

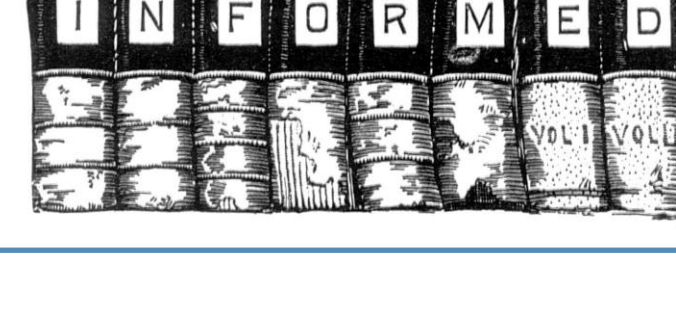


**A Message from LAUC President Matt Conner**

Greetings LAUC members and welcome to the second of our newsletters! This edition chronicles a Spring that turned out to be even more action-packed than we had anticipated. We completed our goals and in so doing turned up a set of new questions and challenges, which we take to be the sign of forward progress.

**Contents**

- Membership Discussion
- Annual Assembly
- Elections
- R&PD Committee
- New Website
- System-wide Consultation



**Membership Discussion**

In the Spring quarter, the membership discussion shifted to a more formal phase, with the Committee on Professional Governance (CPG) turning speculations on the future of LAUC membership into written revisions.

**CPG**

Due to a variety of circumstances, the CPG began its work a little late; however, with nothing less than a heroic effort, it produced a draft of recommendations for review by the membership on February 11, 2015. This draft presented three alternative scenarios, A, B, and C, for the future of LAUC membership. All 10 divisions responded with feedback by the March 6 deadline. This feedback was compiled over the remainder of the month into a single set of revisions, and these were approved by the Executive Board for review and approval by the Assembly.

**Special Assemblies**

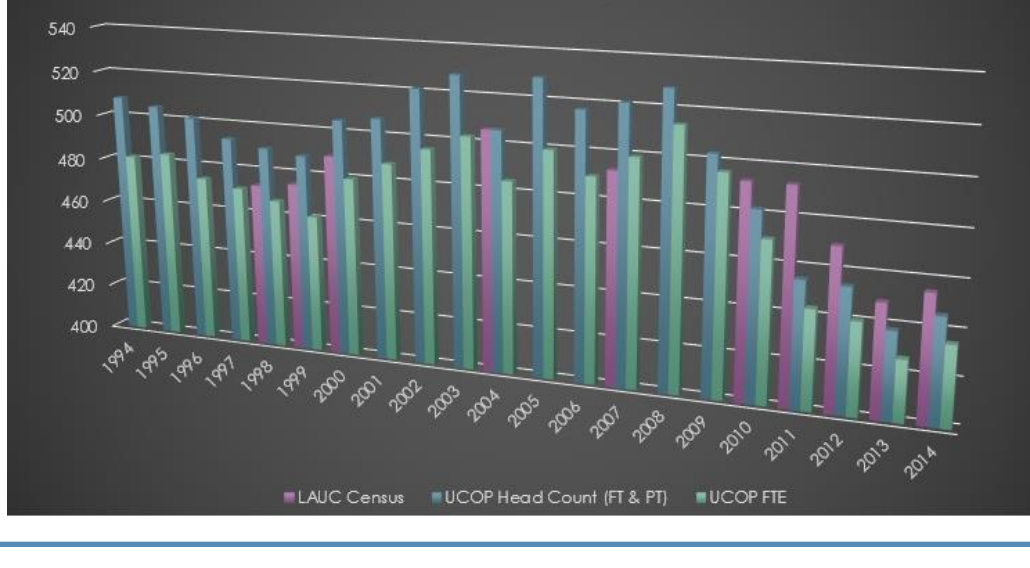
A discussion of this magnitude required additional time outside of the Annual Assembly in the form of special assemblies conducted virtually through conference calls. Scheduling two-hour meetings for 28 delegates was a monumental task! It was achieved, however, with two assemblies scheduled in the two weeks leading up to the Annual Assembly in San Diego. These special assemblies featured vigorous discussion on fundamental issues surrounding the purpose and composition of LAUC, as well as the text of proposed revisions.



"Welcome to ReadyTalk"

The original document was refined down to a set of choices that corresponded to a spectrum of expansion and change: (1) clarifying terms (2) expanding the non-member affiliate category to incorporate outside participation (3) expanding membership status to new participants.

Much of the discussion on how to proceed was premised on the demographics of the library profession, and it emerged that there was little agreement on this. The Diversity Committee, which was charged to investigate this question in 2012, issued a [report](#) quoting national studies that forecast a severe shortage of MLS holders in the near future. However, personal experience with local library programs suggested a surfeit of graduates. In fact, this does not conflict directly with the report, which was unable to find reliable regional data. Does personal experience outweigh the more general conclusions of the national study? Or is it accounted for by the report, which found California in a somewhat better position than the nation but subject to the same long-term trends? Better information about library demographics deserves attention. It also emerged that there was not a widespread understanding of LAUC's own demographics. This, at least, has been rectified in the following [document](#) by Carla Arbagey; a chart from the document is included below.



**Annual Assembly**

This year's Annual Assembly was held at UC San Diego on April 17, 2015, flanked by a stunning coastline view that was fully equaled by the outstanding hospitality and organizational brilliance of LAUC-SD. Full details and reports are available at the [Assembly Website](#).



**Resolution of the Membership Issue**

By overwhelming majorities, the LAUC Assembly voted to forward revisions to Article III (the membership article) that had to do with clarifying the terminology of title codes and with allowing divisions to expand their affiliate membership. The revision for introducing new members to LAUC outside of the listed title codes was rejected. Only approved revisions were forwarded to the membership for vote in the annual elections. The discussion surrounding these choices is recorded on the [Assembly Website](#). In essence, the rejection of new types of members was based on the assertion of the importance of academic status which has defined LAUC from its inception. This is deemed crucial as part of the librarian identity and as a means of recognizing the importance of our work. But other reasons contributed to the decision as well.

The skills represented by new types of library professionals, which was the impetus behind considering new members, could be accessed through the affiliate category. So modifying the membership for this purpose was not only undesirable but not even necessary. Finally, the relation of the LAUC title codes to these new professionals and to the profession itself was deemed to be better pursued through re-examination of the definition of the librarian series in the Academic Personnel Manual (APM), specifically APM 360-4.

**APM Revision**

Brian Schottlaender, University Librarian (UCSD), and Tammy Dearie, Associate University Librarian (UCSD), kindly cleared their schedules to attend the morning business meeting of the Assembly in addition to their presentation in the afternoon, and they furnished valuable history on APM 360-4. Just as LAUC's proposed revisions to APM 360-4 were denied by the University of California Office of the President (UCOP) in the Fall,



Members of the LAUC Executive Board. Top: Rikke Ogawa (LA), Rhonda Neugebauer (R), Deborah Murphy (SC), Penny Coppernal-Blach (SD), Evans Whitaker (SF), Carla Arbagey (Diversity Chair), Rita Evans (B), Bruce Abbott (D). Bottom: Nick Robinson (Past President), Diane Mizrachi (Vice President), Matt Conner (President), Christina Woo (Secretary).

so too were similar proposals for change by the Council of University Librarian's (CoUL) at an earlier point. Brian proposed that LAUC and CoUL work to develop a joint revision to present to UCOP. To this end, LAUC's earlier revisions from the Fall were adopted as an [official resolution](#) that would form the basis for working with CoUL on this question.

In the wake of the Assembly, CoUL and LAUC formed a joint task force to produce a revision of APM 360-4 to be submitted to UCOP. The task force membership is:

**CoUL**

- Brian Schottlaender (Chair Joint TF, UCSD)
- Ginny Steele (CoUL advisor to MOU Negotiating Team, UCLA)
- Alan Groscheider (Chair, CoUL Administrative Services Advisory Group; UCSB)



Assembly attendees enjoy lunch on the patio outside The Village building, overlooking the Pacific Ocean and Torrey Pines golf course.

**LAUC**

- Matt Conner (LAUC President, UCD)
- Diane Mizrachi (LAUC President-Elect, UCLA)
- Emily Lin (LAUC member, UCM)

LAUC sends its deepest appreciation to Janet Lockwood, Director of Academic Policy & Compensation, and Vice-Provost Susan Carlson from the Academic Programs and Planning Department of UCOP for their consultation on this matter and for adapting the revision schedule for the APM to allow the task force to work over the summer. The task force revision is due on September 8, 2015 for a final review to take place in October.

**Future of the Library Workforce**

Brian and Tammy discussed questions on what has become unnecessary for librarians to do and what, in the most optimistic scenario, the future of the librarian series would look like. Suggestions included team-based librarianship that could work outside the walls of the library building itself. The presentation is posted on the [Assembly site](#).

**Library Redesign**

The last afternoon session focused on library redesigns at Berkeley, Riverside, and San Diego. Roger Smith gave an update of the redesign at San Diego, and Brian Quigley spoke about the redesign at Berkeley. Smith and Quigley's reports outlined organizational redesigns that have already taken place, while Carla Arbagey, who presented for Riverside, spoke about the lengthy initial phase of strategic planning and re-organization under way at the UCR Library.

**Annual Elections**

210 members participated in the Annual Elections for a participation rate of 46%. Congratulations to the newly elected officers:

President Elect: Dana Peterman (UCI)

Secretary: Lisa Spagnolo (UCD)

The following Bylaws revisions are approved by the LAUC membership:

[Article III](#)

[Rest of Bylaws](#)

They will be forwarded to UCOP for final approval. There is no firm date for the membership, and the membership will be updated in future.



This year's elections were, happily, conducted online.

**Research & Professional Development Committee (RPD)**

This year saw the first instance of a new system whereby the Research and Development Committee (RPD) issued two calls for proposals (instead of one) and dispensed funds directly (instead of through UCOP). These changes were introduced to give greater flexibility in project development to members and quicker access to funds. The year saw two major successes. First, there was a surfeit of applications, no doubt assisted by the presence of ALA in San Francisco this year. This activity confirmed that the research component of LAUC is alive and well. Secondly, under the guidance of Chair and Vice-President Diane Mizrachi, RPD administered the new system flawlessly, developing a number of new policies that will be used in future.



Have a big project in mind? Apply for a LAUC Research Grant this fall!

**New Website**

After some unforeseen setbacks, the new LAUC Website is due for roll-out this summer. Under the guidance of Chair and Webmaster Julie Lefevre, the LAUC Ad Hoc Website committee is completing a complex six part development and migration process. Under Chair Carla Arbagey, the Diversity Committee has assisted with part of the development process and furnished content that will be available immediately on the new site. The unveiling of the website will complete a two year project that furnishes additional capabilities and flexibility to the membership.

**System-wide Consultation**

LAUC continues to expand its system-wide involvement and thanks Rosalie Lack, Chair of the system-wide Coordinating Committee (CC) of the library advisory structure, for attending the Annual Assembly in person. LAUC efforts in the Spring fell into four broad categories.

**Open Access Policy**

LAUC sent its response to UCOP on the OA policy for non-Academic Staff, which includes librarians, by the deadline of January 15, 2015. There was one significant finding in the report. While the policy required publications to be submitted to the e-Scholarship depository it enables this requirement to be waived or the embargoed for a period of time. However, there are indications that the waiver would only be granted in unusual circumstances such as a publisher's insistence. So, the freedom to "opt out" was circumscribed and it also appeared to differ from the OA policy for Academic Senate members where it appears that waivers are granted more routinely. LAUC joined with the response by the California Digital Library (CDL) in suggesting that there be one process for administering the Open Access policy across the University that does not distinguish between Academic Senate and other staff, and this issue is under review. Special thanks to Christy Caldwell, LAUC-SC, for her invaluable consultation on the LAUC response.



**Webinars**

In cooperation with the CC, LAUC arranged three webinars for the membership on system-wide topics of interest.

1. UCLDC - Sherri Berger, April 10
2. HathiTrust - Heather Christenson, May 12
3. Open Access - Catherine Mitchell, June 10

Recordings of the webinars are archived [here](#).

**UCLAS 2.0**

The University of California Library Advisory Structure (UCLAS) was reviewed in the Spring and will undergo a restructuring that will be announced at a future point.

**APM Revision**

LAUC collated suggestions for revising the APM and submitted them to UCOP by the original deadline of June 1.

The LAUC Executive Board congratulates all members on a productive year and extends best wishes for the summer.



**Article Submissions Requested**

In view of the extensive discussion at this year's Assemblies on a variety of issues, the LAUC Exec Board is considering offering space for opinion pieces on issues related to the organization for future newsletters. If anyone would like to address the membership on a topic that interests them please look for a call for submissions for the next newsletter in the Fall.

*The LAUC Newsletter*

Written and compiled by Matt Conner, LAUC president  
Design by Carla Arbagey, LAUC-R



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