Libraries Faculty Meeting
May 2, 1996

Present: Anthes, Baile, Bock, Borysiewicz, Byrne, Carle, Carter, D'Avis, Egleston, Emer, Epstein, Fagerstrom, Gause, Greenman, Gresham, Hamilton, Hill, Horner, Kristmann, Larsen, LoBue, McConkey, Malorey, Reubelde, Robertson, Sampsel, Sani, Seaman, Shen, J. Williams, S. Williams, S Williams

Bock called the meeting to order shortly after 9 am with Gause recording

Recruitment Update: Candidate for Head of Music turned down the position, committee will meet to consider next step. Committee is being structured for the monographic cataloging position.

Minutes: Sara Williams asked about the group that is to look at tenure issues. Skip clarified and stated that the charge to the committee would be put into the minutes. Correction to Committee of Chairs Bock asked if the faculty felt that quarterly meeting with the Libraries Administration would be sufficient (necessary). Minutes were approved as corrected.


Questions raised: Why change? Answer: Personnel actions begin in the spring and end at the end of January of the following year. Win one current change in July two groups of the same committee work on the same personnel action. This would smooth out the process. Some members of FPC were concerned. Tenure committee recommends passage.

Vote on Motion 1: The Protocols Task Force moves that annual elections to Libraries faculty committees be changed from University fiscal year to calendar year and that the Libraries Faculty Handbook be updated to accommodate calendar changes for nominations and elections procedures. Motion carried

Motion 2 Discussion: Concern for carry over; when would the next election be held; that some of the procedures no one on the committee would have been though. Vote on the Motion 2. The Protocols Task Force moves that the transition year 1996, candidates shall be elected for 1½ years, beginning their terms on July 1, 1996 and completing terms December 31, 1997. Motion carried

New Business

Send items for the meetings to Susie Bock

Appeals Committee - Sue and Ellen are CoChairs.

Questions raised about the draft, proposed changes, operating assumptions, proposed changes 1 between the words faculty and appeals add the word nontenure and delete the word [sabbaticals]. 10. Delete after approval by the faculty. Question from Handbook Committee that minutes showing approval for Appeals Committee can't be found. Reason: mail ballot was used so it did not appear in any minutes. Handbook Committee needs to take Appeals Committee operating assumptions and put into handbook format

Personnel Protocol Committee - Seaman initially recommended draft document be put into Handbook as part of the Appendix. Discussion followed about the need for a required 2/3 vote as an addition to the appendix. Parliamentarian clarified that a 2/3 vote was not required. Reubelde stated that there are two kinds of items in the appendix. One is form and the other is process. Parliamentarian wants to see consistency in the Appendix.

Skip recommended a negative vote on the draft as an appendix so it could be recommended for inclusion as a regular part of the Handbook. Scott rescinded the recommendation for putting document into the appendix. Seaman restated the notice of motion that the document created by the Personnel Protocol Committee become part of the Handbook.

Vision of the Faculty memo from Vice Chancellor Loh. Presented by LoBue. The Dean is required to present to Loh a document stating where the libraries faculty fit into the library world at large. Tenure Committee is submitting to the faculty the attached letter for discussion. To save paper the list of 34 ARL schools was left off the attachment but is available for anyone to see if they so desire.

Question: Will the weighing of 40-30-30 be accepted?

Answer: Dean Williams Our suggestion more accurately reflects reality and to establish diversity by which faculties are evaluated Excellence and meritous are still the same.

Question: Mid term to top 25% Shouldn't it be long term 25% and midterm 50%. In other words change the goal. Jim accepted change.
Committee Reports

FPC  Equity will be discussed with the Dean. Career documentation scores will be out next week and go to the Dean on May 17th. Documents have to go the Loh on May 24th.

The Task Force on Tenure still needs 2 tenure track people. Clarifying the charge may help to get volunteers. Sara suggested that FPC put the charge out to the tenure track faculty again and ask for volunteers. Letter based on the support of the faculty at the April meeting for shifting money from materials to personnel was sent from the Dean to Loh with reference to salaries since the library was not included in the salary study.

Faculty Support Committee  Gresham reported on the survey being done by committee

Library Advisory Board  Vacant positions on the board are being filled

Promotion and Reappointment Committee  Sani reported that May 9-10 will be the days that the two committees PRC and Tenure will meet with candidates who are coming up for reappointment.

Tenure LoBuE Committee is cleaning up procedures and meeting regularly. One post tenure review and one sabbatical have been approved and sent to the Dean.

Dossiers of our candidates don’t have the same weight as teaching faculties so we need additional measures of indices to enhance the files. The Tenure committee is asking help from the library faculty to write and sign seriously considered letters of recommendation for the faculty who are coming up for tenure. These letters are confidential and fall into the same category as outside letters. Other departments do this for their faculty. This gives the primary unit a way to participate in the process.

Nominations  Carter Reported that the slate for elections should include Carol Krmann for FPC, but one more for each of the FPC and the Social Committee are needed. The ballot is due May 15. There will be another election at the end of the year. To be on the Appeals Committee requires a minimum of two years on the faculty.

Committee of Chairs  Bock  Presented notice of motion

OCI  McConkey  Evaluation for Inventory was sent to each department

Handbook Committee  LoBuE Committee is having difficulty finding all motions passed. They need help from other committees. The question raised by the committee is - Should procedures be part of the Handbook? Discussion followed with the conclusion that the handbook would be too unwieldy and that only if a procedure is general enough should it be included. LoBuE asked each committee to look at their procedures and determine what should be in the handbook. Carle suggested that dates be put on all items brought for faculty review so individuals could know which document to keep.

Administrative Report  Dean Williams  Suggested a searchable database of information for the faculty that could possibly take the place of the handbook.

Talked about the budget situation and the recommended 5 year plan to correct the 8.75 million dollar deficit. We will know more in June after the Regents meeting. The faculty pool for increases this year is 1.8% and there will be 1% less than last year for everything.

Announcements

University Committees  UMC let bids for a video store to be placed where the flower store was and an oriental restaurant will be in where the Main street Wok was.

Meeting adjourned