MEMORANDUM

TO: Library Faculty
FROM: Allison Cowgill, Recorder
SUBJECT: Library Faculty Minutes, June 5, 1986
Present: 24

Administrative Matters

Leo Cabell reported on the money made available for faculty salary increases for FY 1986/87. He first noted that the Libraries' salary figure for faculty was increased only 3.6%, the lowest of any school or college reporting to the Vice-Chancellor for Academic Affairs. Clyde Walton will meet with Acting Vice-Chancellor Corbridge on Friday to discuss this situation. Apparently, the Libraries' faculty was directly compared to faculty in other schools and colleges on campus in terms of teaching, research, publication, and service, and did not compare very favorably. Until now, the academic administration viewed the Libraries' faculty differently. Discussion on this announcement followed. Jean Messimer noted, for example, that raises are thus based on research. Ben Le Rue argued that the Libraries' faculty should then have nine-month contracts like the regular teaching faculty so that such research could be completed, difficult to do now with a twelve-month contract and a forty-hour work week. Leo Cabell stated he did not know if the amount for increases this year, about $41,000, could be increased.

Leo Cabell then announced that upcoming salary increases will be based on percentages, rather than on units as in the past. For the last ten years, all individuals with the same evaluation rating totals received the same increases. This year, all individuals with the same evaluation rating totals will receive the same percentage increases over their current salaries. The proposed rating totals and percentages of increase are:

<table>
<thead>
<tr>
<th>Rating</th>
<th>Increase</th>
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<tbody>
<tr>
<td>5</td>
<td>4.1%</td>
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<tr>
<td>4.83</td>
<td>4.375%</td>
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<tr>
<td>4.67</td>
<td>4.15%</td>
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<tr>
<td>4.5</td>
<td>3.925%</td>
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<tr>
<td>4.33</td>
<td>3.7%</td>
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<tr>
<td>4.17</td>
<td>3.475%</td>
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<tr>
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<td>3.025%</td>
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<tr>
<td>3.67</td>
<td>2.8%</td>
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<tr>
<td>3.5</td>
<td>2.575%</td>
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</tbody>
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Deborah Fink and Susan Anthes reported on a salary inequity study
they have been working on; some additional money should be made available to the libraries as a result. In this report, recommendations will be made for the total library faculty, not just women and minorities. It notes that library faculty salaries are low because librarianship is a female-dominated profession, and asks that librarians here receive nine-month contracts with an option for two additional months for additional pay. They are also looking at the inappropriate relationship between librarian and paraprofessional salaries. The report will be completed by the middle of July.

Leo Cabell then announced that the program plan for the central science and engineering library has been submitted to the Boulder Campus Planning Commission. This project is third on the list, and since the first two requests are for renovations, it is actually the first for new building.

Leo Cabell announced that Jean Messimer, who is retiring in July, will leave on vacation and then return to the Engineering Library in August to work two days per week.

Faculty Meeting - Ben Lo Bue, Moderator
1. Minutes of the April 3 and May 1 meetings were approved.
2. Committee reports:
   a. Nominations Committee: Al Wynne announced the results of the recent faculty election:
      Faculty Personnel Committee
      New: David Fagerstrom
           Karen Rice
           Martha Jo Sanj
      Continuing: Sheryl Horner
                Karl Kroeger
      Promotion and Reappointment Committee
      New: Liesel Nolan
           Al Wynne
      Continuing: Tim Byrne
               Florence Jones
      Nominations Committee
      New: Martha Whittaker
      Continuing: Ellen Robertson
               Elisa Woods
      Travel Committee
      New: Susan Anthes
      Continuing: David Fagerstrom
               Skip Hamilton
      Sabbatical Committee
      New: Paul Bablaik
      Continuing: Jack Brennan
               Deborah Fink
Moderator: Marianne Burke
Library Advisory Board

New: Tim Byrne  
Sue Williams

Continuing: Gloria Alfaro-Mack  
Chris Busick

Al Wynne then noted that while no one ran for recorder, Allison Cowgill volunteered to continue in the position. He asked for a vote on this so another ballot would not have to be done. Marianne Burke motioned, and Sheryl Horner seconded, that Allison Cowgill be elected recorder. The motion passed. Al Wynne then thanked Ellen Robertson and Elisa Woods for their work on this committee while he was on sabbatical.

b. Faculty Personnel Committee: Allison Cowgill reported that the mail ballot for changing the regular faculty meeting time was in favor of 9:00 a.m. rather than 8:30 a.m. (24 to 18). The next meeting will thus begin at 9:00 a.m.

Allison Cowgill then noted that because of time constraints the Faculty Personnel Committee was unable to call a special faculty meeting to discuss salary increases for a recommendation to the Director. She did meet with Clyde Walton on Monday, however, and gave him the formulas the Committee discussed and a letter on salary inequity recommendations the Committee composed.

c. Travel Committee: Sheryl Horner announced that the balance in the travel fund is $1,672.

3. New Business

The next agenda item was a vote on the motion concerning the definition of a quorum which was made at the May 1 meeting. It is:

The Faculty Handbook definition of a quorum be changed so that the faculty members present at the meeting will constitute a quorum.

This motion was defeated.

4. Announcements

Allison Cowgill noted that the next scheduled faculty meeting should be on August 7 because the American Library Association’s annual conference occurs June 28-July 3. It was agreed that there will be no meeting in July.

There being no further business, the meeting was adjourned.