Minutes of the Library Faculty, 12/3/09

Attending: Carol Krismann (presiding), Peggy Jobe, Susan Anthes, Laurie Sampsel, Steve Mantz, John Culshaw, Jennie Gerke, Stephanie Alexander, Jennifer Knievel, Matt Brower, Eric Harbeson, Jina Wakimoto, Gene Hayworth, Kathryn Lage, Suzanne Larsen, Paul Moeller, Pat Morris, James Ascher, Holley Long, Marcy D’Avis, Windy Lundy, Michael Dulock, Kevin McDowell, Alison Graber, Mark Mabbett (non-voting), Alison Hicks (non-voting), Meredith Kahn, Caroline Sinkinson, Natalia Tingle, Xiang Li, Charlene Kellsey, Sue Williams, Peter Rolla (recording)

Called to order at 9:05 a.m.

Minutes were approved as read. There was no new business. There was no old business. Reports followed.

Faculty Personnel Committee: A message will be out to soon reminding us to prepare for our annual evaluations. In addition, the FPC raised a question about the committee’s policies and procedures, specifically regarding the policy on Sabbatical, Fellowship, or other Research-Related paid leaves of absence. The current policy states that when a faculty member has a leave of this type for 6 months or less in a single calendar year, they undergo the normal faculty evaluation process but if this leave exceeds 6 months in a calendar year then their score is given by averaging their scores from the previous 6 years. The FPC’s question is, when does it become more than 6 months, and does the one day a week of research leave that many of us take count? Jennifer Knievel added that one possibility it to change the wording to “six months or more” and “less than six months”. Gene Hayworth suggested that sabbatical or research leave should be combined with other paid leave like vacation time. Paul Moeller remarked that as he reads the rules the different types of paid leave cannot be combined in this way. Peggy Jobe remarked that giving an average score as the rules state only seems appropriate for librarianship, since faculty members on sabbatical are engaged in research and perhaps service. Gene Hayworth then suggested that the wording of the rule could be changed from “… will be determined by averaging the relevant scores …” to “… may be determined …”, which would give the faculty member and the FPC more flexibility. Windy Lundy remarked that the one day a week research leave is part of the work week, and shouldn’t count towards the 6 months. Katie Lage asked what the purpose of the policy was, and for whose benefit it was created. Peggy Jobe replied that it was a mechanism to evaluate an employee who hasn’t been here for a significant amount of time during a year and wasn’t meant to benefit either the institution or the employee. Susan Anthes agreed, and said that she had requested clarification on how to evaluate an employee on leave and had asked for the policy to be written. Paul Moeller then raised the point that employees who have been here at least one month in a calendar year have to be evaluated, and wondered why a similar rule does not apply to faculty members on sabbatical. John Culshaw said that he would check with Faculty Affairs about the one-month rule. Peggy Jobe again raised the point that librarianship is the issue in this situation and not research or service. Gene Hayworth countered that sabbaticals vary and a faculty member might not actually publish something during a
sabbatical year. Peggy Jobe replied that the three-year career review was designed for this problem. Paul Moeller confirmed with Jennifer Knievel that the discussion had given them enough information for the FPC to figure out its next step.

**Award, Elections, & Faculty Support:** No report, although this committee will run the election for the BFA representative when Peggy Jobe’s term expires in March.

**Promotion and Reappointment Committee** finished the three cases before it this year.

**Tenure:** The PUCs are in process and they hope to finish them before the end of the year.

**Committee of Chairs:** no report.

**Appeals Committee:** no report.

**Faculty/Staff Development:** This will be a slow period until next semester, due to the holidays and the search for the head of LIT. There is one webinar, on December 16, on institutional repositories, which Suzanne Larsen recommends. We hosted a previous webinar from this same group and it was quite good.

**Web Advisory Committee:** no report.

**Library Advisory Board** thanked everyone who attended the All Libraries Meeting on Nov. 18.

**Recruitment to the Profession** thanked everyone who took part in the provost fellow interviews.

**Digital Projects Advisory Group:** no report.

**Boulder Faculty Assembly:** There will be two notices of motions presented. One clarified last month’s motion on how to compensate tenure-stream faculty members of dissolved departments to include senior instructors. It is possible that giving senior instructors a 12-month severance package may not be legal, so the proposal will be to give them a 12-month notice.

**Administrative Reports:**

Four candidates for the Faculty Director of Library Information Technology will be interviewed in December, and we are encouraged to come to their presentations, which will be at the normal time.

The search committee for the Engineering Librarian is finalizing its short list and will have on-campus interviews in early January.
There were 47 applicants for the Government Documents Cataloger position, and one candidate will come to campus for an interview on Feb. 1.

The Electronic Collections Assessment Librarian position had 52 applicants and the search committee is currently conducting telephone interviews for 6 candidates.

Adjournment occurred at 9:40 am.