University Libraries Faculty Meeting  
2 June 2017

Present: G. Barton, B. Billeaudeaux, L. Brocato, G. Chaudron, J. Evans, K. Haggerty, C. Harrington, L. McDonald, A. Roach-Freiman, B. Robinson (Secretary), J. Rodgers, P. Rustomfram, R. Scott (Chair), B. Varner

Absent: S. Ford, M. Hajj

Guests: Frankie Perry, Sheneva Graham

Greetings and Presentation of Graduation Cards:
F. Perry and S. Graham were presented with cards (in which was enclosed cash contributed by several University Libraries faculty) congratulating them on their recent graduation from the University. G. Barton announced that the book *Developing Tomorrow's Leaders: Context, Challenges, and Capabilities* (Eddy et al.) had been selected to honor F. Perry's accomplishment, and *The Psychology of Learning and Motivation* (Ross), to honor S. Graham's. Once these titles have been processed, they may be located in the catalog using Ms. Perry's and Ms. Graham's names as keywords. Two other 2017 graduates, Rekeycha Harris and Will Love, were unable to attend the meeting. R. Scott will deliver their cards/cash to them. Books have been selected to honor them, as well.

Approval of May Minutes: Minutes of the May meeting were approved as written.

Election of Faculty Group Chair and Secretary: R. Scott was nominated and re-elected Chair. B. Billeaudeaux was nominated and elected Secretary.

University Undergraduate Council (UUC) Report: B. Robinson reported that the UUC discussed several proposals for new curricula, concentrations and courses; issues related to figuring and reflecting GPAs on transcripts; and multi-term registration.

Process for Filling Faculty Vacancies: Speculation on the outcomes of the Health Sciences and Research and Instructional Services Librarians searches, and lack of information about the Music, Cataloging, Community Engagement, and other faculty positions prompted discussion of ongoing and profound frustrations related to the Libraries' established process for filling faculty vacancies. These include:

- too many searches going on simultaneously (resulting in notable search process fatigue and diminished participation by Libraries employees in the process);
- how historically, top candidates drop out because our current process takes an excessively long time;
- the unnecessary length of on-campus visits (day-and-a-half interviews are inefficient, disruptive, and cause scheduling problems);
- search committees being admonished not to make recommendations on candidates;
- department heads not being allowed to serve on committees charged with filling vacancies in their respective departments; and
- lack of transparency/timely communication to search committees and department heads on the progress of the search process.

Proposed recommendations include:

- staggering searches;
- exploring options to keep on-campus interviews to one day (as were, successfully, the December 2016 ones for the candidates for the Health Science Librarian position);
• encouraging search committees to provide justified recommendations of candidates (given that they have knowledge of the entire pool of applicants and have had the closest contact with candidates for the longest time);
• allowing department heads to serve on committees charged with filling vacancies in their respective departments; and
• announcing new hires well before their first day (thereby avoiding the embarrassment of all involved when they report to work unexpectedly, as has happened). This would also facilitate departmental planning, including arranging to help out-of-town candidates move in, department orientation and training, etc.

Issues and proposed solutions related to our search process will be on the agenda for the July Libraries Faculty Meeting. In the spirit of shared governance, final recommendations will be put in a formal report to Dr. Ford.

**Shared Governance:** The mention of shared governance precipitated general discussion of this topic, including how the Libraries could better instigate it.

**Next meeting:** TBA

Respectfully submitted,
Bess Robinson
4 June 2017