

BLFC Faculty Standards Committee
Comments on Human Resources Officer position

from meeting 11/12/03, input needed by 11/14/03

The committee met and is in agreement on the following points in response to BLFC's request for input on the appointment of a full-time Human Resources Officer. Although this position does include system-wide oversight responsibilities for the IU Librarians Promotion and Tenure process, we believe our committee's role is to focus on the position's pivotal role for Bloomington librarians. IU librarians on other campuses rightly look to their own campus and/or library faculty support mechanisms to advocate for and take care of personnel functions for their librarians; only in Bloomington does our Human Resources Officer have responsibility for both the system-wide process and all personnel functions for the Bloomington librarians.

- The position assigned oversight of Bloomington librarians' promotion and tenure process, and other library faculty functions on the Bloomington campus such as serving as the primary contact with the Bloomington Campus Dean of Faculties Office on faculty personnel matters, working with this committee, Peer Review, etc., should be an academic appointee. In order to be effective in this role, we think that the position with this responsibility must have gone through the promotion and tenure process and be a member of the academic appointees group.
- Furthermore, we believe that the librarian with this responsibility must not have direct supervisory responsibility in making salary and merit decisions because of the important roles of mentoring, advocacy, and issues of academic freedom. Academic units on the Bloomington campus typically handle these issues by empowering department chairs with supervisory and salary-setting authority, while vesting oversight, mentoring and mediation responsibilities with Associate Deans for Academic Affairs. Although many avenues for mentoring librarians exist in our current organization including supervisors, library administration, appointed mentors, and a possible mentoring committee, the Faculty Standards Committee believes that the Human Resources Officer plays a critical role in the mentoring and advising of IUB librarians.
- We believe librarians are best served when the Library Human Resources Office is headed by a librarian, with support by a professional for the many important Human Resource issues related to support staff and P/A appointees.

Respectfully submitted,

BLFC Faculty Standards Committee 2003-2004

Erika Dowell's e-mail message dated 11/11/2003

"Hello Bloomington Librarians,

As the Libraries prepare to find a new Human Resources Officer, Dean Thorin is consulting with staff at all levels on the Bloomington campus. As you know, Yolanda Cooper has been in a PA position. She not only watches over the tenure and promotion process University-wide but she has direct oversight for all personnel matters in the library on the Bloomington campus, including librarian, professional/administrative, and clerical support positions, plus student employees.

Dean Thorin has consulted with the Dean of Faculties office about whether to post this position as a librarian or as a PA. Dean Thorin and the BLFC are requesting input from all librarians on this issue. PA Council and CWA representatives are doing or have done the same. Questions that you may wish to consider in your response are:

What qualifications do we need to look for in a candidate?

Should the position be a Librarian or a PA?

Are there other options we should consider for the division of duties of the Libraries Human Resources officer?

Please send your comments to Erika Dowell, BLFC Secretary, edowell@indiana.edu, before the end of the week."