

Rutgers University Library Faculty Meeting
October 5, 2018, 9:15a.m-11:30a.m
LSM Conference Room

Minutes

Present: Katie Anderson, Consuela Askew, Stephanie Bartz, Natalie Borisovets, Roberta Bronson Fitzpatrick, Laura Costello, Janet Croft, Melissa De Fino, Kayo Denda, Joseph Deodato, Peggy Dreker, Bonnie Fong, Rebecca Gardner, Tom Glynn, Pam Hargwood, Karen Hartman, Triveni Kuchi, Mei Ling Lo, Dee Magnoni, Krisellen Maloney, Rhonda Marker, Kevin Mulcahy, Laura Mullen, Jill Nathanson, Jim Niessen, Laura Palumbo, Fernanda Perrone, Caryn Radick, Jonathan Saucedo, Ela Sosnowska, Li Sun, Elizabeth Surlles, Bob Vietrogoski, Victoria Wagner, Mary Beth Weber, Krista White, Zara Wilkinson, Sonia Yaco, Elizabeth York, Yingting Zhang, Yini Zhu

1) Adoption of the agenda

The agenda was adopted as distributed.

2) Introduction of new Faculty and Guests (Maloney)

There were 2 new faculty introductions, Elizabeth York, Electronic Resources Librarian and Sonia Yaco, Associate Director of Special Collections and University Archives.

3) Unfinished Business (Maloney)

a) Mentoring Program

The Mentoring Program has been accepted. Three people have been selected to serve on the committee, Bonnie Fong, Mary Beth Weber, and Zara Wilkinson.

b) Bylaws update

The University Librarian has not accepted the bylaws as currently written and feels that they need to be rewritten. Two major areas of the bylaws that need to be addressed are the inclusion of units and the status of the RBHS librarians. RUL faculty would like to see a list of the specific

items the university administration and/or the University Librarian objects to in the current bylaws. The University Librarian explained that there were items throughout the current bylaws that were not in accordance with University policy, the ones mentioned above (inclusion of units and membership). She also suggests that document itself has also, over time and editing, lost its structure making it difficult to follow.

The University Librarian also questioned the effectiveness of the faculty in long-term planning. Although faculty are a part of the Cabinet, the University Librarian expressed concern that their voices were not being heard. She suggested that the structure of the current Planning Committee be revisited. There was discussion regarding long term planning and how RUL faculty could be involved in this process, specifically what should the composition/membership of the Planning Committee be. To move forward, it was suggested that the Planning Committee invite the University Librarian to committee meetings when appropriate. Mulcahy and Anderson will come up with a starting point for discussion that will be brought to a future Cabinet meeting.

4) New Business (Maloney)

a) Research Support and Short Research Assignments

Some issues surrounding research support and Short Research Assignments were mentioned. The University Librarian has concern that she is the one signing off on unit level research; she feels it is an overreach of her authority. Also, RUL has not been using the correct process for sabbaticals. This is a collective bargaining agreement that does not require faculty group review. With regard to Short Research Assignments, the current process does not allow for regular committed time for research. 22 days does not seem to be enough time. The University Librarian questioned the appropriateness of the Short Research Assignment process that includes a faculty review group evaluating and possibly denying research topics, especially since it departs from the negotiated process for Sabbaticals.

The University Librarian proposed that RUL faculty interested in research work with their director to come up with a plan. A guideline that was suggested was that 10% of a faculty member's time should be devoted to

research. This is not set in stone but should be looked at on a case by case basis.

Mulcahy will draft a statement of principle that states RUL supports research and leave time for research for RUL faculty. The Planning Committee will discuss the issue with the Research Leave Committee and plan for something to be in place for next year.

5) Report of the Vice President for Information Services and University Librarian (Maloney)

Two items were discussed during this report; the budget and the AVP position for Scholarly Communication and Collections.

There have been several changes in the University timeline for cost-center budget submissions. The date for submitting budget requests to the University changed from being October 16th to sometime in December and then back to October. Two budget additions that were asked for were collection inflation and 24/5 operating hours back in New Brunswick. Some complications for next year are the union negotiated salary increases and restrictive salary.

The wording for the job description for the AVP position was changed based on results of the failed search and on feedback from the Planning Committee. The structure of the search committee will be changed for the new round of interviews.

6) Report of the Faculty Chair (Mulcahy)

Three job descriptions were reviewed by the Planning Committee. They were the AVP position for Scholarly Communication and Collections and the two Business Librarian positions for New Brunswick and Newark.

The Planning Committee followed up on the Mentoring Committee report and made recommendations for committee members.

Themes that emerged from the RUL Faculty Forum are being looked at and discussion about RUL faculty involvement in long range planning is being initiated.

There have been discussions on the current research leave policy.

7) Communications (All)

None

8) Reports of Members Serving on University Bodies

See Appendix A

9) Reports of Standing Committees

See Appendix B

10) Adjournment

The meeting adjourned at 10:45a.m.

Appendix A
Reports of Members Serving on University Bodies
October 2018

- **University Senate-Natalie Borisovets**

Rutgers University Libraries Faculty
University Senate Report

The Rutgers University Senate has met once since the last meeting of the Library Faculty. The principal agenda item was the President's annual State of the University address. President

Barchi's address can be found at: <https://president.rutgers.edu/public-remarks/speeches-and-writings/presidents-2018-report-university-senate>

Natalie Borisovets

- **New Brunswick Faculty Council-Triveni Kuchi and Ryan Womack**

Colleagues,

Re: New Brunswick Faculty Council (NBFC) Report for RULF meeting Oct 5, 2018

NBFC met last Friday September 28th for its [first meeting](#) of 2018-19.

- A complete revamping of its website was undertaken during the summer and its modern representation is now available at <https://nbfc.rutgers.edu/>. Documents, meetings, agendas for the Council are available from 1998 onwards. Information about its mission and activities are now more easily visible and accessible. "The New Brunswick Faculty Council (NBFC) is a deliberative body consisting of faculty representatives elected by departments and other constituencies of Rutgers University - New Brunswick. It is the principal faculty body from which the Chancellor of Rutgers - New Brunswick seeks and receives advice on academic policy issues. The NBFC meets at least seven times during the academic year to consider and make recommendations on such matters as academic regulations and standards; admissions policies; budgetary priorities; instruction, curriculum, and advising; academic support programs; libraries and other academic infrastructure; and research policies and support."
- Interim Chancellor Molloy presented his administrative report. He emphasized that Rutgers has a lot of talent which needs to be marketed more "to help us get out there." He spoke about using a strategic approach, reviewing the 1.8 billion New Brunswick budget and the RCM implementation, and continuing work with the State of NJ. He mentioned that three positions of Vice Chancellor (VC) for Diversity, VC for Finance, and VC for Communication and Marketing will be filled. Chancellor Molloy also said that online education will be a priority and his office will be involved along with DOCS. He mentioned that Deans Marsh and Potter are up for reevaluations. He responded to a question about lack of training grants for graduate students and said Kukor had presented this point and that they would be looking into issues of inequalities in graduate education at Rutgers.
- Anu Gupta, Assistant Dean, International Academic support, Rutgers Global presented at length about the need for support of the increasing numbers of international students – grads and undergrads– at Rutgers. This Fall, 51% (500) of new students came from China. The numbers for second and third highest number of students from India and South Korea respectively are in the double digits as compared to China. She described some of the types of pressures international students are under to provide context to higher number of academic integrity issues. Her office has setup a working group that is

co-chaired by her and VC Ben Siufentes. They also run transition courses and an RUFit course (SAS, SEBS, SOE); 19 sections are taught by international and domestic peer students. Her office is also partnering with Rutgers learning Centers, CTAAR, Career Services, and the School of Graduate Studies in these efforts. They are now offering in-country orientations to enrolling Rutgers students and their parents in China, India, and South Korea.

- Presentation by David Hughes was postponed to next meeting.
- The NBFC committees presented brief reports of their continuing activities and plans for the year.

Please contact your NBFC representatives (Triveni Kuchi and Ryan Womack) with any questions you may have.

Thank you.

Regards,
Triveni & Ryan

Appendix B Reports of Standing Committees March 2018

- **Rules of Procedure Committee-Stephanie Bartz and Tom Glynn**

The Rules of Procedure Committee has not conducted any business since the June faculty meeting.

Stephanie Bartz and Melissa De Fino
Co-chairs, Rules of Procedure Committee

- **Research Leave Review Committee-Rebecca Gardner**

Research Leave Review Committee Report, October 2018

Since the June 8, 2018 RUL faculty meeting, the committee evaluated two Short Research Assignment (SRA) applications.

The Short Research Assignment program is currently being reviewed by the library faculty.

Bonnie Fong
Rebecca Gardner (chair)

Caryn Radick
Connie Wu

- **Scholarly and Professional Activity Committee-Bonnie Fong**

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