Libraries Faculty Meeting Minutes
3 August 2006

Present:
Jennifer Knievel, Laurie Sampsel, Marcy D’Avis, Windy Lundy, Thea Lindquist, Anna Ferris, Alison Graber, Chris Cronin, Katie Lage, Sean Knowlton, Susan Anthes, Jina Wakimoto, Carol Krismann, Sue Williams, Peggy Jobe, Skip Hamilton, Suzanne Larson, Gene Hayworth, Jim Williams, Barb Greenman, Pat Morris (Recorder)

Call to order 9 a.m.

Jennifer Knievel presiding; thanked Carol Krismann for serving as president during her leave.

Recruitment update:
The metadata librarian position is posted; personalized recruitment is ongoing. They have contacted library schools with a curriculum in the field. There are many forms of personalized recruitment. The recruitment plan developed by Scott and John is with the Provost Office, we are uncertain about the plan’s approval program process because of the new President and Provost. It includes seven positions in public services and technical services.

Committee Reports:

FPC: Personalized recruitment can mean a number of options. The search committee needs all information of about personalized recruitment because it has to be included in the search summary. Any emails about such personalized recruitments should be copied to Lucy at this time. The University is considering electronic-only applications for all staff positions, but it is uncertain whether this will apply to faculty vacancies. Most other universities have a site with special software to implement this process. Suzanne will send links to other sites to show how it works. The electronic applications are available on to Human Resources and the search committee.

The FPC has worked on revising the criteria for annual evaluations, which will be presented at the September meeting.

Career Merit: Because 2006 is a Career Merit year, the FPC examined the formula again this year. The purpose of career merit was mandated in 1994 for the whole campus. It is a retrospective of the faculty member’s entire career. The Libraries’ formula has been given positive feedback by other departments in CU.

A lengthy discussion followed regarding whether the FPC should include a specific weight for administrative duties in the evaluation process. In the end, the faculty decided to put the entire subject on hold until the Administrative Policy Working Group (APWG) makes its recommendations.

There were concerns about the proposed changes, ranging from issues related to credit for rank and teaching load to concern about adequate recognition of non-supervisory work. The APWG is considering forbidding anyone on the tenure track from being in an administrative position.

Skip Hamilton pointed out that the APWG is recommending that general merit be tied to annual evaluations and tenure evaluations. He felt that the faculty should wait until the APWG has finished its report.
Decided by straw vote: The FPC will continue to use the existing career merit formula to generate career merit scores until the campus makes any changes.

**Tenure Committee:** They will soon send letters to those undergoing review this year.

**Faculty Support:** They have decided to award support to temporary faculty.

**FSDC:** The committee’s programs slowed over the summer, but they should be setting up calendars for September and October soon. They would like suggestions from people, especially for databases uses.

**WAC:** They are dealing with small issues. They will be focusing on serving the graduate student population better. They have had good feedback on the “How do I …?” pages.

**Recruitment to the Profession:** They are developing a page that lists job opportunities and links specifically for academic librarianship. The link with the Emporia project will be available soon. Fellowship forms are up.

**DPAG:** Two new projects are underway and two other projects continue. The site has a form to submit new proposals for consideration. CDP is exploring a moving images project. Software for Luna Insight is on your computer now. Training and instructional materials will be on the web soon. It will be published system-wide in the fall.

**Administrative Reports:**

The new chancellor met with the Deans. He has an interest in strengthening the graduate program. He supports strong faculty salaries to strengthen the institution. He recognizes faculty’s role in obtaining support for the institution in light of the state’s modest support. DiStefano is back in his responsibilities as Provost full time. He supports a change in the length of sabbatical for 12 month employees.

We know our budget for the year except for two things. There is no increase on travel and supplies/equipment, but there is nothing yet on student and materials budgets. They are working for an 8% increase of the materials budget.

Grant activities are starting up in Gov Pubs. SPC has just submitted a new proposal to NEH. The Gov Docs Conference is underway. PASCAL is still under pressure from Health Sciences Center, and negotiations are ongoing to resolve the issue.

**Announcements:**

**University Committees:**

The APWG was able to address 30 of the 39 points General Estes made in his "Independent Report on Tenure Related Processes at the University of Colorado." They wanted to tie mentoring more strongly to tenure process. Post-tenure review is to get more teeth. Estes wants annual evaluations to be tied to the tenure process. Skip requests help to find the documents about how we don’t tie the annual review process to the tenure process.

Adjourn 10:35