Library Faculty Senate

Meeting Minutes
2004-12-01

Present:

Convened:
9:02 am at the Center for Korean Studies Auditorium, the meeting was called to order by Christensen (Chair).

1. Approval of minutes

Minutes of 2004-10-06 and 2004-11-09 approved by motion, seconded, vote, no objections.

2. Additions to the agenda

None.

3. Flood-related issues

UH Taskforce on Ground Floor Reconstruction

Christensen reported that he inquired about the nature of the "UH Taskforce on Ground Floor Reconstruction" at the Chancellor's meeting this morning at 8:00 am. The Vice Chancellor for Academic Affairs (VCAA), Neal Smatresk, deferred questions regarding the taskforce to the Chancellor. The Senate's correspondence on this matter will, therefore, go directly to the Chancellor.

Discussion: Senate members heard that someone in facilities wanted to fast-track the reconstruction, and heard that the Chancellor was not aware of fast tracking it. The membership discussed the importance of library faculty/staff participation on the taskforce. It was emphasized there also needs to be a library faculty position/person to be allocated to coordinate and monitor each stage of planning and reconstruction. The library's concerns need to be focused through a credible spokesperson and that all of the library stakeholders' interests need to be represented. It was pointed out that important steps can be missed when fast tracking a project. It was noted that this position should be a new position (i.e. one to replace Joyce Watson's old position) and not an additional load on Steve Pickering (APT building manager). Further discussion suggested appointing someone internally who has practical experience and the educational background in space management and design. Of note, some faculty members had spoken to Sam Callejo after the first UHPA meeting early on in the disaster. Callejo had asked for a list of people and resources needed for recovery and
reconstruction. The question was raised, "has library administration made such requests?"

It was moved and subsequently amended that the Senate send memorandums to the Chancellor and to Library Administration regarding the need for a position of building planner, for library faculty/staff participation in all aspects and at all stages of reconstruction, and for additional positions as necessary. The motion was seconded, no further discussion, no objections. The motion passed.

Status on Data Recovery from Hard Disks

The status of hard disk data recovery was raised. The Senate discussed whether or not to request another update from Schwarzwalder. It was mentioned that Schwarzwalder raised the topic at the last Disaster Recovery Team (DRT) meeting and reported that there is a 50% recovery rate at SuperGeeks. They will send the ones SuperGeeks could not recover to a mainland company. Another member clarified that out of 20 hard drives sent to SuperGeeks, data from 11 drives were recovered and 9 failed. The 9 drives plus 3 more will be sent to the On-Track company on the mainland. It was suggested that we could wait until tomorrow morning's general meeting at 8:30 am to ask Schwarzwalder.

Security

Horie briefed the membership on security issues. Horie talked to Captain Dawson of Campus Security. He apparently cannot hire more guards because they are Civil Service. The only contract guards they can hire are from AKAL. He has asked AKAL to assign the same guards to the library for the sake of familiarity and training. Dawson said there is now one campus security guard dedicated as a rover just for the library. Horie asked the Senate if we want to ask Captain Dawson to make a security survey of the library and make recommendations for staffing the building? After discussion, the Senate concluded to ask that this be handled through LDC or DRT. Wermager will refer.

4. Senate Issues

Review of Library Administration

Christensen briefed the Senate on the status of our request for input from the Vice Chancellor for Academic Affairs (Smatresk) and the University Librarian (Perushek). No response yet. Christensen will send reminders.

Christensen briefed the Senate on his report to the All Campus Council of Faculty Senate Chairs (ACCFSC) about the review of administrators. The ACCFSC is very interested in what the library is doing and we are welcome to ask for advice; however, they may be of limited help since the library is on the leading edge of this initiative. The Office of Human Resources has software to use for evaluations. Christensen will find out more information.

Discussion of vote of no confidence

Christensen advised the Senate that the issue of a vote of no confidence in the University Librarian is on the agenda, raised in open Senate discussion and carried
over from the last Executive Board meeting on 2004-11-17. Christensen advised the Senate that the timing of a "vote of no confidence" coinciding with the flood/disaster crisis would give the perception that our concerns were limited to her performance during the crisis, where as the Senate concerns about library administration were raised much earlier. Christensen also recommended that the Senate clearly outline its reasons for such a vote and provide the University Librarian an opportunity to respond to concerns.

The Senate agrees in principle, but expressed extreme frustration over a long on-going pattern of a dysfunctional administration. Senate members do not want see these patterns repeated while we go through the review process. The question was raised as to whether the administration is a hindrance or a help. Some of the major problem patterns mentioned include: the lack of consultation and unilateral top-down decision making; micro-management; poor communication; creation of a hierarchical system; a wide range of administrative incompetencies; bias and favoritism; and misleading, dishonest, and abusive behavior.

Further discussion clarified the difference between the "review of library administration" and the "vote of no confidence." The "review" is of library administration and administrators, and the "vote" is a motion of no confidence in the University Librarian. For the review, the target date is the end of Spring. The vote of no confidence is on the table and remains available to call up whenever we wish. Members wanted a time period to conclude the vote of no confidence issue. For both the review of library administration and the vote of no confidence, Christensen suggested that people begin to compile their concerns.

Concerns about confidentiality and anonymity were discussed. Fear of retribution/retaliation is real not only for tenure, promotion, and contract renewal candidates, but also for department heads and anyone needing administration's support. The LSEB emphasized that the Board will establish a process to ensure confidence in these matters. The LSEB will establish procedures and will be the interface between the Senate and Library Administration. The Senate members are responsible and accountable for issues raised and evidence submitted. The LSEB will maintain confidentiality and will digest and present information in the form of principles and as library-wide issues. Specific examples can be used to illustrate problems.

A point was made that a person in a leadership position, such as the University Librarian, should be able to address tough questions at anytime in front of everyone. A motion was made with an amendment to have LSEB set up a meeting between the University Librarian and a Senate body (LSEB itself or a separately appointed body) to discuss and ask for responses to broad issues. The motion was seconded, no further discussion, no objections. The motion passed.

Library organization and operations

Discussion of library organization and operations was in the context of the Review of Library Administration, the Vote of No Confidence, and Shared Library Governance.

Shared library governance

Christensen commented that at the heart of the matter is shared governance. It is a national problem. To prepare for fuller discussion, Senate members are encouraged to read the article "Four Challenges Facing Faculty Senates," by James T. Minor.
(Thought and Action Summer 2004) and the UH Board of Regents Administrative Rules, Section 1-10 on governance and on "Policy on Faculty Involvement in Academic Decision Making and Academic Policy Development."

5. Next Meeting

Full Senate, December 15, 2004, 9:00-10:00, Center for Korean Studies Auditorium.

6. Adjournment

The meeting adjourned at 10:44 am.

Submitted by Theodore Kwok (Secretary)

LIBRARY SENATE
