

# FACULTY MEETING 2021.11.09

## AGENDA

Date: November 9, 2021

Time: 9:30 – 11:30 am

Zoom Meeting Recording:

<https://buckeyemailosu.sharepoint.com/:f:/r/sites/LIBUniversityLibrariesFaculty/Shared%20Documents/General/Faculty%20Meetings/AY-2021-2022/2021-11-09/Zoom%20Recording?csf=1&web=1&e=c4UUSJ>

### Agenda:

- Convened 9:31 AM
- Welcome (Maureen Walsh, Faculty Advisory Council Chair)
- Committee on Faculty Benefits, Responsibilities, and Research (CFBRR) [Annual Report](#) (Belinda Hurley, CFBRR Chair)
  - [https://buckeyemailosu.sharepoint.com/sites/LIBUniversityLibrariesFaculty/Shared%20Documents/General/Faculty%20Meetings/AY-2021-2022/2021-11-09/CFBRR%20Annual%20Report%20for%202020\\_2021.pdf](https://buckeyemailosu.sharepoint.com/sites/LIBUniversityLibrariesFaculty/Shared%20Documents/General/Faculty%20Meetings/AY-2021-2022/2021-11-09/CFBRR%20Annual%20Report%20for%202020_2021.pdf)
  - Highlights:
    - Two new members this year.
    - Travel and professional development spending down due to COVID-19 restrictions
    - Worked with Damon Jaggars and Lisa Patton-Glinski to use CFBRR funds for professional association fees
    - Hosted two forums
    - Facilitated nine Special Assignments
    - No Distinguished research award again this year
- From the Chair (Maureen)
  - Feedback regarding Patterns of Administration (POA) revisions and discussion at prior meeting suggesting that it wasn't an effective use of time.
    - Part of the use of Faculty Meetings is the discussion of this shared governance, of which our Patterns of Administration and associated documents are.
    - It is important for us as a Faculty and we have agreed as a Faculty body to present and discuss changes to our governance in this manner. In fact, it is stipulated in our POA for us to do so
    - Support for this reinforced via various faculty members
    - Possibly, especially for newer faculty to be able to provide a refresher regarding how and why we discuss POA. Maureen did take the time for the current change requirements and other means of amending.
  - There was also sentiment suggested in feedback for anonymous contributions, but Maureen noted it is important to hear the voices, and know who the voices are. We as a Faculty need to be supportive of those voices, acknowledging the potential for power differentials within the room. It is an area of work and growth for us.

- Support for this notion was provided with the idea of having civil conversation where there is opposing points of view.
  - Could we approach it as heard and taken into account; two-step process.
  - When comments are presented, instead of being dismissive, respond inquiringly; we could learn to lead with “tell me more”.
  - Disappointment expressed for lack of follow through when we have training to help with cultural changes, to see if we actually accomplish this.
  - It is important to that we recognize that we too are leaders and can emulate right-conversation and success through the areas in which we lead.
  - This is not the end or even the middle of the conversation on these topics, but should be a continuing conversation.
  - Zoom may provide a certain comfort level for folks to express themselves via chat and unmuting, that may not be available when we go back to face-to-face meeting. Is there a way we could consider an analogous way to do this in the future?
- Pattern of Administration Revisions (Maureen)
  - Recap for the voting
    - Sixteen items on ballot
    - 64 faculty eligible to vote
    - 33 positive votes needed for each item to pass
    - 43 faculty responses
    - Final result October 26, 2021:
      - <https://buckeyemailosu.sharepoint.com/sites/LIBUniversityLibrariesFaculty/Shared%20Documents/General/Faculty%20Meetings/AY-2021-2022/2021-11-09/POA-October2021-Ballot-Items.pdf>
        - Items 1 through 9 and 11 through 16
          - Approve - 43
          - Do Not Approve - 0
        - Item 10
          - Approve - 42
          - Do Not Approve - 1
      - Do not yet have feedback from Office of Academic Affairs (OAA); will be discussed at December 7, 2021 meeting and if changes are necessary, we will have a very quick turn-around vote in December
- Networking in break out rooms (15 minutes)
  - Topic: What are your current research or creative projects?
  - Comment: that was the best part! We could have gone on for a half an hour.
- Enhanced protection on devices (Terry Reese and Jason Kohlhepp)
  - What is the Enhanced Protection Program?
    - Previously announced that there would be this enhanced protection for highly visible University leaders/personnel. University Libraries was part of a test bed earlier this year.
    - Original plan was for about only 14% of campus; but they found the tools to be every effective, not only for the University, but for the Wexner Med Center. Therefore, all of campus will be included. Med Center is already complete.
  - Why is this program being implemented?
    - The big driver is the shift to a more distributed work-force, especially due to the pandemic. It comes with increased attack to our networks.
    - Additionally, there are additional expectations for tighter security from granting agencies and other federal programs that impact the University.

- It is also meant to comply with our existing security standards.
  - How will this impact me?
    - [Crowd Strike Falcon](#)
    - All servers and endpoints (i.e. desktops, laptops, etc.)
    - Timeline:
      - IT next week; rest of the Libraries in after Thanksgiving.
      - Our deadline is January 2022.
      - Estimated that 10% may have to bring their device to campus to get the appropriate install.
    - Replaces our existing anti-virus protection
    - Has heuristic rules to identify breaches and potential breaches
    - It should not slow our machines down
    - Any machine managed by the campus Libraries or OCIO will be affected.
    - Terry can follow-up in regards to how it may affect regional campuses
    - This does not block social media
    - It works on PCs and Macs
    - It will look at what software open network connects and/or writing to files. It is not actually analyzing content; we have other software for that.
    - This is passive discovery; it will try to reach devices on the network, including home networks, or other institutional networks. It would ignore things like TVs, but maybe creating an incident for another laptop thinking it may be University owned. IT would reach out at that point. It is not actually reading what is happening on the network.
  - Is there any place where I can find additional information?
    - Enterprise Security Help Page: <https://cybersecurity.osu.edu/services/enhanced-endpoint-protection-service-eeps>
    - If you have specific questions – feel free to reach out to Jason Kohlhepp or Terry Reese and if we don't know the answer, we'll get it for you
- Dean's Remarks (Damon Jaggars)
  - Market Salary Adjustments
    - \$150K made available from existing PBA
    - Market analysis
    - ARL salary tables the primary data source: subject specialty, gender, level, type of institution, size of org, years of experience; no disaggregation by rank.
    - Internal equity is also considered, especially for potential racial discrimination, as it is not in the ARL data.
    - Damon to follow-up on ARL's MLS-completion date data point
    - Analysis expected later this month, which will be reviewed by OAA
    - December implementation if approved by OAA
    - This does not solve all of our problems, and we will continue to look at this issue
    - The Libraries is an outlier in the Mercer report, but a useful data point in the discussion
  - University has asked Damon to take on an interim role of Vice Provost for Student Academic Success; possibly six to eight months or more. This is a relationship building opportunity for the Libraries.
  - FAC asked Damon to address University directions, but he will address this in December.
  - Returning to the process of asking ADs to surface position needs within departments. This is part and parcel to discussion with the Provost regarding what it would take to budgetarily whole to pre-pandemic levels, as well as what we really need to be a premier R1 library. Our meeting a couple of weeks ago with the Provost was helpful to this

discussion. Also asking the ADs to be realistic with what we can do currently, which leads to tough decisions right now. This does not include Health Sciences Library (HSL) or regionals right now, but Damon will be reaching out to these other areas.

- Searches:
  - AD EDIA – hopefully an announcement within the next few weeks
  - Research Data Librarian – Zoom-terviews have just begun.
  - Research Impact Librarian has been approved, but will not kick-off until January 2022.
  - Research Librarian at HSL, hopefully in early December for hybrid-on-campus interviews
  - Exec will begin doing a better job of making clear why a position has been selected for hire is a priority
- New Business
  - Dan Noonan: AP&T Elections coming soon
  - Danny Dotson: Collaborative work with Staff Advisory Council will be discussed in December
  - Beth Kattelman: from 3:00 to 4:00pm today International Drag King webinar: <https://library.osu.edu/events/the-international-drag-king-community-extravaganza-going-global-virtual-event>
- Adjourned 11:30 AM