

## Review and Proposed Disposition of Position Papers

### 1. Title: **Position Paper No. 3: Documentation Guidelines for the Review of Librarians**

### 2. Recommendation: Reaffirm and update

### 3. Justification:

a) Historical background: This position paper had an atypical beginning. It is the only LAUC Position Paper that did not arise out of a specific charge to a LAUC Committee. It is the only one voted on by Divisions and not at Assembly and as determined from LAUC documents, it is the only one that was not sent to the Office of the President. Additionally, it has a supplemental part, The Model Call, that was never formatted to be an official part of PP 3.

Position Paper No. 3 started as an idea to create uniform guidelines for documentation of reviews for UC librarians. At the 1975 LAUC Fall Assembly, the chair of the Committee on Privilege, Salaries and Conditions of Employment (CPSCE) announced that a subcommittee was “working on guidelines for documentation in the peer review process . . .” The guidelines outlined the six categories described in Part II of PP 3 and were issued as a final report of the CPSCE. Formally presented at the 1975 LAUC Spring Assembly, the report was sent to the campuses for approval, and issued by the LAUC chair as PP 3 in 1976.

The Model Call was introduced at the 1987 LAUC Fall Assembly and added to Position Paper No. 3 in 1988 as proposed by the LAUC Committee on Professional Governance. The document was created to provide UC librarians, especially new appointees, with the same information and knowledge about the peer review process and to “facilitate communication and promote equity of practice” on each campus. The LAUC President issued the final document as a memo in 1988. Even though it is considered to be an addendum to PP 3, written confirmation to that effect was not located.

b) Today’s reality: The guidelines in PP 3 and the elements listed in The Model Call appear in varying degrees in peer review documentation for librarians at each UC campus. Each campus has locally incorporated the information associated with peer review and presents it in various print and electronic formats using similar language from the guidelines to label documents such as Certification Statement, Checklist of Documentation, Documentation, The Call, and Calendar. Web access to local documentation has supplanted the need for the Compendium, a printed collection of “documents related to the peer review process for Librarians at the University of California.”

Academic review documents are available in a large degree via the campuses LAUC Division web sites or through links to library Human Resources departments. Both PP 3 and The Model Call reference the APM, section 210, *Appointment, Review and Appraisal Committees* and section 360, *Appointment and Promotion, Librarian Series*.

### 4. Summary:

Guidelines and peer review information based on APM 210 and 360 is made readily available locally by each UC campus. Even though this information and the recommended documents, local versions of PP 3 and The Model Call, are available on the web, PP 3 and the Model Call are still useful guidelines to ensure equity for peer review documentation across UC campuses. The Task Force recommends this Position Paper and The Model Call be reaffirmed and updated to recognize the MOU. We recommend that the Model Call be linked to the web version of Position Paper 3 where it is mentioned in the Addendum. To facilitate this, an electronic copy of The Model Call is attached to this report.