Library Faculty Meeting Minutes

Tuesday June 17, 2014

3:00-4:30 pm

HSL, Winkler Center, Lucas Room

Attendees: Pam Bach, Susan Banoun, Susan Boland, Paul Cauthen, Sean Crowe, Katie Foran-Mulcahy, Cheryl Ghosh, Tiffany Grant, Carolyn Hansen, Charlie Kishman, Amy Koshoffer, Michelle McKinney, Lorna Newman, Sharon Purtee, Jacquie Riley, Elna Saxton, Edith Starbuck, Nathan Tallman, Eira Tansey, Kellie Tilton, Lauren Wahman

Handouts: Article 24 from the 2013-2016 Collective Bargaining Agreement

The meeting was called to order at 3:10 pm

1. Welcome
   a. Tiffany Grant, HSL Informationist, and Amy Koshoffer, Science Informationist, were introduced

2. Minutes of February 18, 2014 were approved.

3. Committee Reports
   a. Associates Council (Sharon Purtee)
      i. Sharon reminded faculty that we are actually in the 2nd year of the contract.
      ii. Membership in the AAUP is high at 50%
      iii. The next Board of Trustees meeting is Monday June 23 at the Alumni Center. Greg Loving, AAUP Chapter President, has encouraged faculty to attend this meeting and future meetings to show general support for the university.
      iv. Arlene Johnson has rotated off of the Associates Council. Sean Crowe and Sharon Purtee will be our representatives on Associates Council next year.
      v. During indexing of the 2013-2016 contract, Sharon and other librarians noticed that Librarians were separated out from the rest of the faculty in parts of the contract. Some instances are necessary and actually provide the librarians with better protections such as the article on financial exigency, but others seem unnecessary such as in Article 3 on Academic Freedom.
      vi. Faculty discussed potential big issues for the next contract. Sharon stated that Faculty Development, Merit, Healthcare, and Right-to-Work were likely to come up again.
      vii. A discussion ensued regarding “Qualified Titles” which the faculty discussed in our meeting in June of 2013. An ad hoc committee was discussed but never met. Elna Saxton expressed her interest in the committee. Heather Maloney reminded the faculty that Eric Palmer and Debby Herman of the AAUP sent a memo to the Library Faculty last year about this issue. It was suggested that this memo be discussed at our next meeting in October.
b. Faculty Senate (Edith Starbuck)
   i. Adrianne Lane has stepped down as chair of the Faculty Senate.
   ii. There was discussion about who would take her place.

c. Faculty Senate IT (Susan Banoun)
   i. The last meeting of the Faculty Senate IT Committee included a demonstration of the new Blackboard.
   ii. Russ McMahon is stepping down as chair of the Faculty Senate IT committee.

d. Nominations and Elections (Katie Foran-Mulcahy)
   i. The Nominations and Elections Committee held four elections in the Spring of 2014.
   ii. The regular Spring 2014 elections closed on April 17. Forty-one members of the faculty participated in the vote which is increase in voter participation from the 2013 Spring elections in which 35 faculty members voted. The results of the Spring elections are as follows:
      1. Secretary of the Library Faculty: Akram Sadeghi Pari
      2. Faculty Senate: Jennifer Krivickas
      3. Library Faculty Representative to Faculty Senate IT: Nathan Tallman
      4. Nominations and Elections: Kellie Tilton and Carolyn Hansen
      5. RPT, Tenured: Elna Saxton, John Hopkins, Kathleen Epperson
      6. RPT, Untenured: Pam Bach
   iii. The committee conducted an election to vote on the Merit Criteria document which closed on April 28. Twenty-seven faculty members participated in this election. The edited criteria was approved unanimously.
   iv. An election to approve the revised RPT Criteria was held in early April and closed on April 10. Twenty-five members of the faculty participated and voted unanimously to approve the edited criteria.
   v. The committee conducted an election to select the system to use for merit awards and appeals in years two and three in early April. Forty faculty members participated in the election. An elected faculty committee will conduct the initial review of merit pay. Appeals will be heard by the Appropriate Library Administrator.

e. RPT (Paul Cauthen)
   i. Since the February meeting of the Library Faculty, the RPT Committee has had two ranking requests.
   ii. The RPT Committee is still experiencing some glitches with the eRPT system.
   iii. Over the past year, the RPT committee has had one academic leave request, ten dossiers, and five ranking requests.

4. Unfinished Business
   a. RPT Criteria Revision Update
      i. The RPT Criteria Revision was approved by the Library Faculty and sent to the ALAs.
      ii. Dean Wang did not have any update for the Library Faculty at this time.
b. Merit Criteria Revision Update
   i. The Library Faculty decided to form a faculty committee to review merit requests for years 2 and 3 of the contract.
   ii. The Library Faculty formed an ad hoc committee to review our merit criteria after a special meeting in February. The committee submitted a revision to the Library Faculty and it was approved by the Library Faculty. The revision was submitted to the ALAs, but was returned with revisions to the language of bands 1x and 2x.
   iii. There was discussion of how to proceed. Concern was expressed that the use of the word substantially in the ALA’s revision was not defined in any library faculty criteria. It was explained that if the ALA’s and the Library Faculty cannot come to an agreement, the former criteria would still be in effect and that the June 30th deadline is a soft deadline.
   iv. The Merit Criteria Revision Ad Hoc Committee and Susan Banoun will be meeting with Dean Wang to discuss the revisions.

5. New Business
   a. Faculty Development New Committee
      i. Susan explained that we need to hold an election to elect Library Faculty members to the new cross-jurisdictional Faculty Development Committee.
      ii. Susan had spoken to Dean Wang about having a total of six members on the committee. Three members would be elected by the Library Faculty and three members would be appointed by the ALAs. This will need to be approved by the other ALAs, but there was agreement among the Library Faculty that a six member committee was acceptable.
      iii. No instructions on the process have been received from the Provost’s Office. The Provost’s Office deadline for providing instructions is August 15.
      iv. There was discussion of some of the policies surrounding the new Faculty Development funds as specified in the contract including the caveat that faculty cannot apply for funds more than six months in advance, and the limit of one request per type of request (travel, equipment, cross-jurisdictional) per year.

6. Announcements
   a. Susan reminded faculty of graduation on August 9 and convocation on August 22. She asked the library faculty contact her if they plan to attend either ceremony.
   b. Susan thanked Library Faculty Council members for their service.