There was no report from the Administration.

Minutes from the November meeting were approved and accepted.

Committee Reports:

Travel: Seven requests received and $2300 committed so far this year. Committee asked for and received approval from faculty to continue using the same criteria for granting funds that were used by the Travel Committee last year.

Sabbatical: Sabbatical requests from those eligible faculty have been forwarded to the Administration but have received no reply.

Reappointment: Committee has met and is now reviewing reappointment files. Will forward the files to the Administration by 12/15/87.

There was no report from Nominations Committee, Library Advisory Board, Tenure Committee, and Staff Cabinet representative.

Faculty Personnel Committee: Yellow sheets have been received by FPC and are now in the mail to faculty members.

It has been recommended that a subcommittee be formed to revise the Search Committee Handbook. Karen Rice will chair the subcommittee made up of volunteers as well as those asked to serve from the library faculty.

The Library Faculty was asked to consider two memos sent previously to each member.

1. Memo of 11/20/87, #3, concerning primary responsibility for reappointment procedure. FPC suggested that Reappointment and Review Committee be the primary responsible body. C. Mueller and C. Klemme said that the purpose of the wording was to follow the University Faculty Handbook. D. Pagerstrom withdrew the suggestion for the present time.

2. Memo of 11/20/87, #1, concerning two substitutions in Section 0157 of the Library Faculty Handbook. The Faculty voted and approved the substitution of one sentence for another. Original: "The procedure shall be based upon annual evaluations, and written recommendations from and discussion with the faculty member's immediate supervisors." New: "The committee's recommendation shall be based upon the candidate's vita, the Record of Scholarly, Professional, and University Activities for the current year, all annual evaluations subsequent to the last appointment, and written recommendations from the faculty member's first and second level supervisors." The other proposed substitution was voted down by a vote of 11 to 7.
Karen moved to change the original and the change was approved orally by the faculty. The sentence now reads: "Recommendations from the Faculty Personnel Committee shall be forwarded to the Director of Libraries, the Promotion and Reappointment Committee, the first and second level supervisors, and the candidate."

3. A proposed insertion into Section 0157. Following the sentence "Other appropriate evidence may be submitted by the candidate or solicited by the reviewing bodies.", insert "The term of reappointment is recommended by the immediate supervisor and is normally four years. (It cannot exceed four years—Part IV, Section 1.2, University of Colorado Faculty Handbook, p. 44.) If the recommended reappointment period is less than four years, justifiable cause must be provided, in writing, to the Faculty Personnel Committee and to the candidate, and insert. Ben LoBue expressed concern about the expression "justifiable cause" and wished to go on record with his concern and that newness of the employee could be a justifiable cause. The motion to insert the sentences passed by an oral vote. M. 'Quinlan suggested that a grievance clause would be needed. K. Rice pointed out that Section 0159 of the Library Faculty Handbook could be used. FPC was asked to make an editorial change to the Handbook by changing the title of Section 0159.

4. Referring to the memo of 11/6/87, the meeting voted orally to add the underlined sentence on page 2 to Section 0155 of the Library Faculty handbook. The sentence reads "The length of initial appointment shall be three years."

END FPC report

C. Mueller reported that a fourth candidate for the Serials Cataloging position will be interviewed on Dec. 11, 1987.

D. Fagerstrom reported that Earth Science has three excellent candidates. Results expected soon.

T. Byrne reported that there are presently 14 applications for the Government Documents position. Applications will be accepted until Jan. 31, 1988.

Ben LoBue reported that the CAPS committee is preparing a reiteration of the policy statement in the University Faculty Handbook concerning sabbatical leaves.

The Faculty voted to have no meeting in January. The next meeting will be held on February 4, 1988.