

Librarians Association of the University of California
FALL ASSEMBLY, November 19, 1999
Arboretum, University of California, Santa Cruz
MINUTES

Present:

P. Inouye - UCD (President), K. Lucas- UCSD(Past President), C. Palmer- UCI (President Elect), D. Murphy- UCSC (Secretary), R. Vierich - UCR (Parliamentarian)
UCB B. Glendenning (Chair), C. James, D. Farrell, P. Janes
UCD C. LaRussa(Chair), K. Firestein (VC), C. Kopper
UCI Y. Wilson (Chair), J. Sisson (VC), K. Collins
UCLA M. Peters (Chair). L. Snyder (VC), L. Ratliff, S. Davison
UCR H. Hutchinson (chair), S. Wittenbach
UCSD B. Slater (Chair), H. Colson (VC), A. Butros
UCSF M. Fang (Chair), D. Owen (VC)
UCSB J. Martorana (Chair), S. Curtis (VC), S. Lewis
UCSC S. Chesley (Chair), A. Hubble (VC)
SLASIAC G. Peete - UCB

CALL TO ORDER & ACKNOWLEDGEMENTS

LAUC President, P. Inouye, called the Assembly to order at 10:10 am
Inouye recognized the wonderful planning UCSC has done for both days of the Assembly.

WELCOME

Inouye introduced Prof. Roger Anderson, Chair of the UCSC Academic Senate who spoke to the membership:

Anderson acknowledged that Library Council supported salary re-structuring for librarians. The University needs librarians' excellent skills. The University must find a way to provide library services, and recognize the need for facilities and access. The difficulty appears to be reluctance for administration to assign capital funds to build more libraries. Anderson asked that librarians help the Academic Senate define digital and print resources. What does this really mean in terms of library space? Library facilities are overall an important resource. Need a sensible strategy to plan collections. Senate and others in general need help:

UC should look at libraries from a comprehensive perspective

ILL should move into the digital age

Librarians have done a wonderful job with the libraries' digital presence

Help the Senate assign the resources libraries need.

ROLL CALL OF DIVISIONS AND DELEGATES (Murphy)

REPORT OF THE SECRETARY (Murphy)

APPROVAL OF SPRING ASSEMBLY MINUTES, 5/26/99

Minutes for LAUC Spring Assembly 1999 approved without amendments.

PRESIDENT'S REPORT (Inouye)

Inouye read Provost J. King's letter thanking K. Lucas for her hard work on LAUC issues, especially on the changes put forward regarding salary scales. Inouye thanked Lucas as well on behalf of LAUC.

Recap of recommendation regarding salary scales

The proposal has been distributed to LAUC divisions and includes the following:

- adjust years at steps to create a longer career ladder
- raise the entry level salary for recruitment and retention
- add two steps to the Librarian series and provide above scale salaries as well
- no long term salary loss over the next 5-10 year period
- note that this proposal is not an equity adjustment but rather a re-structuring

The proposal has been passed on by CVOC to the Chancellors for review. Anticipate that they will respond by November 30. University Librarians are meeting today to look at an implementation plan.

UCSD (Slater) submitted a resolution of thanks that was passed by the LAUC Assembly to those who worked on the salary restructuring joint UL/LAUC proposal. She encouraged individual chairs to write a letter of thanks to their local EVC. The resolution passed reads as follows:

Where as any attempt to revise the librarian series is a complex and lengthy process and

Where as a significant amount of time and energy has gone into such a process since February 1999 and

Where as we recognize the process is not yet complete

Be it resolved that the Librarians' Association of the University of California wishes to extend thanks to the University Librarians, the Human Resources Officers, the members

of the UL/LAUC Ad Hoc task force and the LAUC delegation for their efforts, time, energy, creativity and commitment to revise the librarian series.

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Inouye noted that J. King is asking for LAUC representatives to NRLF and SRLF boards. She asked that divisions submit names of interested LAUC members to her.

PRESENTATION OF REPORTS

(Note: Copies of complete reports are available online at <http://www.ucop.edu/lauc/committees.html>).

SLASIAC (Peete)- Peete asked for input from the membership on several issues. Under the issue of space, SLASIAC has been charged to look at divisional storage. But there are other issues related to this: preservation, electronic vs. paper formats, physical space, facility resource (e.g. study space) and so on. Next meeting is scheduled for mid-January. Peete noted that UCOP has assigned a work group to look at collecting quantitative data around these areas. He noted as well that there is heavy Academic Senate representation on SLASIAC.

SOPAG (Inouye for Kennedy)

SOPAG is discussing several questions:

- 1) Should LAUC sponsor local workshops on CDL issues and activities?
- 2) Could LAUC divisional meetings include regular reports on the CDL, particularly from local CDL and SOPAG advisory members?
- 3) Could campus CDL representatives on User Councils upgrade their role?

Make CDL representatives part of divisional LAUC meetings . LAUC should sponsor joining CDL/LAUC workshops. The CDL staff page is very informative and links to more information the end of the report.

Members noted that there have been informal gatherings that have gotten good feedback when meeting face to face. Inouye encouraged more meetings and discussion.

Inouye went through the remaining reports and asked for questions:

CDC - no questions

HOPS - Question regarding enhanced email communication for reference questions. Palmer described a project at UCI with email and distance reference. Investigating feasibility of expanding services. Noted the all campuses currently offer some type of electronic reference.

LTAG- Question as to whether UCR is going to have a Law School. Response that one is planned, but no date set.

Resource Sharing Group- no questions

HOTS- no questions

All reports were filed.

REPORT Myron Okada

Okada had several updates. Reported that transition issues were a key area for the UL/LAUC Series restructuring proposal.

The UC Regents had just come out with the 2000/2001 budget proposal. Okada briefly went over some of the areas related to personnel (e.g. faculty will receive a 2% COLA and 1% parity increase, all others to receive a 2% range adjustment. The Governor comes out with the state budget in January, 2000. UC and State University are trying to finalize compact with Governor to annually fund minimum budgets that include cost of living increases.

Okada complimented LAUC on the hard work on this significant proposal. CVOC has endorsed the proposal, which is currently before the Chancellors. Budget Office indicates no new funding for this proposal, ULs and Chancellors will have to find funding locally. The most critical items are the transition guidelines. These are not yet distributed, but Okada will supply Inouye with copy of materials sent to the Chancellors. Noted that the UL's want to move this proposal forward.

Questions and comments from LAUC members included:

Members noted that money received will not change, but rank will.

What will happen when current Librarian IV's go up for Librarian V?

Lucas noted that UL's are sensitive to issues around changes to rank, even temporary ones.

If the Budget Office will not be paying for this, who will?

Okada indicated that VC's and Chancellors will make commitments to find the necessary funds. Automatic funding is only available for faculty, so librarians must rely on local funding to supply the budget on an annual basis.

When will the proposal go to the AFT?

Okada did not know.

Why didn't UL's push for automatic funding?

VC's and UL's agreed to fund out of campus funds.

What is the Chancellors' mechanism for approving the proposal?

Why is the proposal not an equity issue?

Okada noted a differing definition, not an issue of "parity" with another series in the University. The proposal is not an across the board increase in salary.

Members noted that the proposal could allow a newly hired Asst.Lib 1 to start at the same salary currently held by an Asst. Lib III.

Lunch

PRESENTATION OF LAUC COMMITTEE REPORTS:

(Note: Copies of complete reports are available online at <http://www.ucop.edu/lauc/committees.html>)

Inouye stressed the need to refocus, reintegrate, and revitalize LAUC committees. She had a successful meeting with the committee chairs on restructuring the dates for assigning charges and filing reports, with more focus given to Fall Assembly, and interim report for Spring Assembly and the final report due October 1.

Committees, Rules and Jurisdiction

Cultural Diversity

Library Plans and Policies

Professional Development and Research

Palmer noted that the committee is updating and making available electronic versions of past projects. They are looking at ways to make final reports more available and noted that there will be second call for research proposals.

Professional Governance

Goral noted that LAUC Position papers may need to be revised because of the salary restructuring. Question was asked about the comments regarding the Librarian V step made at the Spring 1999 Assembly. Inouye asked at the LAUC Executive Board meeting on 11/18/99 that Chairs read the summary from the Spring Assembly and use their comments as a starting point to discuss and solicit opinions from their division. Inouye asked that Chairs bring these opinions to the March 2000 Executive Board meeting in order to clarify and create a set of principles that could be used in a discussion with the UL's. Members noted that changing our own views of ourselves as well as the institutional view of librarians will not be an easy task.

Scholarly Communication Web page

Inouye noted that this is not a standing committee. Jaffe reported that the committee's main area of responsibility was to create and maintain the web site. Recommended moving towards smaller, longer standing appointments with specialized editorial areas (e.g. PR, technical, design, etc.). Inouye suggested constituting an Archive sub-group to oversee maintaining past issues.

Nominating Committee

Members are Lucas (Chair), Colby Riggs (UCI) and Karen Andrews (UCD).

Committee reports approved and filed.

MEMBERSHIP MEETING

"UC Merced" (Karen Merritt, Director Academic Planning and Program Review)

There were many issues around selecting the site for the new campus. An environmental challenge in serving as steward to the physical assets while developing the sites.

Academic principles are being observed (based on the UC plan). To network and reduce barriers as much as possible within and without the campus.

UC Merced will have educational centers as well in Fresno, Modesto, Bakersfield, K-12 Outreach and extensive partnerships with the National parks. Perhaps a "Sierra Nevada Research Institute" with a focus on research issues specific to the area. UCM will also have a partnership with the Lawrence Livermore National Lab. One of first three buildings will be the library and plans are to hire a UL prior to construction. LAUC can suggest participation in the UL search and library planning.

LAUC resolution

Lucas offered a resolution recognizing Rita Scherrei (AUL UCLA) prior to occasion of her retirement. Resolution was passed unanimously.

SPRING 2000 ASSEMBLY

Will be held at UCSB on June 1 with Executive Board meeting May 31.

ASSEMBLY ADJOURNED 2:45 pm.

Minutes respectfully submitted

D. Murphy

11/19/00

