

SUBJECT LINE: Committee on Professional Governance Report
TO: Matt Conner LAUC President
FR: Matt Conner, Convener Committee on Professional Governance
RE: 2014-2015

Final Report

Committee Charge:

General Charge

For 2014-15, the Committee is charged with fulfilling its standing charge, Article VIII. Section 1.e.1 (approved by UCOP March 23, 2009):

- a. Advise the President and the Executive Board on issues that affect librarians, peer review, and other professional governance issues.
- b. Serve as a review body for Divisions who may request evaluation of local peer review procedures.
- c. Serve as a Bylaws review committee for proposed changes to the LAUC Bylaws and Standing Rules. Be available to review the Divisions' Bylaws for consistency with the LAUC Bylaws and Standing Rules, and to consult with Divisions on request.
- d. Address other subjects at the request of the President and consider and develop recommendations on matters of librarian professional governance.

Specific Charges for 2014-15

1. The Committee on Professional Governance has the great responsibility this year of developing recommendations for revising the by-laws for membership and related issues for LAUC in response to fundamental concerns about the organization. Additional documents about this charge will be sent separately.
2. In consultation with the LAUC Parliamentarian, propose changes to the LAUC Bylaws and Standing Rules to fit current LAUC practices and procedures, which have evolved since the expansive revision of the Bylaws approved by UCOP in 2009. The Committee should propose revisions to clarify ambiguities; incorporate new Bylaws and Standing Rules, as appropriate, that reflect the recently reorganized UC library advisory structure; and effect other changes that fit the way LAUC now operates and is likely to continue to do so. Assure the Bylaws and Standing Rules complement each other.

Summary of Action Items:

Due to a variety of circumstances, a Committee Chair was not appointed. That role was filled by LAUC President, Matt Conner, and Parliamentarian, Dean Rowan, who convened the committee and liaised with the Executive Board as non-voting members of the committee. For its special charge to revise Article III of the Bylaws on membership, the Committee on Professional Governance (CPG) developed a draft of revisions through a series of conference calls and through email discussion. The draft was issued to the membership on February 11, 2015 with a request for feedback by March 6, 2015. All

campuses responded. The feedback was synthesized through more conference calls and email over the next few weeks and a final draft was submitted to the Executive Board on March 28.

As part of its general charge, CPG reviewed and approved changes to the Bylaws for UCSB

Discussion and Recommendations

CPG completed its charge to revise Bylaws at both the division and state level. The recommendations for change and their rationale are appended below. In addition, due to the extreme difficulties resulting from the failure to find a Chair, it was recommended to the Executive Board to find a faster and more reliable system of appointing standing committee Chairs.

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Proposed By-Laws Changes

March 30, 2015

Article III. Membership

Rationale: “Definition of “titles” applies to the whole document.

Section 1. “Titles” in this section and throughout these bylaws refers to the list of academic titles set out in APM 112 in conjunction with their respective academic title codes described in APM 113.

Section 2. Membership in LAUC shall consist of:

Rationale: “University Librarian” is omitted because it has a unique status different from the other title codes and is dealt with separately in a new list item. “Deputy University Librarian” does not have an official title code and is not recognized by UCOP.

a) persons in the University holding appointments at half time or more in the librarian series, or in any one of the following titles: ~~University Librarian, Deputy University Librarian~~, Associate University Librarian, Assistant University Librarian, Law Librarian, Associate Law Librarian, Assistant Law Librarian, or in the same series or titles in an acting capacity.

Rationale: University Librarian is recognized separately.

(add new b.)

b) Each University Librarian or the same in an acting capacity; and

Rationale: Mechanism for introducing new exceptional members at the division level.

(add new c.)

c) all other persons holding appointments at half time or more who provide professional services in the university libraries substantially similar to those services identified in APM 360-4 irrespective of their status as determined by UCOP as academic, management, or staff appointees; and whose divisions have successfully petitioned LAUC for their inclusion.

Rationale: Additional details on the mechanism to admit new members.

(add new ci.)

i) LAUC shall establish standing rules of procedures for divisions to petition LAUC for inclusion of persons identified in subsection (c) above.

Section 3. LAUC has Divisions corresponding to each University of California campus. Each Division includes those members whose duties lie primarily on the campus it represents, even if such members report administratively to another campus. Members who work at locations remote from one of the campuses shall belong to the Division of the campus to which they report administratively. Members with Universitywide appointments shall belong to the Division of the campus nearest their office.

Rationale: Clarification and consolidation of member privileges into a list.

Section 4. ~~All members shall be eligible to vote in Universitywide elections, to hold Universitywide office, to serve on Universitywide committees, and to serve as representatives to the Assembly.~~

(add new list)

Members of LAUC defined in Section 1 shall be eligible to:

At the state level:

1. Hold office or a seat on the state executive board.
2. Serve as representatives to the state assembly.
3. Receive LAUC funds from the state level. (See Funding Guidelines.)
4. Serve on state committees without special appointment.
5. Nominate candidates for state office.

Rationale: Division level specified to distinguish member functions from possibly expanded affiliate and non-member participation below.

At the division level:

1. Hold office.
2. Vote.
3. Make motions.
4. Receive LAUC funds from the division level.
5. Serve on committees without special appointment.
6. Nominate candidates for division office.

Rationale: Gives discretion to divisions to expand their affiliate membership and enable increased participation in LAUC functions by non-members to incorporate additional expertise for LAUC's advisory function.

Section 5. Persons employed as librarians in the University on less than halftime appointments and retired LAUC members shall have affiliate membership. Divisions may extend membership of the affiliate category or create new structures of participation for non-members at their discretion. Affiliate members may participate in general meetings of the Assembly, but may not make motions, nominate candidates, become officers, serve on committees, be eligible for research and professional development funds, or vote at the division or state level.

Review of System Feedback and Rationale for By-Laws Recommendations

Matt Conner
LAUC President
for
The Committee on Professional Governance (CPG)

March 30, 2015

First, the CPG considered suggestions outside of Options A,B,C of the draft recommendations that were circulated. A proposal to retain the current language to pressure "Human Resources (HR)" to fix confusion in the LAUC membership was refused since HR is a broad category involving numbers of independent departments at the campus and system level; there are no individuals answering to this category who would feel pressure to respond. A proposal to change the definition of LAUC membership from APM title codes to a four part criteria based on the nature of librarian work was refused because it would deviate too far from the current language for UCOP to accept and because such a criteria was too indeterminate and unwieldy for administering the organization. A proposal to remove all administrators from LAUC membership, including AUL title codes, was rejected since this discussion already took place at the founding of LAUC with UCOP insisting on the inclusion of AUL title codes. There was also not enough popular support through the system for this idea.

The CPG then turned to consider the Options A,B,C in light of the feedback. Significant systemwide opinion favored expanding participation of non-members as affiliates or some other category (Option A). There was substantial resistance to admitting new title codes, reclassified administrators, and MLS holders as permanent new members (Option B). And there was support for allowing new title codes as exceptional members for divisions on request (Option C). In light of this feedback, the CPG undertook an exhaustive reconsideration of the three options and the current language by way of a series of single elimination comparisons (a.k.a. March Madness) to arrive at a recommendation.

Option A was favored over the current language because clarification of the title code criteria (Section 1) in place of the current ambiguous language was considered worthwhile. Specific language to expand the affiliate category and other types of non-member participation at the discretion of the divisions (Section 4) was considered a useful addition.

Option C and Option B were compared as alternative ways to extend official membership. Option B was dismissed because of a generally negative response. Even the favorable responses to Option B had no consensus on which of the three proposed categories should be admitted: new title codes, reclassified administrators, MLS holders. (There was particularly strong resistance to the final category.) In addition, the CPG found the prospect of standardizing campuses with deeply different needs in terms of title codes of varying and unpredictable relevance through the complex mechanism of the by-laws to be a hopeless undertaking. For Option C, the proposal to grandfather current reclassified administrators was rejected. There was no system support for the idea, and the CPG considered this to be a superficial response that did not address the future composition of LAUC. There were questions

about the need to extend official membership to new positions given that other staff would already have significant input through an expanded affiliate category (Option A) and given the additional work required to define a criteria for new positions and to adapt new positions to the by-laws.

The situation changed with the proposal to use APM 360-4, the APM's definition of librarianship, as the criteria for new membership. This criteria is ready-made and would merely need to be interpreted for admission. Furthermore, it gives librarians a degree of control in defining the profession that is absent from UCOP designated title codes and from the process of classifying new hires which remains poorly understood. There is no danger of a "slippery slope" for dispersing the membership since librarians would control the admission of new members and could remove exceptional new members through procedures in the Standing Rules as easily as they were brought in.

The CPG's final recommendation for revising the by-laws consists of a synthesis of Option A and Option C to provide the following four benefits to LAUC: (1) Clarify title codes as the basis of membership (2) Clarify membership privileges at the state and divisional level (3) Allow increased participation of non-members through an expanded affiliate category and other structures and (4) Allow new positions full membership privileges at the divisional level (subject to approval by the state executive board) with an option to remove them in future. The recommendations enable LAUC to adapt its membership to the foreseeable future without risk to its character or mission.

