Library Faculty Senate

Meeting Minutes
2007-12-11

Present:
LSEB: Chopey, Christensen, Grosenheider, Kellett, Rutter (Vice-chair), Wermager (recorder)
ASSOCIATE MEMBERS: Ehrhorn, Mochida

TOTAL ATTENDEES: 26
TOTAL VOTING MEMBERS: 24

Convened:
10:05 a.m. in Hamilton Library Yap Room A-153 by Rutter (Vice-chair).

1. Approval of the 6 November 2007 Library Senate meeting minutes

The November 6, 2007 minutes were approved.

2. University Librarian Talk on Recruitment of Heads for Access Services, ILL and Acquisitions (pending)

Mochida announced that Diercks will be retiring at the end of December.

To expedite the recruitment of Heads for Access Services, ILL, and Acquisitions (pending Diercks' retirement) who will have supervisory roles in the three departments with civil service staff, Mochida, in consultation with the Library Executive Team, has decided to recruit for APT/non-faculty Librarians (with MLIS degrees) to fill the three positions. These positions will be temporary and internally created, thus leaving the current faculty positions open.

A long question-and-answer session followed the talk. Some of the problems/questions raised included:

- It was suggested that instead of the drastic change in hiring practices (filling faculty positions with APTs) that the supervisory role vis-à-vis faculty could be resolved internally within the Library.

  Mochida responded that would take time and delay the hiring process. She also noted that many ARL librarians do not have tenure, and that there is some discussion in upper levels of UH Administration about faculty status for non-I faculty, specifically the Specialists classification.

- How will these "hybrid" positions be funded?

  Salary savings will be used to fund the temporary APT/non-faculty Librarian positions.
- Can't we wait until the supervisory role is settled between UH Administration and UHPA?

When Mochida asked for advice from UH Admin, she was told that it may take years to settle the ambiguity about "supervision" in the current contract. [May take until the next contract.]

- Are there plans to convert faculty librarian positions to APT?

Mochida said she has no plans to convert faculty positions to APTs.

- Isn't there the danger of having the unfilled faculty positions swept by the State?

Mochida agreed that is a potential risk.

- Wouldn't having permanent AULs help alleviate some of the supervisory problems?

Mochida said it might help depending on how the organization is structured, but these units have large number of staff that would make it very difficult for one person to supervise so many people.

- Why should the Library create a separate level of librarians (APT/non-tenure Librarian hybrid) and won't that disrupt collegiality and create other problems?

Mochida replied there are already non-tenure Librarians in the Library and there are APTs at high levels on campus. How we treat one another as colleagues is up to us.

3. Resolution on Recruitment and Hiring of Library Department Chairs

Several commented that rank (e.g., hiring at the proposed Rank 4 or 5 levels) is not an accurate measure for being a successful department head. Examples were given of some successful department heads that were Rank 2. The timing of this resolution was questioned, given the preceding discussion about the hiring of APT/non-tenure Librarians.

A motion was made and seconded to table the resolution. The majority voted to table the resolution.

Because of time constraints the Vice-chair proposed that the order of the agenda be altered to move item 5 up to item 4.

A motion was made and seconded to move item 5 "Evaluation of Library Administrators" to item 4 on the agenda. The majority voted to change the order of the agenda.

4. Evaluation of Library Administrators

Carlson, Chair of the Evaluation of Library Administrators Committee, reported the evaluation will be conducted between January 14 - 28. The committee will report the results at the February 2008 meeting.

A motion was made to accept the 3 revisions to the evaluation instrument: A. remove the option for comments for use in the 2007-2008 Evaluation of Library Administrators, B. the instrument will not be revised to a statement-based approach,
and C. the instrument will include "I don't know" as an optional rating column. Questions about the revisions were clarified by Carlson.

A motion was made and seconded to accept revisions A-C of the 2005 Evaluation of Library Administrators instrument. The majority voted to accept the three revisions to the Evaluation of Library Administrators instrument.

5. Adoption of the ACRL Standards for Faculty Status for College and University Librarians

The revised 2007 ACRL Standards would replace the 1971 Standards, which are quoted in the current Library Personnel Committee Policies and Procedures. It was suggested that LPC decide how best to change the LPC document if the revised Standards are adopted by the Senate.

A motion was made and seconded to accept the revised 2007 ACRL Standards for Faculty Status for College and University Librarians. The majority voted to accept the revised 2007 ACRL Standards.

The meeting was adjourned at 11:24 am.

Next Senate meeting: January 22, 2008, at 10 am.

Submitted by Paul Wermager, secretary

LIBRARY SENATE
