Joint LAUC-I Executive Board and Executive Council
Monday, October 19, 2009 * 11:00 – 12:00 p.m. * LL 110

Present: Andrews, Brown, Grahame, Hughes, Imamoto, Light, Lin, Munoff, Novak, Peterman, Sibert, Sunday, Williams
Absent: Ferry, Tanji

1. Agenda review

2. Approve minutes: Joint LAUC-I ExBd & ExCouncil minutes for August 10, 2009
   ♦ Approved with changes.

3. LAUC-I Budget Update
   ♦ $2500 starting budget.
   ♦ Last update 10/12/09: $2455.73; $44.27 for refreshments for the General Membership Meeting.

4. LAUC-I Standing Committees Updates
   ♦ Academic Librarianship Committee (ALC)
     - Met once so far; next meeting will start to make plans for the rest of year.
     - Decided not to participate in the graduate & professional school fair this year, due to cost.
     - Future of libraries panel possible.
     - Panel with new law librarians possible.
   ♦ Research & Professional Development Committee (R&PDC)
     - New charge this year to review eScholarship submissions from librarians; reviewed two so far, actively looking for more.
     - Working with PC on a program highlighting librarians’ professional development contributions.
     - Dekiwiki is under review for professional development projects.
   ♦ Program Committee (PC)
     - First meeting will be in November.
     - Planning two programs in December:
       - GIS on 12/10.
       - Librarians’ Professional Accomplishments on 12/16 (in collaboration with R&PDC).
   ♦ Librarian Review Committee (LRC)
     - Will meet in November.
     - Met with Sunday and Munoff at the beginning of the season.
     - Electronic review-file submission tabled for another year.
     - Incorporating law librarian reviews into the process; will make announcement at General Membership meeting.
   ♦ Nominating Committee & New Librarian Orientation
     - Brown will get nominating calendar from Peterman.
     - Nothing going on with elections until December.
     - Will be meeting with Law Librarians Jackie Woodside, Melody Lembke and Jessica Wimer for orientation at the end of October or beginning of November.
5. General Budget update

- No changes to speak of.
- No indication that things will change, no talk of mid-year cuts or anything like that at the campus level.
- UCI Libraries budget as we have it now should be what we have for the year.
- Statewide budget still changing and evolving.

6. Perspectives on Future of Libraries and librarians

- Re: Greenstein’s 21st century libraries paper; was discussed during LAUC conference call.
- Question for Munoff from Peterman: How should we interpret Greenstein’s comments?
  - Focus attention more on CDC white paper on collections and on the interim reports about Next Gen Melvyl (NGM) and Next Gen Tech Services (NGTS), which came out of the earlier Bibliographic Services Task Force (BSTF) report.
  - Another paper about to be distributed to CDL standing groups - still a short paper.
- Question for Munoff from Peterman: How does CDC white paper pertain to public services (PS)?
  - Attention will be focused on Tech Services (TS) for a while. The BSTF was a few years ago; NGM was a follow-up to BSTF.
  - OCLC has declared that they want to develop components that would make NGM more like an ILS than what Melvyl had previously been (which would open interesting possibilities). Commercial ventures like Google are driving some of this, as response to our users. Library searching has not been geared towards popular searching in the past, and we get into trouble when we conflate popular searching with scholarly searching. We have a lot to learn in providing interfacing to do in-depth scholarly searching and yet integrate as much as possible with popular searching methods. However, it’s important that we don’t throw out specialized systems we already have in favor of a one-search-box method; libraries still need precision and advanced-search capability.
  - The University Librarians agreed that TS is an area that can benefit from collaborative attention; lessons learned and issues identified from NGTS can be carried over to other areas. PS looking at collaborative programs: shared tutorials, 24/7 reference, etc.; thinking about things that are not obvious to find more ways to collaborate and become more efficient.
- More from Munoff
  - ALC will be looking at a number of things, and our programs will address some of this too – more ideas will come out of both.
  - UL advisory structure includes a LAUC member on all groups, subgroups, task forces, etc. – this is one avenue for input, for getting different perspectives. More groups equals more input, more opportunities for experts to contribute.
  - UCI Libraries is dealing with issues internally as well – looking at systems that are in place and looking for better ways to do things, looking at how much needs to be invested to prevent things from going wrong; this will continue.
  - Technology infrastructure allows for these kinds of considerations.
  - Budget is a motivating factor in these things as well.

7. Furlough and savings. How’s it going?
Furlough program for librarians implemented October 1, 2009, in effect through September 30, 2010.
November 1, 2009 paycheck will see first of 12 salary reductions.
Don’t use furlough days till you earn them; however, during campus curtailment period, librarians can use furlough days for the 6 campus_closure days even if not yet earned.
Timesheets adjusted to include furloughs in drop-down menu and running total of furlough days accrued.
Furlough program is best of many bad options; library staff are in the worst of the bad-option scenarios: temporary lay-offs. Staff will cycle through lay-offs, about 100 staff to cycle through.
(Munoff) Glad librarians reached furlough agreement rather than temporary lay-offs. Temporary lay-offs are so much more complex, less convenient and more of a burden for the staff.
(Sunday) The agreement for the librarians furlough was in the form of a sideletter between the university and the union that includes a statement that pertains to the next topic in the agenda.

8. Changes in review for the furlough year in consideration?  
See Side Letter on Furlough/Salary Reduction Program for Unit 17 Librarians [http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/librarians_lib/agreement.html](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/librarians_lib/agreement.html)
Item 2 under Other Provisions states: “Performance reviews and expectations shall take into account the actual reduction in work time associated with the Program.”
From one year to the next, vacations are taken, some years more than others; treating furloughs in a similar manner, in general supervisors will take into account the actual time available to get the work done.
Think about furloughs as ‘forced vacations’, time away from your job that you normally might have taken as vacation, though forced. No specific provisions about how to think about people working, for example, 21 days less per year at the time of review.
Language in agreement is very generic.
There is less money for professional development, conferences, less time to write, less time for things outside of criterion 1; on the other hand, it’s only for one year (at least as far as we know at this point).
It’s an issue for LRC to be aware of in terms of reviewing files and making recommendations (for next year’s reviews).
Will balance itself out; if a librarian feels like the furloughs are having an impact on his/her situation, should consult with his/her review initiator.

9. UCI’s process for librarians moving from step 5 to 6 or above.
Comes directly from the Academic Personnel Procedures for Librarians (APPL) section I.D.2 (see [http://hr.lib.uci.edu/performanceevaluations/performanceLibrarians.php](http://hr.lib.uci.edu/performanceevaluations/performanceLibrarians.php))
Before steps/salaries changed in 1999, it was determined that there would be an impact on librarians who had already reached distinguished status. There are a few distinguished-status Librarian 5s currently; they have to continue to show extraordinary achievement and status from the time of their initial distinguished review, although they don’t have to do a career review again. For Librarian 5s who are not distinguished, they will have to do a career review to become distinguished.
For distinguished status, must show a career history of outstanding service to the library, the community, etc.

Librarian 5 and Librarian 5 Distinguished Status difference: ‘distinguished status’ means that the librarian has already done a career review and proved outstanding achievements and service.

When steps/salaries changed in 1999, it affected librarians in that they were put into lower salary steps/numbers. There was concern at the time that a Librarian 5 Distinguished Status would be moved to a Librarian 4 and when they went for Librarian 5 again they’d have to do a career review again. This bypasses that need – if a librarian already has distinguished status, career review is not necessary again.

There is meant to be a natural plateau at Librarian 5; not all Librarian 5s have distinguished status.

The normal action for a Librarian 5 (distinguished or not) is a “no action”.

If a Librarian 5 Distinguished Status is going for Librarian 6, the review process is similar to a review for distinguished status, but not for the entire career – the librarian has to have continued outstanding achievement for the 3-year period since last review. Once a librarian get distinguished status, s/he incurs an obligation to continue to maintain distinguished performance in order to move into a 6.

There is no salary distinction between Librarian 5 and Librarian 5 Distinguished Status.

With the current Librarian scale, only someone at a Librarian 5 can request a distinguished status review, at which point they become a Librarian 6.

10. Announcement: 
   • APPL revisions have been completed; will be sent to LAUC-I body for comment. Plan to have as agenda item at November 4 LAUC-I General Membership meeting. Copies with identified changes will go to all librarians next week. Changes are mainly housekeeping, but also incorporate law librarians. Mostly updates, no procedural changes.

8. Wrap up and Adjournment
   • Meeting adjourned at 11:46 a.m.

Next meetings:

26 January 2010  19 April 2010  9 August 2010