Meeting was called to order at 9:05 AM. Presiding: Susie Bock.

The minutes of the 2 November meeting were requested for approval. Skip questioned the FPC minutes. The faculty stated they were correct. The Minutes were approved.

The recruitment update (out-of-order) followed approval of the minutes. The final candidate for Cataloging is coming to be interviewed. The Music Search Committee is in the process of screening candidates.

Under unfinished business there was to have been a discussion of the Special Faculty Meeting of 19 October. Hamilton pointed out that the FPC had been approached on a variety of responses concerning the tenure issue. The FPC approached the Dean and Cabinet about these. The floor was yielded to the Dean. The Dean is willing to address the faculty about these responses. But, the Dean would first like to respond to the 40 tenure questions in the ULR and, if the faculty agrees, after this is published come back to discuss aspects of this topic. The suggestion was put forward by the Dean that the Library Faculty discuss the tenure issue after he responds to the tenure questions in the ULR. The faculty agreed unanimously.

Also under unfinished business Robertson spoke for the Evaluation Task Force. Option I failed a 2/3rd faculty vote. Option II was passed by a 2/3rd mail ballot. The following motion was put forward: in lieu of a mail ballot a voice vote will be taken at this meeting to approve Option II for evaluation year 1995. In discussion, Hamilton brought forward a point of clarification. Approval of Option II has a slight change in the evaluation of research. Sanis requested that faculty have a chance to comment on what they liked or disliked about Option II's evaluation process. Robertson pointed out that Option II has guidelines and is not rigid in its definitions. LoBue pointed out that it was better to implement the motion so it becomes a learning process for this year. Wallace wished to state she supported the motion. The motion carried unanimously. Anthes complimented the Evaluation Task Force for having done a wonderful job. Approval of Option II carries with it the approval for the formation of an Appeals Committee. Hamilton brought forward the motion: The Elections Committee will bring to the next faculty meeting a slate of candidates to be elected to the Appeals Committee. The motion was seconded. There was no discussion offered. The motion passed unanimously. Hill mentioned the need to revise and update the Libraries Faculty Handbook because of approval of Option II, formation of an Appeals Committee and other recent changes in faculty governance.

The meeting moved to committee reports.

Hamilton brought forward the fact that the FPC is willing to meet with the cabinet on any issue. Hamilton thanked Sani for sending the FPC their tenure concerns. Hamilton asked that Bock include a discussion on the new "Committee of Chairs" at the next faculty meeting. Protocols need to be established between working committees. Bock agreed. The FPC has received and is working on reappointment documents for several faculty. Hamilton introduced draft seven of the Salary Equity Evaluation System. Attention was drawn to page 3, item 2 as being the only change from draft six. Hamilton stressed that this document needed to be voted on in order to get it to the Dean in a timely manner. The motion was made to adopt Draft 7 of the Salary Equity Evaluation System. Evaluation of "Career Merit" and Procedures. The motion carried unanimously. Since 2/3rds of the faculty were present this document becomes part of the Libraries Faculty Handbook.

For Faculty Support Gresham stressed that in asking for travel funds to San Antonio be sure to ask the travel agent for the contract rate. It is considerably cheaper.

carle, speaking for Faculty Staff Development, mentioned the Electronic Publishing Seminar to be held 14 December from 2-3:30 in room E303. McConkey said because of the overwhelming number of responses for WordPerfect training they will have to set a different schedule. Hamilton digressed into a discussion on software needs particularly the interaction between Word, WordPerfect, and PBook. Gresham mentioned the
"need" for standard, Library approved software for training purposes. Robertson expressed the value of a variety of software to meet individual faculty needs. Bock requested that Library software requirements be discussed at the next faculty meeting.

Whelan, speaking for the Library Advisory Board, mentioned having finished work on the tenure questions for the Dean to address in the ULF.

Sani, speaking for the Promotion and Reappraisal Committee, said the committee had completed reviewing and writing reappraisal letters for 10 faculty members.

LoBue, speaking for the Tenure Committee, expressed the need to overhaul old procedures and make them part of the Libraries Faculty Handbook. He also expressed the need for timeliness in matters of reappointment and/or the tenure track review process. LoBue stressed to supervisors that candidates paperwork for reappointment and review in the tenure process must take precedence over other concerns during this time of the year. Because of delays, the Tenure Committee is feeling overwhelmed with little remaining time for evaluating tenure track candidates this year. Faculty outside the Library who are involved in this process are being put upon because of the delays.

The Elections Committee had no report.

Bock, speaking for the Awards Committee, said they had as yet not received any nominations for the Ralph Ellsworth Award so the deadline for nominations has been moved to 7 January 1996.

There was no report from Other Library Committees.

In the Administrative Report the Dean acknowledged the hardships faced by some faculty and staff presently and asked the faculty to send their support. Congratulations were extended to Hill for her election to the VCAC. LoBue pointed out that Hill would not as a member of the VCAC be allowed to participate in matters concerning Library faculty. Mention was made of the new University president and his willingness to listen to anybody that wanted to approach him. The Dean stated his belief that the president's view of this being one University with four different missions was correct. The Dean is anticipating a working meeting with Loh to discuss Library concerns.

The meeting turned to Announcements.

There was no Automation report.

Fontenot said the Law Library is working on a new edition of their automation system.

Larsen has been appointed to the University Working Group on Information Technology. She mentioned that the faculty would be polled on their views and that the Library faculty could expect something next week. This "working group" is expected to have a report finished in February 1996. While there is a little confusion, Larsen believes this to be an active committee.

Annes has been requested to participate on the Chancellors Committee on Sexual Harassment. She will be on a panel to address individual cases.

Hamilton brought forward in discussion that there would not be a faculty meeting, as has been traditional, in January 1996.

The Dean mentioned the lack of an OCI report. The Dean wants all Library supervisors to attend the OCI Supervisors meetings. The Dean also said, "Come to the Christmas Party. You will have fun!"

Respectfully submitted, David Fagerstrom