

**Library Council
Minutes
March 24, 2005
Smathers Library Conference Room**

Members in Attendance: Shelley Arlen, Dale Canelas, Gary Cornwell, Bill Covey, Michele Crump, Lori Driscoll, Carol Drum, Martha Hruska, Erich Kesse, Cathy Mook, Steve Shorb, Betsy Simpson, Jan Swanbeck, and Carol Turner

Members Absent: John Ingram and Robert Shaddy

1. Discussion of the Faculty Climate Report

- The Council agreed that overall the [report](#) accurately reflects library faculty sentiment. But the Council also agreed that it could not work on every issue raised in the coming year since the Library will have to move back into Library West and continue library operations. It seemed to the group that it could take on 4 or 5 initiatives.
- After a lengthy discussion the Council decided that the following things will be worked on this year:
 - Leadership visibility – Directors and Department Chairs need to be more visible. Both need to find ways to get out of their offices and mix with staff. For example, Directors could attend some departmental meetings.
 - Committees/Communication – Develop mechanism to increase cross-divisional communication; broader participation on committees; better communication of committee recommendations and library actions. A good example of cross divisional communication was the joint PS/TS meeting held in August 2004. Perhaps a joint PS/TS/CM meeting could be held quarterly. How would this relate to all staff meetings? To faculty meetings? What issues are appropriate for Smathers faculty and what for all university library faculty?
 - Goals – Revamp Balanced Scorecard process or perhaps find a different approach; many staff see no relationship between their daily activities and the balanced scorecards. All staff meetings should relate back to the goals – how is it that what we do relates to the goals we set?
 - Resource Mapping – Bill Covey will draft a document to distribute to faculty and staff to determine current resource allocations. He will send the draft document to Library Council for approval.
 - Tenure – Determine if library faculty members want tenure? Some have asked if tenure can be eliminated. If so, what should the criteria be? Dale will schedule a faculty meeting to discuss.
 - Also noted that Recognition will be addressed as recommended by the Staff Recognition/Awards Committee.