Faculty Meeting Minutes
September 6, 2001

Present: Baia, Busick, Carter, Fagerstrom, Ferris, Filar, Gresham, Hamilton, Hill, Holmes, Kelsey, Krisman, Larsen, Lindquist, Lundy, Maloney, McCarty, Moeller, Rebuldel, Sampsel, Sani, Seaman, J. Williams, Yue

New faculty introduced:
Paul Moeller – Serials Cataloger
Thea Lindquist – Reference Librarian

Beth Filar introduced Sheila Hannaway, a library graduate student from the University of South Florida. Sheila is completing her field work in the Map Library.

I. Recruitment Update:
• ILL Librarian – closed and will re-advertise
• Principle Cataloger – closed and will re-advertise
• Preservation Librarian – committee met, but no advertisement
• Special Collections Librarian – advertisement is out, review Oct. 31
• Assistant Head of Acquisitions – committee is meeting
• Government Documents Librarian – advertisement is out
• Business Reference Librarians (2 positions) – committee hasn’t met

II. Approval of Minutes:
• May 2001 minutes – approved
• June 2001 minutes – approved
• July 2001 minutes – approved
(Special note of thanks to Suzanne Larsen for taking the July minutes)

Recorder List for 2001/2002, see attachment to agenda dated 8/29/01

III. Unfinished Business: none

IV. New Business:
1. Handbook
   The following appendices to the Faculty Handbook were brought to the faculty for a vote by Janet Swan Hill, all passed as proposed:
   • IV.D.20 Instructions for Faculty Handbook Revision
   • V.C.9. Stopping the Tenure Clock
   • V.D.1. Tenure Related Documents
   • V.A. Related Policy Statements

   Proposed changes to IV.C. Evaluations were discussed at length:

   There was a motion to change the second sentence in 4.0 Evaluation using the Professional Plan from:
   The University has developed a Professional Plan for tenure-stream faculty (http://www.cusys.edu/~policies/Personnel/plan.htm). The Plan is used for post-tenure review and also during the annual merit evaluation by the primary unit.
   to:
   The University has developed a Professional Plan for tenure-stream faculty (http://www.cusys.edu/~policies/Personnel/plan.htm). The Plan is used for post-tenure review.

   Motion seconded and discussion.
   The motion was amended to read:
   "The Plan is currently used in post-tenure review in the University Libraries."
Vote on this amended motion: 11 in favor, 8 opposed, 4 abstentions

Sections 4.1 and 4.2 were amended to read:

4.1 Evaluation for pre-tenured faculty was changed to:
4.1 Evaluation for tenure-stream faculty.

This section is under construction, for more information see (http://link)

4.2 Evaluation for Post Tenure Review, changed to read:

Each year, the Tenure Committee may review each tenured faculty member's performance in relation to the Professional Plan. Every 5th year, this review is conducted as a comprehensive post tenure review.

Faculty voted on including the changes to 4.1 and 4.2 as amended, and to replace all occurrences of tenure-track with tenure-stream. Vote—Unanimous

Although changes were made to 4.0, 4.1, 4.2 there will be more discussion in the future addressing the professional plan and how that needs to be articulated to the faculty who evaluates tenure-stream faculty and what does this ultimately mean to the way we conduct business (our evaluation system)?

IV. New Business—continued:

2. Academic Ethics
   a) The Tenure Committee's response was attached to the agenda
   b) FPC supports the ethics associated with librarianship and scholarship, per Janet's Web sites, and recommends the formation of an ad hoc committee to deal with any breach of ethics. FPC was asked to draft a motion, in consultation with the Tenure Committee, outlining the ad hoc committee proposal.
   c) Hamilton thanked Hill for the ethics Web sites.
   d) Hamilton will arrange for a speaker on ethics.

3. Routing of Journals
   A motion was made to stop all routing of professional journals to Libraries' personnel because many issues were missing from the Periodical Room. This was especially noticeable during the CORE planning process.

Motion seconded, lengthy discussion.

The vote to "stop all routing of journals" passed, 9 in favor, 6 opposed

Motion to delay implementation of this motion until a reasonable solution, from the Serials Department, is attained. Motion passed.

Due to insufficient time, there were no Committee Reports, Administrative Reports or Announcements.

VIII. Adjourn – meeting adjourned at 10:40

Barb Greenman, Recorder