

COMMITTEE: Libraries Committee

MEETING DATE: 11/28/2012

PERSON PRESIDING: Robert Campbell

REGULAR MEMBERS IN ATTENDANCE: Amy Lyndon, Chal Benson, Chris Oakley, David Wilson-Okamura, Gail Munde, Qin Ding

EX-OFFICIO MEMBERS IN ATTENDANCE: Dorothy Spencer, Cheryl McFadden, Jan Lewis

OTHERS IN ATTENDANCE: Ralph Scott, Eleanor Cook, David Durant

Agenda Item: Review and approve 10/17/2012 minutes.

Discussion: None

Action Taken: The Committee voted to approve the minutes of the previous meeting

ACTIONS OF MEETING

Agenda Item: Tenure and faculty status for librarians at ECU

Discussion: Campbell reviewed the process of examining the Libraries Unit Code

- April 2012: Final recommendations from the PPC examining unit codes
- May 2012: ALS Joyner Library Unit Code was approved by the Chancellor
- July 2012: Jan Lewis appointed Interim Director of Joyner Library
- June 2012: Consultants M. Sullivan and G. Spencer are hired by the university
- October 30, 2012: Joyner/Laupus Faculty meet with Vice Chancellor Hornes and Sheerer along with the consultants
- November 13th: G. Spencer (consultant) on campus including a 30 minute meeting with Robert Campbell and a 30 minute meeting with ECU Faculty Senate officers
- November 30th: A workshop with librarians at which they planned to discuss libraries of the future and which model of governance they should follow

A question was raised regarding the cost of the consultants; Spencer replied that the cost for the consultants did not come from the libraries' state budgets. Members also asked whether we needed the consultants or if our current library staff and faculty were able to handle developing new ideas for the "library of the future." Campbell and Wilson-Okamura replied that the librarians were sufficiently knowledgeable and motivated to take on the task. Munde asked for clarification in what these discussions meant for the library code status. Lewis replied that our librarians will discuss

what skills are needed, what technology and support are needed, and how to administer all of the above, which will shape the discussion of the unit code for the libraries. The librarians will write a report regarding the feasibility of the governance models based on the consultants and librarians discussions. Chancellor Ballard will have the final say whether the model will change, and if so, how.

Spencer stated that we need a vision of what we need to be working towards. At a lunch meeting on October 30 with the consultants (who were present via telephone due to Hurricane Sandy), the librarians, Provost Sheerer and Vice Chancellor Horns, Provost Sheerer stated that anyone currently on tenure track will be able to finish their track. The library faculty (but not Spencer or Lewis) will participate in the November 30 work session. Campbell disseminates statements by both Joyner and Laupus librarians regarding the issue of rank and tenure (below):

Outcome Wanted by the Faculty of the Laupus Health Sciences Library
November 21, 2012

The faculty of Laupus Library want to remain on the tenure system and retain the current unit code. As part of an anonymous survey conducted in August 2012, 92% of the faculty answered that the tenure system was an acceptable option of “promotion/advancement”. None of the other options received more than 67% acceptance. Seventy five percent answered that “having faculty status helps cultivate good relationships between Laupus Library and teaching faculty members on campus.” Ninety one percent answered that service on university committees is somewhat or extremely important.

There are 11 faculty members at Laupus: 4 with tenure, 1 on the probationary track, and 6 with fixed term contracts. There are also two part time EPA employees. Those with fixed term contracts are among the oldest (3) and youngest/most recently hired (3). One of the oldest recently gave up tenure to move to phased retirement. At least two of the youngest want to move from fixed term to probationary track contracts.

Many of the Laupus faculty members have stated that complying with the PPC Phase II Recommendation #4 phrase about analyzing “the libraries (ALS and HSL) as code units” has wasted time that would have been far better spent on the “continued and improved coordination” with Joyner Library phrase. The only commendation given to ECU after the 2002 SACS visit was to the two libraries for their collaboration and cooperation. Working together and with other libraries through the Carolina Consortium has saved ECU millions of dollars in electronic resources expenditures.

Melissa Nasea
Chair, Laupus Library Faculty Affairs Committee

Statement from Joyner Library Faculty to the ECU Faculty Senate Libraries Committee

November 28, 2012

As mentioned in the statement provided by Laupus Libraries, the survey of library faculty conducted in the summer of 2012 provided overwhelming evidence that our librarians highly value the current code unit status we use to govern ourselves.

As stated in the *Association of College and Research Libraries Joint Statement on Faculty Status of College and University Librarians*, (a statement endorsed both by ACRL and AAUP), the need for skilled scholar-based academic librarians will only grow in the future as “students assume greater responsibility for their own intellectual and social development. Indeed, all members of the academic community are likely to become increasingly dependent on skilled professional guidance in the acquisition and use of library resources as the forms and numbers of these resources multiply, scholarly materials appear in more languages, bibliographical systems become more complicated, and library technology grows increasingly sophisticated. The librarian who provides such guidance plays a major role in the learning process.

The character and quality of an institution of higher learning are shaped in large measure by the nature and accessibility of its library resources as well as the expertise and availability of its librarians. Consequently, all members of the faculty should take an active interest in the operation and development of the library. Because the scope and character of library resources should be taken into account in such important academic decisions as curricular planning and faculty appointments, librarians should have a voice in the development of the institution’s educational policy.”*

Librarians at East Carolina University have been tenure-track faculty for many decades and we believe that this status is essential to our ability to continue to provide the most able research assistance, bibliographic instruction, and other services, and build and provide access to balanced scholarly collections. Librarians participate in faculty governance, serve on committees throughout the institution as well as in the state, national, and international arenas, and provide valuable service to both the university and their profession.

Furthermore, academic librarians working at ECU are scholars alongside their faculty peers, performing and publishing peer-reviewed research in their areas of specialization. Like other faculty, librarians need the protections of academic freedom, the freedom to write about controversial issues, to assist university students and faculty with controversial research, to mount controversial exhibits, to build collections that contain a well-rounded scholarly representation on controversial issues.

As mentioned in the Laupus statement, we have successfully collaborated with our colleagues on the West Campus for many years. We intend to continue this close collaboration.

The Provost and the Vice-Chancellor have indicated that they wish librarians to have a status that befitting the library of the future, and this is a desire that we passionately share with them. Tenure-track librarians are able to take the long view, develop services and collections for the future because we have an interest in the future as well as a history with the university. Because of our tenure-track status, we are able to be experimental, pioneer new services and new bibliographic instruction and organization methods, assess them, and see them through. Fixed-term librarians of necessity are focused on the shorter term and do not have the luxury to explore many changes in user needs or services.

Therefore, our most pressing concern is that current restrictions on our hiring to fixed-term only are unacceptable. We have 22 tenured faculty, 11 tenure-track faculty, 2 fixed-term faculty, and 6 faculty positions in limbo. We are being forced to attempt to recruit for 5 of these with fixed-term appointments and have had one failed search for an Assistant Director position as a fixed-term appointment. We need to be able to freely determine the appropriate status for these positions, not be forced to hire only fixed-term.

Eleanor I. Cook, Chair, Joyner Faculty Affairs Committee

David Durant, President, Joyner Library Assembly

*<http://www.ala.org/acrl/standards/jointstatementfaculty>

Oakley asks what authority the Libraries Committee has to shape the final outcome. Lyndon reads from the charge of the committee, "The committee interprets the problems and policies of both libraries to the faculty and conveys faculty opinion and needs to the library staff." We are charged to interpret and communicate, therefore we have a voice and may influence the process, but Chancellor Ballard has the ultimate authority to make decisions.

Spencer states that the "library of the future" may look very different for Laupus and Joyner libraries, depending upon the needs of the individual libraries. Lewis says that Joyner can't hire anyone at anything except a fixed-term status until this process is over. The positions at Joyner require more flexibility in hiring positions. The committee suggests that the ideal model will allow for the most flexibility and appropriate needs for both libraries. Scott suggested that we potentially change the code to define different levels of positions, like the way in which other academic units in the university do. Wilson-Okamura agrees and emphasizes that we would not solve the problems that others may have by getting rid of tenure.

Action Taken: The committee conducts a voice poll asking whether people are in favor of keeping the opportunity for tenure for new hires. There were no "nays." Wilson-Okamura drafted a resolution to give to the Faculty Senate at the December 4th meeting. Scott and Wilson-Okamura were tasked to polish the draft into formal resolution form, send the final copy to the committee via e-mail, where it will be reviewed and voted on via e-mail, with Spencer and Lewis abstaining in the vote. The resolution will be completed in time for presentation at the Faculty Senate meeting 12/4/12.

ACTIONS OF MEETING

Agenda Item: Viewing pornography in the library.

Discussion: Oakley shared a colleague's concern that non-students (as best can be determined) have been identified as viewing pornography in public at the library. Lewis stated that Joyner has a zero tolerance procedure for such behavior when it is brought to the attention of the library staff. Spencer noted that there is precedence for some legitimate reason for students and faculty to view some sexually explicit material if they are conducting research on the topic, such as health and human sexuality. Such research is suggested to occur in a secluded location.

Action Taken: None at this time