



J. Daniel Hare
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*Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200*

May 31, 2016

**SUSAN CARLSON, VICE PROVOST
ACADEMIC PERSONNEL**

**Re: Second Systemwide Review of Proposed Revised APM 360, Librarian Series; and Section 210-4,
Instructions to Review Committees**

Dear Susan,

As you requested, I distributed for systemwide Senate review the set of proposed revisions to APM 360, outlining the criteria for appointment and promotion in the Librarian series, and to APM 210-4, providing instructions to review committees that advise on appointment and promotion. Six Academic Senate divisions (UCI, UCLA, UCR, UCSC, UCSD, and UCSF) and two systemwide committees (CCGA and UCFW) submitted comments. These comments were discussed at the Academic Council meeting on May 25, 2016. The full set of comments is attached.

As noted in the first systemwide review in 2015, the revisions are intended to update the language of the APM sections to conform to the contract between the University and the American Federation of Teachers, and to ensure that the terms and conditions affecting non-represented librarians are consistent with those affecting represented librarians. Reviewers agree that the new revisions respond appropriately to concerns raised and suggestions made by Senate reviewers during the first systemwide review. They also build on the first review by updating APM 360 to reflect the current and expanded role and responsibilities of librarians at the campus libraries.

The Academic Senate generally supports the proposed modifications. Reviewers also made three noteworthy suggestions for further revisions: to specifically reference contributions to diversity made by academic appointees within the Librarian Series (UCR); to recognize their academic freedom rights with respect to research and teaching activities (UCSD); and to clarify the nature of "corrective action" taken against an appointee in the series that could result in a merit-based increase being withheld or postponed (CCGA).

Thank you for the opportunity to opine.

Sincerely,

A handwritten signature in blue ink that reads "J. Daniel Hare".

J. Daniel Hare, Chair
Academic Council

Cc: Policy Manager Lockwood
Academic Council
Executive Director Baxter



Office of the Academic Senate
307 Aldrich Hall
Irvine, CA 92697-1325
(949) 824-2215 FAX

May 18, 2016

Dan Hare, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Second Systemwide Review: Proposed Revisions to APM - 360, Librarian Series and APM - 210-4, Instructions to Review Committees

Dear Dan,

At its meeting of May 17, 2016, the Irvine Division Senate Cabinet reviewed the proposed revisions to APM 360 and APM 210-4. The Council on Research, Computing and Libraries, and the Council on Faculty Welfare initially reviewed the proposed revisions and identified no concerns. The cabinet's review of the proposed revisions also yielded no concerns.

The Irvine Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in cursive script that reads "Alan Terricciano".

Alan Terricciano
Irvine Division Senate Chair

Enclosures: CFW Memo
CORCL Memo

C: Hilary Baxter, Executive Director, Academic Senate
Natalie Schonfeld, Executive Director, Academic Senate, Irvine Division

May 12, 2016

**ALAN TERRICCIANO, CHAIR
ACADEMIC SENATE – IRVINE DIVISION**

**Re: SYSTEMWIDE REVIEW OF PROPOSED REVISED ACADEMIC PERSONNEL
MANUAL (APM) SECTION 360, LIBRARIAN SERIES; AND SECTION 210-4,
INSTRUCTIONS TO REVIEW COMMITTEES WHICH ADVISE ON THE
APPOINTMENT, MERIT INCREASE, PROMOTION, CAREER STATUS
ACTIONS FOR MEMBERS OF LIBRARIAN SERIES**

At its meeting on April 12, 2016, the Council on Faculty Welfare, Diversity and Academic Freedom (CFW) reviewed the proposed revisions to APM's 360 and 210-4 for the Librarian Series. The revisions include a new definition for the librarian series, criteria for appointment, terms of service, merit increases, promotion, advancement to career status, and personnel review procedures.

After consulting with the Council's Librarian representative for feedback, CFW found no issue with the proposed revisions.

CFW appreciates the opportunity to provide input.

Sincerely,

A handwritten signature in black ink, appearing to read 'Saphores', with a long horizontal line extending to the left and a vertical line extending downwards from the center.

Jean-Daniel Saphores, Chair
Council on Faculty Welfare, Diversity, and Academic Freedom

c: William Parker, Chair-Elect
Academic Senate

Natalie Schonfeld, Executive Director
Academic Senate

April 1, 2016

**ALAN TERRICCIANO, CHAIR
ACADEMIC SENATE – IRVINE DIVISION**

RE: APM 360 Librarian Series and APM 210-4 Instructions to Review Committees which Advise on the Appointment, Merit Increase, Promotion, Career Status Actions for Members of Librarian Series

At its meeting on March 17, 2016 meeting, the Council on Research, Computing and Libraries (CORCL) reviewed the proposed revisions to APM 360 and 210-4 which are undergoing a second systemwide review.

Proposed revisions include the following:

- A new definition for the librarian series.
- Changes to the criteria for appointment terms of service, merit increases, promotion, advancement, and personnel review procedures.
- A description of the implementation of a point-based salary scale for librarians. In the past, the librarian scale used a rank and step system, which has been replaced by a more flexible rank and salary point based system. Therefore, throughout the document references to “steps” were removed, and any many cases were replace with the term “salary-points.”

The majority of the APM revisions represent updates to more accurately reflect the current practices being used at the campus libraries. For example, many of the changes are related to the implementation of a new salary structure, which was adopted several years ago for represented librarians as part of the negotiation of the Librarian MOU, and the same salary structure and was adopted for non-represented librarians at the same time. The proposed APM revisions related to these changes were circulated during the first systemwide review.

This second systemwide review includes one additional area of revision, which is a new definition of the role and responsibilities of librarians. This change is widely endorsed, the language was developed by a joint task force between the Council of University Librarians (CoUL) and the Librarians Association of the University of California (LAUC) with input from Academic Personnel.

Based on the UCI Libraries’s support of the changes to the Academic Personnel Manual, CORCL endorses the revisions as proposed. The Council appreciates the opportunity to comment.

Sincerely,



Edward Dimendberg, Chair

c: Natalie Schonfeld, Executive Director
Thao Nguyen, CORCL Analyst

May 18, 2016

Daniel Hare
Chair, Academic Council

Re: Proposed Revisions to APM - 360, Librarian Series and APM - 210-4, Instructions to Review Committees (Second Systemwide Review)

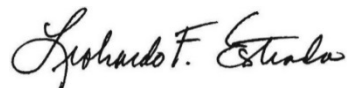
Dear Dan,

The Executive Board of the UCLA Academic Senate discussed the proposed revisions to Academic Personnel Manual (APM) Sections 360 and 210-4, at its meeting on May 12, 2016. The Executive Board solicited comments from the standing committees of the Senate, as well as the Faculty Executive Committees, to maximize faculty feedback.

The Committee on Library and Scholarly Communication “was pleased to see that UCOP took into consideration the Council of University Librarians (COUL) and Librarians Association of the University of California (LAUC) joint task force recommendations.” The Executive Board appreciates the opportunity to opine and has no additional suggestions.

Please feel free to contact me should have any questions.

Cordially,



Leobardo F. Estrada
Chair, Academic Senate
Los Angeles Division

cc: Hilary Baxter, Executive Director, Systemwide Academic Senate
Jim Chalfant, Vice Chair, Academic Council
Michael LaBriola, Principal Policy Analyst, Systemwide Academic Senate
Linda Mohr, Chief Administrative Officer, UCLA Academic Senate
UCLA Academic Senate Executive Board Members



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

JOSE WUDKA
PROFESSOR OF PHYSICS AND ASTRONOMY
RIVERSIDE, CA 92521-0217
TEL: (951) 827-5538
EMAIL: JOSE.WUDKA@UCR.EDU

May 17, 2016

Dan Hare, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Proposed Revisions to APM - 360, Librarian Series and APM - 210-4, Instructions to Review Committees

Dear Dan,

During the May 9 meeting, Executive Council discussed the proposed changes to APM 360 and APM 210-4. The Divisional Committee on Diversity and Equal commented that, similar to APM 210-1-d, both of these APM sections should be revised to include language regarding contributions to diversity. Council and the other reviewing committees had no further comments or suggestions on this proposal.

Sincerely yours,

A handwritten signature in cursive script that reads "J Wudka".

Jose Wudka
Professor of Physics & Astronomy and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

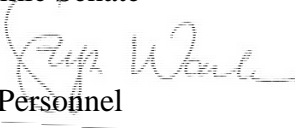
Enclosure



COMMITTEE ON ACADEMIC PERSONNEL

March 14, 2016

To: Jose Wudka
Riverside Division Academic Senate

From: Georgia Warnke, Chair 
Committee on Academic Personnel

Re: Second Systemwide Review: Proposed Revisions to APM - 360, Librarian Series and APM - 210-4, Instructions to Review Committees

The Committee on Academic Personnel considered the proposed revisions to APM 360-Librarian Series and APM 210-4 Instructions to Review Committees to fall outside its charge and has chosen not to opine.

UNIVERSITY OF CALIFORNIA, RIVERSIDE



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EXECUTIVE COMMITTEE:
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES

RIVERSIDE, CALIFORNIA 92521-0132

April 25, 2016

TO: José Wudka, Chair
Academic Senate

FROM: Jason Weems, Chair
CHASS Executive Committee

RE: Response to the Proposed Revised Academic Personnel Manual Section
360, Librarian Series, and Section 210-4, Instructions to Review Committees which
Advise on the Appointment, Merit Increase, Promotion, Career Status Actions for
Members of Librarian Series

The CHASS Executive Committee discussed the Proposed Revised Academic Personnel Manual Section 360, Librarian Series, and Section 210-4, Instructions to Review Committees which Advise on the Appointment, Merit Increase, Promotion, Career Status Actions for Members of Librarian Series at the regular meeting on April 20, 2016. There were no objections and the committee approved the proposal.

Jason Weems, Chair

UCR CHASS Executive Committee



March 16, 2016

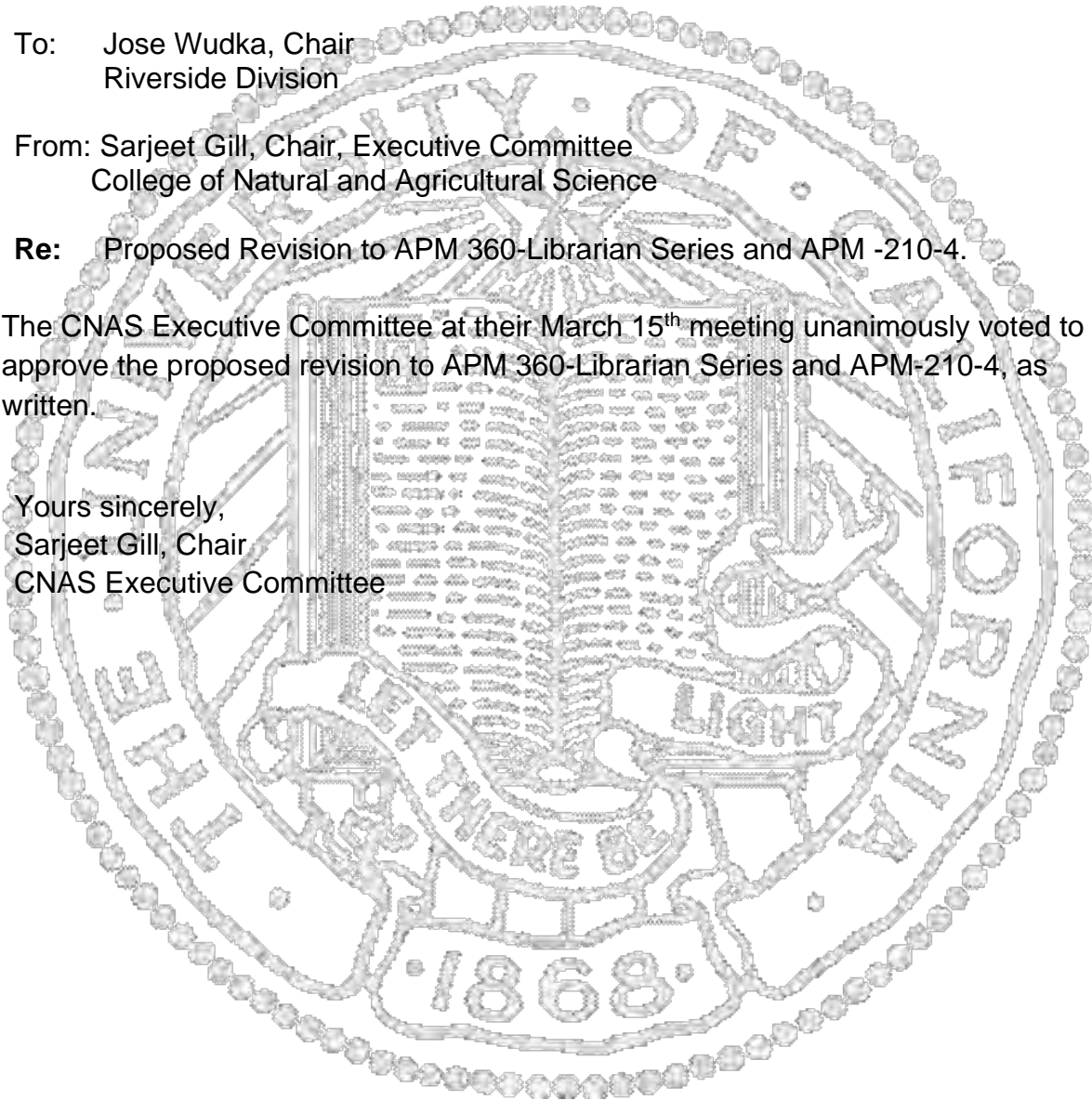
To: Jose Wudka, Chair
Riverside Division

From: Sarjeet Gill, Chair, Executive Committee
College of Natural and Agricultural Science

Re: Proposed Revision to APM 360-Librarian Series and APM -210-4.

The CNAS Executive Committee at their March 15th meeting unanimously voted to approve the proposed revision to APM 360-Librarian Series and APM-210-4, as written.


Yours sincerely,
Sarjeet Gill, Chair
CNAS Executive Committee



UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
COMMITTEE ON DIVERSITY & EQUAL OPPORTUNITY

May 5, 2016

To: Jose Wudka, Chair
Riverside Division of the Academic Senate

From: Manuela Martins-Green, Chair 
Committee on Diversity & Equal Opportunity

Re: Second Systemwide Review: Proposed Revisions to APM - 360, Librarian Series and APM - 210-4, Instructions to Review Committees

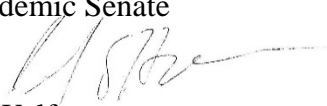
The Committee on Diversity and Equal Opportunity met to discuss the proposed revisions to APM 360 – Librarian Series and APM 210-4 – Instructions to Review Committees. Upon its review the Committee did not find any language in these APM sections that call attention to diversity. CoDEO recommends that each APM section be revised to include language similar to that found in APM 210-1d regarding contributions to diversity particularly in sections pertaining to the recruitment process.



COMMITTEE ON FACULTY WELFARE

April 22, 2016

To: Jose Wudka
Riverside Division Academic Senate

From: Jennifer Hughes, Chair 
Committee on Faculty Welfare


Re: Second Systemwide Review: Proposed Revisions to APM - 360, Librarian Series and APM - 210-4, Instructions to Review Committees

The Committee on Faculty Welfare met on April 19, 2016 to discuss the proposed revisions to APM 360 - Librarian Series and APM 210-4 - Instructions to Review Committees. The Committee agreed that updates to the Librarian Series were needed and found the proposed revisions to be reasonable. By a vote of +4-0-0, Faculty Welfare supports the suggested modifications without further recommendation.

UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
Committee on Library and Information Technology

April 18, 2016

To: Jose Wudka, Chair
Riverside Division

From: Leonard Nunney, Chair 
Committee on Library and Information Technology

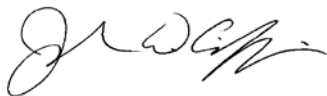
Re: Second Systemwide Senate Review - Proposed Revisions to APM-360, Librarian Series and APM-210-4, Instructions to Review Committees

The Committee on Library and Information Technology reviewed the Proposed Revisions to APM-360, Librarian Series and APM-210-4, Instructions to Review Committees at their April 12, 2016 meeting. The committee has no comment except to concur with the changes.

UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
COMMITTEE ON RULES AND JURISDICTION

April 18, 2016

To: Jose Wudka
Chair, Riverside Division Academic Senate

From: John W. Cioffi 
Chair, Committee on Rules and Jurisdiction

Re: For Systemwide Senate Review: Second Systemwide Review: Proposed Revisions to APM - 360, Librarian Series and APM - 210-4, Instructions to Review Committees

The Rules and Jurisdiction Committee of the Riverside Division has concluded its review of the "Second Systemwide Review: Proposed Revisions to APM - 360, Librarian Series and APM - 210-4." The committee finds nothing objectionable in the proposed revisions and therefore approves their further consideration and/or adoption at the system-wide level.



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FAX: (858) 534-4528

April 27, 2016

Professor Dan Hare
Chair, Academic Senate
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

SUBJECT: Response to Proposed Revisions to APM 360 & 210-4

Dear Dan:

The updated revisions to APM 360 & 210-4 were circulated to San Diego Divisional Senate standing committees for review on March 8, 2016, and were discussed at the San Diego Divisional Senate Council meeting on April 18, 2016. Overall, the Divisional Senate Council endorses the proposed revisions and reiterates its previous suggestion to include specific language recognizing the academic freedom rights for Academic Appointees within the Librarian Series with respect to their research and teaching activities.

Sincerely,

A handwritten signature in cursive script, appearing to read "Robert Continetti".

Robert Continetti, Chair
Academic Senate, San Diego Division

cc: K. Roy
R. Rodriguez
H. Baxter

May 17, 2016

J. Daniel Hare, Ph.D.
Academic Council
Systemwide Academic Senate
University of California Office of the President
1111 Franklin Street, 12th Floor
Oakland, CA 94607-52000

Re: Revisions to APM 360 & 210-4

Dear Dan:

UCSF's Committee on Library and Scholarly Communication (COLASC) recently reviewed the proposed bylaws to APM 360 and 210-4, which impact the Librarian series. COLASC's review centered on the proposed changes to the salary scale, which they interpreted as placing non-represented and represented librarians on equal footing. After some discussion, they raised no objections to this change.

Thank you for the opportunity to review the proposed revisions to these APMs. If you have any questions, please let me know.

Sincerely,



Ruth Greenblatt, MD, 2015-17 Chair
UCSF Academic Senate

CC: Systemwide Academic Senate Executive Director Hilary Baxter

Encl. (1)

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Ruth Greenblatt, MD, Chair
David Teitel, MD, Vice Chair
Arthur Miller, PhD, Secretary
Jae Woo Lee, MD, Parliamentarian



<http://senate.ucsf.edu>

Communication from the Chair of the Committee on Library and Scholarly Communication (COLASC)

Patricia McDaniel, Ph.D.

May 16, 2016

Ruth Greenblatt, MD
Chair, UCSF Academic Senate
500 Parnassus Ave. MUE 231
San Francisco, CA 94143

RE: COLASC response to UC system wide changes to Academic Personnel Manual (APM) section 360, Librarian series and Section 210-4, Instructions to Review Committees

Dear Senate Chair Greenblatt,

UCSF's COLASC has reviewed the second draft of the proposed UC system wide changes to the APM sections 360 and 210-4, and sought additional input from several library staff. Comments from library staff focused on the proposed changes to the salary scale, which they interpreted as placing non-represented and represented librarians on equal footing; they raised no objections to this change. Our review of the remaining revisions to APM sections 360 and 210-4 also raised no red flags. Thus, the committee offers its endorsement of the proposed changes.

Sincerely,

A handwritten signature in black ink that reads "Patricia McDaniel". The signature is written in a cursive style with a large, looping "D" at the end.

Patricia McDaniel



COORDINATING COMMITTEE ON GRADUATE AFFAIRS (CCGA)

Valerie Leppert, Chair
[vleppert@ucmerced.edu](mailto: vleppert@ucmerced.edu)

ACADEMIC SENATE

University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

April 27, 2016

ACADEMIC COUNCIL CHAIR DAN HARE

RE: Proposed Revisions to APM - 360, Librarian Series and APM - 210-4, Instructions to Review Committees

Dear Dan:

CCGA has reviewed the proposed revisions to APM-360 and 210-4 and has the following comments to offer:

(1) The proposed changes seem to offer a more updated five-point definition of the work of a librarian. It's interesting to see that the new definition of librarianship puts less emphasis on bibliographic control of collections and more on engaging with users on the discovery of resources. This all makes sense in this age of digital data archives and interactive library experience.

(2) The update of the salary scale from steps to salary points seems to make the scale more uniform. It's interesting that the "Distinguished Librarian" title is deleted from the new pay scale. Does that mean that the title of "Distinguished Professor" will also be reviewed soon?

(3) "However, the Chancellor may grant career status upon hire in exceptional circumstances, for example, when appointing individuals who have already achieved career status or the equivalent." As we understand it, a librarian with career status is similar to a faculty with tenure. Giving the Chancellor the ability to grant career status to a new hire should make it easier for UC to recruit good and experienced librarians from other universities.

(4) "The Chancellor may withhold or postpone a merit-based increase for an appointee who is the subject of corrective action."

What does "corrective action" mean? Does that refer to the "written remedial plan" mentioned in an earlier section of the draft where a librarian with an unfavorable evaluation is asked to provide the plan? This would be useful to clarify.

(5) Other changes proposed in the draft appear to streamline and in some cases specify aspects of the personnel review process. Some changes also spell out the rights of the candidate under review, including the mechanism of appeal, in the case of unfavorable reviews and dismissal. E.g., a candidate must be given enough time to respond to the review. Such clarifications seem helpful.

Sincerely,



Valerie Leppert, Ph.D.
Chair, CCGA

cc: Jim Chalfant, Academic Council Vice Chair
CCGA Members
Hilary Baxter, Academic Senate Executive Director
Michael LaBriola, Academic Council Analyst



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Calvin Moore, Chair
ccmoore@math.berkeley.edu

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May 17, 2016

**DAN HARE, CHAIR
ACADEMIC COUNCIL**

RE: Proposed Revisions to APM 360 (Librarians) and 210.4 and (Review Committees)

Dear Dan,

The University Committee on Faculty Welfare has met and discussed the proposed revisions to APMs 360 (Librarians) and 210.4 (Review Committees). UCFW recognizes the changes in library science and usage, and so we support these revisions that clarify the expanded role of librarians in today's University. We also support the technical changes.

Thank you for the opportunity to comment on this important report.

Sincerely,

Calvin Moore, UCFW Chair

Copy: UCFW
Hilary Baxter, Executive Director, Academic Senate