Recruitment Update

Scott Seaman reported that the committees are at work on the search for Monographic Cataloguer and the search for Associate Director, Administrative Services—also that a new position, Maps Librarian, will be posted.

Approval of Minutes

Minutes were approved; the discussion of the Library Supervisor Evaluation Form will be summarized for posting.

Unfinished Business

1. Motion by Elections Committee
   - to change the status of the Elections Committee into a Personnel Committee
   - to establish procedures and guidelines for the Elections Committee at the committee's earliest convenience
   - to orchestrate committee service in the Libraries

   It was decided to divide the motion into three. It was then decided to take up pt. I first, i.e., to discuss the value currently attached to faculty service within the Libraries, and to discuss the current process of selecting candidates for service. Various ideas were voiced, many of which are later:
   - Throughout the University, service within the department is expected but not greatly rewarded. In the context of University standards for tenure, we should be careful not to give too much weight to Libraries service.
   - The low value attached by the University to local service affects individuals' desire and ability to serve, so local service has become a low priority.
   - National and local service should be weighted equally.
   - The University does not appear to be studying the problem of devaluing intradepartmental service.
   - The FPC rewards local service to some degree.
   - It is a major problem in the Libraries to get faculty to serve.
   - There is always room for service.
   - Sixty-six groups meet in the Libraries. If we had fewer committees we could fill them more easily.
   - The Elections Committee has a unique place in relation to the other committees; from this perspective it is felt that the process of pitting people onto committees needs more thought.
   - The whole issue comes down to personal responsibility. If the committees are valuable then people need to volunteer. None of this can be institutionalized.
   - Some people who would like to serve won't volunteer, or, having volunteered, don't get elected. Thus, there are people who wish they were on a committee and aren't.
   - Some people serve repeatedly.
   - It's important that everyone has a right/chance to serve.
   - The concept that everyone gets asked to serve is good. There is still a problem that there is too much work per person.
   - The Elections Committee really has a problem trying to get enough candidates so that people have a choice.
   - People who want to serve should select a committee which is looking for people.
   - People need to be educated about service in the Libraries, and the process should be studied and improved so that everybody has a chance to serve, especially on the more important committees.
   - We can't codify a state of mind.
   - Each of us has a different perspective. Each FPC reflects a consensus of those on it when it judges its peers. We are lucky to have such peer evaluation, unlike some departments on campus.
   - Though we can't control the value attached externally to Libraries service, the service is a valuable experience for the individual.
   - We can stress this value to the individual while recognizing time limitations.
   - Maybe some slots should be filled by appointment.
   - Running for election is no one's credit; losing is not a black mark.
   - A more nurturing culture might help more different people get elected.
   - It's good to remember people who volunteer and lose, so that they can be invited to serve in other ways.
   - People need to evolve into experienced committee members.
   - The only required qualification is to be on the faculty.

All three parts of the Motion were tabled.
b. Motion by Faculty Personnel Committee
   The Committee proposed that the basic percentages for evaluation be changed to:
   Librarianship 40%
   Research 40%
   Service 20%
   An objection was raised, in that institutionalizing this formula would strengthen this concept of what librarians do.
   The Committee also recommended the literal use of differentiated work load.
   No one was sure wherein the present 60-20-20 formula is officially written, although it has been used since 1988. In order to clarify this, the motion was sent back to committee.

IV. New Business
   a. Faculty sick leave
      Postponed

V. Committee Reports
   1. Faculty Personnel
      Carol Kriemann made a plea for supervisors to get all evaluations to the committee. She also encouraged all faculty to write one-page descriptions of career highlights for equity consideration.

   5. Promotion and Reappointment
      Sarah Williams said that the Discussion Paper, 3 April 1997, states erroneously that non-tenure track faculty will have to be reappointed annually. With this change to one of the underlying assumptions of the proposed discussion, it was decided that Sarah would redo and post the text on the Faculty List. Faculty can then comment to any member of the committee.

   10. OCI Report
      Supervisor Assessment Forms will be mailed out. People from Employee Development, including Marilyn Lavery, will be at the April 7th All Libraries Employees Meeting to answer related questions.

VI. Administrative Reports
   Dean Williams presented a budget update, following another meeting with V.C. Wallace Loh.
   The Dean stated:
   -- That V.C. Loh has been advised by his Budget Advisory Committee to do something about the Libraries faculty salaries,
   -- That the Libraries are not to use savings from the materials budget for faculty salary increases,
   -- That V.C. Loh has been instructed to find a way this year to increase salaries, and that the Dean and V.C. are discussing a mutual-year process,
   -- That all is based on the argument presented by the Dean and that the Committee will support it before the University Faculty.

VII. Announcements
   3. University Committees
      Faculty members are reminded to read the report posted on the Libraries list regarding Post-Tenure Review and to reply to the University's Tenure Committee.

IV. New Business
   b. The faculty voted to offer thanks to the Dean of Libraries and administration for their work on faculty salary raises for this year

Respectfully submitted,

Liz Lebowitch
Carriaging