MINUTES
LIBRARY FACULTY MEETING
Nov. 2, 1989

PRESENT: Vering, Kriemann, Larsen, Anthes, Byrne, Busick, Robertson, Nolan, Kroeber, Cabell, Gause, Horner, Fagerstrom, O'Mahony, S. Williams Fink, Chiu, Dorian (Law), Lovenberg, L. Carter, Sani, Nelson, Bouchet, Byrne, Klemme, Maloney, McConkey, Bais, Rubelola, Fowler (Admin), Hamilton, J. Williams

MODERATOR: Martha Jo Sani

The meeting was called to order by M.J. Sani at 9 a.m.

1. ADMINISTRATION REPORTS:
J. McConkey announced that she had a letter from a person looking for people to write chapters in a book he is producing on "Academic Libraries in Urban and Metropolitan Areas." The invitation will be posted on the bulletin board across from Personnel/Business.

The Ekstrand memo response draft was discussed item by item.

a) Standard Merit Increases

Faculty Comments: The Libraries Faculty Handbook that we are now operating under does say that the split in our job responsibilities is 80% librarianship/teaching and 20% service and scholarship. Historically librarianship was 100% of our job and the faculty fought to change it. The 60%/20%/20% split mentioned in the administration response document was only one possibility and was not finalized. It was felt that we need to emphasize that a move to more research may cause loss of service to library patrons and that this needs to be in writing and part of the response document.

The document comes from the Libraries director, reflecting the sentiments of the faculty on these issues. We should be able to look at other percentage possibilities. A motion was made and seconded to change the 60/20/20 figure in the response document to the original 80/20 split. The vote was 19 to 7 in favor of this change. It was felt that we also need to make the point to the University administration that we are primarily a service institution and that given present staff and funding levels we are doing all that we can. We don't want to tie new staff and funds to a promise that we will move toward more research because our responsibilities may become greater and greater.

Director's Comments: The document will be changed to 80/20 to reflect the majority of the faculty. Ekstrand is not aware that we use a 80/20 split. Instead, he is aware of our efforts to build a library faculty group with sound records of professional achievement. The 80/20 focus may, therefore be politically
disadvantageous to mention in the document. The splits reflect weighting of job responsibilities and not the amount of time spent on the parts of the job. If asked his personal opinion the Director will say that he does not agree with the majority faculty vote on this issue.

Faculty Comments: The reality is that given our present staffing and funding there is no time to do research. We need to explain to the University administration what our options are, and that some of the service function of the libraries may be abandoned. Since we are 24 out of 26 in our ALA comparison group in terms of staffing, the trend toward more research is not feasible.

b) Compression: No comment.
c) Blue Book: No comment.
d) Promotion/Tenure: The question was whether this includes promotion from instructor to senior instructor. We will assume that it is included.
e) Benefits: No comment.
f) Exceptional Achievement: It was moved and seconded to amend the administration response document by adding section "a" of the Library Faculty Meeting Minutes of Oct. 5, 1985 reading, "No portion of the salary increase funds available to the Vice Chancellor should be set aside and designated for excellence recognition."
g) Other Priorities: It was moved and seconded that we add the words 'and staff' to the fifth sentence at the end in order to strengthen the point that we need more people to deal with new electronic technology.

The minutes of the October 5, 1985 meeting were approved.

2. OLD BUSINESS - none
3. NEW BUSINESS - none
4. COMMITTEE REPORTS

a) Faculty Personnel Committee: Sharon Gause reported that the committee is working on the reappointment papers and are missing some second level supervisor letters.
b) Travel: Sue Williams reported that there is $2,100 left in the budget.
c) Reappointment: The committee will meet jointly with the FNC to clarify procedures and understanding of the reappointment process.
d. **Nominations:** no report

e) **Library Advisory Board:** Chris Busick reported that the board has met with Jim Williams and given him much advice. There will be a "State of the Libraries" address by Jim around the first week in December. Any agenda items for this meeting should go to LAB members. Minutes of the last meeting will be sent to everyone.

f) **Tenure:** no report

g) **Law Library:** no report

5. **UNIVERSITY COMMITTEES**

a) The BFA will meet this afternoon and discuss the Faculty Compensation Document. On Wed. Nov. 8th in the University Club lounge there will be an open forum and chance to talk to the External Review Committee on Faculty Governance. Carol Krismann urged all to attend these.

b) Al Wynne reported the Intercollegiate Athletic Committee heard Theo Gregory speak on the academic counseling program for athletes. There is feeling that progress is being made, but more people are needed to do the counseling.

c) Laura Carter reported that the BFA Budget committee also had an "emotional" discussion of faculty compensation. The University emphasis on "stars" hurts the regular teaching program. On the benefits issue, there is concern that new benefits are designed to appeal to younger faculty and older faculty are being left out.

d) Skip Hamilton reported that the EPUS committee is concerned with a "due process" statement that could apply to all parts of the Faculty Handbook. They are also reviewing the parental leave policy and the animal rights policy.

6. **LIBRARY COMMITTEES**

a) CARL has some new enhancements which will be discussed in the new Technotes. It is now possible to combine author and title in one search. CARL will have a hospitality suite and an information booth at CLA. They will be sponsoring workshops on file structures at the end of November. Janet Swain Hill will coordinate the attendance at these.

7. **ANNOUNCEMENTS**

a) The Faculty Senate Minority Affairs Committee will sponsor an electronic information network. Gilbert Armenta has been appointed for a 10 month half time position with the Libraries to oversee this. He will operate out of Deborah Fink's office for the Spring semester.
A question was asked about the availability of "bowl" money. Jim Williams said that this was a very poor year for the University as out of state tuition expectations had not been reached, so there would be many places to use that money if it materialized. Williams plan is to try to get MacCartney involved in the Friends of the Libraries.

Martha Jo Sani adjourned the meeting at 10:26 am.

Respectfully submitted
Susan Anthes, Recording Secretary