

Minutes

Meeting of Faculty Senate Library Advisory Committee Tuesday, 2.4.20, 4:00-5:00 pm, Milton Hall 85

Introductions

Provost Parker presented her vision for filling the dean of the Library position.

- She is interested in input on what qualities, experience the next dean should have.
- She plans to reach out to the main campus Library as well as others outside the Library.
- She wants to make sure that the position fits with meeting the LEADS 2025 strategic plan.
- Provost Parker will be responsible for filling three key positions in the near future. She wants the people filling these positions to work as a team to meet the goals of the strategic plan. The three positions are:
 - Vice Provost of Academic Affairs (the position that will be vacated by Greg Fant)
 - The dean of the Library position, which may get renamed with broader scope
 - Vice Provost for Digital Learning (which existed previously and will be brought back)
- The next Library dean will have a role in expanding online education. Library issues related to online education include:
 - Digital textbooks
 - Learning Management System
 - Database licensing for online student access
 - Curating open access resources, with help from the faculty
- Access to resources aids in retention. If it takes too long to get a textbook, or the textbook is too expensive, then the student falls behind and may not catch up. The new dean can provide leadership on this along with the other two people filling the open positions described above.
- A question that will need to be addressed by the new dean is the extent to which some aspects of the Library system should be centralized. For example, can branch campuses share in database licenses?
- The next person leading the Library will not just be responsible for Zuhl and Branson, but will have broader scope. That person could wear two hats – Vice Provost for Library Services as well as dean of the main campus Library. The provost will be looking for these qualities (ability to serve dual role) in the new hire.

The committee provided comments on the vision presented by Provost Parker.

- Members of the committee would like to see more effective communication from the Library.
- One member was pleased to hear that open access resources (OAR) are being considered.
- The representative of the community college libraries stated that they would like to be included in discussions about the new hire, especially when it comes to helping their students have access to main campus resources. Provost Parker responded that the dual role of the position will help with this; however, it's a novel role that needs to be developed further.

- A member commented that there is a social justice/moral imperative to ensure that students (especially those with limited means) have access to educational resources.

Provost Parker provided some details on the search process.

- There is no firm timeline yet.
- NMSU plans to use a search firm to fill the position. The reasoning is as follows. For some positions, the mission of NMSU sells itself and the university can rely on advertising. For this particular position, the mission of NMSU by itself may not be enough to draw the right applicants because the position is very specialized. There are only a hundred or so research universities, so there are only a hundred or so people with the right qualifications.
- The search firm can actively contact people who have the right skills but may not be looking and then try to convince them to apply. Without a search firm, the applicant pool is limited to those who are on the market.
- The search firm will visit NMSU first to learn about us, our students, the provost, librarians, etc. The firm needs to know us in order to know how to recruit people and talk them into applying. This part of the process can take a few weeks or a month.
- After learning about NMSU and what it wants for the position, the search firm drafts the posting. It will be NMSU that determines what skills should be described in the posting.
- The next step is for the search firm to contact potential applicants.
- Finalists probably will not be brought to campus until early Fall 2020, with a possible start date in January 2021 to give the new dean time to relocate.

Following the discussion of the timeline, members of the committee asked the following questions.

- How can FSLAC help to form the search committee? Provost Parker responded that given the timeline described above, it is not clear when the search committee will enter process. It takes some time for the search firm to do its work. All of us (the NMSU community) can help recruit by talking about the positive aspects of the university.
- Can faculty have input on drafting the job posting? Provost Parker responded that she has received a list of desired qualifications from the Library that will be worked into the posting. The search firm will listen to input from NMSU. Postings are usually 10-12 pages long, which is a lot of work for an internal search committee. The search firm will do this work according to our bidding. FSLAC can suggest a process for getting input from the faculty and maybe meet with representatives from the search firm. She stated that she is open to ideas on faculty involvement.
- The committee chair stated that there are two main issues: how FSLAC can facilitate faculty input, and how FSLAC can directly assist with the search. Provost Parker responded that she really wants FSLAC to be prepared when it comes time to meet with the search firm. FSLAC can deliver information about what's important to faculty. There could be other venues for providing input as well.
- Will representatives from the search firm visit just the main campus? Provost Parker responded that she believes representatives need to visit all five campuses if the new position will be Vice Provost for the entire Library system.
- Will the title stay same? Provost Parker responded that the new title may be "Vice Provost of Library Services and ..." (to be determined). The emphasis will be on service.
- Provost Parker discussed how archives and collections are important, not just digital. Archives are unique contributions that NMSU can make to our region and state. Resources for this work should

be protected. It is hard for this work to get done through a consortium. One quality that the Provost might articulate for the new position is the ability to lead discussion in New Mexico on how to share resources across institutions (which means that the person will need to handle political issues).

- Provost Parker discussed how the person filling the position will need expertise on how university finances work and how funds are moved around. This goes beyond just knowing about Library finances. An example is how IDC funds are handled.

Action items:

- Chris Brown will send out a request to committee members on how to get faculty perspective on the new hire and to get ideas on how to include faculty in the search process.

Sign in sheet - FSLAC Meeting 2/4/20

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Guests

Provost Parker
Elisa Gonzalez