Minutes of the Faculty Meeting
February 2, 2008

Meeting Chair: Carol Krismann

Members Present: Susan Anthes, James Ascher, Chris Cronin, John Culshaw, Marcy D’Avis, Michael Dulock, Anna Ferris, Yem Fong, Jennie Gerke, Skip Hamilton, Gene Hayworth, Janet Swan Hill, Debbie Hollis, Peggy Jobe, Charlene Kellsey, Jennifer Knievel, Carol Krismann, Katie Lage, Suzanne Larsen, Thea Lindquist, Holley Long, Barb Losoff, Wendy Lundy, Jack Maness, Paul Moeller, Pat Morris, Peter Rolla, Laurie Sampsel, Scott Seaman, Caroline Sinkinson, Jina Wakimoto, Sue Williams

Non-Voting Members Present: Julie Carmen, Joe Grabely, Alison Graber, Sara Holladay, Anne Jennings, Hiromi Sumiya, Beth Strickland, Debra Van Tassel, Gabrielle Wiersma

Introductions:
- Gabrielle Wiersma—Temporary Engineering Reference & Instruction Librarian
- James Asher—Cataloging. James is from the University of South Florida where Bill Garrison is now Dean of the Libraries; he used to be CU Libraries Head of Cataloging.
- Julie Carmen—Government Publications Practicum student from the Emporia program
- Hiromi Sumiya—Provost Fellow with Jennifer Knievel. Hiromi is working on her PhD in Linguistics “The Effect of Familiarity and Semantics on Early Acquisition of Japanese Numeral Classifiers”

I. Recruitment Update: Faculty Director for Reference & Instruction failed. A new search will go forward. The Music Librarian position is underway. The East Asian Reference & Instruction Librarian resulted in a failed search. A new search will go forward. The Business Reference Librarian position is being advertised with an application deadline of March 15, 2008. A search committee has convened for the Electronic Resources Management Librarian position.

II. Approval of the Minutes: Approved

II. Unfinished Business: None

IV. New Business:
1) A resolution from the Boulder Faculty Assembly Library Committee (BFALC) was brought to the Libraries Faculty for discussion and a recommendation for the Dean. The final decision rests with the Dean.
The BFALC Resolution:

“Therefore be it resolved that when the University of Colorado Libraries seeks to hire a specialist librarian with particular language, area, or discipline expertise relevant to a particular UCB program or department, the Dean of Libraries is urged to invite at least one CU faculty member from that program or department, to be chosen by the Dean of Libraries in consultation with the Dean, Director, or Chair of the relevant program or department, to serve upon the search committee as an officially appointed and fully participating member.”

Discussion: The Parliamentarian advised the faculty to focus on the “resolved” statement of the resolution. Also, since the resolution came from another body it could not be modified. The Libraries Faculty were instructed to accept or reject the resolution.

The East Asian Reference & Instruction Librarian search precipitated this resolution. There was dissatisfaction within the East Asian Department on the search process. The Libraries identified an acceptable candidate from the East Asian Search, but the feedback from the East Asian Department was negative. The Dean of Libraries declared the search failed.

A question arose over the right of the BFALC in bringing this resolution forward. The Parliamentarian responded that this resolution was not out of order. If the Libraries Faculty were to disagree with the resolution then the BFALC has the right to take it to the BFA.

There was concern that departments outside the Libraries aren’t well-informed about the Libraries structure, responsibilities, or processes. On occasion Libraries search committee’s have included members from departments, even granting voting privileges to department representatives. Such inclusion can be beneficial to the search, but these invitations should not be compulsory.

It was noted that miscommunication could be avoided if department faculty were invited to serve on search committees. Both the Libraries and the department would gain a better understanding of the overall needs for both groups in selecting candidates.

Motion for rejecting the resolution:
“The University of Colorado Libraries Faculty rejects the BFALC Resolution.”

Motion passes:
31 in favor
1 opposed

Motion for Libraries subgroup listing rejection of resolution:
Jobe -- “Move that the Libraries Faculty appoint a subgroup for listing reasons for the rejection of the resolution and forward that list to the Dean of Libraries.”
Motion passes:
All in favor

Volunteers for the subgroup: Jobe, Swan Hill, and Knievel. The members will send a draft of the document to the Libraries faculty prior to submitting the document to the Dean of Libraries.

Faculty will be informed of the BFALC meeting where this resolution along with the Libraries response will be discussed.

2) Motion FPC and Tenure Committee Draft Proposal for Promotion Compensation

“The FPC, in consultation with the Tenure Committee, recommends to the Dean of Libraries that upon attaining tenure and being promoted to Associate Professor, Libraries faculty be awarded a merit compensation amount of $2,500. This will be added to their base annual salary. Upon being promoted to Professor, Libraries faculty will be rewarded with a merit compensation of $2,500, to be added to their base annual salary. This will become effective immediately. These award amounts will be revisited every three years by the FPC.”

Motion was discussed. Achieving tenure and full professor are milestones and should be compensated. In consideration of the culture of the Libraries when all new hires are tenure-stream faculty, the monetary awards are justified. In years where the merit monies are lean, the Dean has an option to self-fund.

Motion passes:
22 in favor
1 opposed
4 abstentions

3) Handbook Cleanup:
a) Committee on Awards, Elections, and Faculty Support, draft charge was approved in September 2007. Swan Hill, as Parliamentarian, reviewed the motion, the revision and the handbook in order to bring forward the necessary changes to the Handbook. Swan Hill moved:

Motion 1:
“To delete Section III.C, Section III G, and Section III H.”

Motion passes:
All in favor.

Motion 2:
“To insert the Description and Charge of the Committee on Awards, Elections, and Faculty Support as the new Section III C.
Motion passes:
All in favor.

Motion 3:
“That the provisions of Section 4 of the original draft be moved to Section IV of the Handbook as follows:

IV. P AWARDS
1.0 Nominations. All currently rostered members of the Libraries Faculty, except for the Dean and Director, are eligible to nominate candidates for the Ralph E. Ellsworth Award.
2.0 Recipients.
   2.1 Basic Eligibility. All currently rostered members of the Libraries Faculty, except for the Dean and Director, are eligible to receive the Ralph E. Ellsworth Award.
   2.2 Frequency of Receipt. A faculty member may receive the Ralph E. Ellsworth Award only once within a five year period.

And that reference and links to these eligibility policies be included in the procedures of the Committee on Awards, Elections, and Faculty Support, and that III.C.3.1.1 be revised by insertion of “(See IV.P for eligibility policy)” at the end.

Motion passes:
All in favor.

Jobe reminded the faculty that the Faculty Handbook provides procedural instruction regarding Handbook revisions.

4) Faculty Governance under New Business will be on the agenda for next month’s faculty meeting.

V. Committee Reports:
1. Faculty Personnel: Paper work for merit is past due. The Committee will meet on March 4, 2008

2. Faculty Support: Jennie Gerke is Chair. Applications for support are due February 22, 2008 and should be submitted to Holley Long or Jennie Gerke. Nominations for the Ralph E. Ellsworth Award are due March 28, 2008 and support letters are due April 4, 2008. Submit to Anna Ferris and Jennie Gerke. The Committee is working on procedures and Anna Ferris has been doing much of the handbook cleanup.

3. Promotion and Reappointment: None


5. Elections: None
6. Awards: None
7. Committee of Chairs: None
8. Appeals Committee: None
9. Other Library Committees: None
   a. Faculty Staff Development: None
   b. Web Advisory: Met in January and co-chairs are Beth Strickland and Stefanie Alexander. Faculty profiles have been added to the A to Z list. A message with the URL for creating faculty profiles will be sent to the list.
   c. Library Advisory: None
   d. Recruitment to the Profession: One of the four Provost Fellows has an enrollment status problem and the committee will need to select an alternative fellow.
   e. Assessment: None
   f. Digital Projects Advisory Group: None

VI. Administrative Reports: None

VII. Announcements:
   1. University Committees: None

Meeting adjourned at 10:30 am.

Recorder: Barb Losoff