Strategic Hiring Fund
Back in April, the provost sent changes to academic policies, of which the dean would like the group to review 1405.16D regarding the strategic hiring fund policy. This policy funds the hiring of minority faculty on the following scale: first year, 100% funded; second year, 80% funded; third year, 60% funded; fourth year, 40% funded; fifth year, 20% funded, and the sixth year, the department will pay the full salary, which basically equates to funding support through the tenure process. Please be cognizant of this policy and program when conducting job searches in the future and focus on the recruitment of minority candidates.

Our recruitment efforts need to be rethought to ensure a diverse pool of applicants. The dean recommends doing away with passive searches. Ask people to make nominations of candidates for positions, contact people, be more strategic in our searches. We currently are targeting ethnic minority newsletters in the ALA and the ACRL. We could also target grad schools. Go out and talk to underrepresented groups about the Libraries. Conduct conversations off the record about the local climate and perceptions.

Personnel Updates
Newswire reported the chancellor’s announcement regarding merit pay increases for classified staff and the current status on raises for non-classified staff, which will be reviewed in December and based on the governor’s budget recommendations. There are still questions regarding hire dates and reviews dates to be resolved for classified raises, based on which evaluation you base the merit raise on. All classified reviews for this year have been submitted by library staff. The current system is not based on the fiscal year.

Development Update
The current phone calling campaign for the Annual Fund on behalf of the Libraries has raised $48,000 so far. 2000 potential donors were taken from the donor pool for a drive on behalf of the Pryor Center earlier this year. Another 4000 names are being added back into the donor pool and calling will continue past June 30. There have been some delays due to flooding at the calling center.

In June, Ben will travel to Washington, D.C. with Tim Nutt and other staff from the Development Office. They will talk with selected individuals about housing their papers and collections in Special Collections.

The dean recommends that a collections development plan be created to identify major collections to pursue. No plan exists and we should be systematic, keep track of contacts and follow through with requests and visits. Targeted donors should also be invited to papers opening events, such as the upcoming Hammerschmidt Papers collection. Ben will need a “save the date” postcard for the Hammerschmidt event to take with him to D.C.

Facilities Update
On Friday, June 3, the air handlers will be shut down from 8 a.m. to noon. Contractors will prepare for the next phase of fixing the duct work. The four air handlers serve the building in quarters divided north to south. For the next month, each air handler will be closed for a week while repairs are made. One
quarter of the building will be without air movement for one week, in four stages of one week each. Fans will be installed to move the cooled air from other parts of the building.

**Systems Update**
Next week, Judy will attend the Great Plains Network annual conference. The group covers the middle portion of the country from Canada down to Louisiana, and overlaps some with GWLA regions. One topic will be funding for workshops to train faculty in support of researchers. Topics are on computing and networking and collaborative projects between schools in those states.

At the Public Services meeting, ILL produced a report of copyright clearance for borrowed items, which totaled $13,600. This represents less money than would be spent if we subscribed to the journals borrowed and fits the purchase on demand model. The dean wanted the list to be reviewed for frequently borrowed titles, that could be then proposed to donors for purchase and upkeep. Still need to review what journals are requested and what it costs us to get them.

**Public Relations**
Molly noted that the Hammerschmidt Papers event on September 14 will fall on the week of the Board of Trustees meeting in Fayetteville (September 16). Also, heavy construction will be underway at Vol Walker, which may interfere with an event in the Walton Reading Room. The dean requested the Right Hands coordinate with Mike Johnson of Facilities Management to alleviate that concern. Also, she recommended that Right Hands obtain parking passes for the garage for the event, based on the invitation list, which will be created at a later date.