

LAUC-SD Membership Meeting
June 17, 1997
Seuss Room

Attending: Leslie Abrams, Karen Cargille, Lynda Claassen (chair), Kathy Creely, Tammy Dearie, Sam Dunlap, Tami Echavarria, Ruth Gustafson, Jackie Hanson, Elliot Kanter, Richard Lindemann, Gerald Lowell, Bruce Miller, Phyllis Mirsky, Jenny Reiswig, Beverly Renford, Barbara Slater, Dawn Talbot, Judy Thompson, Brad Westbrook, Kathy Whitley (recorder), Vicki Williamson, Eiji Yutani

Meeting called to order by Lynda at 2:10 following short refreshments period.

1) Celebration for Eiji Yutani

Jerry Lowell congratulated Eiji Yutani on being awarded Librarian Emeritus status from the university and presented him with framed copies of his nomination and award letters. He is only the third librarian to be granted this honor at UCSD.

2) Vice Chair/Chair Elect position opening

Lynda announced that Karen Cargille has agreed to finish Ginny Steel's term as Vice Chair/Chair Elect until September.

Kathy reported that only Karen Cargille's name had been forwarded as a volunteer to serve as Chair next year. It was moved, seconded and accepted by acclamation to accept Karen as the 1997-98 Chair.

We will do a farewell for Ginny in July.

3) Acceleration document

Lynda circulated the draft appendix to the APM document containing guidelines for requests for accelerated advancement.

Richard clarified question about B, C, and D -- these 3 apply in addition to A insofar as they apply for regular advancement of the person in question.

It was moved and seconded to accept the wording in this document.

Motion carried. The document is attached to these minutes.

Meeting adjourned at 3:00pm.

Respectfully submitted,
Kathy Whitley

Attachment to minutes:

LIBRARIANS ASSOCIATION OF THE UNIVERSITY OF CALIFORNIA -- SAN DIEGO
Guidelines for Accelerated Advancements

Adopted: June 17, 1997.

Accelerated advancements are merit increase decisions made either earlier than the prescribed period of service or involving an advancement of more than one step. Evaluating recommendations for all merit increases is governed by criteria specified in APM - 360-10 and APM - 210-4 [pertinent sections appear at the end of this document]. The APM language regarding accelerations is broad and appears within the context of merit increases and promotions; the possibility of acceleration is mentioned only twice:

"If ... there is evidence of unusual achievement and exceptional promise of continued growth, the committee should not hesitate to endorse or propose a recommendation for higher rank or higher step within rank which would constitute an accelerated advancement of an appointee." [APM - 210-4-d-(2)]

"[A]ccelerated promotion is possible if achievement has been exceptional." [APM - 210-4-e-(2)]

In accordance with the APM, a candidate for merit increase or promotion is 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: (a) professional competence and quality of service within the library; (b) professional activity outside the library;

(c) University and public service; and (d) research and other creative activity. Reasonable flexibility is exercised in weighing the comparative relevance of these criteria.

LAUC-SD has determined that, in assessing the unusual achievement and exceptional promise of continued growth and exceptional achievement that justify accelerated advancement, reviewers shall likewise consider both Criterion A and, to the extent they are relevant, one or more of Criteria B, C, and D, in making their recommendation. Exceptional achievement should be evident in all aspects that would be considered for a normal merit increase, and the evaluation should take into account the relevance of Criteria B, C, and D to the incumbent's position and series level.

Excerpts from the UC Academic Personnel Manual relevant to these LAUC-SD guidelines appear below.

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Academic Personnel Manual
Appointment and Promotion: 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 accomplishment 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.

Academic Personnel Manual
Appointment and Promotion: Review and Appraisal Committees
210-4 Instructions to Review Committees Which Advise on the Appointment, 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.

d. Procedures

(2) Assessment of Evidence: The review committee shall assess the adequacy of evidence submitted. If ... there is evidence of unusual achievement and exceptional promise of continued growth, the committee should not hesitate to endorse or propose a recommendation for higher rank or higher step within rank which would constitute an

accelerated advancement of an appointee.

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 as 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.)