

LAUC-SD Membership Meeting -- Minutes
December 17, 1996
Seuss Room

Present: Leslie Abrams, Linda Barnhart, Susan Berteaux, Peter Brueggeman, Karen Cargille, Lynda Claassen (chair), Kathy Creely, Trisha Cruse, Tammy Dearie, Joanne Donovan, Sam Dunlap, Tami Echavarria, Crystal Graham, Ruth Gustafson, Jackie Hanson, Christy Hightower, Susan Jurist, Elliot Kanter, Deborah Kegel, Richard Lindemann, Phyllis Mirsky, Becky Ringler, Reinhart Sonnenburg, Ginny Steel, Judy Thompson, Esteban Valdez, Kathy Whitley (recorder), Vicki Williamson.

ANNOUNCEMENTS

Tammy Dearie introduced Judy Thompson, the new Corporate Associates/PLUS librarian.

BUSINESS

1. Fall Assembly -- Lynda, Ruth, and Ginny attended the LAUC statement Fall Assembly in Berkeley earlier in December. Richard Lucier gave a talk about the California Digital Library Project. R&PD Committee is arranging for him to come to UCSD in late January or early February to talk to us about the DLP. Myron Okata had no really positive reports on salary issues -- there will be a 2% COLA increase in October 1997, and a 3% step increase for faculty; no VERIP announced (Jackie noted in discussion that there have been many VERIP rumors, that she has checked with UCOP and there is no official announcement, but pointing out however that for previous VERIPs there was not much advance notice); there will be no steps added to the librarian series, no stipends for administrators. Refer to email report for more details on Assembly. Next Assembly is May 8-9 at UCLA.
2. R&PD Committee -- Kathy C. reminded members that a second call for statewide research project is out, with proposals due January 7 to Alice Perez--\$10,000 is available. Local grants are also available. The application forms and information are on the LAUC Web site-- gort.ucsd.edu/lauc/lauc.html.
3. Ad hoc Committee to Review the Many Voices Report with Regards to Sexual Orientation Issues -- Sam Dunlap had circulated the full report via email (attached) and handed out Appendices A and B. Appendix A, the UC Davis Principles of Community statement was adopted by statewide committee and Sam provided the UC Berkeley statement for comparison. Sam outlined the history of the Ad hoc Committee and their proposal to statewide LAUC including action items with respect to Sexual Orientation issues in all areas of library activity and the name of the LAUC Committee on Cultural Diversity. The report will be distributed for comments by statewide LAUC and sent back

to statewide chair for approval. The membership voted in favor supporting changing the name of the committee to LAUC Committee on Diversity to reflect including issues related to sexual orientation, disabled people, etc., and in favor of the proposal as circulated by Sam.

4. Accelerated Advancement -- Richard and Peter presented a draft document elaborating the APM language governing accelerated advancement and promotion (attached). The major point of clarification involves whether accelerated advancement/promotion requires exceptional performance in both criterion (a) and one or more of criteria (b-d). Also at issue is the different range of contextual information about the candidate available to the department heads, CAPA, the Ad Hoc Committees, and the AULs/UL to allow comparison with peers. After much discussion, a vote on the proposal was taken, with 13 in favor of adoption and 9 opposed. In view of the closeness of this vote and in view of the number of people present relative to the entire membership, it was decided to leave this issue open for further comments and discussion by the membership via email to Richard and to revisit it at the next membership meeting.

Summary of discussion:

- Ginny--in paragraph 2, only CAPA members and AULs are comparable, not the candidates Richard -- guide to CAPA as well as membership; full context of people at all steps not available, but supervisors have those immediately available to them; however really no one has full context except CAPA.
- Peter-- attempt to apply same criteria as normal advancement for accelerated advancement.
- Need for general clarification--guidance on what is accelerated.
- Peter--do in 1 year what others have in 2 years.
- Deborah-- quality vs. quantity issue.
- Kathy C.-- vary year to year?
- Richard-- feels that exceptional should be rare.
- Elliot-- even a prescriptive approach with examples doesn't give the full context for a decision.
- Lynda-- Ad hocs for all of these? -- Ad hoc sees only the one file, not the other candidates.
- Jackie-- concerned with diminishing role of ad hocs.
- Peter-- both areas (A and B,C,D) required for looking at acceleration in the same way.
- Susan J.—equity
- Phyllis-- level of contributions; compare with proposed level. Is this possible only at the AUL level because other files are not available?
- Tammy-- has there been a shift upward so acceleration is eventually impossible?
- Deborah-- Can ad hocs not compare mentally with others whose files they haven't access to?
- Jackie-- list of people at the target level is probably okay, but not access to their files.

- Joanne-- feels a list would be detrimental.
- Kathy C.-- what if no ad hoc for acceleration -- APM requires.
- Karen-- A is the most important; do others as relevant.
- Reinhart-- B,C,D with A -- not possible.
- Crystal-- accomplish same in a shorter amount of time
- Deborah-- just one part of A exceptional – no
- Reinhart-- raising the bar everywhere.
- Kathy C.-- we're raising the bar ourselves
- Jackie-- what to tell new librarians of differences between the documentation and APM
- Peter/Richard--Elaboration of APM
- Susan J.-- separate discussion of B,C,D overemphasis in light of PPD, etc.

Meeting adjourned at 3:30 for holiday refreshments.

Respectfully submitted,
Kathy Whitley

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Appendix:

LIBRARIANS ASSOCIATION OF THE UNIVERSITY OF CALIFORNIA - SAN DIEGO
Position Paper on Accelerations

Accelerations, comprising merit increase decisions made earlier than the prescribed periods of service at specific ranks and steps in the Librarian Series, or merit increase decisions reflecting advancement of more than one step in salary, are governed by criteria specified in APM - 360-10 and APM - 210-4-e [pertinent sections are printed below]. Because guidelines for accelerations are offered within the broader context of advancement and promotion criteria in general, LAUC-SD interprets the phrase "accelerated promotion is possible if achievement has been exceptional" [APM - 210-4-e-(2)] to apply jointly to criterion (a), "Professional Competence and Quality of Service Within the Library" [APM - 210-4- e-(3)], and, to the extent they are relevant, to criteria (b)-(d) [APM - 210-4-e-(3)].

Candidates for accelerated advancement consequently should demonstrate exceptional achievement both through their service to the library and, in composite, through their professional activities, University and public service, and research and other creative activities to the extent that these are relevant to their position. In evaluating such recommendations for accelerated advancement, librarians should consider this exceptional achievement within the broader context of the candidate's performance as a whole, and they should assess objectively and thoroughly the candidate's overall accomplishments compared to those of others at the candidate's rank/step in criterion (a), Professional Competence and Quality of Service Within the Library [APM - 210-4-e-

(3)], and in criteria (b)-(d) [APM - 210-4-e-(3)],

Appointment and Promotion Manual
Librarian Series
360-10 Criteria

b. A candidate for merit increase or promotion in this series shall be judged on the basis of the first of the following criteria, and, to the extent they are relevant, on one or more of the last three:

- (1) professional competence and quality of service within the library;
- (2) professional activity outside the library;
- (3) University and public service; and
- (4) research and other creative activity

In the consideration of individual candidates, reasonable flexibility shall be exercised in weighing the comparative relevance of these criteria.

c. Promotion shall be justified by demonstrated superior professional skills and achievement and, in addition, demonstrated professional growth and and/or the assumption of increased responsibility. The assumption of administrative responsibility is not a necessary condition for promotion.

d. An explanation of these criteria is set forth in APM - 210-4.

Appointment and Promotion Manual
Review and Appraisal Committees

210-4 Instructions to Review Committees Which Advise on the Advancement, Merit Increase, Promotion, Career Status Actions for Members of Librarian Series

b. ... In conducting its review and arriving at its judgment concerning a candidate, each review committee shall be guided by the criteria as mentioned in APM - 360-10 and described in APM -210-4-e.

e. Criteria

(2) Merit Increases and Promotions: At the time of original appointment to a title in this series, each appointee shall be informed that continuation or advancement is justified only by demonstrated skills and achievement which will be determined after objective and thorough review. . . . [A]ccelerated promotion is possible if achievement has been exceptional. An appointee will be eligible for promotion only if there are demonstrated superior professional skills and achievement. For some, promotion may involve a position change; for others, promotion may not necessarily involve position change but will depend upon increased responsibility well as growing competence and contribution in the same position. The

assumption of administrative responsibilities is not a necessary condition for promotion.

A candidate for merit increase or promotion in this series shall be judged on the basis of professional competence and quality of service rendered within the library and, to the extent they are relevant, one or more of the following: professional activity outside the library; University and public service; and research and other creative activity. (See APM - 360- 10.)