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Library Faculty Meeting Essence Notes

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Diana Cone, Interim Provost and Vice President of Academic Affairs, joined the meeting and shared information from the Office of Academic Affairs, as well as addressing some topics requested by faculty. Top initiatives she addressed were:

*Salary Compression*, a message carried forward to the system level at every opportunity, and a critical issue on the GSU campus and others. Dr. Cone stated that data documenting salary compression is included in the budget plan that will be presented to the Chancellor in December, and that the President’s Cabinet maintains this issue as the number one strategic theme on the budget request. She reflected on how the data was acquired, pulling national data from GSU’s CUPA-HR survey to show the compressions in the different fields. She stated that realistically, any funding for salary compression would take longer than one year to address. Whether new funding will materialize is uncertain, but should the campus receive new funding, that is where it will be directed.

*Merit Pay:* Dr. Cone reported that there has not been much progress made regarding pay in this area over the last two years. The University had to redirect funds in order to supplement what the state provided in order to have a 2% merit pool last year.

*Work Load:* She discussed a new factor requested by the State in the budget requests this year, regarding the numbers of faculty and three credit courses offered. A disclaimer was added to the budget report stating that although it appears there is not much teaching in some areas or levels, we actually have many courses that are not three credit courses, and we have faculty whose primary assignments do not include teaching credit courses (e.g., library faculty).

*Redirection of funds:* Dr. Cone reported that because the Chancellor has said he will not approve tuition increases, if no new money is received from the State then the only way additional funding can be found for initiatives will be through redirection. She revisited the past issue regarding Dr. Keel’s mandate when he was concerned over low enrollment. Based on a college’s enrollment compared to total enrollment, he gave each dean a dollar amount that they had to give back to the university. These funds are still being held by Dr. Bartels. In the event no new funds materialize, these funds are the ones that will be redirected. How these dollars will be redirected is to be determined and will be based on enrollment and productivity. Low producing courses will be affected and either combined with others or closed. Such is the case for the Graphic Communication Management program that will be closed due to low productivity over an extended period of time. Over the last few years, even with some funding from the state, Georgia Southern had to contribute over one percent each time to make up the difference in the pay increase employees received. (A one percent increase for the Georgia Southern campus would be over one million dollars.)

*Human Resources:* Dr. Cone discussed the issues regarding Human Resources’ new classification plan which has failed to accomplish what it was designed to do. The plan has proved to be cumbersome, time consuming, and frustrating. She reported that interviews have been completed for the Human Resources Director position.
and the outlook is very positive to acquire the right person to lead the department. ADP will be phased out and the university system will be returning to the PeopleSoft System. There is a possibility that Georgia Southern will be one of the training sites. The first phase of implementation will begin in February; if all goes well it may be that we will have full implementation by fall.

**QEP:** Dr. Cone reported briefly on the first phase of the plan. Fourteen programs that have offered to be in the official pilot. Dr. Flateby, aware of some of the issues such as too many meetings and heavy paperwork requirements, is hoping to alleviate those concerns in the first round. Second phase courses will be offered in the Spring when the deans identify which programs will participate in year two. At the end of the three year program it is anticipated that we will have 60% of all of our programs involved at QEP intensive courses. In follow up to a question as to how to get the departments to include the library liaisons in their planning, Dr. Cone agreed to communicate to the departments to consider including the liaisons in their monthly meetings. Bede will also offer the information regarding the liaisons at the next Deans/Directors' Council meeting and at a DDC's workshop that may be held in January.

In closing, Dr. Cone stated that based on our stable enrollment last year, Georgia Southern was not asked to give up any of its budget; not so for those institutions that experienced declining enrollment and received cuts as much as 10%. She added that when Georgia Southern was asked how they would use any new funds if received, they responded that the number one priority and largest request would be salary compression for both faculty and staff. Some consideration would also be given to additional faculty sources for growing programs, additional graduate assistantship stipends, and those types of needs campus-wide. Bede stated that the library faculty is aware of the backlog of requests from faculty for new resources to support their programs. When the colleges were given the mandate to cut budgets, the library was not requested to do so. That and the amount of year end funding the library receives shows that the administration recognizes the importance of the library in supporting the entire campus. Any additional questions or concerns may be directed to Dr. Cone via email.

**Consent Agenda:** A motion from the Collections Interdepartmental work Team regarding moving all bound periodicals from the learning Commons to the ARC was approved as presented. A copy of the proposal is attached.

**Interdepartmental Work Team Reports:** None

**Department Reports:** Collection and Resources Services Department - Debra updated faculty on recent book expenditures since the change in the approval plan and using DDA (Demand Driven Acquisitions). She noted that print purchases remain the same as the previous spending report, which indicates we are through phasing out the old approval plan with YBP (Yankee Book Publishers). She stated that the continuations take a large chunk of the materials budget and requested that faculty look at the listings in their areas and advise of any items that are not being fully utilized. Print DDA is increasing daily. She will continue to report on these expenditures monthly. Debra reviewed the databases and serials coming up for renewal, adding that none are being considered for cancellation at this time. Although there is no increase in the materials budget, she noted that most of this renewals are coming in at least $1,000 more than last year. Upon a request from Rebecca, a quote will be acquired for the Dictionary of Irish Biography and a possible trial set up.

Jessica reported on the renewal of periodicals stating that with little time to review and make decisions on renewal of periodicals, she will be automatically renewing those that we traditionally renew. She added that next year will be the time to made changes, but the review-and-decision process needs to begin now. She added that the Freedom collection would not be a good decision and will not be considered.
**Faculty Senate Report:** Jessica reported on agenda items:
- Salary compression included in budget plan.
- Senate Executive report given.
- SGA representatives: one more representative still needed.
- Report from Christopher Johnston, Office of Gift Planning, University Advancement
- Update on the University Presidential Search

**Faculty Service Committee Report:** Rebecca reported that the first round of service grants have been awarded for the fall term. She added that additional monies will be awarded Spring semester and encouraged applications.

**Old and New Business:**
**SGA Library Committee:** Bede reported on his recent meeting with the SGA Library Committee where they shared their concerns on issues and needs within the library. He reported his responses as to how the library would address these concerns, and noted that he will continue communicating updates to them.

**Announcements:**

**NISO Webcast:** Debra encouraged those faculty that missed the NISO webcast to take advantage of the recordings which proved to be very informative.
The website, with slides from the event, is located at: [http://www.niso.org/news/events/2015/virtual_conferences/user_exp/](http://www.niso.org/news/events/2015/virtual_conferences/user_exp/)

The archive of the virtual conference is available at the link below. If you have any trouble viewing this archive, please contact nisohq@niso.org. If you have any questions or suggestions for future events, please don't hesitate to contact us.

These link will take you to the Recording Information page where you can view and download these recordings. It is divided up according to the breaks - sorry about that. View and/or Download Recording:

**Part 1:** [https://niso.webex.com/niso/lsr.php?RCID=01db080783d750a33aad9e4b2a3702](https://niso.webex.com/niso/lsr.php?RCID=01db080783d750a33aad9e4b2a3702)

**Password:** user_experience

**Part 2**
[https://niso.webex.com/niso/lsr.php?RCID=4cf92c1876502d13851e0d24d645f4a](https://niso.webex.com/niso/lsr.php?RCID=4cf92c1876502d13851e0d24d645f4a)

**Password:** user.experience

**Part 3:**
[https://niso.webex.com/niso/lsr.php?RCID=0a319388fb6664b9731709d99c3aa9be](https://niso.webex.com/niso/lsr.php?RCID=0a319388fb6664b9731709d99c3aa9be)

**Password:** userexperience

**OverDrive:** Paolo reported that overdrive is taking longer than expected due to problems with authentication.
ATTACHMENT: Collections Team Proposal

ATTN: library faculty

On behalf of the collections team, we would like to propose the following to the library faculty:

On October 19, the collections team met and agreed that all bound periodicals currently located on the second floor should be moved into the ARC in order to alleviate problems with overcrowding. Some advantages to moving these volumes into the ARC include:

- Print volumes receive relatively little use, and we are moving largely from print to electronic titles
- Interlibrary loan would not be negatively affected by the change, and it might be better for ILL
- It would ease confusion by students to have all periodicals other than the most recent ones in a single location
- Moving all periodicals to one location would help CRS so they do not continuously modify cataloging records each time we move new years into the ARC

The project could likely be completed during Winter intersession, with help from staff and students in CRS.

Submitted by Jessica Williams

October 21, 2015