Meeting called to order 9:05

Presiding: Jennifer Knievel. Recording: Pat Morris. Present: Bruce Montgomery, Anna Ferris, Chris Cronin, Carol Krismann, Peggy Jobe, Jack Maness, Heather Wicht, Windy Lundy, Sheryl Holmes, Skip Hamilton, Katie Lage, Jennie Gerke, Stephanie Lichtenauer, Jennifer Parker, Alison Graber, Caroline Sinkinson, Sean Knowlton, Suzanne Larsen, Holley Long, Barb Greenman, Marcy D’Avis, Sue Williams, Yem Fong, Paul Moeller, Gene Hayworth, Michelle Visser,

Handouts were provided from the Faculty Personnel Committee.

Introduction of new faculty.

Recruitment update. (none)

Minutes of the last meeting were approved after some minor corrections were made.

Unfinished business. (none)

New business.

Heather Wicht and Katie Lage of WAC: Faculty Profiles.

The WAC was asked to develop faculty profiles for the web site, acting on a suggestion from Janet Hill. Wicht and Long have mocked up a few profiles, some of which are linked to the faculty members’ existing web sites. Members of WAC requested comments and suggestions on the mock-ups. Once the information desired is finalized, Long will be asked to create a web form that faculty may complete and submit to create the profiles. All sections of the form are optional.

It was suggested a section on research interests section be included (Larsen). Ferris expressed concern about the email address being posted because there are programs that harvest email addresses from public pages. Hamilton was concerned about the phone numbers being posted. Lage stated that most departments have this information posted already. This is also an optional section on the form. Faculty generally approved of the project. Wicht will send a link to the site for the mock ups.

Faculty Personnel Committee

Montgomery presented the committee’s proposal for a change in the policy for differentiated work load as stated in the Faculty Handbook, Section IV.E, item 3. The committee suggests a policy that sets a date by which the faculty member must negotiate and agree to a differentiated work load. Their proposed wording for the policy was:

“In addition, the negotiated agreement must be signed by the faculty member and supervisor no later than June 30th of each year or 60 days after hire, whichever is later.”

Hamilton stated that this may be a problem for people who accept committee assignments after June 30. In ALA the committee assignments don’t get finalized until Sept. He was also concerned about when this is set: the year before evaluation or year of evaluation. Knowlton asked if supervisors can reject a very late application. Montgomery explained that the FPC was trying to avoid people manipulating the system by submitting a differentiated workload close to the end of the year being evaluated. Montgomery added that the ALA committee assignment would carry on into the next year and would be credited on that year’s evaluation. With regard to senior instructors, Lage requested another month or 90 days.

Montgomery moved to amend the handbook to read in Section IV, E, item 3, under negotiating the differentiated workload agreement:

“In addition, the negotiated agreement must be signed by the faculty member and supervisor no later than June 30th of each year or 60 days after hire, whichever is later.”

Motion carried.

Hamilton: Moved to amend the policy to say Sept. 30th rather than June 30th. Seconded.

Discussion: Hamilton felt that faculty members can’t plan committee activities, esp. those which require election, by June 30th. Sept. 30th acknowledges practicalities of the profession. Montgomery responded that this would give people nine months of the year to re-negotiate their workloads, and it pushed back the deadline for decision too far to be fair.
Vote: 5 yes, 14 no, 2 abstained. Amendment did not carry.

Hamilton moved to add the words “of the year being evaluated” to the policy. Seconded.

Discussion: Someone could apply for change to the year being evaluated. The language seems vague.

Vote: unanimous for yes. Amendment carried.

FINAL WORDING OF POLICY:

In addition, the negotiated agreement must be signed by the faculty member and supervisor no later than June 30th of the year being evaluated or 90 days after hire, whichever is later.

Hamilton requested an email vote, and it was seconded. Discussion followed as to whether or not it was required to get the email vote. Larsen checked the constitution and bylaws and noted that there was no requirement in the language of Constitution. It was agreed that the chair would send out an email ballot since this was not a time sensitive issue.

The next issue to be addressed was a change in the handbook Section IV.C.1. Criteria Document. FPC wanted to address the issue of faculty who publish books, which is becoming more common. They want to bring the policies in line with other units on campus. Montgomery stated that the libraries handbook should state that the faculty who publish books receive the evaluation rating of 4 for two successive years beginning in the year of publication.

Montgomery moved that the Criteria Document be amended:
Under research criteria 4, should read as follows:

(4) Far Exceeds: Very Active/Productive. Could include, but is not limited to paper(s) (invited published), research articles(s), significant grant proposal(s) funded, and [the following is the new language proposed] books that show evidence of substantive original work. In such cases, faculty who produce books may receive two successive years of credit beginning in the year of publication.

Discussion: Jobe suggested more consideration is needed regarding the evaluative statements. The general principle has merit, but the evaluative issues need clarification. In addition, the committee procedures need to be worked out in more detail, as required by the Faculty Handbook. Further research into how other campus units do this would also be helpful.

Jobe moved: Postpone a decision until 2006 when a new faculty personnel committee is elected because this issue resulted in significant difference of opinion within the committee. Jobe’s motion was seconded.

Montgomery thought the policy could be approved as presented because it was possible to work out the procedures with regard to evaluative process by September. He felt this language was no more specific than the rest of the language in the document. He felt that Jobe was concerned about procedures rather than policy and that the procedural matters could be settled by the FPC in a short time period.

Larsen voiced concern about the 2-year issue as the evaluative criteria for the book. Cronin supported postponement because it doesn’t seem that the evaluation process has been done before by the FPC. He suggested we study the procedures of other departments on campus.

Jobe re-stated her proposed amendment for clarity:

Moved: That this issue be postponed for consideration until 2006, when a newly elected FPC will take it up. Seconded.

Discussion: Hamilton suggested that the FPC issue minority and majority reports on the issue. Krismann felt the committee members had made a serious effort to revise a policy and that it should be considered by the faculty.

Vote to amend Jobe’s original motion: 20 yes, 1 no, 1 abstained. Amendment to amend Peggy’s original motion carries.

Discussion of motion as amended.

Motion under discussion: That this issue be postponed for consideration until 2006, when a newly elected FPC will take it up.

Discussion: There was additional agreement to consider a study of other departments. Jobe indicated the FPC had not been able to work out the procedures which should be developed before the new language for the policy was presented to the faculty. This and other issues were subject to disagreement within the committee. Hayworth commented that the motion before the group doesn’t address what the expectations are of the committee. Greenspan expressed a desire for further discussion of the issue by faculty at large.

Montgomery moved that Jobe’s motion be tabled. Seconded.

Vote to table the motion: 2 yes, 22 no, 1 abstained. Motion to table did not pass.

Larsen called the question to vote on Peggy’s amendment:

Vote on Jobe’s amended motion: 14 yes, 5 no, 4 abstained. Jobe’s amended motion passed.
Committee reports

Faculty support: Six candidates applied for support. Next deadline is November 1.

Promotion and reappointment: (none)

Tenure: (none)

Elections: (none)

Awards: (none)

Chairs: (none)

Appeals: (none)

FSDC: Some things are on the calendar; next thing not on calendar is ProQuest training on August 10, digital dissertation and national security archives and EEBO.

WAC: Profiles project has been covered.

LAB: (none)

Recruitment: (none)

Assessment: Meeting to discuss preliminary analysis of Libqual data in conjunction with strategic planning effort.

FPC: The committee wants to explore discussion of compensating promotion from Associate to Full Professor and for promotion from Assistant to Associate Professor. Currently, compensation for these promotions is poor or nonexistent. It must be noted that any money for promotions would come off the top of the general pool for pay increases. People can currently apply for equity each year. It’s a delicate balancing act because promotion compensation could have a negative impact on the equity raises. The Committee wants to have further discussions with the faculty. Larsen agreed that these are difficult issues, especially for the senior instructors. She suggested the committee speak to other departments; she pointed out that Engineering grants only $500 for each promotion. Hamilton added that three people have been promoted to full professor in the libraries. He added that the FPC can only recommend promotion compensation guidelines, but the dean has to make the decision. He agreed that many will not ever have a chance to be promoted. There is no university policy. Montgomery agreed that each dean makes the decision and that we should gather data.

Univ. Committees: (none)

Announcements:

Jobe confirmed her resignation from the FPC. Hamilton inquired about the process of filling the vacancy. Cronin reminded the group that LAB went through the same thing in previous years. The election committee made an interim appointment till the end of the year. The vacancy would be filled at the next election.

Meeting adjourned 10:16

Patricia Morris
Recorder