Minutes of the Faculty Meeting  
March 1, 2007

Meeting Chair: Jennifer Knievel

Members Present: Anthes, Cronin, Culshaw, Dulock, Gerke, Greenman, Fagerstrom, Hayworth, Holladay, Jobe, Knievel, Krismann, Lage, Larsen, Lichtenauer, Long, Mabbett (guest), Maness, Moeller, Seaman, Whitelaw (guest)

Introductions: Cronin introduced Michael Dulock, a new faculty member from Cataloging and Metadata Services. Greenman and Lichtenauer introduced Provosts’ Fellows from their respective departments: Whitelaw and Marbett.

I. Recruitment Update: Seaman reported that the grant-funded East Asian Librarian search is underway. The East Asian Reference position committee has been formed. The Faculty Director for Reference and Instructional Services search committee is meeting today to select a short list for interviews.

II. Approval of the Minutes: The Minutes of the February 1, 2007, meeting were approved with minor corrections that were received by the Chair via e-mail.

III. Unfinished Business: None. Lage asked if any decisions had been made on the hire of non tenure-track faculty positions. Anthes and Seaman reported that decisions had not been finalized and deferred to the Dean. Larsen stated that the FPC is interested in further discussion.

IV. New Business: Discussion on faculty governance postponed until April meeting.

V. Committee Reports

1. Faculty Personnel (Larsen): Reminder that we are required to do personalized recruitment for all searches. Please notify the FPC Chair (Larsen) or search committee chair if you personally asked any minority candidates to apply for a position (whether they actually applied or not). The FPC will meet March 15 to conduct evaluation of research and service.

2. Faculty Support: No report.

3. Promotion and Reappointment: No report.

4. Tenure (Jobe): Tenure Committee has e-mailed the individuals who are eligible for the Provosts Award at the Fall Convocation. Self-nominations are due to the Tenure Committee by March 15. As previously reported via e-mail, comprehensive reviews will no longer have an external review component. Dossier submission deadlines remain the same. The Committee is also looking at ways to streamline the transfer-to-tenure-track and second-year reappointment reviews.

5. Elections: No report.
6. Awards (Kellsey): Call for Ellsworth Award nominations is out.

7. Committee of Chairs: No report.

8. Appeals Committee: No report.

9. Other Library Committees:
   a. Faculty Staff Development (Seaman): Bruce Montgomery is scheduled to give a presentation on the Archives on March 14. Meri Willett is scheduled to give a Create Lists presentation on March 21. FSDC is also working with Keith Lance on 2 possible sessions. The FSDC website listing all future sessions is at http://libnet.colorado.edu/fsdc/.

   b. Web Advisory (Gerke): Gerke and Lichtenauer are co-chairs. Committee invites faculty to look at the new “Shortcuts for Students” page. Contact us/Comments links now all link to the same place. There is a link to Ask Colorado under Ask Us/Chat. “Remote access” has been replaced with new terminology: “Off Campus Access.” Individuals who maintain their own pages were asked to change this language as well.

   c. Library Advisory: No report.

   d. Recruitment to the Profession: No report.

   e. Assessment (Seaman): Thanks for attending the Assessment Committee’s session. Look for a follow-up session soon.

   f. Digital Projects Advisory Group (Long): The committee is revising procedures and preparing for a new call for projects.

VI. Administrative Reports:

Seaman reported on some ongoing discussions and rebate related to construction of a new module at PASCAL. Health Sciences wants the land that PASCAL sits upon even though the Boulder campus has a deed to the property. The situation has become very complicated. Lawyers have been unable to resolve so the problem rests with the Chancellors of the Health Sciences and Boulder campuses. There are a couple of broad possibilities: permission to build a second module might be granted OR Health Sciences might buy out the facility, materials moved, and the building is torn down. It will likely be 3 to 4 years before anything happens. In the event of future cooperation, Seaman is serving on a CSU program planning committee that is planning a CSU-constructed facility. It is expected that all partners would move to a new facility if that happened. Hamilton asked about the ownership of materials. Seaman reported that ownership in a new facility would follow the same model as PASCAL. Kellsey asked about the speed of building a new bay. Seaman reported that, once construction began, a new bay could be opened in 10 months.

Seaman also reported on campus actions related to market equity. Earlier this year, Arts and Sciences requested and received market equity adjustments from the campus. The award
was intended to bring tenure-stream faculty appointments to 98% of the AAU average. The award was not fully funded – the college had to fund 1/3 on its own. The Dean asked for similar consideration (approx $87K) for the Libraries (other deans asked for their schools as well). The campus surprisingly awarded the money with the same stipulations that A & S faced. The Libraries must add $29K to make the plan complete. The Dean and the Cabinet were quiet about this because there was little hope it would happen. It was approved on Tuesday and the FPC acted quickly to make allocations. The Dean argued that Libraries’ Senior Instructors should be included. Even though he made the point that our Senior Instructors are different – they are professionally active, they manage departments, many are close to retirement and will be replaced with tenure-stream faculty – he lost the argument with the campus. The Dean felt it was better to take what we could get from the campus and address the market equity issues for senior instructors with a different approach. Larsen (for the FPC) noted that this was very difficult to complete. It was hard to categorize some positions. The faculty needs to remember that MARKET equity is very different from MERIT equity. The result is that some individuals (particularly those hired recently) are already very close to market. Generally those who have been in their positions longer received a larger allocation of the pool. Jobe commented that this action seems to indicate the campus is further delineating the roles of tenure stream and non-tenure stream positions and it may not be wise for the Libraries to hire non-tenure track positions. Cronin asked if tenure-stream senior instructors were included; Seaman responded that they were. Next steps: FPC sent recommendations to the Dean to approve and submit to the campus for approval. Following campus approval, FPC and Administrative Services will notify individuals of market equity awards in a few weeks. Cronin asked if the FPC would consider market equity for senior instructors during this merit evaluation cycle. Seaman responded that he wasn’t sure how this would work but the Dean was aware there is a problem to address.

VII. Announcements:

1. University Committees: Hamilton reported that the University is forming a blue ribbon committee on assessment. EPUS members may be asked to participate and information literacy assessment may be an element of the work. Jobe asked if there is risk in this approach due to the fact that the Libraries only conduct post-testing. Knievel noted there were recognized problems with the SAILS instrument that was used. This topic may require further discussion among interested faculty members.

Meeting adjourned at 9:45 A.M.

Recorder: John Culshaw