Present: Anthes, Cronin, D’Avis, Ferris, Gerke, Greenman, Hamilton, Hollis, Jobe, Kellsey, Knieval, Knowlton, Krismann, Lage, Larsen, Lindquist, Long, Lundy, Moeller, Seaman, J. Williams, S. Williams, Jamie Lowen, Karen MacMeeken (interns from the University of Denver), Ann Jennings (Provost Fellow), and Liz Bishoff (Special Assistant to the Dean and Office of Sponsored Programs), were introduced.

I. Recruitment Update
   - Interviews for the Head of Cataloging are scheduled for May. Interviews for the Engineering Reference Librarian will be April 15, 18, and 19. The presentations by the candidates will be given in the Engineering Conference Room.
   - The Search Committee for the Social Science Reference Librarian is in the process of making an offer.

II. Approval of Minutes
   The March 2005 minutes were approved as corrected.

III. Unfinished Business
   a. Parental leave policy

      The following clause was added to section A.4 of the proposed Parental Leave Policy for the University of Colorado system:

      “In most cases, the nature of 12-month faculty members’ work does not lend itself to negotiated parental leave (described in A.2). However, in exceptional circumstances, if the chair and dean of the unit agree, a 12-month faculty member may negotiate a child care leave, following the process outlined in A.2 and provided the negotiated leave does not result in significant financial, academic, or clinical harm to the unit.”

      This clause was added as a result of the Libraries Faculty submission of a resolution that outlined the inequities for 12-month faculty in the originally proposed policy statement. The clause is a compromise between the needs of the Health Sciences Center and those of the Libraries Faculty on the Boulder campus.

      The revised policy was approved by the Educational Policy and University Standards Committee of the University Faculty Council (EPUS). It will go before the Faculty Council at their next meeting. The policy then needs to be approved by the President after which it can be implemented. The chair of EPUS, R. L. Widmann, thanked the library faculty as a whole for the well thought-out response. She said it helped in deciding the case. Michel Dahlin, Associate Vice President for Academic Affairs, was able to bargain for this issue because the Libraries faculty presented a united front. (Hamilton)

      The request was made to include formal language on the parental leave policy in the Faculty Handbook stating that the Dean has determined that the Library faculty meets the criteria and are eligible for negotiated parental/childcare leave. (Jobe) Once the policy has been implemented, it will be sent to FPC for determination of the wording for inclusion in the handbook.

IV. New Business: none
V. Committee Reports

1. Faculty Personnel:
   An email message was sent to the faculty from the FPC explaining why the research and service scores were sent without the usual summaries of the activities which were considered under each category. Concern was expressed about not receiving the activity summaries with the scores. Discussion followed with a motion proposed to add the summaries back into FPC’s procedures. The motion was amended then withdrawn when the FPC representatives agreed to work with a committee to design a format in which additional feedback can be sent with the scores. FPC asked for volunteers who would like to work on this issue with current FPC members to contact any member of the FPC.

2. Faculty Support: No report

3. Promotion and Reappointment: No report

4. Tenure: Debbie Hollis is the new chair of the tenure committee. Self-statements for comprehensive and tenure review that have been due in September to the Tenure Committee will now be due sooner. The Tenure Committee will meet next week to determine new deadlines. There are several types of review this year -- post-tenure review, transfer to the tenure track, comprehensive review, and 2-year review. The TC will discuss the possibility of eliminating the 2nd year review as the campus requirement for review prior to tenure does not include as many review periods. Debbie may be meeting with a campus committee to present the Libraries’ tenure procedures.

5. Elections: No report

6. Awards: The Awards Committee thanks all those who submitted nominations and support letters. A decision has been made and will be announced in May at the Awards Program.

7. Committee of Chairs: No report

8. Appeals Committee: No report

9. Other Library Committees and Task Forces
   a. Faculty/Staff Development Committee: Check the website for upcoming sessions. Many events are now being held in the Engineering Conference Room. It is accessible and is better suited than some other meeting rooms for projection. (Seamon)

   b. Web Advisory Committee: No report

   c. Library Advisory Board: No report

   d. Recruitment to the Profession Task Force: The website is up for the Provost Fellows program for the Fall semester. Advertising is beginning for the Fall group of Provost Fellows. Ask the departments you work with to encourage grad students to apply. (Knowlton)

   e. Assessment Committee: They are scheduling a new time for the group to meet. (Seaman)

VI. Administrative Reports (J. Williams)

- Charlene Kellsey has received tenure.
- Liz Bishoff is not a member of the faculty but attended the meeting today to be introduced. She will attend Library Council meetings. Her title is Special Assistant to the Dean and Office of Sponsored Programs. Feedback is important in evaluations.
- A list of highlights for the Libraries was included at the All Libraries Meeting as a way of giving feedback on the accomplishments of the Libraries.
All colleges are represented on the Committee on Research Misconduct except the Libraries. The Dean has asked that we have representation on this committee.

A committee is also being created on each campus to work with a system-wide committee that will look at the tenure process. We will have a representative if they agree that they want Library representation on this committee.

We need to put money away so expect conservation in spending over the next months. We don't know how much we'll have to cut when we receive next year’s budget. The Dean asked that the Library faculty have conversations with the teaching faculty about the tough times that we are in. Take all opportunities to talk with faculty. Be as candid as you can be. Faculty need to find their voice and tell the University “Don’t do this to the Libraries.” The faculty could ask if some form of exemption for the Libraries could be made. Also faculty must understand that decisions will be made to cut serials. If the faculties in the disciplines do not make the decisions, the Library faculty will need to do it.

Don’t underestimate the effect of the Google-ization of the 5 libraries that signed contracts with Google to digitize their collections. There will be impacts on us because of this. We need to talk about our role and the changes to come.

VII. Announcements

1. University Committees:
   - Educational Policy and University Standards Committee (University Faculty Council): There was a question at the EPUS meeting about why the librarians on the Boulder campus are concerned about the 12-month parental leave policy. We need to reemphasize the Library’s faculty status outside of the campus. There is emphasis from top administration on getting rid of hate speech brought out by the episodes of racism on the campus. The committee that is looking at tenure is looking only at the processes. It will be finished with its work by the end of May. (Hamilton)
   - BFA Budgeting and Planning Committee: Discussions are being held concerning the compensation of the chairs of the BFA and the BFA Budgeting and Planning Committee. (Greenman)

2. Other: Equity review requests are due to the FPC by April 15. Send to Roberta Brown-Jones in Administrative Services.

VIII. Adjourn

Meeting adjourned at 10:20 am.

Respectfully submitted,
Marcy D’Avis