to each library faculty member so that each might evaluate the potential for his/her participation in the program.

3. The Fifth International Conference on Academic Library Problems will be held in Boulder at the Hilton Harvest House from February 28-March 1, 1984. The organizers of the conference are looking for people to help with the meetings. In return for the assistance, the helpers will be able to attend the conference free. Contact Elaine or Janet if you are interested.

4. The university is very committed to hiring minorities, although the campus has not been very successful in this area in spite of a variety of inducements. The CU, Boulder Libraries are going to make a determined effort to hire a number of minority faculty members as faculty positions become vacant. The approach to accomplish this effort will be to establish higher than normal salary ranges for the position and in the job advertisements include a phrase equivalent to the following: "Minority candidates are urged to apply." It is expected that the additional money for these extended salary ranges will come from the Vice Chancellor's Office. With this approach, a minority candidate with equivalent experience or education and in some circumstances with less experience or education will be selected over the non-minority candidate. Within this context, minorities will be those individuals which fall within the following ethnic groups: Blacks, Hispanics, and Native Americans. Women and Orientals will not be
Minutes of the Feb. 4, 1984 Library Faculty Meeting cont.

considered a minority in this context: this specific position was not Director Walton's decision. If we are not able to obtain a minority candidate, the library will readvertise the position. It is expected that the first position to which these efforts will apply will be the one currently vacant in Reference.

5. Mr. Walton asked the library faculty to use some discretion in the future concerning items which are placed in written faculty minutes, which items would be best addressed as internal library procedures and as such are best left unwritten.

Library Business: Faculty Moderator: Jean Messimer

1. Following the presentation of Mr. Walton's final item of business, and the discussion which evolved from the announcement, the library faculty continued the discussion after his departure. There was concern how this request would affect future library faculty activities and the formal and appropriate methods for handling those activities. It was suggested that the Library Faculty Personnel Committee and the Sabbatical Committee meet with Leo Cobell and discuss and clarify this particular issue.

In relation to the minutes for the meeting of November 3, 1983, it was decided that the minutes should be accepted with the following corrections:

A. Correct the spelling of Karl Kroeger's name throughout the minutes;
B. Correct the spelling of amendment in section 1B;
C. Correct section 1E in order that the new members of the Tenure Executive Board will be listed as follows:
   Mildred Nilon — Ex-chair
   Al Wynne — Chair
   Ben LoBue — Secretary
   Sharon Gause
   Jean Messimer
   Elser Posenack
   Carol Klemse will serve 1 year to fill the rest of Al Wynne's term.

2. A motion was next made to change the order of the agenda. The motion was seconded and passed. Upon passage of that motion, the following motion was presented for the consideration of the library faculty:

Moved: The library faculty rescind their approval of the second motion contained in section 1B of the Library Faculty Meeting Minutes for the date of November 3, 1984.
Minutes of the Feb. 2, 1984, Library Faculty Meeting cont.

The motion to rescind approval of the section of the November 3, 1983 minutes passed.

3. Following the vote on the above mentioned business, the meeting returned to the original order of the agenda. The committee reports follow:

A. Faculty Personnel Committee—Carol Krisman announced the membership of the New Evaluation Task Force. These are Jack Brennan, Martha Jo Sani, Sharon Gause, Nancy Carter, and Carolyn Mueller. Susan Anthes will be the FPC liaison. The New Evaluation Task Force will have their first meeting on February 6, 1984. Jan Nelson will be on leave for the next three months, so yellow sheets should be turned in to the Personnel Business Office.

B. Nominations: Martha Jo Sani is the new chair. She announced that the person who will replace Jan Nelson on the FPC will be Ben LoBue. The Coordinator requested that the Nominations Committee send to the faculty a complete list of library faculty committee members, chairs, and officers.

C. Sabbatical: Karl Kroeger indicated that the sabbatical recommendations for Carol Klamke and Jack Brennan had been approved.

D. Travel: Nancy Carter announced that due to the number of applications received by the Committee, though the money for travel hasn’t been officially allocated for spring semester, the applications which have been submitted will probably use the remainder of the travel funds available.

E. Tenure: Al Wayne indicated that the Tenure Executive Board had received administrative approval to proceed with the Post Tenure Review in the manner suggested by the Executive Board. Those individuals who have had tenure for the longest period of time will be reviewed and letters announcing the review have been sent to the appropriate individuals. Tenured members of the library faculty will be sent copies of the minutes of the Tenure Executive Board’s last meeting and a schedule of future Post Tenure Reviews.

4. Old Business: A concern was expressed that in relation to the motion passed rescinding the November 3, 1984 motion, there is still a need to have certain written operating procedures for committees, in order to avoid problems in the handling of grievances in the future.

5. New Business: Deborah Fink announced that the Library Advisory Board is still discussing the concern with smoking, as well as looking at the suggestions left in the Staff Room suggestion box. The meeting then adjourned.