

LAUC-SD  
**Membership Meeting**

November 14, 2000  
2-4 p.m.  
Seuss Room, Geisel Library

Meeting called to order at 2:04 by Harold Colson

**1. Announcements**

- Harold thanked the membership for the various private accolades he received upon conducting his first membership meeting last September.
- At the next membership meeting (February 20) D. Hoffman will speak about librarian roles in the development process
- Harold welcomed visiting librarian Koichi Wada (he'll be visiting several libraries to observe and learn).
- The Fall Assembly is this weekend (Harold Colson, Jenny Reiswig and Christina Keil will be attending and reporting back).
- Jenny announced that statewide professional governance has been asked to review and respond to Position Paper #1, related to the distinguished step; she wants feedback from the membership and possibly setting up a task force. More to come from Jenny later.

**2. Academic Reviews - Brian & Anne**

Brian Schottlaender remarks on peer review:

- Thanked CAPA and ad hoc committees for their hard work.
- This year was different for many reasons, including the fact that we have a new University Librarian, uncertainties about labor negotiations muddied waters in an unusual way (some guidelines might result from the current negotiations).
- Extraordinary factors aside, there are some things which can be improved:
  - LATE FILES: most of files were late; this tardiness has budget implications as well as emotional implications for CAPA; adherence to the calendar ensures the quality of the review process; establishing due dates for reviewees and review initiators; there was some discussions on having the review initiators explicitly request extensions so that CAPA knows when files will be forthcoming
  - Our peer review process is very bureaucratic – LHR and CAPA are looking at ways to streamline the process
  - People are writing on corporate memory – people should not assume anything from the past; attend the workshops

- AULs notably absent from the process; need to look at how/where to plug them in – there were instances where their feedback/presence could have been useful to move the file

Brian's impressions of "us":

- 23 candidates for review, 2 ended up being withdrawn
- Quality of work in files was exceptional, both in terms of accomplishments on job and also on commitment to profession and university
- UCSD has a reputation for having, employing first-quality librarians
- Activities in criteria 2-4 are essential because they help us shape and guide the profession and the community
- LAUC R&PD is to be congratulated on their work so far and he looks to working with them even more; encourages everyone to attend programs and also to shape up new programs

Anne Prussing's Remarks: (handed out CAPA annual report)

- It is an honor to look at the files and accomplishments of colleagues
- 21 files reviewed, 9 of them required ad hoc committees (which adds time to the process)
- Only 2 files were in by the Feb 1<sup>st</sup> due dates; some were as late as 4 months; lateness is not just an inconvenience but it makes it hard to look at files equitably; you never know when there'll be a need to request more information/documentation
- Some of the files were so late that they required retroactive actions from campus HR
- Initially, files were being reviewed under the old scales but the new scales become effective July 1<sup>st</sup> for non-represented librarians
- CAPA participated in appointment of 10 new librarians
- Reminder that the org chart is required not an option; supervisory duties also required
- The position paper regarding the distinguished step had originally been sent to CAPA but it is now in the hands of Professional Governance

A lot of discussion followed. Some of the comments made:

- Recommendation from Susan Starr that we have a no meetings week (who can make this decision?) so people can concentrate on their files.
- Reminder that people can always turn in files early
- Encourage review initiators to let other people know that they will need to write letters
- There was a lot of discussion on professional activities percentage of time and whether or not items in criteria A should be allocated percentages of time, ranked in order of importance, etc. Professional development in SDM and not as percentage; except in very special circumstances such as being elected ALA

president; concern that would make it appear as if you have to do those activities in your time because taking this out of the 100% total; current setup is not equitable; as professionals we don't work 40 hours; percentages of time don't make sense for professional jobs but they have a salary/level correlation for staff positions so why even have percentages? How about percentages only in criteria A. [Addendum from secretary: some more discussion followed at the workshops for the review process and CAPA is taking a recommendation from CAPA and LAUC-SD Executive Board to the membership on this issue]

EVERYONE WAS ENCOURAGED TO ATTEND ONE OF THE WORKSHOPS.

### **3. Visit by LAUC President Cathy Palmer**

Presidential activities:

- write charges, make appts,
- campus visits (she thinks the vice-president should be the one doing the visits in the future, to get acquainted with the campuses before her/his term starts). As she goes to each campus, she is visiting the corresponding University Librarian
- Planning LAUC assembly
- Cathy distributed a chart related to the ages of librarians in the UC system. Median age: 50; most at Librarian level; some discussion on the issues stemming from these facts and more discussion will take place at fall assembly.
- Potential LAUC involvement in the search committee to replace R. Lucier

### **4. LAUC-SD committee annual reports summaries**

#### **5. C. Haynes thanked A. Prussing and L. Barnhart for their work.**

A. Prussing is taking over as chair of Cultural Diversity; CDC website will be VAD generated; attendance at film at noon series has increased steadily (more films will be presented this year). Their report will be up on the web.

### **6. Bargaining update**

No update since Bargaining Update #21; a meeting was taking place last Wednesday but we haven't heard about it; new field representative Funeka Winsor (some people have met her)