Library Faculty Senate

Meeting Minutes
2005-03-09

Present:

Convened:
9:02 am in Hamilton Library Room 113, the meeting was called to order by Christensen (Chair).

1. Approval of minutes

Minutes of 2005-02-09 were unanimously approved by voice vote.

2. Report on the LSEB's 2005-02-10 meeting with University Librarian (Diane Perushek).

Christensen briefed the Senate on the LSEB's meeting with Diane Perushek, indicating that the Board was there to listen to her response and not to negotiate points. Perushek's response is summarized in the Board's minutes of 2005-02-10 (http://www.hawaii.edu/libsen/lseb_minutes_20050210.htm). Discussion focused on determining the next step the Senate wants to take. Suggestions included finishing the administrative review document and process; having Perushek meet with the full Senate; and prioritize Senate issues (some issues may be resolved earlier than others). It was pointed out that Perushek missed addressing the main concern articulated in the Library Senate's Summary Statement transmitted to her on 2005-01-19. The Summary Statement from the UHM Library Senate Statement of Concerns was read to the membership:

The University Librarian administers the library with a hierarchical, non-collegial approach that does not adequately identify or address the needs of the organization, faculty, staff, or researchers.

After discussion, the Senate favored having Perushek address the full Senate, as this was her suggestion as a possible next step. It was moved and seconded to "schedule a Library Senate meeting inviting the University Librarian to respond to the main point and one or two others to be decided by LSEB." Further discussion included how much to have the University Librarian address. Members mentioned the issue of the University Librarian stating that she needed examples to address certain issues. It was discussed whether or not to use the re-opening of the library as an example of the lack of consultation by the University Librarian and Library Administration. It was pointed out that the faculty support the opening of the library, but are again disappointed at Library Administration's lack of consultation with the library faculty and staff. It was expressed that Perushek compartmentalizes her actions and decisions,
and continues to do so without consultation. It was noted that this is a problem also of others in the administrative team.

Concern over confidentiality and retaliation by the University Librarian was stated. Some members expressed that specific examples are not needed, that the problems are underlying managerial and process issues, and that we do not need the University Librarian to get bogged down in examples and miss the larger underlying problems. The fact that it is the Senate's perception that there are problems should be enough indication for the University Librarian to act.

Two amendments to the motion were made. First, it was moved and seconded to clarify that the "main point" was the "Summary Statement." The motion was passed by vote, 29 in favor and 1 objection. Second, it was moved and seconded that the Senate have the University Librarian focus on only the Summary Statement when addressing the Senate. The motion was passed by vote, 28 in favor and 2 objections. The main motion was restated that the Senate "schedule a meeting inviting the University Librarian to respond to the Library Senate's Summary Statement contained in the Statement of Concerns transmitted to the University Librarian on 2005-01-09." The motion was called to question and passed by vote, 29 in favor and 1 objection.

Senate members raised the issue of the structure of the meeting and added that they would like to hear the University Librarian address how she consults with library faculty and staff, and how she is addressing the problem articulated in the Senate's Summary Statement of concerns.

3. Summary of proposed revisions to the Library Senate Constitution and By-Laws:

Christensen briefed the Senate on the draft of the revisions to the Library Senate's Constitution and By-Laws and indicated that all voting members of the Senate should have received in library mail a clean draft of the document, a copy of the original document with the edits marked, and a summary sheet of the revisions and changes. The Senate will meet in two weeks to discuss the proposed revisions. A vote on the proposed revisions will take place some time after the discussion.

4. Discussion of the Public Services Division Head and Collection Services Division Head positions:

The Senate was informed that Perushek last week sent a recommendation to the Chancellor that the division head positions for public services and collection services become managerial positions. This was news to most people. Members expressed a concern that this is just another example of the lack of consultation with the faculty and staff by the University Librarian. It was pointed out that a couple weeks ago the Perushek said she was open to discussing different options with these positions and how they will be handled within the organization. It was also mentioned that UHPA needs to be informed about this news, as the union is concerned about issues surrounding faculty positions and the ratio of administrative versus faculty positions. It was also pointed out that any proposal to change the nature of positions with respect to faculty versus managerial is a reorganization, and this requires consultation and discussion. It is also not clear why more administrators are needed when there are fewer faculty and paraprofessionals than ever before. It was moved and seconded that the Senate ask Perushek (University Librarian) "to clarify the content and status of the request sent to the Chancellor regarding the Public Services Division Head and
the Collection Services Division Head positions." The motion passed by vote 30 in favor and no objections.

5. Next Meeting

March 23, 2005

6. Adjournment

The meeting adjourned at 10:23 am.

Submitted by Theodore Kwok, Secretary

LIBRARY SENATE
