

## **Position Paper Rewrite Task Force Revisions to LAUC Position Papers 2 and 4**

### Timeline

In April 2016, the 2015-2016 LAUC Executive Board charged the creation of six-person task force to revise, per LAUC vote, Position Papers Nos. 2 and 4. In August 2016, the task force presented the 2016-2017 LAUC Executive Board with draft revisions. In September 2016, the Executive Board returned the draft revised position papers to the task force with comments and suggestions. In November 2016, the task force resubmitted revised draft position papers to the Executive Board for its consideration.

### Comments

The revision of Position Paper No. 2 [Development of Effective Communication between Statewide LAUC and Library Council] proved to be a fairly straightforward process (for the most part removing outdated references to the UC Libraries advisory structure of the 1970s).

The task force's initial revision of Position Paper No. 4 [Review Procedures for Librarians Outside the Normal Campus Peer Review] elicited a consensus of opinion from members of both the LAUC Executive Board and the task force which discerned that a broader statement of principles and procedures underlying the peer review process for LAUC members was necessary.

As originally written, Position Paper No. 4 [Review Procedures for Librarians Outside the Normal Campus Peer Review] concentrated on defining guidelines underlying the peer review process for librarians not bound by normal (campus-/division-based) procedures. However, the retirement of Position Paper No. 1 [Criteria for Appointment, Promotion and Advancement in the Librarian Series] left several core LAUC principles regarding the peer review process for librarians unanchored. Thus, in accordance with its charge, the task force has revised Position Paper No. 4 as a statement of general principles and guidelines for the peer review of librarians, both within and outside normal divisional review procedures.

Position Paper No. 4 provides guidance for review procedures whenever librarians work in a University unit other than one of the ten campuses: viz, Office of the President, ANR, the marine laboratories (Bodega Bay, Scripps), or the national laboratories (LANL, LLNL, LBNL). It also provides guidance for review procedures involving librarians holding a temporary or part-time assignment away from their home campus, as well as librarians who have local appointments but systemwide responsibilities.

LAUC Position Paper Rewrite Task Force

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## **Revised Position Paper No. 2 DRAFT**

### **Development of Effective Communication between LAUC and the University**

Effective communication between LAUC and the University is essential for fulfilling the University's mission of teaching, research, public service, and patient care. It is also essential so that LAUC may fulfill its shared governance responsibilities to advise the University on matters concerning the Libraries and professional librarians.

Therefore, both LAUC and the University shall ensure that effective communication be developed and implemented through available and appropriate channels.

Additionally, in accordance with LAUC's advisory role, the University shall invite LAUC to appoint members to all appropriate University administrative committees, groups, and other advisory bodies, consistent with LAUC's responsibilities as outlined in its Bylaws and APM - 360 Appendix B.

## **Position Paper No. 4 DRAFT**

### **Principles and Guidelines Underlying Appointments, Promotions, and Advancements for the Librarian Series**

1. The criteria for appointment to and advancement through the ranks of the librarian series are established in APM - 210-4 APM - 360 (for non-represented librarians), and Unit 17 MOU Article 4 (for represented librarians). These criteria fully define on what basis a librarian can be appointed, promoted, or advanced. Expansion of these criteria into detailed lists of expected accomplishments serves no useful purpose because of the adaptable nature of the criteria and the individuality of each career.
2. The potential for advancement to the rank of Librarian is open to all members of the librarian series. It is the merit of the individual librarian that will determine whether a promotion is achieved. There shall be no quotas, neither with regard to the number of librarians in the Librarian rank, nor to the amount of money in the budget, for a recommendation on promotion or advancement should be made solely on the individual merits of the librarian under review.
3. A review for promotion or career status shall give full consideration to the total career of the candidate.
4. A librarian holding an appointment at one of the ten University of California campuses shall be reviewed in accordance with established review procedures of that campus.
5. A librarian holding an appointment at one of the ten University of California campuses but working at a location remote from any campus (e.g., Bodega Bay Marine Laboratory) shall be reviewed in accordance with the procedures of the campus to which he or she reports administratively.
6. A librarian holding an appointment at a location other than one of the ten University of California campuses (e.g., Office of the President, Office of National Laboratories, Division of Agriculture and Natural Resources) shall be reviewed in accordance with the established review procedures of the campus nearest which the regular duties are performed. In the case of a librarian having a systemwide appointment, at least one member of the review committee shall be from a campus other than that where the review is taking place.
7. A librarian holding an appointment at one campus but working on assignment at another shall be reviewed in accordance with the procedures of the campus where the work is performed.