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Faculty Governance at the University of Florida Libraries

Minutes - September 20, 2010: 10:00am
Smathers 1A

Call to Order

Chair Dan Reboussin welcomes those present to the Library Faculty Assembly meeting

Approval of Agenda & Minutes

It was noted that Brian Keith was present to provide an Administrative Update. It was moved that the agenda be approved. The motion was seconded and passed.

It was moved that the minutes of April 19th, 2009 and August 16th, 2009 be approved. The motion was seconded and passed.

Member Comments

A comment was made by phone to the Chair in reference to faculty merit raises. The comment raised the idea of using a flat rate for raises, which is something the math department currently employs. The percentage method currently used was described as unfair, in that people with higher salaries were receiving higher amounts. The flat rate would mean certain amounts would be added to current salaries. The library liaison to the math faculty will ask the math department for details and the Chair noted that now is the best time to discuss changes to the process. Dean Russell brought up the reason of rank as a reason for the percentage process. Brian Keith noted that there are subtle differences for library faculty, in comparison to other departments. That higher salary typically means more responsibility. It was noted that the money for merit raises would possibly go further with the flat rate concept. That idea was countered by the fact that University Librarians generate for salary to the pool, yet may not get their contribution back. Discussion will continue.

Chair's Report

Chair Dan Reboussin reported that Naomi Young was currently attending the College Chairs meeting, where UF Senate President Mary Ann Ferguson is collecting information on shared governance. There is also a call for a new University of Florida Senate Chair.

Administration Updates

Law

Dean Russell discussed that the Law Library is currently interviewing for a new director, of which she is a part of the search committee. She made note that there has been interesting discussion in regards to the tenure and promotion process within the Law Library

Health

None

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Dean Russell announced that administration was working on a revised budget. The Libraries received \$500,000 for material budgets, but did not receive the full amount requested for the hiring budget. Administration is currently identifying hiring needs.

Dean Russell also announced three consultants who will be coming in soon. One consultant is from Harvard University and is meeting to discuss the offsite storage facility currently being planned. Two more consultants from Cornell University are arriving to discuss DCLA (?). Special collections also brought in a consultant from Brown University, in regards to the process of using an older building to house special collections. It was also noted that Health is possibly going to bring in a team of consultants to visit the library for a variety of reasons. A question was posed as to whether there was a methodology behind the consultations. Dean Russell said that there was no methodology, just a growing trend with libraries. She noted that many of the consultation ideas had come from the units themselves.

Brian Keith reported that budget information was presented at Library Council and was then distributed.

Brian Keith then discussed changes within the sabbatical process. The first was a change in the United Faculty of Florida contract. University of Florida will offer two-semester sabbaticals at full pay for 2011-2012. Another change was that the CDH (?) section has been updated. A timeline, which can be viewed at <http://www.uflib.ufl.edu/pers/Sabbatical.htm>, was then brought up for viewing and explained.

Brian also discussed new language within the regulations, namely that sabbatical awards will be reviewed by the Office of the Provost before final approval is given. Human Resources have not been given clarification about the reasoning behind that process.

Dean Russell made note about the reasoning behind the Union requesting two semesters, which is that academic faculty have requested such a change for the process of writing a book. She emphasized that there would be an expectation of significant output if requesting two semesters. There was discussion about the flexibility of the two semester opportunity. Dean Russell noted that the Union contract requires that the opportunity be there, which is where the language for the process comes from, but that she isn't sure what would happen if alternatives were proposed. Dean Russell noted that there has not been a case of the Libraries receiving money to hire an adjunct, in place of a person awarded sabbatical.

The Faculty Enhancement Opportunity was also discussed. Dean Russell noted that the Library has traditionally received support for their proposed Faculty Enhancement Opportunities. She encouraged faculty to think about the information broadly and that there is a lot of variation as to what can be done. Dean Russell concluded by suggesting that faculty look at the Provost website or to discuss with the deans future opportunities.

Senate Updates

The Senate reported that they are preparing library services in connection with distance education. The University of Florida International Center discussed their strategic plan. Also, the Health and Wellness center made a presentation about reaching out to students in need. Dean Russell will give a presentation about the open access fund to the University of Florida Steering Committee.

Committee Reports

The nominating committee needs to replace a member. The committee has requested

more time.

Assembly Officers Reports

None

Old Business

None

New Business

None

Announcements

None

Adjournment

The UFLFA meeting was adjourned.

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Send suggestions and comments to Amy Buhler.
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