FACULTY MEETING MINUTES
June 5, 1997

Present: Susie Bock, Sara Williams, Carol Krismann, Skip Hamilton, Martha Jo Sani, Peggy Jobe, Sue Williams, Ben LoBue, Nancy Emery, Maria Borysewicz, Charlene Kelbey, Wendy Bala, Jean Whelan, Nancy D'Aviss, Dana Carle, Susan Anthes, Jim Williams, Lori Arp, Tim Byrne, Barb Greenman, David Fagerstrom, Debbie Hollis, Nancy Carter, Yen Fong, Suzanne Larsen

I. Recruitment Update: none

II. The minutes of May 1, 1997 were approved as submitted.

III. Unfinished Business:

A motion for revision to the Faculty Handbook was presented by the Promotion and Reappointment Committee. Changes in wording to the charge, the membership, and the responsibilities of the committee were proposed. Martha Jo Sani moved, and was seconded by Skip Hamilton, to amend the membership portion of the motion to require 3 members instead of 5. The amendment passed.

The motion to accept the amended changes to the charge, membership and responsibilities of the Promotion and Reappointment Committee was passed.

IV. New Business: none

V. Committee Reports

1. Faculty Personal Committee
   a. Carol Krismann reported that the mail ballot regarding the move to 40-40-20 for compensation passed 28 to 11.
   b. Krismann presented a motion that the 40-40-20 criteria not be used until 1998. This would mean that the next evaluation, for 1997, will remain at 40-20-20. This is because we are already half-way through 1997 and it precludes an agreement for a differentiated workload. The motion passed. Krismann urged the faculty to request differentiated workloads when appropriate.
   c. Krismann reported that all FPC faculty evaluations were completed and that one appeal was ongoing. Merit evaluations have also been completed and one appeal is ongoing there as well. She explained that there are three compensation pots this year: the regular one, merit equity ($12,000), and market equity. The merit equity was used to give each faculty member receiving tenure a $500 raise in base pay. The rest was given to those faculty members found to be below the average for their position in the FPC's study that was distributed earlier. The Regents must sign off on the market portion of the compensation package at their meeting at the end of June. Originally the FPC was going to evaluate the faculty one-third at a time for the next four years I n respect to market compensation but they will now look at the faculty as a whole each year for the next four years.

2. Faculty Support
   a. Maria Borysewicz reported that the phrase at the bottom of the request for faculty support requiring a report within 30 days will be removed. Reports to the ULR will be optional.
   b. Support for faculty attending ALA in San Francisco and SLA in Seattle has been increased to $400.

3. Tenure
   a. Ben LoBue reported that the Tenure Committee was considering the records of 5 faculty members who are coming up for tenure soon. The committee also holds regular meetings with the tenure-track faculty to council them on the process and procedures. The attendance at these meetings has not been good.
   b. The Tenure Committee sent a draft document on Tenure Track Instructors out to the faculty earlier. LoBue discussed the issues surrounding the need for such a document. The current search for a map librarian is the first using this procedure. LoBue met with the map librarian search committee regarding this. The appointment to Tenure Track Instructor will be for 24 months. At the 11th month there will be an evaluation, based primarily on the supervisor's knowledge of the candidate and potential in the areas of research and service. If the evaluation is negative the candidate will be given a one year notice of non-retention. A positive
first evaluation will lead to a final evaluation at the 24th month when the tenure clock begins ticking. The regular tenure process will begin from there. The whole process relies on extensive communication between the supervisory, the Tenure Committee, and the candidate. The process will remain a bit at least until the map librarian goes on the traditional tenure path so that it can be amended as the process dictates. The document is submitted to the faculty for information only since it is a Tenure Committee working document and is not voted on by faculty.

Fagerstrom asked if, under University rules, instructors can actually be tenure track. LoBue responded that it is setting a precedent that has been agreed to by University Academic Affairs. It is a way to have someone begin a position and go onto tenure track at a later date without having to resign and reapply. The Libraries' instructor positions are relatively unique in that they are filled with national searches which is a critical point with the Vice Chancellor for Academic Affairs, who has accepted the position in this way.

11. Faculty Handbook Task Force

Janet Swan Hill reported that Ruth Leahy will format and distribute all Faculty Handbook revisions that have been approved to this point, along with a new notebook with tabs. Hill cautioned that this does not mean that the handbook revision is complete so do not dispose of the current faculty handbook.

VI. Administrative Reports

a. Dean's response to the recommendations of the Tenure Task Force

Dean Williams took this opportunity to respond to the report of the Tenure Task Force report. The task force identified four areas of focus: honest discussion of tenure issues, the possibility of lead time before tenure begins, the inadequacies of the travel and equipment budget, and inadequate staffing.

Williams indicated that many of these concerns were dictated by budgetary issues and out of his control, such as staffing. Other concerns such as discussing issues and lead time before the tenure clock begins are currently being addressed. Williams has a plan for computing monetary support for tenure-track faculty, in addition to the regular pool for faculty travel, so that the faculty member can decide how to use the money, i.e. for a support librarian, or travel, or equipment.

Williams does not support changing the criteria for tenure for library faculty to differ from those applied to the teaching faculty. He observed that we have had three faculty tenured this year with widely varying records and he finds this encouraging. Williams stated that we will continue to hire faculty on tenure track. Williams encouraged those who achieve tenure to aspire to full professorship.

In this context, Janet Swan Hill as a member of the OCI group, observed that tenure issues are a major concern to the OCI. She asked for the faculty's views on what is the OCI's role in explaining and discussing tenure issues within the Libraries. Skip Hamilton proposed the following motion: "If the OCI wishes to discuss tenure, the Faculty expresses their sentiment that issues related to tenured faculty are relevant, discussible issues, but the condition of tenure is not discusible." A lengthy discussion ensued with the consensus being that discussion concerning how tenure issues affect the work environment and education about various aspects of tenure were inappropriate at the staff or faculty level but that decisions regarding continuing tenure within the Libraries resided with only the Libraries Faculty and the Dean. During the discussion it was stated several times that some tenure-track faculty felt demoralized by the continued perception of the negative impact of seeking tenure in the library environment. Hamilton's motion was tabled due to the lack of quorum.

b. Standard compensation reward for promotion/tenure

The Dean expresses the desire to establish a standard for monetary compensation for tenure and promotion. It was decided that this would best be realized as an FPC policy. The FPC will take it under advisement.

VII. Announcements

3. University Committees

Skip Hamilton reported that the Educational Policy and University Standards Committee (EPUS), of which he is a member, is looking at the role of instructors in academic departments on campus. Hamilton is attempting to get the instructors in the Libraries faculty removed from the study since our role is very different from those of instructors in the rest of the university. Hamilton has been elected co-chair of the committee for the coming year.