

Librarian Association of the University of California

Executive Board Conference Call

Thursday, July 2, 2015 1-3pm

ReadyTalk [Please use the toll-free number 866-740-1260 and the access code 9181033#]

Minutes

President Matt Conner called the meeting to order at 1:03pm

A. Roll Call (Christina Woo)

President:	Matt Conner
Vice-President/President-Elect:	Diane Mizrachi
Past President:	Nick Robinson
Secretary:	Christina Woo
Parliamentarian:	[Dean Rowan not able to attend today's meeting]
SLASIAC representative:	[Susan Koskinen not able to attend today's meeting]
SAG 1 representative:	[none since Diane Gurman's last report at the May 7 Exec Bd mtg.]
SAG 2 representative:	Susan Perry
SAG 3 representative:	Angela Riggio
Web Manager:	Julie Lefevre

LAUC-B:	Rita Evans [arrived after roll call]
LAUC-D:	Bruce Abbott
LAUC-I:	[Keith Powell not able to attend today's meeting]
LAUC-LA:	Vice-Chair Lynda Tolly for Chair Rikke Ogawa
LAUC-M:	Elizabeth McMunn-Tetangco
LAUC-R:	Rhonda Neugebauer
LAUC-SD:	Penny Coppernoll-Blach
LAUC-SF:	Vice-Chair Sarah McClung for Chair Evans Whitaker
LAUC-SB:	Vice-Chair Richard Caldwell for Chair Kristen LaBonte [arrived after roll call]
LAUC-SC:	Deborah Murphy [said she may be a little late]

Committee chairs:

Diversity	Carla Arbagey
R&PD/Research & Professional Development	Diane Mizrachi
CPG/Committee on Professional Governance	Matt Conner reporting

B. Announcements (Matt Conner)

None

C. Approval of minutes June 4, 2015 (Christina Woo)

No corrections, additions, or deletions; the DRAFT minutes were approved.

D. Review of action items from June minutes (Matt Conner)

1. Send request for comments from the Exec Bd to Web Manager Julie Lefevre on the LAUC prototype website by 6/12 - **DONE**

2. Carla Arbagey, Chair of the Diversity Committee, to present results of LAUC demographic study for comment - **DONE**
3. Statewide Election announcement sent on 6/4 - **DONE**
4. New selection method (rotation) for vice-chairs of standing committees to be developed by officers - **DONE**
5. Newsletter (issue no. 2) distributed 6/23 - **DONE**
6. Call for future op-ed sent with newsletter - **DONE**
7. Call for volunteers to serve on the Shared Facilities Board sent to general membership – **DONE**
8. Forgot to mention forwarding the Bylaws to UCOP for approval – **DONE** in mid-June. Follow-up: Janet Lockwood (UCOP Director, Academic Policy & Compensation) responded, saying we'll hear from them in two weeks about an action plan for processing this. Susan Carlson (UCOP Vice Provost for Academic Personnel), Janet Lockwood, and others in their office will look over our recommendations, consult with University Counsel, get back to us for clarification and/or negotiation, then make a recommendation to Aimee Dorr (UCOP Provost and Exec. Vice Pres. for Academic Affairs), who will make the final decision on whether our Bylaws go forward or not.

E. Systemwide Committee Reports

1. Research and Professional Development (Diane Mizrachi)

People are still sending in EOF/End of Year funding reports, including funding for ALA projects, and ALA wrapped up at the very end of June. The committee's work is mostly done. This year's committee is catching up with previous years' funding recipients who hadn't submitted their funding reports. Since this year's requests exceeded the funding available, requiring that previous recipients submit reports before being considered for funds in another year makes sense.

2. Website Revision Ad Hoc (Julie Lefevre)

Development of the new site is complete. Final content migration is ongoing. Launch date for the new site is August 4, 2015—this drew a positive hum. Work on the new site will be frozen about a week before then, then we'll switch over from the UCOP server to the new server. The Exec Bd will be able to see it at the Aug. 17 transition meeting.

ACTION: New site will be available on August 4 (the culmination of a year of solid work by the ad hoc committee)

3. Diversity (Carla Arbagey)

Carla sent out charts tracking numbers of librarians as head counts, full-time and part-time, etc. (see the link in Newsletter issue no. 2). There are some discrepancies in the data, but all data show the significant decrease in the number of librarians while campus enrollments have steadily increased, quadrupling in the last 15 years. Rhonda Neugebauer (R) expressed her thanks for the Exec Bd members who undertook this study; collecting and looking closely at these numbers is crucial for LAUC to continue to do. Carla thanked Christina Woo for acting as a sounding board for what data to examine and how to present it. Matt thanked everyone for their input.

Sent by Matt Conner before today's meeting:

Finally, I am asking Carla, as part of her report for the Diversity Committee, to summarize the work on the LAUC demographic numbers that led to the final version in the newsletter, and following that, I would like to continue our interesting discussion from last time about the current state of hiring and what it implies for the future of LAUC. I will

explain at the meeting, but it is important that in advance Division Chairs review the hiring at their campus over the past year with respect to the following questions:

1. How would you characterize the proportion of professionals hired outside the librarian series relative to inside?
2. How successful have these searches been?
3. Any conclusions or insights that you can draw from the above.

Why are our numbers and ratios to student enrollment turning out this way? Why is this happening? Our Assemblies show there are 2 different opinions: (a) Our 2012 Diversity Committee report learned that a shortage of librarians was predicted. (b) Others say there are plenty of new MLIS graduates, but our administrators are freezing positions, and when they hire, they put people in positions outside the Librarian series, thereby reducing our census counts.

We addressed this the last time, and Matt wanted to continue the discussion. He noted that Rhonda Neugebauer (R) had said that we need to look at the new hires outside the Librarian series, not just the librarian positions filled—both need to be analyzed. Matt noted that for a recent search for the head of the UCD medical library (a subject specialist), the pool was large (70) but unremarkable—no one good enough to hire. Was the posting not attractive enough to the best people? Are qualified applicants going into industry instead, and UCD got the second string?

In round robin fashion, Matt wanted to broaden this discussion and hear what's going on at our campuses for hiring support staff, subject specialist librarians, and administrative/creative new positions. We know the UC libraries are posting a lot of positions. On your campus, what are the proportions of these into the Librarian series (or not), the success of the recruitments, and what it means? At UCD, approving the positions took a lot of time. The plan to recruit for a new position for someone to head up pedagogy (like Kelly Miller at UCLA) lost its momentum when the AUL who wanted that position left, so that position was closed. The Collections Strategist position did not get enough of a pool, so the search was closed and then reopened. The Online Strategy position was filled. From these examples, it's not clear if they should have been in the Librarian series or not—not conclusive--and the issues do not appear to warrant union attention.

Bruce Abbott (D) added that closing branches and centralizing resources have had an effect. Librarians and bibliographers who used to work for a branch now instead work for the centralized unit, such as Research Services. UCD is top-heavy in senior librarians at/nearing retirement age. When they retire, their positions are often posted for early-career librarians who cannot be expected to have the retirees' expertise.

Diane Mizrachi, not reporting specifically for UCLA, observed that across higher education (not limited to libraries) the ranks of new, mid-level administrators has been ballooning. Matt added that the support staff for these administrators has also increased accordingly. Debbie Murphy (SC) has seen the enrollment at her campus double since 1994, while the number of librarians has decreased from 24 to 20.

Carla Arbagey (R) said that at her campus an AUL has just been converted to a director position. At UCR there is one library administrator to every 2 librarians—real administrative creep. Debbie Murphy (SC) noted that at UCSC for every library administrator there's 1.5 non-administrator librarian. Penny Coppernoll-Blach reported that UCSD has filled nearly all of its subject specialist positions after its big reorganization. The music librarian

position was filled with someone who is not a librarian, but—conversely—the GIS staff position has been made a librarian recruitment.

In addition to retirements, Matt said several librarians are leaving Davis to take positions elsewhere, which is unusual. Many librarian employees stay for a long time. Lynda Tolly (LA) has noticed a trend. UCLA has successfully recruited a director of metadata services, and the head of print acquisitions was moved from a MSP classification back into the Librarian series. The positions that have been moved out of the Librarian series have been at the enterprise level (across the libraries); those at a dept. or unit level have remained in the Librarian series.

Matt concluded that our data collection will continue, and it's clear that student enrollments are far outstripping the number of librarians, which has been a decreasing figure; we'll continue to monitor that, but how do we respond to that? The Diversity Committee can address that next year. Rhonda (R) supports our efforts to see how many non-librarian professionals there are in our ranks. Debbie Murphy (SC) asked that we also keep track of the number of managers versus those managed (administrative creep). Diane Mizrachi pointed out that, over the last 20 years, more and more activities that used to be done solely by librarian professionals are now being done by library assistants. This could be one of the reasons for our diminishing numbers.

Carla Arbagey announced that the first two Meet Our Members for the new LAUC website will be Ken Lyons (SC) and Annette Buckley (I). Two will be profiled each quarter. The new website will have a form to collect profiles for future Meet Our Members, and the Diversity Committee will decide who will be on the LAUC website. The initial call yielded nine responses, of which the Diversity Committee chose six for Meet our Members. The new form will collect more responses, and next year's Diversity Committee will select from the larger pool.

4. Committee on Professional Governance (Matt Conner reporting)

Nothing to report.

5. APM/Academic Personnel Manual Working group (Matt Conner, Diane Mizrachi)
http://ucop.edu/academic-personnel-programs/_files/apm/apm-360.pdf

Members on the joint task force (announced at last Exec Bd mtg., 3 from CoUL: Brian Schottlaender/SD, Ginny Steel/LA, and Alan Grosenheider/SB AUL for Organizational Development & Effectiveness and CoUL Admin. Services Advisory Group, and 3 from LAUC: LAUC Pres. Matt Conner/D, LAUC Vice-Pres/Pres-Elect Diane Mizrachi/LA, and LAUC member Emily Lin/M. Schottlaender is the chair.) will have two conference calls in July and two in August. The first one is next Friday. Sept. 8 is the deadline for getting the joint proposal to CoUL/Council of University Librarians.

ACTION: Matt Conner and/or Diane Mizrachi will report at our next Exec Bd meeting.

F. Advisory Groups

1. SLASIAC/Systemwide Library and Scholarly Information Advisory Committee (Susan Koskinen, not present, submitted her report in advance)

<http://libraries.universityofcalifornia.edu/slasiac/>

SLASIAC met on May 18, 2015 in Oakland; I was at the Medical Libraries conference and did not attend. The meeting minutes are posted on the SLASIAC website:

<http://libraries.universityofcalifornia.edu/slasiac/meetings> We will have an in-person meeting this fall in Oakland.

2. SAG 1/ Scholarly Research & Communication (no representative)
<http://libraries.universityofcalifornia.edu/sag1>

No report.

3. SAG 2/ Access, Discovery & Infrastructure (Susan Perry)
<http://libraries.universityofcalifornia.edu/sag2>

For the new UCLAS/UC Libraries Advisory Structure, three SAG 2 members will be on the new DOC/Direction & Oversight Committee, so the transition should be smooth. SAG 2 has not met much lately, skipping one meeting due to ALA Annual and keeping meetings short, since no new projects are being undertaken. Just trying to wrap things up. Trying to finalize projects before handing them off to the new group.

4. SAG 3/ Collection Building & Management (Angela Riggio)
<http://libraries.universityofcalifornia.edu/sag3>

Now meeting only once a month, the last on June 10, next on July 8. Three SAG 3 members will move to the new DOC/Direction & Oversight Committee. The CC/Coordinating Committee is reviewing the transition to the new structure and is preparing a “lessons learned” document. SAG 3 is also planning to hand off its work—completed or in progress—including

- Future of the Bibliographers Group
- Portico Plan to Audit (on an ongoing basis)
- Federal Documents Project
- AV Preservation Report followup
- Oversight of Shared Print project

The Statewide Vendor Project Digitization team is still working and will report to the new structure. Angela is on this team, which met with three vendors during ALA Annual, and is trying to fast-track this and get campuses on board. SAG 3 is doing a lot of reporting out.

Matt Conner said the new advisory structure is comparable to the existing one. CoUL/Council of University Librarians wants to separate itself from day-to-day operations. DOC/Direction & Oversight Committee more or less replaces the CC/Coordinating Committee but will focus on getting real work done. SAGs will be replaced by OAGs/Oversight Advisory Groups (no specific number). LAUC’s role is not clear. LAUC would like to be on DOC but, lacking that, at least have regular communication/conference calls with DOC. Donald Barclay (M) is heading DOC. We think the OAGs will have LAUC representatives. Angela Riggio and Sue Perry say the change-over will take place in Sept/October. DOC will have its first in-person meeting soon.

Nick Robinson asked if our SAG reps will continue, since they were expected to serve 3-year terms, and one year has transpired. The OAG membership will be skill-based, but Matt noted that LAUC representation has been called out in the documentation he's gotten.

ACTION: Matt will send out the information (chart) he has about UCLAS transition and DOC to the Exec Bd.

G. Old/Ongoing Business

1. Standing Committee Chair appointments

Matt Conner led off by summarizing what he had emailed us before, so we could absorb this before today's meeting (see below):

From: Librarians Association of the University of California Executive Board [mailto:LAUCEXBD-L@LISTSERV.UCOP.EDU] **On Behalf Of** Matthew Conner
Sent: Monday, June 29, 2015 5:53 PM
To: LAUCEXBD-L@LISTSERV.UCOP.EDU
Subject: committee chairs

Hi. Here is something else to consider in advance of Thursday's meeting, but it requires only reading through the rest of this message. I will also present all this at the meeting, so this just provides details in advance to make the discussion easier to follow.

This concerns the agenda item on selecting Vice-Chairs of standing committees. Thanks to the Exec Board, generally, and Rikke, in particular, for suggesting a rotation to solve this problem which had baffled the officers, although we did come up with some creative and brutal solutions. One was called Russian Roulette, figuratively speaking, about which more is better left unsaid... The officers have worked out the details of the rotation idea for us to discuss and they are as follows.

At the last meeting, it was mentioned that there is already a rotation built into the committees. Specifically, the campuses are divided alphabetically into two groups: Berkeley-Merced and Riverside-Santa Cruz. All reps serve two year terms but the two groups of reps are staggered so that their terms overlap by one year. This ensures continuity as the committee turns over. Thanks to Dean for pointing out that a vice-chair rotation would have to be superimposed on this scheme: rotation upon rotation. Basically, the Vice-Chair would have to be chosen from the incoming group to serve as Vice-Chair for the first year in order to serve as Chair for the second year. It follows pretty clearly that the choice of Vice-Chair would be determined by alphabetical rotations that would be maintained separately for each group. Nick suggested that a schedule analogous to the rotation schedule for Assembly locations would make things easier, and the attachment shows the schedule for the next five years. Also, note an additional complication which is that for various reasons our two group rotation has been disrupted. So, the call for new reps that will be coming out shortly will actually ask for reps from certain campuses for other than two year terms to get us back on schedule. But that does not affect the attached rotation.

So much for the procedure. The harder part is the intangible issues. Division Chairs, you are the means of enforcing this. You need to make clear that your rep is obliged to serve as Vice-Chair/Chair on the appropriate year. And the State's expectation is that your division will do its part at the appropriate time. The enforcement function that had been held by the President of providing Chairs is now transferred to you, and you want to be aware of this responsibility. (Note that the Bylaws say that the President appoints committee chairs which will remain true, but this appointment power will be institutionalized in the rotation.)

But the new system is not about just enforcement which has been the overt issue. To realize the potential for the new system, we need to adopt a new philosophy that it takes a village to do committee work rather than giving a huge burden to one individual. Previously, committee chairs were approached late in the fall with little idea of what to expect. And more often

than not, this has been a thankless task, trying to motivate a dispersed committee without a lot of support and direction from the Exec Board. Maybe people were quite reasonable in avoiding committee chair responsibilities out of a sense of self-preservation.

Elements of a new, more distributed workload might look like this. The President and Vice-President would give the Vice-Chair a pretty clear idea of what was coming the following year during their term as Chair. Moreover, the Chair's job would be only to schedule meetings and set agendas, but it would be understood that the bulk of the work would come from the committee members themselves. Perhaps this sense would be reinforced with the rotation system since everyone would know that their division's number would come up eventually. So participation by committee members would come back to each Chair like karma. Committee Chairs would be required to report to the Exec Board at each monthly meeting. I will admit that I never really understood this when I was a Committee Chair and was neglectful of this myself, but it will be very clear in future. And if there is a problem with work not getting done, there should be an understanding that officers or members of the Exec Board will sit in on the meetings to assist. So, it might take the edge of the obligation part of this system to know that the Committee Chair job will be a lot easier and better supported than it has been. And it might also encourage the division membership to know that with the rotation, every division will be ensured of representation as a Chair which has not been the case before.

So, while there is an element of obligation which might be especially noticeable to the first Chairs under this system, this is just part of a system that will be fairer, smoother-running, and more productive in future. I think the whole picture is important, not just the selection procedure. So, we can talk about this at Thursday's meeting.

Matt

From: Librarians Association of the University of California Executive Board [mailto:LAUCEXBD-L@LISTSERV.UCOP.EDU]
On Behalf Of Matthew Conner
Sent: Tuesday, June 30, 2015 12:35 PM
To: LAUCEXBD-L@LISTSERV.UCOP.EDU
Subject: standing committee correction

Thanks to Cory Craig (UCD) for pointing out an error in the rotation schedule for standing committee chairs that I sent yesterday. The first version was incorrectly labeled for Vice-Chairs when it actually refers to Chairs. A correctly relabeled schedule is attached [*see below*]. So, in the next academic year, Davis will hold the Chair of the CPG and San Diego will hold the Chair of Diversity. The Vice-Chairs will be named so as to conform with this schedule. I think part of the confusion is that the Vice-Chairs that we would name now if this schedule were adopted would essentially be fulfilling a transitional role during the summer. But, in future, Vice-Chairs would be named at the beginning of their first year on the committee rather than at the end.

Thanks again for the correction. Please do send along corrections to any other aspect of this idea. And again this is all by way of proposal. A decision will be made by the Board at this Thursday's meeting.

Matt

Standing Committee Rotation Schedule for Chair

2015-2016	CPG	Diversity
2016-2017	Davis	San Diego
2017-2018	Riverside	Berkeley
2018-2019	Irvine	San Francisco
2019-2020	San Diego	Davis
	UCLA	Santa Barbara

Matt reiterated that the Chairs and Vice-Chairs should not be working in isolation. They need support, as Matt's email above describes. For the chart above, the Chairs for the next year are the Vice-Chairs for this year. This chart shows only 5 years; the whole cycle includes 10 years/10 divisions.

Each year, when the call goes out for volunteers to serve on committees, each campus knows when its member is Vice-Chair (and, the next year, Chair). No member should be surprised by being Vice-Chair during his/her year. Division chairs need to communicate this clearly on their campuses. Hearing no objections, the Exec Bd approved this plan (amen!).

ACTION: Matt Conner and Diane Mizrachi will talk with the incoming Vice-Chairs about their responsibilities for the year ahead.

2. Shared Library Facilities Committee Representative

The Board consists of CoUL/Council of University Librarians, one faculty rep, and one LAUC rep. We don't know if CoUL will attend the meetings or will send a rep; it is not likely they'll have the time to participate except by sending someone they designate to represent them. This 3-person board would like to meet in August, so our original August deadline for volunteers who would like to be nominated by LAUC will be moved up to July 31. So far, some LAUC-B members have expressed interest. LAUC will send 3-4 names for UCOP to choose from. Meetings will take place via conference call.

3. Position Papers

1 - Criteria for Appointment, Promotion and Advancement in the Librarian Series

<http://lauc.ucop.edu/about/paper01.html>

2 - Development of Effective Communication between Statewide LAUC and Library Council

<http://lauc.ucop.edu/about/paper02.html>

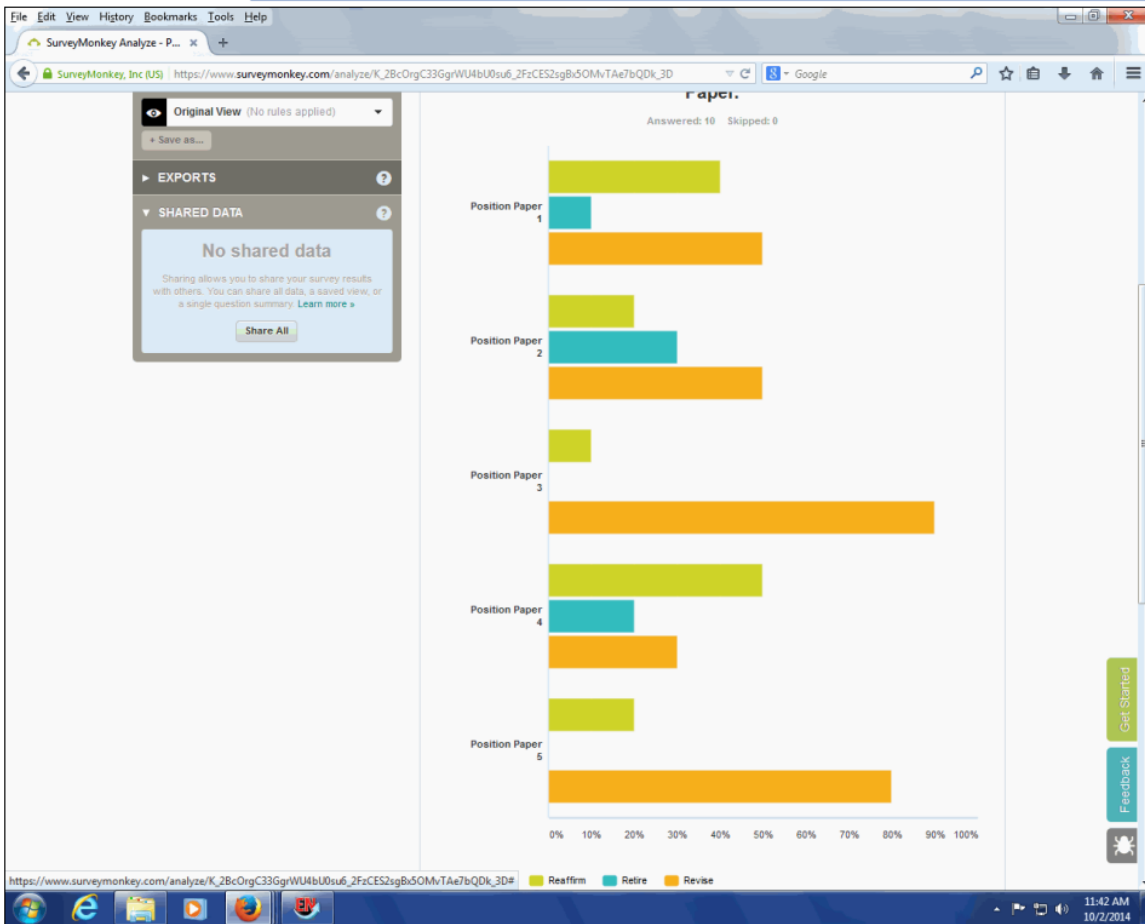
3 - Documentation Guidelines for the Review of Librarians <http://lauc.ucop.edu/about/paper03.html>

4 - Review Procedures for Librarians Outside the Normal Campus Peer Review Process

<http://lauc.ucop.edu/about/paper04.html>

5 – The Academic Librarian in the University of California <http://lauc.ucop.edu/about/paper05.html>

Matt Conner said we'll take no. 5 out of consideration until the APM/Academic Personnel Manual task force's work is done in September. Matt proposes that we drop/retire/eliminate the other 4 completely, but our Fall poll (see below) shows there's interest in keeping them. We are addressing these papers, because they "are subject to periodic review to ensure that a consensus of opinion still supports the position statement." Dean Rowan (not present today) recommends maybe keeping no. 1 and dropping 2-4.



Key: green – reaffirm blue – retire orange - revise

Before we began taking up the first position paper, Sarah McClung (SF) reminded us of the “Definition and Guidelines for LAUC Position Papers – see <http://lauc.ucop.edu/committees/ppr/positionpapers.html> --which state a paper may be “retired” if it “no longer represents the opinion of the membership. The text will be archived.” Matt responded by asking if these Position Papers are serving any real purpose any longer. How relevant are they today? They represent deeply-held values of the membership. Matt reminded us of UCSD UL Brian Schottlaender’s description in 2010 at UCI of the inverse relationship between protection and access: iron-clad preservation means minimal or difficult access/use, and vice versa. In translating this to our position papers, when we’ve hammered them out to remove all disagreement, they are no longer relevant. Conversely, if we write position papers about what is urgent and unknown, like our shrinking membership in light of rising enrollments, we’ll never reach consensus.

The “super-authoritative and assured” end of the position papers spectrum may not be as useful to us as a more middle ground, i.e., writing papers that are more relevant to issues but not presenting answers everyone agrees on. Matt wants to hear how we want to approach this. He is not suggesting we change the definition of or rules for position papers. In his case, this is the first year he has even heard of these position papers, so how important are they to us? Except for Position Paper no. 5, he’s never had a need to read them.

Diane Mizrachi tends to agree with Matt. In many cases, information they contain appear elsewhere, such as in our Bylaws and Standing Rules. He is suggesting we “retire” them, or archive them on our website. Nick Robinson asked if they could be “recalled” if needed.

ACTION: Matt will confer with Dean Rowan and the officers to see about renumbering Position Paper 5, if we retire papers 1-4. Then active Position Paper 5 would become Position Paper 1

Addressing Position Papers individually in terms of retiring versus not retiring:

1 - Criteria for Appointment, Promotion and Advancement in the Librarian Series

<http://lauc.ucop.edu/about/paper01.html> - Mostly refers to the APM/Academic Personnel Manual

Tentatively mark for retirement, but Dean Rowan recommends revising it.

2 - Development of Effective Communication between Statewide LAUC and Library Council

<http://lauc.ucop.edu/about/paper02.html> - Nick Robinson noted that in 2004 this was recommended for retirement, but apparently no one followed up on that. No objections to retiring this paper.

3 - Documentation Guidelines for the Review of Librarians <http://lauc.ucop.edu/about/paper03.html> -

Redundant of existing documentation about what goes into one’s review packet. This level of specificity is for the divisions – Retire.

4 - Review Procedures for Librarians Outside the Normal Campus Peer Review Process

<http://lauc.ucop.edu/about/paper04.html>

Matt Conner and Rita Evans (B) recall that this is redundant to the MOU and other documentation. Retire.

Topics for possible new position papers: examples from LAUC-D

- Who reviews librarians? Who has the authority to review librarians? Only academics, not directors? This is an ongoing concern. At LAUC-D, some directors wanted to retain their supervisory responsibilities. A vote there was fairly evenly divided. This issue went to the Chancellor, who said only academics review academics. This topic is worth exploring.
- What can be considered research (as done by librarians)? When librarians are given new assignments, what about research conducted in an area for which the librarian is no longer responsible, or was never responsible? Matt Conner found information in the MOU that said there are no restrictions, and Axel Borg agrees from the union’s perspective. Debbie Murphy (SC) noted that a librarian’s changing responsibilities shouldn’t prevent that person from continuing research begun when that topic was more clearly connected to that person’s responsibilities. Carla Arbagey pointed out that the librarian should be able to describe the impact of his/her research on librarianship or on the libraries at that campus.

ACTION: Matt will confer with the officers to find out the procedures for creating/adopting LAUC “Position Papers” (Since they haven’t been incorporated into Bylaws or Standing Rules, what is the authority of <http://lauc.ucop.edu/committees/ppr/positionpapers.html> ?)

4. UCLAS/UC Libraries Advisory Structure Webinars <http://libraries.universityofcalifornia.edu/cc/projects-groups/uclas-webinar-series>

Matt Conner would like us to review our experiences of the three webinars whose topics we had input on creating and promoting. We discussed each in some detail: UC Libraries Digital Collection (April 10), HathiTrust (May 12), and UC Open Access Policy Implementation (June 10). How were they received? Were they engaging? Matt observed that the Q-A time was active at each webinar.

Maybe we could see if there are more questions/problems related to Melvyl entries with HathiTrust holdings. All webinars can be viewed (again) at <http://libraries.universityofcalifornia.edu/cc/projects-groups/uclas-webinar-series>

ACTION: Matt will ask Rosalie Lack how many people registered for these webinars and how many viewed them afterward.

H. New Business

ACTION: Need to create a new ad hoc LAUC committee on Web Content, now that the LAUC website revision is almost done. Julie Lefevre will continue as Web Manager to facilitate a smooth transition. Send names to Matt Conner (mconner@ucdavis.edu).

I. Round Robin of Divisions

LAUC-B: Rita Evans

University Librarian: Jeffrey MacKie-Mason, Dean of the School of Information at the University of Michigan, has been appointed as UCB's next University Librarian and (new position) Chief Digital Scholarship Officer. In his scholarship, Jeff has focused on digital libraries, electronic access to materials and journals, and human interaction with online information. He has a bachelor's degree in environmental policy from Dartmouth College, a master's degree in public policy from University of Michigan, and a Ph.D. degree in economics from MIT. AULs Beth Dupuis and Erik Mitchell will serve as Interim ULs until Jeff arrives on campus in October. Members of LAUC-B's executive committee will meet with him next week.

[see <http://news.berkeley.edu/2015/06/12/jeffrey-mackie-mason-michigan-scholar-named-university-librarian/>]

Recruitment

Interviews under way:

- Scholarly Communication Officer
- Director, Oral History Center, Bancroft Library
- Anthropology and Qualitative Research Librarian
- Classics & Germanic Studies Librarian/Research Specialist

Offers pending:

- Japanese Cataloging Librarian
- National Writing Project Processing Archivist

LAUC-D: Bruce Abbott

Peter Brantley has started as director of Online Strategy. Phoebe Ayers, Physical Sciences & Engineering Librarian, is taking a job at MIT. Meredith Szabo, who was in a temporary position, has left the library. Michael Winter has retired. Positions continue to be posted, and interviews are being conducted.

LAUC-I: Christina Woo for Keith Powell (submitted after the meeting)

Two candidates will be interviewed next week for the position of Research Librarian for Teaching, Learning, and Education. No other positions have been posted, but there are vacancies. Library administration will determine which need to be filled next, possibly reconfiguring positions, so they are not necessarily posted as vacated.

In 2014-2015, 51% of all UCI undergraduates were first-generation college. In 2015-2016, 60%, so the UCI Division of Undergraduate Education has launched a new initiative among the faculty to improve the undergraduate learning experience for all students by de-mystifying college life and its bureaucracy. The faculty member who gave the presentation to UCI faculty about “first-gen” versus “continuing-gen” college students (and their different acculturation and achievement levels) rewrote it for academic libraries and spoke to a library-wide audience the week before ALA.

LAUC-LA: Lynda Tolly for Rikke Ogawa

The UCLA Libraries are still going through the strategic planning process. Consulting firm Bright Spot has held two rounds of town hall meetings. At the last one (in-person and online), the steering committee formed breakout groups and brainstormed six big ideas. Operating groups were formed to address them:

- Library value and visibility
- Information and resource access
- Research Process
- Relationships between libraries
- Teaching and Learning
- Space Effectiveness

A large retirement party took place at the end of June for 15-16 library employees. Librarians Lise Snyder, Cathy Brown, and Katalin Radics retired. Steven Davidson went to Cal Tech. Marta Brunner went to Skidmore to head its library. Marta had filled on an interim basis the position Kelly Miller held; it's not yet known what will happen to it. The strategic planning process may help decide if/how it will be filled. Ongoing searches include Digital Scholarship librarian, Digital Archivist, Music Inquiry Librarian. Temporary position: Humanities and Social Sciences Liaison. **1:54:10**

LAUC-M: Elizabeth McMunn-Tetangco

No librarian recruitments at present. New UL, Mr. Haipeng Li, started at end of June. [a few more details, but background noise was too loud to make it intelligible.]

LAUC-R: Rhonda Neugebauer (written report below is more detailed than the comments during the meeting)

LAUC-R time with interview candidates was reduced to 30 minutes. That has been a challenge as we hastily explain LAUC, LAUC-R and the Peer Review process (Chancellor's Advisory Committee on the Librarians Series) to the interview candidates in that period of time.

Recruitments underway:

- Director, Library Director of Planning and Budget (includes planning, budgeting and forecasting processes for assigned units).
- Director, Organizational Design and Human Resources (ODHR). "The ODHR position will also be responsible for developing a comprehensive program of training and educational opportunities to ensure that the library staff is positioned for success. This position has a dual reporting relationship to the UL and to the Associate Vice Chancellor for Human Resources."
- Director, Distinctive Collections Research Center (i.e. Special Collections). Will report to AUL for Collections and Scholarly Communication.
- Jay Kay and Doris Klein Science Fiction Librarian (New position; Will report to Special Collections and University Archives).
- Medical Librarian (Will report to Director of Medical Library Program).
- Engineering Librarian (2 searches; Will report to the Head, Information Services, Science Library).
- Business and Economics Librarian (2 searches, no hire).
- Biology Librarian (1 search, no hire).

New hires:

- Katherine (Kat) Koziar, Engineering Librarian (Interviewed, hired and started July 2015).
- Robin Katz, Outreach and Public Services Librarian, Special Collections and University Archives (started .
- Sara Fitzgerald, Communications and Stewardship Director ("Oversees internal and external marketing and communications for the library as well as the stewardship of our donors"). Reports to UL. Started March 2. Not a librarian series position.
- Rebecca Ryan, Analyst in Library Budget and Finance (new assignment). Not a librarian series position.
- Tiffany Moxham, Director of Medical Library Program (reports to AUL for Research and Public Service).
- Fall 2014: UCR temporary librarians working: Melissa Cardenas-Dow (Rivera Reference), Denise Kane (Science Reference), Kat Koziar (Science Reference), Stephanie Milner (Rivera Reference), Susan Seifried (Science Reference) and Lizbeth Langston, Emeritus (Science Reference).

Organizational Realignment news:

- David Rios, will assume the newly created position, Director of Special Research Projects (DRSP). David has served as AUL for Human Resources, and later, as AUL for Administrative Services. "David will assist the library in ensuring preparedness for the university-wide expansion of academic programs, perform gap analysis to ensure that the library operates at our maximum potential, and collaborate with Collection Development and Public Services to identify new partners for programs such as Inland Empire Memories."

Retirements:

- Stephen Mitchell retired from the UCR Science Information Services Dept. after 29 years of service in reference, collection development, instruction, research support, grant writing and fund raising, and

management of advanced technology and open source software and systems development with the INFOMINE and iVia projects.

- Gwido Zlatkes retired from the UCR Metadata and Technical Services Dept.

LAUC-SD: Penny Coppernoll-Blach

Nothing new since the round robin at our last Exec Bd meeting. Still recruiting a Media Curation Librarian and an Arts & Humanities Collection coordinator.

LAUC-SF: Sarah McClung for Evans Whitaker

Recruiting for an assistant archivist and for an industry documents digital manager. Neither is a librarian position.

LAUC-SB: Richard Caldwell for Kristen LaBonte

Recruiting for a cataloging and metadata services librarian and have other positions on the drawing board.

LAUC-SC: Debbie Murphy

Recruiting for a project activist, a temporary, one-year position. There were no retirements this year, so there was no end-of-year retirement party. Going through the annual strategic planning process now. Just finished administering the ITHAKA undergraduate survey (<http://sr.ithaka.org/content/surveys>) and will look over the results. Just finished a year-long READ (Reference Effort Assessment Data) Scale survey of the library's public service points.

J. Adjournment at 2:57pm

Roll call for those who arrived later: Rita Evans (B), Debbie Murphy (SC), Richard Caldwell (SB)

Motion to adjourn: Rhonda Neugebauer (R), seconded by Bruce Abbott (D). Voice vote of ayes to adjourn.

Next conference call date/time: August 6, 1-3pm [NB: this date/time was not set at the beginning of our term, but there was no real objection was raised at today's meeting.]