Library Faculty Meeting Minutes

A regular meeting of the Faculty of the University of South Carolina Libraries was held on Thursday, March 21, 2019 at 1:04 p.m. in Thomas Cooper Library, Room 204. The Presiding Officer and Secretary were present. The minutes of the last meeting were approved without amendment.

No nominations for Library Faculty officers, Faculty Senators, or committee members were made from the floor. Ms. Litwer withdrew her nomination for Faculty Senate. As a result, there was only one nominee for each vacancy. The nominees were elected by unanimous consent. Those elected are:

- Secretary: Jade Geary
- Parliamentarian: David Shay
- Faculty Senate: Megan Palmer and Kristina Schwoebel
- Libraries Select Tenure Committee: Marilee Birchfield and Jessica Harvey
- Nominations and Elections Committee: Graham Duncan and Megan Palmer
- Peer Review Committee: Glenn Bunton, Ana Dubnjakovic, and Amie Freeman
- Professional Development Committee: Jean Clenney, Lance DuPre, and Mēgan Oliver

The report of the Dean of Libraries was received. At the end of his report, Dean McNally asked Dr. Bennett to provide additional information about the collection management plan whose development she will spearhead. Dr. Bennett’s report was received.

The report of the Ad Hoc Travel Implementation Committee was received.

The report of the Ad Hoc Peer Review Examination Committee was received.

The report of the Secretary was received.

Reports on the February and March meetings of the Faculty Senate were received.

The following announcement was made for the Good of the Order:
• Ms. Litwer shared information about an opportunity to show support for Columbia’s Muslim community in the wake of the New Zealand mosque shootings. The quote below is from a Columbia Jewish Federation email shared on USC’s Jewish Faculty and Staff Council listserv:

This Friday afternoon, March 22nd, consider standing beside our friends in solidarity at Masjid Noor Ul Huda (517 Winmet Drive, 29203) during their Jumm’a Prayers. Guests should arrive by 1:30 pm so as not to disrupt the service, which is as follows:

1:40 to 2:15 ‘Khutba’ / Sermon
2:15 to 2:30 Jumm’a Prayer

Guests are invited to stay after the service to speak with members of the Masjid. The Masjid has a designated location to receive flowers, cards, and other well wishes, which you are welcome to bring should you desire.

Men and women will be seated separately for the prayer service; women are encouraged to cover their heads if they are comfortable doing so, but it is not a requirement.

Service attendees will also be asked to remove their shoes upon entering the masjid.

The meeting adjourned at 1:47 p.m.

Respectfully submitted,

Laura Litwer
Secretary
Report of the Dean of Libraries  
March 21, 2019

Megan Palmer always sends out a questionnaire before the faculty meetings, inviting faculty to submit topics they would like this report to include. There was a great response to the questionnaire for this meeting. Too many topics were requested to be included in this report. Many of these topics will be discussed at the next Dean’s Briefings, which will be held on April 11 and 12.

In response to information provided by the Provost, Dean McNally has scheduled an appointment with Ed Walton to discuss the Libraries’ budget requests. These will include continued support for inflation funding and funding for a warehouse space and other expenses related to increasing our collection storage capacity. The outcomes from this meeting will probably be shared via the Administrative Meeting minutes.

As the memo the Dean sent out yesterday noted, the Libraries “are on the verge of a collections crisis and we need a realistic plan.” We have a lot of material coming in, but the Thomas Cooper Library stacks are full and other storage locations are filling up. We have no room to provide additional seating for students, despite the university’s growing student population.

Dean McNally has not given up on receiving funding to construct an additional annex. However, we need something else. We need a collection management plan. As we plan, we need to take control of our own destiny.

The Dean will propose the provision of a climate-controlled warehouse space for the Libraries when he meets with Derek Gruner next week. If this space were obtained, we could open massive amounts of space in our current buildings by shifting low-use materials to the warehouse.

We will need a collection management plan, regardless of the availability of additional storage space. Miranda is in charge of developing this plan. She can’t do it alone. She needs your help. Everyone needs to participate. This is one of the most important issues the Libraries have undertaken. It involves all of our collections and all of us.
Report of the Associate Dean for Collections
March 21, 2019

I am pleased and excited to accept Dean McNally’s challenge to develop a comprehensive plan to ensure the best possible stewardship of the Libraries’ outstanding physical collections. This is a great opportunity for us to think about how we contribute to our regional and national shared print legacy. This is a complex project that will only succeed with participation and support from across the Libraries. I plan to start with a small core team that will begin the intensive, time-sensitive work that demands our immediate attention, but I anticipate there will be opportunities for many of you to contribute as the project evolves.

I appreciate the many important questions and interesting ideas that have been raised since the dean’s announcement, and I look forward to continuing these conversations.
Report of the Ad Hoc Travel Implementation Committee
March 21, 2019

Thus far this fiscal year, the Libraries have provided $31,000 in support for faculty travel for professional development. The Committee will begin to meet regularly again next week. Look for a survey about your satisfaction with the new process in April, and revised forms in May.
The ad hoc committee to look into the role of peer review for University Libraries faculty is continuing its work. Since the last Library Faculty meeting we have conducted an informal survey of academic library and USC campus peers. A summary of this review is below. We have also read and discussed some current work on performance reviews by Marcus Buckingham and Ashley Goodall from the Harvard Business Review.


We are currently brainstorming alternative models for what we currently call Peer Review to see what might best address the needs of the library faculty.

**External Library Comparisons**

**Schools:** Univ. of Tenn., Penn State, Indiana Univ., Univ. of Colorado-Boulder, Ohio State Univ., Louisiana State Univ., Univ. of Arkansas

Librarians at all the institutions held faculty status, earned tenure and (unlike USC) held rank. However, Penn State has a hybrid faculty in which some librarians have faculty status but serve fixed-term contracts.

Peer review beyond academic supervisory review: All institutions conducted one or more ‘mock’ tenure submission in either one or two years (2/4, 3 and 4). Most provided additional opportunities for review. In one case (UC-Boulder), this review only addresses teaching. In another case (Univ. Tenn.) a committee of tenured faculty meet face-to-face with each probationary librarian annually to conduct a review with subsequent voting and formal letter. In all cases where reviews were conducted, review was only conducted by tenured colleagues. However, the Univ. of Arkansas was currently evaluating allowing untenured colleagues to participate as part of a campus-wide revision to manual in combination with a downplaying of past performance as tenure submission time nears.

Inclusion in the tenure dossier: Where annual peer type reviews were held, most were required to be part of a candidate’s dossier. Note, though, that the reviews in these cases were a single letter (in contrast to USC’s current system).

**Internal USC comparison**

**Units asked:** (* designates a reply—total of 7 of 19)


- BUSINESS (2): Economics, Marketing
ENGINEERING (2): Chemical Engineering, Electrical Engineering

EDUCATION (1): Educational Studies

HRSM (1): Hotel, Restaurant and Tourism Management

CIC (1): Journalism and Mass Communication*

MUSIC: School of Music*

NURSING: College of Nursing*

PUBLIC HEALTH

SOCIAL WORK

Quite a bit of variation in USC-Columbia in the small sample. More than teaching is under review by some departments. Sociology, for example has a very robust review mechanism (for a small faculty) that involves an elected committee that conducts comprehensive annual reviews of research, service and teaching culminating in a committee authored letter that is delivered to the chair and which is supposed to form the basis of the Dept. Chair’s official annual review (though in this case the committee letter is not part of the dossier submitted).

While the 3rd Year Review is mandated one department (LLC) pushes the process further to include full mock submissions at 2, 3 and 5 years to be evaluated by all tenured faculty on the department with standard annual review at 1 and 4 by the T&P Committee.

Our colleagues in Nursing may have the most comprehensive system. Teaching evaluations (by either probationary or tenured faculty) annually and a an annual review of probationary faculty conducted in closed-door meeting with all tenured faculty. Each probationary faculty has two primary reviewers during this process. The primary reviewers develop a review letter based on the discussion of all tenured faculty and then submit their review to the Assoc. Dean for Faculty Affairs who is tasked with delivering reviews to probationary faculty.
Report of the Secretary
21 March 2019

Thank you to our colleagues who stood for election.

Thank you also to the Nominations and Elections Committee, whose thoughtful engagement in recruiting candidates was crucial in developing a strong slate.

The next library faculty meeting will be held in TCL Room 204 at 1:00 p.m. on Thursday, May 16, 2019.
Faculty Senate Meeting-2/6/2019

1. Dr. Davis Snyder, Chair of the University Diversity and Inclusion Advisory Committee (DIAC) at the University of South Carolina.
   a. Dr. Snyder talked about the charges of the committee. This committee is an advisory body the president.
   b. Some major items the committee is working on this year:
      i. Review of the University Strategic Communication Plan, especially in relation to future bias incidents
      ii. Ongoing review of existing curricular and co-curricular programs on campus
      iii. Initial steps to address concern over the racial make-up of USC’s top administration
      iv. One key initiative is on renaming Sims Hall. DIAC will be making a recommendation to the President.

2. Dr. Mark Blackwell, President of the South Carolina Conference of AAUP
   a. Spoke about presidential search. Includes faculty, staff and students at all stages in the process is imperative.
   b. Search firm’s role in influence should not extend into educational or institutional policies.
   c. The candidate should have “a strong commitment for shared governance”.
   d. Maintain a transparency of process with confidentiality for the candidates.
   e. Each finalist can and will meet the various constituencies to engage in dialogue.

3. Vice Provost Allen Miller spoke about Shorelight. 353 have completed the program. The average GPA is the average GPA of domestic students and they are comparable to domestic students.

4. Laurie Wilder, president of Parker Executive Search and Porsha L. Williams, Vice President.
   a. Talked about what Parker Executive Search does. They are not here to select USC’s next president. Their job is to aggressively recruit, facilitate and advise, but they have no vote and no decision-making power.
   b. The goal is that the search committee will have invited candidates to campus in mid to late April. Candidates will have a day and a half or so on campus to publicly meet all the different constituency groups.

5. Report of Faculty Committees
6. Report of Provost Gabel
   a. Winter session
   b. Living Learning Community Pilot
   c. The first-year reading book is called “Factfulness”.
   d. COACHE survey

7. Report of the Chair
   a. Activities of the President Candidate Search Committee
   b. Conversations with staff on presidential search

8. New business
   a. Motion to amend the Attendance Policy. Issues arose from students wishing to observe the holidays and being unable to do so or at least having to suffer the consequences of missing attendance.
Faculty Senate – March 6, 2019

- Call for faculty committee nominations & volunteers, especially:
  - Professional conduct
- Report of committees
- Remarks from President Pastides
  - The university has secured recurring funding in the governor’s budget for the first time in 11 years, $18 million
    - Tuition not expected to go up next year
    - This is the result of the Opportunity Act proposed in the Senate, which redirects revenue from online shopping to higher education.
    - 2%-5% cost of living wage increase for university faculty earning less than $100,000 coming soon...
    - Pastides’ last lecture is April 3
- Report from the Provost Gabel
  - CTE programs well attended by UofSC faculty
  - Discussed new faculty job satisfaction survey
  - Internal grant reviews and awards are being processed
  - Excellence Initiative: the Faculty Welfare Committee asked for an update and so the provost will present to the board soon, in hopes of receiving monies back
- Report of the Faculty Senate Chair Marco Valtorta
  - Presidential Search Committee met on February 16 and March 4. March 7 is the deadline for nominations. Timeline for interviews of semi-finalists is next week; last week of April finalists will be on campus.