Faculty Meeting Minutes
June 10, 2008

David Lincove opened the meeting.

Director's Report

Financial: Our collections budget is strong, but our operations budget is running too close to the margin. We need to increase the operating surplus to 7-10% of the total operating budget. We need to recover approximately $1 million for a surplus in our operating budget. The only way to do that is to slow hiring of full-time permanent employees temporarily until we have a surplus at that level. We are moving towards a smaller staff with higher levels of responsibility, with adequate support for training and development. More students and interns will be used for routine tasks. The university is planning to give all units full funding for a 3.5% salary increase for next year. The fundraising efforts for Thompson Library are poised to meet the goal by the time the renovated building reopens. The university is gearing up for a new 2.5 billion fundraising campaign for the next eight years, with a target of $50 million for library programs and services. We have increased the numbers of grant applications submitted this year. Our NSF Datanet proposal was reviewed favorably, but we did not receive an award this year. Due to interest from a Statistics faculty member, we are likely to resubmit a revised proposal for the next cycle. We are currently undergoing a thorough audit of all library expenditures.

Facilities: The Thompson project is still on budget and on schedule. We are still exploring opportunities for Sullivant Hall with the possibility of a large gift. OhioLINK is fairly confident that they will get a $5.5 million allocation for depositories across the state. They may hire a coordinator to bring together all five depositories across the state.

Faculty Rules: The director is concerned that we are not flexible enough regarding our educational requirements for the tenure unit. The interpretation of the criteria for promotion to full professor may also need to be studied. In the past several years the majority of faculty who have been considered for promotion to full professor have been denied. Our interpretation of the criteria is still very traditional, and it may be time to reconsider our emphasis on traditional scholarly publishing.

Administrative Report

One new faculty member has been hired: Ali Bakr Hassan for Arab and Islamic Studies. He will begin in August. We currently are searching for faculty positions in cataloging and interdisciplinary social sciences.

Automated timekeeping (Workforce) is well underway. Monthly employees most likely will be permitted to approve supervisee timesheets off-site soon.

The university will begin to implement background checks for all new employees soon. We will be required to begin national criminal background checks for new employees in as of July 1. Faculty and student employees will be exempt from background checks unless their positions require them to handle money.

Committee Reports

All reports are posted on the committee web sites.

Appointments, Promotion, and Tenure
Faculty Benefits, Privileges, and Responsibilities
Planning and Policy
Risk Management

Library Planning

The planning work continues over the summer with five small task forces on Ubiquity, Collaboration, Innovation, Assessment, and Scholarly Communication. Reports from the task forces are due by mid August, with a final coordinated report due to the whole library staff by early September.

Changes to Governance Documents

The Committee on Appointments, Promotion, and Tenure proposed a new section to the Criteria for Appointments, Promotion, and Tenure document. The issue will be submitted to the faculty for vote after a three week period to comment and discuss. The proposed language to be inserted into the document in Section VI. A. Criteria is:

> **Promotion to the rank of assistant professor without tenure**. The awarding of a promotion to the rank of assistant professor without tenure is based on obtaining a master's degree from a program accredited by the American Library Association, or comparable credential from a foreign institution, by the beginning of the third year of appointment as instructor.

The Planning and Policy Committee proposed altered language for third paragraph of Section III.A.1.a. of the Criteria for Appointments, Promotion, and Tenure document. The existing language is:

> The required academic preparation for OSUL faculty is the MLS (or equivalent) accredited by the American Library Association except for some special collections faculty positions, for which a masters degree with specialization in archives or a masters degree in museum studies may be an alternative to the MLS. Candidates who have the MLS conferred by a non-U.S. university will be reviewed on a case-by-case basis.

The proposed language, with input from the faculty present, is:

> The required academic preparation for OSUL faculty is: 1) a master's degree from a program accredited by the American Library Association; or 2) a master's degree with specialization in archives; or 3) a master's degree in museum studies; or 4) a comparable graduate degree in one of the above fields from a non-U.S. university, reviewed on a case-by-case basis.

Degree Requirements for Appointments to the Libraries Tenure Unit

Faculty members participated in a spirited discussion about degree requirements, presenting many different viewpoints. David Lincove called attention to a section of the Pattern of Administration document that gives the library director the option of making decisions that are not in keeping with the faculty-approved governance documents as long as he provides the faculty with his reasons in advance for departing from the rules and receives feedback. Although such an action could be viewed as adversarial, a number of faculty in attendance encouraged the director to make such exceptions with regard to degree requirements as he deemed necessary until there was a broader understanding of the kinds of exceptions that the governance documents would need to address in a more routine way. Another major point of discussion was the impact of the governance document language on position advertisements, and whether degree requirements as they now stand might dissuade potential applicants if they were included in the language of the advertisements. The director, Joe Branin, stated that he believes the current lack of flexibility in the degree requirements will weaken the tenure unit in the long term.