

MEMO

Date: Feb. 6, 2005

To: Dr. Ron Mollick, Chair

From: Dr. Tracey Schwarze,
Faculty Senate President

Subject: Senate Committee on Employment Status of Professional Librarians

1. Thank you for agreeing to chair this committee. To date, its members include Dr. Pete Carlson (SSPS), Dr. Lori Underwood (LA Senator), Dr. Don Hicks (Luter School Senator and Senate Executive Committee member), and yourself. Dr. Jeffrey Gibbons will also be asked to serve; he is presently chair of the PRC.
2. Attached to this memo you will find the Provost's request for formal Senate consultation in this matter, as well as a copy of the proposed handbook change it involves. The Senate needs to have your recommendations in hand for its March 17 meeting so that we can meet the Provost's March 20 deadline. I also have attached a copy of the Faculty Letter of Appointment currently used for CNU librarians, the Nov. 15 memo from University Librarian Mary Sellen asking for this change, and an email response from one library faculty member sent to Senator Kelly Cartwright in answer to her query of the library faculty. Senator Cartwright verbally reported other information she received, but I will not summarize it here as I prefer the committee gather that information first hand. I also attach the substance of a recent email I received from a library staff member responding to the Provost's memo requesting Senate counsel.
3. Other information that I have that is relevant to your deliberations: the CLAS dean supports this change and no PRC report has ever been performed on the department of library science, per Denise Moclair.
4. Some courses of action for your group to consider: Meet with the Provost to hear his rationales (please definitely do this one); examine the library program to see in what ways it functions as an academic department and in what ways it does not (this is a large part of the argument being made as I understand it); consider the current appointment arrangement of our librarians (what is proposed arguably does seem to accord them more job stability than they currently possess); identify how professional librarians are treated at our "peer aspirant institutions" (see the current Senate minutes for a link to this list) and in the state of Virginia; talk with some of those involved in the previous faculty recommendation during the Santoro presidency against according instructional status to librarians (Dean Gordon recollects this decision; my information is that Drs. Jay Paul and Wayne Schell served, but that is all the information I have been able to gather). Dr. Cartwright can share with you information from her interviews with the library faculty, or you may wish to contact them yourselves.
5. Thank you for agreeing to serve the university in this matter. It is important that the faculty provide a thoughtful, reasoned recommendation in response to the Provost's request. The Senate looks forward to receiving your counsel by March 17.

1. In the second paragraph where the Provost describes the professional status of librarians, it was until December 2004 that librarians were hired as professional and instructional faculty - which for Steve York means he is/was tenure track and for Beth Young means she is not. Both came in December, but only one was put on that track.

I am not sure what he means about being employees by contract since June 2005, but I thought my contract was for both (ap and instructional) positions until the changes take place this coming June 2006.

2. The reason the department didn't teach classes for a long stretch was because there wasn't any place for us to teach. (Budget cuts and construction) The lack of classrooms prevented us from offering those classes we wanted to teach. It wasn't that the classes aren't needed or filled when offered.