

AGENDA

LAUC-SD Membership Meeting
January 21, 2014
9:00 am – 11:00 am
BLB Events Room

Attendees: Roger Smith, Gayatri Singh, Peter Rolla, Lia Friedman, Dave Schmitt, Reid Otsuji, Nancy Stimson, Marlo Young, Maria Din, Harold Colson, Leslie Abrams, Linda Barnhart, Deborah Kegel, Jenny Reisinger, SuHui Ho, Mary Wickline, Susan Shepherd, Tammy Dearie, Adolfo Tarango, Cristela Garcia-Spitz, Mary Linn Bergstrom, Adele Barsh, Kathy Creely, Sue McGuinness, Kari Lucas, Penny Coppernoll Blach,

ANNOUNCEMENTS / UPDATES / REMINDERS

- Reminder—ClimateQUAL update will be given at this afternoon’s Town Hall
- Statewide activities + Assembly Planning – Roger Smith
The LAUC Statewide Assembly will be on April 23rd at UC Davis. Roger shared a survey about possible topics with LAUC-SD Executive Board. Travel Awards will be offered for newer members. Roger will forward information when available.

Funding Survey

Locally we had discussed doing a survey related to Professional Development and funding. Other campuses are looking into the same thing, so it’s turning into a state-wide project. The goal is to look at interest, how funds are allocated, how people use them, etc. Campuses who get less money would like to help justify the need for more funding. We get more money than rest, but we’re still interested in getting a snapshot of how funds are actually used. We also need to capture the effect of library reorgs and how that creates a need for different training and possibly more funds. A draft of the survey will be forthcoming.

Meet Our Members Project

It will be an interview profile series that will include a photo and Q&A profile with a UC librarian about the work they do, how they came into the profession, etc. In addition to self-nomination, you will be able to nominate others. This project can be used as a Mentoring and Diversity tool. The audience is librarians new to the profession, so it’s outwardly aimed. It’s a LAUC Statewide project (lead person: David Cappoli, UCLA), but there is potential for involvement at the campus level for the Mentoring Committee to help coordinate. LAUC Statewide will host on their website and promote them.

- UC Libraries Advisory Structure overview and updates – Marlo Young
UC Libraries Systemwide Plan and Priorities, FY 2014-2017--
http://libraries.universityofcalifornia.edu/groups/files/coul/docs/UC_libraries_vision-mission-goals_2014v04_internal_final.pdf

More on the Advisory Structure can be found here— <http://libraries.universityofcalifornia.edu>
Org Chart-- http://libraries.universityofcalifornia.edu/groups/files/about/docs/UCLAS_org_chart.pdf

Goals are to support shared UC services throughout their life cycles and support cross campus work. A CoUL representative sits on the Advisory Structure Committee which helps with two way communication with CoUL. There are approximately 25 system-wide services. They have been mapped to the new SAGs. Portfolio managers are a new role to help SAGs keep an eye on the bigger picture. Marlo as Communication Coordinator is helping figure out new models for communication and how to work cross-functionally across SAGs.

We're still working on how LAUC will be involved. One suggestion is that when the Advisory Structure sends out information, it will also be sent through the LAUC channels (sent to LAUC state-wide chair, who sends it to executive board, who will share with local campuses). The Advisory Structure looks to LAUC as a partner and wants to collaborate.

SAG 3 is reviewing the bib groups. It's moving forward. There might be a task group in the future. The portfolio managers are usually folks who have high level project manager expertise and might have been involved in the old structure. They've proposed a Project Management Common Knowledge Group to help share expertise and resources across campuses.

One suggestion from LAUC-SD membership is that SAG UCSD representatives report out at future LAUC-SD membership meetings.

OLD BUSINESS

- ARPM & Review Cycle: standard language governing RI and CAPA recommended actions

The ARPM has been revised to reflect the new organization. The new contract was voted on and signed. If there is a discrepancy, the MOU and APM take precedent over the ARPM. In order to bring the ARPM in line with the contract, another revision will take place after the review cycle is over and before the LAUC year is over. Roger will assemble a group. We don't have any non-represented librarians going up for review this cycle.

Implementation for this year

Roger shared a document with recommended standardized language to include in reviews about actions to be taken. The language is based on system-wide language (with minor modifications). When the contract was under discussion with bargaining team, the goal of using points was in terms of recruitment (bringing in someone new who might need time to get ready for career review and promotion to Librarian level). The new point system allows for flexibility. When the contract was presented by the union to the membership, the examples used were reviews, not hiring practices. Admin is trying to keep process similar to previous review cycles. We'll figure out what works and doesn't work this year, and we can make adjustments. Like Admin, CAPA sees all the files and they can hold similar ones to compare and

make a specific recommendation. Since we don't have a standard for "greater than", Admin recommends looking at the language provided for Accelerations. Admin believes the number of "Accelerations" (or whatever we're calling it in the point system) will be about the same. Since the point system allows for flexibility, it might go up, especially for those at librarian rank. Dave did the math—in last 8 years-- 1 in 6.5, 1 in 5.3 accelerations achieved. People should understand these definitions at the beginning of the review cycle more so than at the end. CAPA and HR are planning on having a training workshop (same workshop offered twice) at the beginning of February. There will still be time for people to change their documents.

There was brief discussion about "No action with salary increase."—what does it mean? It's an increase in salary without going up to the next level. Negative review and non-uniformly positive are two different things. But a salary increase is still an action, so language might be looked at.

There was strong consensus that reviewees, RIs, program directors, CAPA, ad hocs, etc. should be able to use more specific language during the review process to help put their review in context with the understanding that it is just a recommendation and that the university librarian makes the final decision. A motion was offered to formally provide Admin Team with additional feedback. It was seconded and approved (21 yes, 0 no).

In terms of the current review cycle, the Academic Recommendation form (with checkboxes) will use standardized language (HR is in process of revising forms), but membership was reminded there is nothing precluding us from including more specific language.

NEW BUSINESS

- Committee Reports

- R&PD

- They're planning an upcoming session to help people learn from folks who have already done research. Please respond to the call for presenters email to help at this session.

- Mentoring

- We are making progress towards having a draft of the "general" internship job description. We hope to have something for PDs to look at in mid-February and to give an update at the next

Library Council.

---We are in the beginning stages of planning this year's Shadow Day, which will be paired with the LAUC-SD social again.

---We are updating links and making some minor edits on the Finding Community pages. When we are finished, we will be turning the site over to LHR.

- Diversity

We have an event partnering with ESG, supplies drive and film, tomorrow in the Seuss Room. We also have a few members on CQ Implementation team, and we'll be helping with looking at the Diversity aspect of the implementation team's recommendations.

- CAPA

A Training session (combined HR, CAPA) will be offered twice at the beginning of February. It will be two hours long and all should attend (reviewees, RIs, etc). The position description documents have been posted on the Academic Review website (LiSN)--

[https://libraries.ucsd.edu/lisn/programs/human-resources/academic-review/ files/Librarian_position_description_guidelines_Nov2013.docx](https://libraries.ucsd.edu/lisn/programs/human-resources/academic-review/files/Librarian_position_description_guidelines_Nov2013.docx)

- LAUC-SD Archive— the group has identified with paper and digital items to keep. Roger will coordinate with Tammy and Admin for coordinating physical space for physical materials.

FUTURE AGENDA ITEMS

- ClimateQUAL

ADJOURNMENT at 10:22 am