

ULFO Meeting
February 21, 2007
9:30-11:00am
UL1126

Present: Steve Towne (Chair), Fran Huehls, Polly Boruff-Jones, Kevin Petsche, Kathleen Hanna, Karen Zimmerman, Melissa Gomis, Jaena Hollingsworth, Todd Daniels-Howell, Tina Baich, Brenda Burk, Jennifer Hehman, Bob Hinton, Tony Stamatoplos, Randi Stocker, Dolores Hoyt

The meeting was called to order at 9:35 a.m.

The agenda was approved.

Approval of the December meeting minutes was postponed.

Announcements:

Tina announced ILL's recent ILLiad upgrade and the accompanying web pages. She asked that people let her know if they notice any issues with the pages.

Brenda invited everyone to an information session on the newly approved Policy Archive project on Friday, February 23, at the Rathskeller at 5 p.m.

Jennifer reported on the IUPUI Faculty Council meeting. Discussion has begun on changing the logo. The Board of Trustees will be meeting March 1 and 2, and Faculty Council members have been invited to attend. The Labor Studies program will be folded into the School of Social Work, but Journalism is still in limbo.

Polly welcomed Jaena and Melissa to their first ULFO meeting. She also announced that Kindra Orr started Monday as the new Development Director.

Randi announced that the IUPUI P&T Committee has finished its business for the year. They will be hosting a workshop on March 23 (tentative date).

Steve asked that someone recap the recent LibFac meeting in Karen Janke's absence. Todd said that the Chancellor has approved the routing of P&T through a campus library committee rather than the system-wide committee. The mid-tenure review will now be called the third year review and is a mandatory process.

Tony suggested someone explain the difference between the various library faculty bodies.

Steve outlined the following:

ULFO is the University Library Faculty Organization, which includes librarians from University Library, Herron, and Columbus among its members.

LibFac is composed of all librarians on the IUPUI and Columbus campuses.

IULFC is the Indiana University Libraries Faculty Council and includes all librarians system-wide.

Committee Reports:

There were no reports from the By-Laws and Professional Development/Research/Service Leave Committees.

On behalf of the Primary Peer Review Committee, Fran reported that they completed all untenured librarian review meetings yesterday. All reviews have now moved to the Team Leaders. Fran's report continued in Old Business.

Old Business:

Fran presented recommended revisions to the IUPUI Faculty and Librarian Review and Enhancement document (document beginning "Plan A") and the Faculty and Librarian Review and Enhancement: Implementation Policy for University Libraries at IUPUI. Revisions of the first document were based on the discussion at the December ULFO meeting. Todd recommended we pass this document through LibFac before sending it on to Faculty Council since it will affect all IUPUI libraries. The second document outlines library-specific guidelines for Review and Enhancement. It was noted that approval of this document will necessitate an amendment to ULFO By-Laws so that they encompass the procedure for replacement of committee members.

Both documents were approved as discussed and amended.

New Business:

Fran informed us of the need to define intermediate sanctions that can be recommended after an involuntary review process fails and before dismissal proceedings begin. She presented a draft document with information from the campus policy as well as some suggested sanctions. She then asked for ideas regarding possible sanctions. The following were suggested:

- Required Team Leader approval for conference attendance, service activities, and/or additional assignments (from document presented).
- Reassignment of workload and work activities.
- A freeze in amount of compensation or decrease commensurate with reassigned responsibilities.
- Loss of professional development funds.

The Primary Peer Review Committee would recommend that sanctions be imposed, and the Dean or Director would be responsible for imposing them.

The Intermediate Sanctions document will be revised and presented at the next meeting.

The meeting was adjourned at 10:30 a.m.

Respectfully submitted,

Tina Baich