



OFFICE OF THE LAUC PRESIDENT

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December 12, 2007

Robert C. Dynes
University of California, President
Office of the President
1111 Franklin, #12113
Oakland, CA 94607-5201

Dear President Dynes:

The University has just released its "Initial University Proposal for 2008 LX Successor Negotiations" for the Professional Librarians Unit. That document contains troubling proposals that directly affect the Librarians Association of the University of California (LAUC) and its members. LAUC is fully cognizant that both APM 360 Appendix B and Article II, Section 5 of the LAUC Bylaws prohibit LAUC from advising the "Office of the President, the campus administration, or the library administration with respect to matters which are covered by a Memorandum of Understanding or are otherwise subject to negotiation with an exclusive bargaining agent." Nonetheless, I feel compelled and obligated on behalf of LAUC members to express my objection to what appears to be the removal of the peer review process from the purview of LAUC. Both APM 360 Appendix B and Article II, Section 1 of the LAUC Bylaws authorize LAUC to "serve in an advisory capacity to the University on professional and governance matters of concern to all librarians." The removal of peer review from the scope of LAUC is indeed a matter of professional governance of great concern to all librarians (represented and non-represented), and cannot be ignored or go forward without the objection of LAUC being noted.

Article 4 of the "Initial University Proposal" (Article 4, Section A, Responsibility) greatly diminishes any role LAUC has in the peer review system by deleting the following text:

Local campus procedures shall provide for the selection of members of a review committee.

...and inserting the following:

The designated University official will appoint the members of the review committee from a list of nominations provided by the UC-AFT. Appointees holding titles in the series shall compose at least half of the membership of the review committee.

In accordance with APM 360-6, Responsibility, local LAUC divisions currently select their review committees:

The Librarians Association of the University of California (LAUC) shall be responsible, through individual LAUC division procedures, for the selection of members of a personnel committee to advise the Chancellor or designee on the appointments, merit increases, promotions, and career status actions for members of the librarian series. Appointees holding titles in the series shall compose the majority of this committee.

The University proposal guaranteeing that only half the review committee need be composed of members in the series is not acceptable nor would it constitute peer review.

In the case of Article 28, LAUC's role is entirely eliminated (Article 28, section C; page 18). The section of the MOU that acknowledges the historic role LAUC has played in the review of librarians for peer review and professional development funds is stricken in its entirety:

The parties agree that the University shall be able to maintain its historic role of consulting with the Librarians Association of the University of California (LAUC) with respect to local policies and procedures involving peer review actions, the allocation of professional development funds, and matters that are not covered by this Agreement or are not otherwise subject to negotiation with the UC-AFT. Notwithstanding Section B above, local campus policies and procedures directly pertaining to the granting of merit increases, promotion, or the award of career status may be modified by the University annually following appropriate consultation with LAUC.


From its inception, at the systemwide and at the local level, LAUC in conjunction with the University has been instrumental in forming the policies and procedures (for the APM and the MOU) and in carrying out the review process for UC Librarians. Peer review is also one of the primary responsibilities of the LAUC Committee on Professional Governance. The standing charge of this committee includes:

- Advise the President and the Executive Board on issues that affect librarians, peer review, and other professional governance issues not covered by the other standing committees.
- Serve as a review body for Divisions who may request evaluation of local peer review procedures.
- Maintain access to campus Peer Review documents on the web or in electronic format and review those peer review materials on the web site biennially in order to ensure adequacy and currency of materials.

Stripping LAUC of one of its most important responsibilities will have serious consequences for UC Librarians. Of greatest concern, the removal of LAUC from the peer review process undermines the academic standing of UC Librarians in California's most prestigious public academic institutions. In order to maintain and continue a high level of professionalism, review by colleagues and cohorts is imperative. No one better understands the intricacies of the work environment or is better able to judge the value of Librarians' work than the experienced professional Librarians directly involved in many of the same responsibilities, research areas, new technologies, and initiatives. The peer review process as it exists ensures a fair and equitable performance evaluation process that is not guaranteed in the current University proposal. Additionally, the University's proposal suggests a bifurcation of the review process between represented and non-represented librarians. The impact of this would be to mandate separate, parallel review procedures on each campus and would further undermine the professional standing and collegiality of all librarians.

The University should reconsider the proposed removal of LAUC from the academic peer review process and continue its longstanding practice of working and consulting with LAUC in peer review and related matters.

Sincerely,



Robert Heyer-Gray
LAUC President, 2007-2008

cc: UL Leonard, Chancellor Birgeneau, UL Sharrow, Chancellor Vanderhoef, UL Munoff, Chancellor Drake, UL Strong, Chancellor Block, UL Miller, Chancellor Kang, UL Jackson, Acting Chancellor Grey, UL Schottlaender, Chancellor Fox, UL Butter, Chancellor Bishop, UL Johnson, Chancellor Yang, UL Steel, Chancellor Blumenthal, UCOLASC Chair Crow, Provost and Executive VP –AHA Hume