1. Approval of minutes from previous meetings.
   Minutes for four previous meetings (April 12, April 19, April 26, June 21, 2011) approved.

2. Interim Associate University Librarian Alan Grosenheider on Equal Employment Opportunity
   Grosenheider asked to address Senate regarding recently released University “Percentage Goals 2011-2012.” According to this document there are:

   49 total faculty in library
   37 Female (76 percent of total)
   22 Minorities (45 percent of total)

   The “Expected” percent of females is 77 percent; of minorities is 16 percent.

   Expected percentage is the national average for similar academic units.

   Grosenheider notes that, all things being completely equal between two candidates, a hiring committee can give ethnicity preference (to compensate for areas where a unit is under-represented), but only when all things are completely equal.

   Sinclair points out that hiring committees do not receive any documents that indicate ethnicity – there is really no way to ascertain this information unless an applicant chooses to self-identify during the course of interview.

   Grosenheider also notes that Native Hawaiians are not a federally recognized minority group, and therefore cannot (all other things being equal) legally be given hiring preference based on ethnicity.
Grosenheider also notes that “agency” can be transferred to anyone within an organization – if, for instance, a volunteer makes a discriminatory remark, it can incur a lawsuit for the organization. Likewise, if a faculty member is talking about library employment opportunities, they are representing the University, and need to be aware of EEO rules. If someone contacts a faculty member about a currently advertised position, it is best to refer them to library administration (either Personnel Officer or to Grosenheider himself).

3. Reports

**Chair (Paseng):** This is last meeting for current Library Senate Executive Board members. Would like to thank Sinclair, Dawrs, Flynn, Kellett, Yang, Horie and Cartwright for their service over the past year. Thanks also to Allie Jordan for her work on recent elections, and to Monica Ghosh for temporarily assisting Elections Committee on recent votes. Welcomes incoming Senate officers Pat Polanksy (Vice Chair/Chair elect), Jan Zastrow (Secretary) and Dore Minatodani (Manoa Faculty Senate).

**Vice Chair (Sinclair):** Thanks Paseng for leadership during what turned out to be a difficult year for the Library Senate.

Sinclair will attend the All Campus Council of Faculty Senate Chairs retreat on August 26, at HCC, and report on proceedings at next library senate meeting.

**Secretary (Dawrs):** No report.

**Library Personnel Committee (Christensen):** LPC has not yet met.

**Elections Committee (Jordan):** Summer elections have concluded. James Adamson was elected as the tenured faculty member on Elections Committee; Jordan was elected as second Elections Committee member, and will serve as committee chair – both will serve one year terms beginning Sept. 1, 2011. Pat Polansky was elected as Vice-Chair/Chair elect, with a two-year term beginning Sept. 1, 2011. Jan Zastrow was elected Secretary, with a one-year term beginning Sept. 1, 2011.

**Manoa Faculty Senate (Minatodani):** Jim Cartwright will serve on Athletics Committee for coming year; Minatodani will serve on General Education Committee as Vice-Chair/Chair elect.

Kellett reports that MFS Senate Executive Committee asked David Ross to audit of S.E.C. elections following charges of voting irregularities. Kellett served on this committee and it has submitted a report to S.E.C. Committee found that new S.E.C. officers were all fairly elected, but also made recommendations for future elections, to avoid similar charges.

**UHPA (Horie):** Faculty representatives David Flynn and Ruth Horie have contacted newly hired librarians (Michelle Kowalski, Nackil Sung) to give them an introduction to UHPA. They plan to contact newly hired librarians as they begin working.

Horie continues to serve on the Faculty Representatives Advisory Committee (FRAC) and
attended the meeting on Aug. 15 to plan the fall Faculty Representatives Forum. Sessions will be offered on collective bargaining in higher education, for-profit higher education institutions, and UH campus issues.

On Aug. 4, UHPA filed a "petition of intervention" with the Hawaii Labor Relations Board (HLRB) to allow UHPA to share concerns and obtain clarification regarding the State's unilateral implementation of their last, best, final offer in the Hawaii State Teachers Association (HSTA) contract. HSTA and UHPA are both public sector unions affiliated with the National Education Association (NEA). The outcome of the HSTA's unfair labor practice charge against the State of Hawaii may affect UHPA and other public sector unions in Hawaii. Our current contract expires on June 30, 2015. UHPA wants to foster good-faith negotiations and preserve our right to strike if necessary. The petition was granted on Aug. 10, 2011. Details: http://www.uhpa.org/newsitems/news-release-august-4-2011/

There is no projected timeline for decision on the UHPA unit determination case before the HLRB, regarding the hiring of APT personnel in place of vacant librarian faculty positions. At present the HLRB is dealing with the HSTA case.

Effective July 1, 2011 employee premium contributions for Employer-Union Trust Fund (EUTF) health plans increased. The employer's portion decreased from 60% to 50%. Employees will also now pay 50% of the administrative fee. The next open enrollment period will be in the fall. A plan comparison chart is available. Details: http://www.uhpa.org/newsitems/effective-july-1-2011-employee-premium-contributions-for-eutf-health-plans-will-increase/

During the summer, Horie assisted Manoa Faculty Senate member Dore Minatodani in researching the history of the librarian faculty classification.

UHPA's parent organization the National Education Association (NEA) is offering as a member benefit a free magazine subscription from a selected list of titles. Examples: The Economist, Harper's, Kiplinger's Personal Finance. Details: http://www.uhpa.org/newsitems/nea-member-benefits-thanks-you/

Faculty are encouraged to bring any questions or concerns to faculty representatives, board members, or the UHPA staff at 593-2157.

4. **Reorganization proposal.**

Sinclair: Time period for commenting on the revised reorganization proposal did not allow Library Senate as a body to meet and submit comments. LSEB has discussed sending a response from the Library Senate directly to Manoa Faculty Senate. We would like to get a sense from the Senate as to whether and what we should communicate to the MFS.

Minatodani: Moves that the Library Senate Executive Board communicate the Library Senate’s collective responses to Library Administration’s proposed reorganization.

Kellett seconds motion.
Discussion: Question arises as to whether by “collective responses” the motion means those responses that have already been submitted and are supposed to be traveling with the document as it leaves the library?

Minatodani: the motion is intentionally worded so that response could include those already submitted or any new responses the senate chooses to generate.

Questions: Will all comments that were submitted on first draft be included with revised draft when it leaves the library? On the timeline generated by library admin, the initial commenting period fell under the “informal consultation” heading, and it is unclear if they are meant to be included on the proposal; also unclear which comments will be included, as some were posted directly to intranet by library faculty/staff, while others were submitted to administration and then posted by admin on intranet site. Also unclear whether comments submitted after close of day but before midnight on most recent deadline to comment (Friday, Aug. 12) will be included – there appear to some that were submitted after 4:30 p.m. that day. Sinclair will contact library administration for clarification on these questions.

Sinclair circulates the following questions as possible topics of comment:

1. What is your attitude toward the revised reorganization proposal?
2. What kind of organizational change, if any, do you feel would best enable the Library to direct its resources to strategic priorities?
3. Do you think that the reorganization address the fundamental issue of lack of resources within the Library to carry out its mission? Why or why not?
4. Do you think that Library operations will be transformed in a positive way by the reorganization? Why or why not?
5. Do you think that the reduction in the number of department heads and rearrangement of positions will allow greater flexibility and streamlining of operations? Why or why not?

Adamson moves to close discussion and vote on the motion.

Vote is taken, motion carries.

5. **Library Faculty Classification.**
   Owing to time constraints, discussion of this agenda item is tabled until next Library Senate meeting.

6. **New Business:**
   On Tuesday, Aug. 15, Paseng forwarded to libsen list-serv an email and attachment titled “Updated Executive Policy E1.202 on Nondiscrimination, Anti-Harassment, and Affirmative Action.” If anyone has comments on attachment, submit to Sinclair no later than Aug. 31, 2011.

**Meeting adjourned at 11 a.m.**

Submitted by Stu Dawrs