

Minutes, OSU Libraries Faculty Meeting, June 8, 2010

Chair: Beth Black

Attendance: 49

Committee reports for this meeting were sent or will be sent out via email. The committees include Planning and Policy; Advisory Committee on Research; Committee on Faculty Benefits, Privileges and Responsibilities; Appointment, Promotion & Tenure Committee; Faculty Hearing Committee.

Administrative Report: Greg Newman

The quarterly report from departments is at the staff web site. Find the reports at <https://portal.lib.ohio-state.edu/intranet/report/types/220> (SIGN IN IS REQUIRED)

Greg reviewed the statistics on the numbers of faculty, staff and students at University Libraries in Columbus. He also stated that funding for work/study students was significantly reduced by the federal government and that students will need to be funded out of regular student funds. The budget for the work/study program was reduced by 50%.

The library will begin recruitment for the following positions: Assistant Curator (CGA); Evening Assistant; Event Assistant (funded from event revenues), Systems Developer (2). The last two positions have been filled with internal candidates.

Performance Management: Staff reviews are in process; no information on salary increases for 2010/11; Culture Shaping workshops will be held at the State Library of Ohio

Director's Report: Carol Diedrichs

Carol reviewed the new organization chart and emphasized that the new structure stresses collaboration among employees in the different divisions or departments. The new chart is a start and we should expect changes, particularly regarding the size of the divisions, such as Collections, Technical Services and Scholarly Communications.

Questions about organizational chart:

- Where do digital initiatives fit?
- Where does African Studies fit?
- When will internal structures of divisions be set? This will be done after someone is hired as assistant or associate director

- Position descriptions and recruitment brochures will be available at the ALA annual conference
- Search committees will be formed once a decision is finalized about the number of committees needed. There was some discussion about this issue with concern that only having too many search committees could lead to search burn out. The fewer the committees the larger the committees may need to be so that different areas are represented.
- The assistant director for planning and administration will be an A&P position and the committee will include someone from OSU HR
- The search for assistant director of IT may result in an A&P or a faculty person. This search will include someone from the CIO's office.
- The goal for completing the organization of most divisions is January 1, 2011 and the goal for completing the search process is July 1, 2011.

Budget:

Carol showed a graphic showing how revenue sources have changed for universities – less state money. OSU Libraries will experience 1% assessment each year over the next 3 years but the assessment will not include the materials budget. After including new allocations the final cut is expected to be \$115,000/year for FY2011.

It is hoped that the travel budget will be raised from its current level. The entire process of providing travel funds for different purposes will be reexamined.

Mary P. Key Residency program has been suspended due to the budget but it will resume in FY 2011 with one or two residences. There will be a call for proposals that will need to describe how a resident would be trained and would work within a specific area or department. Also the proposal must indicate how the work fits into the library's strategic plan. The call for proposals will be this summer.

The provost requires that all university colleges hold a cash budget reserve of 10%. In addition, because of funding concerns for FY2012, we have been asked to hold 3 to 5% of PBA (Present Budget Allocation) in reserve. This will obviously have an impact on the dollars available to spend as well as which positions can be filled.

Commencement participation: Jose Diaz (Planning and Policy)

Jose encouraged the faculty to participate in graduate ceremonies. The library counts on volunteers to march in the processional along with other faculty. The library is supposed to have 10 persons participating in every graduation. No one volunteered for the spring quarter graduation. Faculty need to view this activity as part of their responsibilities as faculty at OSU.

POA Review: Beth Black

Operational Guidelines for the Faculty Review Board: the faculty voted to end discussion and vote via email on the proposed changes

Operational Guidelines for the Faculty Hearing Committee: after making small changes to the document as proposed, the faculty voted to end discussion and vote via email on the proposed changes.

Appointments, Promotions and Tenure Criteria and Procedures for the Ohio State University Libraries

Two proposals were discussed to change this document in part III.A.1.a Rank at Appointment, paragraph 3. One proposal was approved by the Planning and Policy Committee and the Appointment, Promotion and Tenure Committee and the second proposed by Marsha Hamilton. The two proposals are below:

P&P/AP&T proposal:

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; or 5) in exceptional cases, candidates without one of the above degrees but with equivalent professional education may be appointed in consultation with faculty including the AP&T committee.

Hamilton proposal:

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; or 5) in exceptional cases, candidates with a computer science, information technology, or equivalent information science degree may be appointed in consultation with faculty including the AP&T Committee.

The faculty debated the merits of both proposals with the main issue being that the Hamilton proposal favors a much more limited expansion of the criteria for degree requirements than the committee proposal. There was discussion about what impact the broader committee proposal would have for the library, the need for options in hiring new faculty, the future of the library faculty and the library's philosophy and mission related to librarianship and service. There was discussion about the language of the committee proposal and how to make it more understandable. In particular there was concern about the definition of "equivalent" with reference to degrees or education. The faculty agreed to change to committee's proposal to read as follows:

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; or 5) in exceptional cases, candidates without one of the above degrees but with a relevant advanced degree may be appointed in consultation with faculty including the AP&T committee.

The faculty voted with clickers to close debate and choose to formally vote on either the revised committee proposal or the Hamilton proposal. A majority chose a formal vote on the committee proposal. An email vote will be distributed.

The next meeting of the faculty to continue the review of POA documents is July 13 at 9:30am in Thompson 150.

Carol Diedrichs thanked the faculty for discussing and concluding debate on the appointment, promotion and criteria document.

The meeting adjourned at 11:22am.