

Librarians Association of the University of California

Annual Assembly 2009

Thursday, December 3, 2009

9:00 a.m. – 3:30 p.m.

University of California, Berkeley

Barrows Hall– Lipmann Room, 8<sup>th</sup> Floor

View live blogging from the Assembly at <http://laucassembly.blogspot.com/>

**Present:** Lucia Diamond (President), Michael Yonezawa (Vice President), Sam Dunlap (Past President), Dean C. Rowan (Parliamentarian), Gayatri Singh (Secretary), Bob Heyer-Gray (SOPAG), Margaret Phillips (UCB), Adam Siegel (UCD), Dana Peterman (UCI), Brian Williams (UCI), Lisa Sibert (UCI), Diane Mizrachi (UCLA), Rhonda Lawrence (UCLA), Amy Chatfield (UCLA), Socrates Silva (UCLA), Susan Mikkelsen (UCM), Gwido Zlatkes (UCR), Ken Furuta (UCR), John Bloomberg-Rissman (UCR), Adolfo Tarango (UCSD), Kymberly Goodson (UCSD), Penny Coppennoll-Blach (UCSD), Marcus Banks (UCSF), Eunice Schroeder (UCSB), Elaine McCracken (UCSB), Chizu Morihara (UCSB), Sarah Troy (UCSC), Lucia Orlando (UCSC)

1. Call to Order: 9:35 am
2. Welcoming Remarks: Chuck Eckman, Associate University Librarian & Director of Collections, UC Berkeley
3. Announcements
  - Logistics of space-- internet access, restrooms, etc
  - Twitter—assembly hashtag: #lauc09
  - The LAUC Assembly budget was approved at 12:09 pm yesterday. The reimbursement process can start tomorrow.
  - Lucia Diamond thanked the local arrangements team- Ramona Martinez and her UCB colleagues.
  - Margaret Phillips invited everyone to the LAUC, Berkeley Division Fall Assembly at Berkeley on December 11, 2009 featuring guest speaker Professor Jason M. Schultz.
4. Preliminaries
  - a. Roll Call of Divisions and Delegates: G. Singh
  - b. Approval of Minutes, Spring Assembly 2009: G. Singh  
The meeting minutes from June 5<sup>th</sup> were approved via email on June 26<sup>th</sup>. They're up on the LAUC website.
5. President's Report – L. Diamond

Lucia noted that LAUC funded four travel grants for members to attend the Assembly: Ann Frenkel from UCR, Roger Smith from UCSD, Aislinn Sotelo from UCSD, Lia Friedman from UCSD (who was unable to attend due to illness).

This year's LAUC budget needed to be justified line by line (zero based budgeting). Lucia thanked Bob Heyer-Gray for his help. Next year UCOP wants to reduce LAUC's budget by one third.

Lucia said that the issues that LAUC is broadly discussing include creating and using technology across campuses to keep us connected. LAUC organized feedback for the UC Commission on the Future. We showed our value through written comments/suggestions and showing up at the meetings at each campus. The UC system isn't replacing librarians as we lose them. Three University Librarian positions are currently open. The Libraries are feeling the impact of the budget cuts. The conversations this afternoon are part of figuring out how to deal with this ongoing situation.

Lucia thanked Phoebe Ayers for being an awesome web master.

6. Presentation by Janet Lockwood, Associate Director, Academic Personnel, UCOP

Janet shared some updates from UCOP. She talked about the UC commission on the Future and encouraged librarians to submit comments. Tell the Commission what is most important strategically for libraries in the future. <http://ucfuture.universityofcalifornia.edu/feedback.html>

There is a Human Resources work group on post-retirement benefits. They've been busy having meetings at all campuses and presenting the status of retirement programs. They talked to people about the necessity of post-retirement benefits. Many people are concerned about their health benefits package. Retirement benefits are not going anywhere. The work group is looking toward the future and focusing on health benefits.

A group has been working on a total compensation and total remuneration study for specific university groups. It compares the UC system to 8 comparable institutions-  
[http://www.universityofcalifornia.edu/news/compensation/total\\_rem\\_report\\_nov2009.pdf](http://www.universityofcalifornia.edu/news/compensation/total_rem_report_nov2009.pdf)

She was also asked to address two questions. The first was "How does UCOP view the merit process and underlying criteria in reference to Step 6 and the Distinguished Step in the Librarian Series?" Janet spoke to Myron Okada at UCOP to get background on this issue. LAUC had written a position paper in 2002 (<http://www.ucop.edu/lauc/about/paper01.html>) Campuses are trying to quantify the differences between Step 6 and the Distinguished step. There is no consensus but much debate on the criteria. UCOP considers the merit process and underlying criteria as part of the review process. UCOP doesn't want to diverge from this process and will not intervene in the peer review process.

The second question was to comment on the practice of filling library positions outside of the librarian series. Advances in technology and trends in information management have diluted the librarian series. UCOP recognizes the mission of the librarian series. It's a local campus issue. UCOP values and supports local authority (University Librarians) and stays out of academic decisions that are made on the campus level.

Restructuring at UCOP is a continuing process. The Academic Advancement and Personnel Office is down to eight people. It currently doesn't have a vice provost. UCOP is in the same

situation as the libraries in that we all need additional support. Janet appreciates LAUC's patience while she learns about this group.

*Question*— The UC system is decentralized. But across campuses there are many variant personnel processes as part of the peer review process. What is distinguished on one campus barely means a normal merit increase on another. This seems like unfair treatment. UCOP is being disingenuous in saying they respect campus autonomy, when in so many other cases they do step in. There needs to be more consistency.

*Janet*—Has any data had been compiled?

*Question follow up*—In the early 2000s a report was done. Campus human resources offices could easily pull numbers together. The campus ratios are off because the measurements at each campus are so varied. It causes ill will and is not a good labor practice.

*Janet*— This is an issue for the LAUC Executive Board. UCOP needs to have a written summary and charge of what role you want UCOP to play. UCOP won't get involved in the actual writing of the criteria, but they can play the role of facilitator. UCOP is trying to figure out what its place is and Janet hears there is a need to get involved.

*Question*—On Tuesday while at the UCR Academic Senate meeting, faculty were complaining about being bypassed/omitted from the UC Commission on the Future. Is President Yudof going to address this? Also, I hear problems labeled local issues, but whenever it's convenient it's a local issue. Students are told to go to Sacramento, but what is UCOP doing?

*Janet*—Regarding the Commission, if you weren't able to attend your local campus meeting, you could submit comments via the online comment form (<http://ucfuture.universityofcalifornia.edu/feedback.html>)

*Lucia*— They added more faculty to the working groups of the Commission on the Future. They don't want to make the Commission too big, otherwise they won't get anything done. Lucia also heard the student speak at a commission meeting who had gone to Sacramento to speak to her legislators, and Yudof also spoke. He talked about going green, but he never mentioned money.

*Question*— In reference to hiring outside the librarian series, it hasn't been explained why it's happening. In the APM, one of the criteria describing what librarians do is technology. It has been there since 1973. Other job titles pay more and don't have to go through the peer review process. People negotiate for those positions. It's an insult to librarians.

*Question follow up*—CDL also does this with analyst positions.

*Janet*— It is hard to get data and understand the scope of the problem. Maybe the compensation study will guide the conversation. UCOP needs a specific charge to tell them what LAUC wants them to do.

*Question*— In reference to the Distinguished step and how it's tied to advancement, if it's true we have local autonomy, should we be able to decouple them? If UCOP has no issue with that, then local campuses could make it a standard merit increase to step 7 & 8.

*Janet*- There needs to be a baseline that is maintained.

*Question follow up*-- But we could, if we choose to do so, decouple them?

*Janet*—Yes.

7. Committee Reports—See <http://www.ucop.edu/lauc/committees/>

Committee on Diversity-- Cynthia Jahns

Committee on Professional Governance—Matt Conner

Research and Professional Development Committee Update-- Michael Yonezawa

- Last year's award winners are on the website
- This year's grant proposals are due January 9<sup>th</sup>
- Michael thanked Bob, Sam and Lucia for helping push through the LAUC budget so this year's mini grants and presentation grants were possible

8. LAUC Representative Reports—See <http://www.ucop.edu/lauc/representatives/>

- a. CDC - Rob Melton
- b. SOPAG - Bob Heyer-Gray
- c. HOPS – Cathy Palmer
- d. HOTS – Lisa Rowlison de Ortiz
- e. LTAG – Susan Perry
- f. Resource Sharing Committee – Shannon Supple
- g. SLF Board – no report
- h. Scholarly Communication Officers – Marcus Banks
- i. SLASIAC – Barbara Schader

9. Heather Christenson, CDL Mass Digitization Project Manager  
“Mass Digitization projects and partnerships at UC

Heather's presentation covered 20 questions on mass digitization. She discussed how UC's digitizing efforts fit in with Internet Archive (uncertain funding) and Google (funding almost entirely by Google). Metadata and digitizing content of books go hand in hand. We need to match bibliographic data with digital objects.

*Question:* Are we digitizing CDL documents?

*Heather:* We could do more. First see what's digitized and where they are kept.

*Question:* Could WorldCat function as our OPAC?

*Heather:* One example is Hathi Trust. It looks like University of Michigan's catalog because that's where records are stored.

10. Perry Willett, Digital Preservation Services Manager, CDL  
“Digital Preservation”

The Digital Preservation Service Department has been renamed the University of California Curation Center (or UC3). We shouldn't be stewards of digital content only at the end of the life cycle. We want to form partnerships to be involved in the entire life cycle. There is a need for a centralized digital repository.

CDL is in the process of redesigning the website. They have crawled the old website to preserve it to make sure no content is lost.

*Question*— Look at micro services and grassroots. We can build up instead of from the top down.

*Perry*—A good way to look at it is a series of interlocking building blocks. The bare bones repository will go up in January. Then we'll figure out how long it'll take us to get the rest up. By the end of 2010 it will be far along, if not finished.

*Question*-- We have a complex landscape. How many digital repositories exist system-wide? We're creating an ever-growing number. Is there any coordination?

*Perry*—We would welcome discussion on how to best to coordinate all the efforts.

*Question*- is OCLC in the picture?

*Perry*—OCLC has some digital repository services that we're monitoring.

*Question*—Is there a relationship between this unit and e scholarship? Is there a sense that e-Scholarship will be the public side?

*Perry*—DPR is a dark archive. Each CDL unit thinks of itself as independent. I'm hoping to break down barriers so e-Scholarship becomes the publication arm of CDL. It doesn't make sense to reinvent the wheel.

11. Matt Connor and Committee on Professional Governance  
"The Role of the UC Librarian and UC Libraries in the 21<sup>st</sup> Century"

Matt and his group presented an overview of their Committee's work and the nine discussion topics for breakout sessions. The nine topics of the discussion are: Reference, Relationship to information providers, Library personnel, Technology, Collections, Library buildings, Campus roles, Library networks and "choose your own topic". Breakout sessions followed, with groups discussing each topic and then reporting back to the larger group.

See <http://laucassembly.blogspot.com/search/label/fallassembly2009>

**Adjourned at 4:00 pm**