Library Faculty Professionals Assembly  
Minutes, Fall Meeting  
Oct. 18, 2013


The Chair of LFPA, Deborah Dandridge called the meeting to order. She introduced the members of the Executive Committee (LFPA Exec), Keith Russell (Librarian rep), Jennifer Roach (Assistant Librarian rep), Kim Glover (Vice Chair), Rhonda Houser (Unclassified Professionals rep), Jennifer Church, (Associate Librarian rep), Sherry Williams (Secretary).

Liaisons from LFPA Exec each introduced committee members for the following committees, and briefly mentioned their charges for the year: Promotion and Tenure, Nominating and Ballot, Code and Bylaws, Unclassified Professionals, Salaries and Benefits, Sabbatical Leave, and Research and Scholarly Activates. Charges and committee memberships are listed on the LFPA website.

The following new members were introduced to the membership: Leah Nelson, Office Assistant, Libraries Administrative office; Christen Caton, Watson Library Operations Manager; and Betsaida Reyes, Librarian for Spanish, Portuguese, Latin American and Caribbean Studies.

Dandridge, in opening remarks, stressed the important role of the LFPA noting it as a marketplace for ideas, and a place to ask questions.

Dean Haricombe was invited to address the membership.

- She expressed her thanks to everyone for the contributions made to the Libraries reorganization, observing that she is proud of our progress, and the confidence that we will move forward, though it will take time.
- She announced that we will be bringing on board two faculty positions by spring
• She briefly discussed the new student advisory board, recognizing their role as advocates for the library, and urging us all to thank them, feed them, motivate them. We need their support and ideas.

Mike Broadwell, Executive Director of Administrative Services, Update on campus Classification and Market Study:
• Phase I is complete; most Library Unclassified Professionals (UP) were included in this Phase. Phase II is starting now and Phase III is the final phase and should be complete sometime in spring. that will impact us in two areas: library services, and administrative support job families
• Job Analysis Questionnaire (JAQ) – UP and University Support Staff (USS) will have the opportunity to revise their JAQ if desired; may be necessary if duties have changed.

Lars Leon made an announcement on behalf of CRSA.
• Two pots of money are available to support research: the LRF fund and the GRF fund
• LRF is a smaller fund that is available throughout the year
• Amalia Monroe-Gulick talked about how she used LRF money to fund transcription services, to attend software training, and travel to a professional meeting to give a presentation that resulted in a published article
• GRF is money provided by the Faculty Senate, and is awarded with an application deadline in the spring. Announcements of the deadline will be forthcoming
• Karen Cook, a GRF recipient presented a poem that she wrote relating to her international travel to do cartographic research.

Introduction of members involved in university governance
• Roberta Woodrick and Stephanie Scurto are both serving on Unclassified Professionals Senate
• Susan Craig is serving on the Standards and Procedures on Promotion and Tenure Committee
• Lea Curie is serving on Organization and Administration
• Judith Emde is serving on the Task Force on Post Tenure Review, and the Task Force on Promotion and Tenure Committees
• Kim Glover is serving on Faculty Senate
• Amalia Monroe-Gulick is serving on Faculty Rights, Privileges and Responsibilities
• Sara Morris is chairing the Academics and Computing
• Julie Petr is a representative on the Faculty Executive Senate Executive Committee
Post Tenure Review

- Julie Petr provided some background on post tenure review, and reported that there had been two open meetings held on this topic by the university committee on post tenure review, and that the committee was incorporating feedback into another draft of the post tenure document.
- Petr explained that each department will need to develop their own procedures, and a template may be provided to follow.
- We need to work on this soon. Review will start next fall.
- Judith Emde, a member of the post tenure committee added to this information, giving credit to Rick Levy and Chris Crandall, chairs.
- Emde said that a new draft will be forthcoming that will be different from what we have seen.
- Administrators will not go through post tenure review.
- Process is not meant to be punitive.
- It was emphasized that we need to begin working on this now to develop our procedures, and a committee can be put together to do this even though we don’t yet have the final draft of the document.

Questions re Post tenure Review (responses from Emde and Petr)

- Q: Will the phase in be gradual across the university?
  A: We will all start at the same time in the fall.

- Q: Why haven’t we followed other campuses in the state that have developed simpler processes?
  A: Possibly because we are a more complex campus.

- Q: Is the process meant to be administrative or collegial?
  A: Expectation is collegial.

- Q: When will people who have to go through this process be notified?
  A: We do not yet know.

Task Force on Academic Librarian Status

- Jen Church, chair of the committee introduced the members: Mike Broadwell, Bethsaida Reyes, Ada Emmett, Caitlin Donnelly, Fran Devlin.

- Background: Mary Lee Hummert asked Dean Haricombe for further development of the criteria for non-tenure track librarian status (used for half time positions in the past).
• Based on past research by Church, the committee is exploring the option of unclassified academic staff

• Committee is doing much research right now and will hold town hall meetings yet this fall to inform a final proposal that will be brought to the membership for a vote

Questions about Academic librarian/non tenure track

• Q: Are librarians at the med center the same status?
  A: No

• Q: Was the category of unclassified academic staff included in the recent market study?
  A: No

• Q: Is this a widespread trend in other libraries?
  A: The committee is finding a mix

• Q: What will we be voting on?
  A: the Criteria and procedures

• Q: Is the criteria needed for job description, or for promotion?
  A: Both

• Q: what is the status of part time non tenure track faculty?
  A: Very narrowly used, no protection, no promotion opportunity, so we aren’t embracing this approach

• Q: Will the committee explore “Professor in practice?”
  A: Yes

• Q: Will salaries be comparable to faculty?
  A: Yes. Positions could also be defined more flexibly with respect to the division of professional performance, research, and service

• Q: Does this lead away from viewing the MLS as the terminal degree for librarians?
  A: It could. Dean Haricombe noted here that more research libraries are moving away from requiring only the MLS for librarian positions

• Q: Would academic staff be eligible to serve on university governance committees
A: Yes

- Q: Is continuous appointment considered the same as tenure?
  A: yes

- Q: What is the timeline?
  A: Committee is working now, town hall meetings will be held in November, with the expectation of putting something together over winter break and voting in early January

LFPA and impact of recent Shifts from USS to UP

- Due to the recent change in demographics with staff shifting from USS to UPS, the question was raised as to whether we need two organizations for governance
- General discussion included both views that this might be advantageous, and that it might lead to marginalization
- Agreement that we need to think about this and look at down the road
- It was suggested that Rhonda Houser, Unclassified Professionals rep. talk with USS governance, so USS are involved in any discussions about changes to Library governing bodies

Other

- It was noted that the Senate Libraries Committee has been given the charge by Faculty Senate to evaluate the effectiveness of the library reorganization
- In response to a question, Dean Haricombe explained that this is a new charge and she was not sure yet how it will work, but they will need to come up with metrics
- Deb Ludwig announced that we will be doing another LibQual survey, and will have the previous data from earlier ones to help us
- Deborah Dandridge also announced that LFPA Exec will be working to insure a more systematic transfer of LFPA records to the University Archives.

The meeting was adjourned.

Respectfully submitted,
Sherry Williams, Secretary