LAUC Committee on Diversity
Librarians Association of the University of California

TO: Teresa Mora, Chair, Committee on Diversity
FR: Lise Snyder, LAUC President
RE: 2006/2007 Charge, LAUC Committee on Diversity

I am pleased to appoint you 2006/2007 Chair of the LAUC Committee on Diversity for a term commencing immediately and ending September 30, 2007. A list of the committee members, along with their contact information, is included at the end of this charge document. In addition, the committee roster will soon be available on the LAUC web site:
http://www.ucop.edu/lauc/committees/cd/index.html

Administrative Structure
LAUC committees fall under LAUC Executive Board purview. The LAUC President sets overall priorities for committee work by means of the Committee's charge. The primary duty of each LAUC committee is to fulfill the charge given to it by the LAUC President. The committee may, however, communicate to the President any issues of concern at any time throughout the year.

Committee Background and Significance
Since its inception, the LAUC Committee on Diversity has focused on highlighting, celebrating, and expanding diversity within the UC libraries. It continues to have an important role in defining and describing the benefits of a diverse community of librarians and helping the UC libraries and LAUC work towards achieving this.

General Charge
For 2006/2007, the Committee is charged with fulfilling its standing charge as stated in Article VIII, Section 1.j.5 of the LAUC Bylaws:
a) Advise the President and the Executive Board, and serve as a resource for other committees and LAUC Divisions on issues and initiatives concerning diversity in University libraries.
b) Consider and develop recommendations and implementation strategies on matters and initiatives of diversity in University libraries.
c) Address other subjects at the request of the President on matters and initiatives of diversity in University libraries.

Specific Charges for 2006-2007
Please address the following related tasks as well:

1. The Diversity Committee website has been dormant for almost two years and has not lately been an effective resource. Systematically review the website and determine how best to make it a more useful tool for highlighting, supporting and helping expand diversity in the UC libraries. Develop a plan and timeline for the web site's rejuvenation and promotion. As part of the planning process consider adding an online discussion component to the website to encourage ongoing discussion of diversity issues across the UC libraries.

2. The discussion of recruitment and retention issues at the 2006 Fall Assembly identified several areas in which LAUC could and should take a more active role. These include promoting the positive aspects of working in UC libraries, reaffirming LAUC and the UC libraries' commitment to diversity, and providing orientation and ongoing mentoring for new librarians.

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The Committee is charged with developing content/component checklists for information kits that could be used as part of recruitment efforts, during the interview process for prospective UC librarians and in orientation programs for new UC librarians. These checklists are intended to assist the local divisions in creating kits that are relatively consistent across the campuses, but also reflect the individual culture and strengths of each campus. As appropriate, the checklists should incorporate material from "UC Library Strengths" portion of the attached **UC Librarian Recruitment and Retention** document (Appendix A).

3. Develop a statement affirming LAUC's commitment to and support of a more diverse work force in the UC libraries that would appropriately be part of the redesigned Diversity Committee website and the recruitment and orientation information toolkits.

Timeline
The committee is requested to complete the website plan, diversity statement and information kit checklists by August 15, 2007. A progress report on the Committee's activities, for the Spring Assembly, is due to the President by May 1, 2007. The Committee will also need to submit a final report by September 15, 2007, and present it at the 2007 LAUC Fall Assembly. Reports should be submitted using the following format:

SUBJECT LINE: [Committee Name] Report

TO: LAUC President
FR: [Committee Name]
RE: [Year (e.g., 2006/2007)] [Report Name (e.g., Progress Report, Final Report)]

Committee Charge:
Summary of Action Items:
Body of Report with Discussion and Recommendations, if any [formatted as motions, in keeping with Sturgis]

Names of Committee Members
Attachments (if any)

Committee Work and Meetings
Committee business should be conducted via conference call(s), or through the use of other sorts of technology, such as email or chat, to the extent possible. You are authorized to have one in person committee meeting if needed.

Committee Expenses
I will send you a document on LAUC reimbursement procedures. Different divisions may handle transactions differently, so committee members will need to check with their local accounting officers to find out how their division handles charges to the LAUC account.

Thank you for your service to LAUC and your colleagues. We all very much appreciate your efforts on our behalf. Please feel free to contact me if you have questions or concerns about your charge.

Committee on Diversity Roster

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Appendix A

UC Librarian Recruitment and Retention
(based on the 2006 LAUC Fall Assembly discussion of the
University of California libraries as a destination place)

UC Library Strengths
- UC libraries have specialized positions that aren't available at many other institutions.
- UC perceived as a prestigious place to work.
- UC recognized as an institution that supports a high level of scholarship by students, faculty and staff.
- Outstanding collections, both print and electronic.
- Work of the CDL is recognized nationally.
- UC professional schools are first rate.
- Opportunities to collaborate with faculty.
- Many librarians are recognized leaders in their areas.
- Many UC campuses are located in beautiful and diverse areas with easy access to cultural and other activities.
- Librarians are overwhelmingly talented, creative, and hard working; working relationships with colleagues frequently cited as best aspect of working in UC libraries.
- High level of collegiality among librarians.
- UC system provides an environment in which there are other librarians who do the same type of work, and are available for consultation, collaboration and support.
- Networking opportunities across the campuses.
- Good professional development opportunities within the library on many of the campuses.
- Good professional development support on some of the campuses.
- Opportunity to work with great faculty and students.
- Librarians and staff take pride in their work.
- The ability to move from one campus to another while maintaining benefits/retirement allows librarians to find their best fit and achieve an upward progression while staying within UC.
- A strong sense of contributing to the mission and goals of the libraries and the university.
- Librarians currently have a reasonable amount of flexibility in how they do their job.
- UCSD – Library is well regarded on campus, UCSD is seen as an innovator within the UC system, opportunities to innovate, less top down control compared to other institutions.
- UCM – Opportunity to work closely with faculty.
- UCI – Librarians are able to serve on Academic Senate committees and are therefore more a part of the larger campus governance structure.

Areas of Concern
- Lack of consistency across the campuses in areas of library governance, policy, and activities leading to:
  - Some of the campuses being perceived as better places to work; conversely, others

develop a reputation as not desirable
- Confusion, frustration, and low morale
- Concern about Library Administration decision making and commitment to librarian and staff support
  Examples: monetary support for professional development, handling of PI status for librarian grants, Distinguished step, restrictions on librarian time
- Bureaucracy/multiple layers in decision making cited frequently as hindering implementation of new approaches/ideas, stifling creativity, and making it impossible to work in the more flexible way we need to now. One librarian who spoke from personal experience stated, "UC bureaucracy is worse than the armed forces".
  Examples: the long drawn out process for filling positions regularly results in top candidates withdrawing to accept other positions.
- Woefully inadequate and noncompetitive salaries (compared with CSUs, community colleges, and many large public library systems in California) and slow movement through the salary scale ("You can't get a living wage in less than 10 years if you are hired at the Assistant Librarian level,") coupled with the high cost of living in most areas where campuses are located were cited as the biggest barriers to successful recruitment and retention. Librarians see this combination of factors also leading to other negatives that concern them:
  - Growing number of librarians working second jobs to make ends meet.
  - Library staff having to move further and further away from campuses to find affordable housing leading to long commutes.
  - Librarian positions being reclassified out of the Librarian series in order to be able to pay higher salaries.
  - UC libraries viewed as a place to come to gain a couple years experience before moving on to other institutions where salaries are sufficient to cover costs, allow buying house, etc.
    "There is only a problem if UC libraries want to hire the "best and the brightest" and retain them for long periods of time. UC can't offer them the kind of compensation growth opportunities and incentives that other employers can. So instead, how about focusing on "the mediocre and quasi-intelligent" for long term retention as they will be good enough for most UC library jobs. And realize that other librarians (better and brighter) will only keep their UC job until they have gained enough experience and new skills to move on to a better paying job. So the "destination" aspect of UC libraries to promote is as a training ground for academic librarians and stepping stone to a better job in 3-5 years. Kind of like the model of a teaching hospital."
- Shrinking/inadequate staffing levels have had multiple negative effects:
  - Workloads have grown as remaining staff and librarians struggle to accomplish tasks and provide services previously handled by a larger workforce at the same time they are being pushed to take on new tasks and institute new services.
  - Increased workloads don't allow sufficient time for required professional development activities.
  - Librarians don't initiate new projects because they don't have sufficient time to develop them.
  - Work/life balance harder and harder to maintain.
- Lack of access to campus childcare, housing, mortgage loan programs, and better monetary support for professional development that could help mitigate low salaries.
- Need for better orientation, training and mentoring programs.