Dear Gregg,

In the spirit of shared governance, and in recognition of its role in providing counsel to library administration on matters that have Library-wide concern, at its October 16, 2012 meeting the Library Faculty Senate voted to adopt two motions. I am therefore writing on behalf of the senate to convey these motions, along with an invitation to join the senate at its next regularly scheduled meeting (November 20; 10:30 a.m.) to discuss how administration and faculty might work together to implement them.

With regards,

Stu Dawrs
Chair, Library Faculty Senate

Adopted Motion 1:
The Senate would like to express its concern regarding the recently announced hiring freeze for current and future faculty vacancies. While the Senate recognizes the difficult financial situation of the Library, it also recognizes that an across-the-board freeze will hamper the ability of departments to do their work. We urge the Library Administration to carefully consider the impact of this decision, in terms of both library function and library-wide staff morale. If the administration determines that postponing hiring for a position can be sustained, we urge that departments be permitted to employ casual/temporary hires to ensure that essential work is performed.

One of the hallmarks of the interim library administration has been an openness to consultation, marked by inclusion of representatives of the Library Senate and Library Staff Advisory Group (LSAG) in Library Leadership Team (LLT) meetings.

Adopted Motion 2:
In recognition of the library faculty senate's advisory role to Library Administration, the senate requests that a consultative process be established and enacted in those instances where a faculty vacancy arises and the Library Administration is considering either an internal reassignment to fill that position, or a re-assignment of that position to another department within the library. While the senate recognizes that the Administration's right to take such actions unilaterally is defined by the current collective bargaining agreement, senate members feel that the Administration will greatly benefit from advice of faculty when it comes to avoiding potential unintended consequences inherent in shifting positions or personnel from one department to another.