Minutes of the Faculty Meeting
5 February 2009

Meeting Chair: Carol Krismann

Members Present: Jobe, Culshaw, Knievel, Ferris, Holladay, Wakimoto, Ascher, Hamilton, Dulock, Rolla, Mantz, Mabbett (NV), Graber (NV), Wiersma (NV), Martin, Sue Williams, Long, Kellsey, Moeller, Sinkinson, Brower, Hayworth, Larsen, Losoff, Lundy, Jim Williams

I. Recruitment Update: Completed two searches – Harbeson join as Music Special Collections June 15, JK on 1 March as R&I East Asian meeting next week. Head of Engineering 15 Feb close date, cataloger 15 March close date

II. Approval of the Minutes:
Approved with addition of attendees.

II. Unfinished Business:
None

IV. New Business:
None

V. Committee Reports: If no report, write “None.”
1. Faculty Personnel: Thanks to those who have turned in their documents (due already). Please turn them in if you haven’t. Complete your supervisor review by 20 Feb. Members are Knievel, Hollis, Maness, Lundy, and chair Moeller. E-memo went out about disclosure of professional activities, please complete it as well, very quick to do.

2. Awards, Elections, Faculty Support: Met and designated responsibilities within the group. Ferris is chair. Long is coordinator for faculty support, Rolla is coordinator for Ellsworth award, Holladay is coordinator for elections. Announcements went out for faculty support, due 20 Feb. Ellsworth award nominations due on 27 March.

3. Promotion and Reappointment: none

4. Tenure: In the midst of finishing up PUECs, just the promotion to fulls that aren’t done. Sampsel is chair. Some post tenure review reporting issues that need to be looked at, and at university changes to tenure and promotion procedures when board of regents changed their laws. Efficiency task force recommended no post tenure review except in questionable cases, but regents are unlikely to accept it.

5. Committee of Chairs: None
6. Appeals Committee: Looking at grievance procedures. No chair elected yet.

7. Other Library Committees:
   a. Faculty Staff Development: Will be taking trip down to new Pascal bay, will do a tour of HSC library as part of that trip, including really nice art exhibit. Must have people sign up so we can fill up the bus. Trip is on 24 February. Please respond to Cheryl’s call for research related presentations. Good opportunity to let others know what you’re doing. Check calendar for other presentations.
   b. Web Advisory: Website design implemented, mostly good feedback so far. Dulock is chair.
   c. Library Advisory: New frig for staff lounge, will post suggestions/rules for use. Discussing a green plan, planning next all libraries meeting. Chair is Lisa Gould.
   d. Recruitment to the Profession: Have selected 5 fellows for this semester, dean provided funding for 5th fellow, who will be working with Fong/Jim Williams/ATLAS. One working with Wakimoto, finishing up masters in Chinese lit, will be working on enriching Chinese multivolume sets with additional contents. One with Mantz in Music. One with Moeller (Angela) in religious studies, doing some bibliography duties and preservation, maybe some instruction or research desk. One with Hollis in Special Collections. Mabbett is chair.
   e. Assessment: Getting refocused, looking at mission, figuring out how to add new members and re-form. Holladay is chair.
   g. BFA: Meeting today, agenda includes changes to BFA bylaws mainly concerned with BFA membership. Apportioning of membership isn’t really relevant anymore. Libraries will still have designated representative, they’re adding to the membership. Athletic committee is looking at ways to strengthen academic part of athletic program, has come out with report that will be voted on. Jobe will forward the athletic report to the faculty list. Salary freezes are pretty much a given for this coming fiscal year, so probably no increases for 09-10 fiscal year. Still need to do annual evaluations. Vast majority of people were in favor of forgoing increases in order to avoid as many layoffs among faculty. Jim feels it is important to agree and not argue about the salary increases. Talking about raises in this environment smacks of irresponsibility. Jobe asked for show of hands if the faculty is in favor of BFA supporting no salary increases for this fiscal year. Swan Hill asked to preserve promotional raises so those people don’t get
behind, and the deans are in support of that exception. Jim thinks the provost would allocate that money. Mostly people are in favor of the salary freeze idea as a fiscal and political necessity.

VI. Administrative Reports:

1. Budget –

a. Campus is focusing on FY 09-10 budget, related to the current forecast and downturn in state economy. Still 5 months to go in current fiscal year and he is hoping and expecting that while we’ve been given a target for this fiscal year, the $14 million projected cut for the system, Boulder will probably have to take half of that amount because we’ve been successful in having a larger amount of the budget pie. President’s office is talking about taking on $1-2 million to reduce the cuts to the rest of the system, so we might have to take more like $6 million than $7 million. Campus is expecting $3 million in cuts between now and June. We don’t know yet because there’s another economic forecast expected in March. We in the library should begin to think about ways that we are going to assume responsibility for some of these cuts. We need to have plans based on our own economy of what kinds of things we’d propose to the campus to meet our budget cut obligation. At Tuesday Dean’s meeting, they discussed this point. Number 1 suggestion was no salary increases for staff or faculty. Deans came up with a list of things we could do, e.g. going to VOIP instead of phones, cancelling small classes, everyone avoiding major purchases, restricting travel to only people giving papers or holding office, Jim suggested cutting journals and everyone resisted and other deans didn’t want to do that. But that means we have to find money somewhere else. There is a misunderstanding of what it takes to run a library, that it’s more than collections. Jim is feeling pretty good, actually, because if the campus only has to cut $6 million, the cut to the library might not be that big and we might be able to get there and come up with some ideas. Perhaps asking to refinance Pascal with longer term loan. HSC arguing that they should not have to take any cuts at all since their existing funding is already so low.

b. Big question is what our Sep 09 census will be, especially how many of those students were out of state. This has huge effect on our own campus economy. We don’t know if we’ll be able to raise tuition, and if we can’t the budget will be harder. We had permission to raise tuition by 9%. Larsen asked if that raise was for in-state or out-of-state. Increase is mainly in-state. Three regents want no increase at all. It is on the table to change the proportion of in-state/out of state enrollment. Currently 55% in state, 45% out of state. Campus is suggesting normalizing that percentage over the entire university, which would allow us to take more out of state students (5 students bring in $1 million). Boulder campus is proposing that to the regents, and then it would have to be proposed to the state. The argument is that we’d be
willing to increase our window to 107 ACT score for in-state students. Out of state students are not as qualified academically. Right now we take 7% of state high school graduates.

c. There is no talk at this point about layoffs or furloughs. The regents have that authority and they aren’t talking about that yet. The chancellor does not want to freeze faculty recruitment, we have very few staff vacancies. Staff vacancies also can be reviewed and maybe filled. Faculty have talked about incentives for faculty to retire, but last time all that happened was a bunch of good people left and worked somewhere else. No talk about incentives for staff either. No one’s retirement plan is in any kind of shape for retirement anyway.

2. Digital humanities initiative, Lori Emerson gave presentation recently to bibliographers. Fong went to a meeting with Emerson related to Project Bamboo, about humanities and social sciences. Wicht attended a second conference on that subject. Jim is partnering with Center for Arts and Humanities on Digital Humanities initiative, providing a forum for them to talk about their needs as relates to digital scholarship. At some point they’ll have a mission statement that Jim will bring to us.

3. Faculty committee in A&S council, chaired by Noel Lenski from Classics, to study the Norlin Library. They have not talked to Jim yet. Not about the branches, just about Norlin. Kellsey explained that the committee is to discover where our library ranks among peer institutions. They will be surprised to find that our collection is middle-ish, not bottom. Some bibliographers are involved with program review. Surely they will want to know what our plan is for keeping humanities and social sciences on site. Rumors exist of plans to send even more humanities off site. Jim explained our thinking right now is to send off science journals in favor of humanities. Jeff Cox complimented how much work humanities and social sciences faculty are able to do because of PAO. That strategic purchase is serving us well. Larsen pointed out that science journals going to storage are not just online.

4. We’ve entered into contract with BCR to digitize our out-of-copyright books. Program called “shelf to life,” and we get 10% of sales. Out of copyright books are called from Pascal to BCR, scanned, scanned book is re-created from scans, printed by Ingram (on demand publisher) and sold on Amazon. Morris reports that two items returned damaged. Much discussion on potential merits or drawbacks. Wakimoto asked for meeting of interested parties. Books are currently about western history and may be from our mountaineering collection.

VII. Announcements:

1. University Committees:

   EPUS: Discussing program discontinuance as future financial move, looking at the rules for discontinuance since that seems like a probability, perhaps from Regents or system level if financial problems continue. Skip feels that Boulder campus is less influential in the system under President Benson.

   Other: Please come to Spectra dimension training.

   Other: Small number of UCCS faculty coming up tomorrow for tour. If anyone would like to meet them and give them a tour please contact Janet Swan Hill.
Swan Hill will be on sabbatical for second half of this year (July-Dec 09); we will need a parliamentarian during her absence

Meeting adjourned at 10:24 AM.

Recorder: Jennifer Knievel