MEMO

To: Library Faculty
From: Marcia Meister, (temporary) recorder
Subject: Library Faculty Minutes, March 4, 1987

Marianne Burke, Moderator
Library Faculty present: 22

1. Administration Report
Leo Cabell reported that the Apple computers are to be installed during the month of April. Executives from the Apple company will visit the campus and are expected to visit the Library. No official word of the date of their visit has been announced.

Skip Hamilton asked about the status of the book budget and the limitation on spending more than 75% of funds. Leo replied that they could look at remaining funds.

2. Approval of Minutes
Meeting minutes from the February 5 meeting were passed with no changes.

3. Committee Reports
   a. Faculty Personnel
      Chair Sheryl Horner reported that the FPC was proceeding with the evaluation process.
   b. Sabbatical
      Jack Brennan reported that the regents minutes showed that three sabbatical requests from the Library have been approved. The three are Kyung Menkik, Virginia Boucher, and Paul Babik. The status of the Extended Administrative Leave requests is unknown.

   There were no other committee reports.

4. Old Business
   Marianne Burke brought up the old business from the February Meeting. The issue of a secretary for the library faculty meetings remains unresolved and discussions continued about how to handle the secretarial functions. Marianne pointed out that although she was directed by last month’s motion to approach the Director about an administrative secretary to record minutes, the library faculty handbook specifically states that the secretarial duty is an elected position filled by someone on the library faculty. She suggested that an alternative solution be considered until a response is received. There was some discussion about how appropriate it really was to have a secretary not a member of the faculty recording minutes because of a lack of knowledge of persons involved or issues discussed. Skip Hamilton pointed out that the recorders have historically volunteered for more than one year, thereby circumventing the bylaws anyway.
Martha Whittaker suggested that Marianne approach the administration regarding the February motion, but that in the meantime she would volunteer to take minutes next month. Other volunteers spoke up and the secretarial duties will be done by the following people for the rest of this fiscal year in the event that an administrative solution is not found.

April Martha Whittaker
May David Kohl
June Nora Quinnan

The suggestion was made that the library faculty could rotate secretarial duties, beginning alphabetically.

There being no official substitute motion, Marianne will approach the administration, the volunteer recorders will serve as necessary.

5. New Business
None

6. Announcements

Susan Anthes was asked to report on the salary equity committee’s work. She reported that working with this project was frustrating. When work began, the representatives from the three different campuses met together. It became apparent that the three campuses had three different problems with salary inequities. Emily Calhoun, Associate Vice President for Human Relations, volunteered to reconcile differences in a draft report but was later unable to do that. She (Calhoun) recommended that the three groups meet with each one’s chancellor. Susan reports that when they arrived for the meeting with Corbridge, they found that the draft report and the meeting had just been referred to Bruce Ekstrand instead. He needed to be informed on the issue during the meeting with Emily, Deborah Fink and Susan. He will read the draft report; the issue and the report is now in his hands. The committee awaits his response.

The major points made in the draft proposal submitted to Ekstrand:
- Librarianship is a female-dominated profession
- We are underpaid as a result
- The library is not fairly evaluated in the University’s process of assessing merit increases because the library always receives an average amount.
- The Boulder campus has an additional problem in the small proportion of males in relation to females in administrative positions
- Salary comparisons with teaching faculty averages 20% less than the teaching faculty
- The committee recommended a 15% across the board increase to adjust for the above inequities
- The report recommends an additional $12,000 based on FPC recommendation.
- The report suggests monitoring affirmative action reports from the library.

Emily Calhoun has volunteered to attend a library faculty meeting if requested to do so.

Susan summarized salary inequity issues faced by the other campus libraries as follows:
- Colorado Springs is composed of all females or minorities but are generally more underpaid.
- Auraria: the comparison of librarian's salaries with staff positions shows more discrepancies.

Susan further reported that Ekstrand might be receptive to the point that the librarians' yellow sheets show 40 hours scheduled time, which is very different from the teaching faculty.

Marianne pointed out that the rest of the University has completed this process while the library is forgotten.

Other Committee Reports

University Space Committee: Nora Quinlan (member of the Space Committee) reported that the Theater Department is still looking for temporary quarters during the renovation and the issue of using the staff lounge resurfaced. Nora protested and proposed an alternative, suggesting that they consider the faculty study area. The Space Committee is considering this alternative, believing that they will inconvenience fewer people. The next meeting will be in April when they will decide.

Staff Cabinet: Nora Quinlan (faculty representative to the Staff Cabinet) reports that April 1 is staff recognition day.

Rare Books: Nora Quinlan announced that Nicolaus Barker from the British Library will speak on April 12.

BFA: no report

Faculty Council: Jack Brennan reported that no new issues were being discussed. The Promotion and tenure process and the question of who pays attorney fees for formal hearings about P and T issues is being discussed.

There being no additional business or announcements, the meeting was adjourned.