



Steven W. Cheung
Chair, Assembly of the
Academic Senate
Faculty Representative,
UC Board of Regents

Academic Senate

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Oakland, CA 94607

senate.universityofcalifornia.edu

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June 30, 2025

Amy K. Lee
Deputy Provost, Systemwide Academic Personnel

Monica Varsanyi
Vice Provost, Faculty Affairs and Academic Programs

Re: Systemwide Senate Review of Proposed Revisions to APM - 360 -
Librarian Series

Dear Deputy Provost Lee and Vice Provost Varsanyi,

As requested, I distributed for systemwide Academic Senate review the [proposed revisions to Academic Personnel Manual \(APM\) - 360](#). Nine Academic Senate divisions and three systemwide committees ([UCPB](#), [UCFW](#), and [UCAADE](#)) submitted comments. These were discussed at the Academic Council's June 25, 2025 meeting, and the compiled feedback is attached for your reference.

We understand that the intent of the revisions is to address ambiguities introduced in the 2016 version of APM - 360 and to more accurately reflect the original intent and ensure consistency with University policy—not to redefine the role of the librarian series. The Academic Council appreciates this effort. Senate feedback reflects concerns with several elements of the revisions.

Instructional Role of Librarians: The proposed substitution of “instruction” with “training and resources” in APM - 360-4(c) was a concern among some reviewers. Reviewers noted that instructional activity has been a longstanding function of academic librarians, who may participate in for-credit courses, curriculum development, and classroom-based instruction. Revisions to APM-360 should not inadvertently devalue librarians’ educational contributions and weaken their connection to UC’s teaching mission.

Council members were strongly supportive of revisions that clarify APM - 360 does not confer or imply instructor-of-record status to librarians. Yet in recognition of the role librarians play in teaching research methods and

information literacy, restoring “instruction” with clarifying modifiers, such as “library instruction” or “instructional resources,” should be considered.

Research and Creative Activity: Another concern among some reviewers is the proposed change in APM - 360-4(d) from “carrying out research and creative activity” to “acquiring information and knowledge.” This change may be viewed as diminishing the scholarly contributions of librarians. While peer-reviewed research is not a required criterion for advancement in the librarian series, creative activities should be encouraged.

Council members and reviewers recommended maintaining the existing language or using a broader phrase that acknowledges the diverse scholarly activities of librarians, such as, “other scholarly or creative activity, including research.”

Definition of Work Location: The addition of the phrase “in the University campus libraries” to clarify the scope of librarian services was seen as overly narrow. Reviewers noted that librarians increasingly work in classrooms, research centers, affiliated locations, and remote environments, providing critical support for both in-person and digital scholarship. Several reviewers recommended alternative phrasing such as “library-affiliated locations” or “other University venues” to better reflect the actual scope of librarians’ work.

Policy Consultation Process: Several divisions raised concern about the consultation process with the Librarians Association of the University of California (LAUC) and the Council of University Librarians (CoUL). In 2016, the consultation process was apparently wider, which culminated in the 2016 revisions. Some perceive revisions to APM - 360 are being framed as “error corrections,” which contributed to process concerns. Further engagement is recommended.

Systemwide Committee Opinions: UCPB, UCAADE, and UCFW submitted letters in support of the proposed revisions. These committees agreed that clarifying the distinction between faculty and librarian roles helps sharpen evaluation criteria and broaden recognition of librarians’ diverse contributions. They viewed the changes not as limiting to librarians, but as protective and inclusive of the full range of librarian work.

The UCFW letter in particular received support during the Council’s discussion. UCFW emphasized that the revisions provide librarians with more flexible career pathways, allowing them to be recognized for outreach, training, and service without requiring conformity to traditional faculty teaching or research models. UCFW supported replacing “instruction” with “training” to reduce ambiguity and avoid conflating librarian duties with Senate faculty instructor of record roles.

Regarding research, UCFW noted that while some librarians produce peer-reviewed scholarship, requiring this of all librarians risks imposing expectations inconsistent with the purpose of the series. The revised APM - 360 preserves the option for librarians to pursue research while allowing others to be evaluated on the basis of valuable contributions in practice and service.

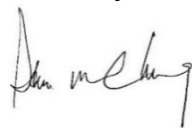
Council members agreed that librarians should be recognized and rewarded when they engage in instructional or research activities but should not be penalized for focusing on other core responsibilities. There was support for appointing librarians to Senate instructional titles when appropriate, if they seek to serve as instructors of record for credit-bearing courses, to ensure alignment with Senate oversight of instruction.

Conclusion: Overall, the Senate supports proposed revisions to APM- 360 with the following recommendations:

- Reconsider or revise the proposed changes to APM - 360-4(c) and (d) to ensure they do not devalue librarians' instructional and scholarly work, while preserving evaluation flexibility for librarians whose primary contributions lie in other areas.
- Revise or remove the phrase "in the University campus libraries" to more accurately reflect the varied environments in which librarians perform their work.
- Encourage librarians who wish to serve as instructors of record for credit-bearing courses to hold concurrent instructional titles when appropriate, in keeping with Senate oversight of instruction.
- Re-engage LAUC and CoUL in a consultative process prior to finalizing policy changes.

Thank you for the opportunity to opine.

Sincerely,



Steven W. Cheung
Chair, Academic Council

Encl.

cc: Academic Council
Executive Director Anders
Senate Division Executive Directors
Senate Executive Director Lin



June 13, 2025

STEVEN CHEUNG
Chair, Academic Senate

Subject: Systemwide Review of Proposed Revisions to APM-360 (Librarian Series)

Dear Chair Cheung,

On May 12, 2025, the Divisional Council (DIVCO), the executive body of the Berkeley Division of the Academic Senate, discussed the proposed revisions to Academic Personnel Manual (APM) Section 360, Appointment and Promotion – Librarian Series. Discussion was informed by written comments from the committees on Budget and Interdepartmental Relations (BIR); Diversity, Equity, and Campus Climate (DECC); Faculty Welfare (FWEL); Library (LIBR); and Research (COR). This cover letter summarizes the discussion and committee comments.

Proposed revisions primarily address ambiguities in the language related to the definition of librarians in the previous version of the policy. There was also a correction in updating the terminology from “memorandum of understanding” to “collective bargaining agreement,” in Appendix A and B, which reflects recent contractual updates between the University and the University Council-American Federation of Teachers (UC-AFT).

In relation to the body of the policy, there are a number of concerns about the proposed changes to Section 360-4:

- The proposed revision to APM 360-4 (“Definition”), specifically the addition of the phrase “in the University campus libraries,” has raised concerns due to the misleading implication that librarians’ professional services are confined to physical library spaces. In practice, librarians often work beyond these locations—collaborating with academic departments, offering remote services, and supporting research from affiliated but administratively distinct campus libraries. While the phrase may have been intended to correct an omission, LIBR suggests that removing it altogether would better reflect the broad scope of librarians’ work. DIVCO supports this recommendation.

- APM 360-4 provides the definition of appointees to the librarian series and the range of activities in which they engage. It describes that librarians are academic appointees that support the university's tripartite mission. They do so by providing a range of professional services, which APM 360-4 states "may include" a range of activities. Given the word "may", DIVCO does not agree with the proposed change to APM 360-4. As written, it provides two qualifiers: 1) "may include" and 2) the statement added after 360-4d, which distinguishes between professional library services and a range of other activities that persons in this series *may* participate in. Having two qualifiers adds confusion. Additionally, there is precedent for providing definitions of title series that make clear that there are different types within a given title series, such as described in APM 280-4 (adjunct professor series). For clarity in the definition of the librarian series, DIVCO recommends the following:
 - Remove the word "may" from the first sentence of APM 360-4 and retain the new statement at the end of APM 360-4 that makes clear that some librarians engage in research and creative activity. This change would make APM 360-4 similar to some other academic appointee titles (e.g., APM 280-4, adjunct professor) by conveying that there are different types of appointees in the title series.
 - Although LIBR took issue with the phrasing "research *and* creative activity", that language is consistent with other academic appointee title series such as adjunct professors (APM 280-4) and professors in residence (APM 270-4). Some other academic appointee title series indicate "research *or* creative activity" (APM 220 and APM 310, Professor and Professional Researchers, respectively), though the rationale for those distinctions are unclear. DIVCO recommends the verbiage *research, or other scholarly or creative activity*, recognizing that like APM-278 (Health Sciences Clinical Professor series), the types of scholarly activity that some librarians engage in may not technically be research, but may be scholarly or otherwise creative with demonstrated impacts. Research, by definition, generally requires a dissemination component. This phrasing allows for flexibility in the types of activity in which one in this title series might engage.
 - LIBR opined that replacing "guidance and instruction" with "guidance, training, and resources" was an unnecessary effort to exclude librarians from the University's teaching mission. However, DIVCO averred that instruction generally carries the expectation of serving as an Instructor of Record or otherwise leading a course. Though, DIVCO also agrees with LIBR's point that librarians' work is often giving instruction in and outside of classes in support of both the university's education and research mission. Therefore, DIVCO

recommends the language “guidance, training, and *instructional* resources” to reflect their contribution to the education mission and more holistically convey their work activities.

- DIVCO also recommends that APM 360-10-b-1 be revised as follows: “professional competence and quality of library service” to further connote that their service is not “within the library” but consists of a range of library services.

DIVCO is concerned that the proposed revisions may unintentionally belittle the crucial roles of our librarians. As noted by COR, “Librarians are experts who curate collections, which often contain historically significant or unique resources. Success in this role requires discrimination and scholarliness, since they need to understand how these materials and collections are used in research.” Any revisions to APM 360 should acknowledge the critical role librarians play in the education, research, and teaching mission and be careful to not minimize their *instructional* activities and/or their research, scholarly or other creative contributions.

Thank you for the opportunity to review and comment.

Sincerely,



Amani Nuru-Jeter
Chair, Berkeley Division of the Academic Senate

Enclosures

cc: Mark Stacey, Vice Chair, Berkeley Division of the Academic Senate
Jocelyn Surla Banaria, Executive Director, Berkeley Division of the Academic Senate
Samuel Otter, Chair, Committee on Budget and Interdepartmental Relations
Thomas Philip, Chair, Committee on Diversity, Equity, and Campus Climate
Nancy Wallace, Co-Chair, Committee on Faculty Welfare
J. Keith Gilless, Co-Chair, Committee on Faculty Welfare
John Roberts, Chair, Committee on the Library
Abby Dernburg, Chair, Committee on Research
Will Lynch, Manager, Committee on Budget and Interdepartmental Relations
Linda Corley, Senate Analyst, Committee on Diversity, Equity, and Campus Climate
Patrick Allen, Senate Analyst, Committee on Faculty Welfare and Committee on Research

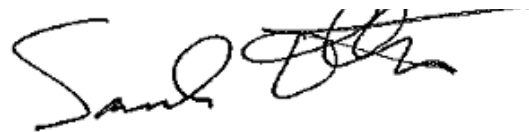
May 6, 2025

CHAIR AMANI NURU-JETER
BERKELEY DIVISION OF THE ACADEMIC SENATE

RE: Proposed Revisions to APM-360, Appointment and Promotion, Librarian Series

As requested, we hereby provide comments on the proposed revisions to APM-360, Appointment and Promotion, Librarian Series. As is customary, our comments are restricted to those areas that fall within our purview.

The proposed revisions to APM-360 seem to us a reasonable set of changes that are mainly intended to correct omissions, errors, or ambiguities from the 2016 revised APM-360. Beyond these changes, we assume that the minor proposed revisions on page 17 and page 19— namely, changing the reference from “memorandum of understanding” to “collective bargaining agreement”—simply reflects the fact that the referenced memorandum has been replaced by the recent agreement between the University and the UC-AFT.

A handwritten signature in black ink, appearing to read 'Samuel Otter', with a stylized flourish at the end.

Samuel Otter
Chair

SO/cm



May 6, 2025

PROFESSOR AMANI NURU-JETER
Chair, 2024-2025 Berkeley Division of the Academic Senate

*Re: DECC's Comments on the Systemwide Review of Proposed Revisions to APM – 360,
Appointment and Promotion, Librarian Series*

The Committee on Diversity, Equity, and Campus Climate (DECC) reviewed the Proposed Revisions to APM – 360, Appointment and Promotion, Librarian Series. DECC supports the revisions and did not have any comments.

Sincerely,

A handwritten signature in black ink, appearing to read 'Thomas Philip', enclosed within a large, loopy oval flourish.

Thomas Philip
Chair, Committee on Diversity, Equity, and Campus Climate

TP/lc



Dorothy Hashimoto <dhashimoto@berkeley.edu>

FWEL Committee comments RE: (Systemwide Senate Review) Proposed Revisions to APM - 360, Librarian Series

Patrick G Allen <pgallen@berkeley.edu>

Mon, May 5, 2025 at 11:21 AM

To: Jocelyn Surla Banaria <jocelynbanaria@berkeley.edu>, Dorothy Hashimoto <dhashimoto@berkeley.edu>

Cc: Nancy E Wallace <newallace@berkeley.edu>, "J. GILLESS" <gilless@berkeley.edu>

Dear Jocelyn-

FWEL Co-chairs, Wallace and Gilless, and the Committee, reviewed the *Proposed Revisions to APM - 360, Librarian Series*. FWEL supports the revisions and does not have any additional concerns to comment on.

Please let me know if you have any questions for FWEL. Thank you.

Best regards,
Patrick

On Wed, Mar 26, 2025 at 11:12AM Jocelyn Surla Banaria <jocelynbanaria@berkeley.edu> wrote:

Dear Professors Otter, Villas-Boas, Dernburg, Philip, Gilless, Wallace, and Roberts - Committee Chairs of BIR, CAPRA, COR, DECC, FWEL, and LIBR,

On behalf of Division Chair Amani Nuru-Jeter, committee comments are requested on the proposed revisions to APM 360 (Appointment and Promotion, Librarian Series). This is optional for CAPRA. Please send committee comments to Academic Senate Administrative Assistant Dory Hashimoto (<dhashimoto@berkeley.edu>) and to me by Tuesday, May 6, 2025, for discussion at the May 12, 2025, DIVCO meeting.

Sincerely,

Jocelyn

----- Forwarded message -----

From: Michael LaBriola <Michael.LaBriola@ucop.edu>

Date: Thu, Mar 20, 2025 at 3:01 PM

Subject: (Systemwide Senate Review) Proposed Revisions to APM - 360, Librarian Series

To: UCACOUN-L@LISTSERV.UCOP.EDU <UCACOUN-L@listserv.ucop.edu>, jenson.wong@ucsf.edu <jenson.wong@ucsf.edu>, valdevit@uci.edu <valdevit@uci.edu>, jachalfant@ucdavis.edu <jachalfant@ucdavis.edu>, gailmard@berkeley.edu <gailmard@berkeley.edu>, Robin Nabi <nabi@comm.ucsb.edu>, bngweno@ucdavis.edu <bngweno@ucdavis.edu>, jmleslie@ucmerced.edu <jmleslie@ucmerced.edu>, m1hanna@ucsd.edu <m1hanna@ucsd.edu>, po-ning.chen@ucr.edu <po-ning.chen@ucr.edu>, irenet@uci.edu <irenet@uci.edu>, jnielsen@ucsc.edu <jnielsen@ucsc.edu>

Cc: adestefano@senate.ucla.edu <adestefano@senate.ucla.edu>, cherysa.cortez@ucr.edu <cherysa.cortez@ucr.edu>, emarevalo@ucdavis.edu <emarevalo@ucdavis.edu>, fpaul@ucmerced.edu <fpaul@ucmerced.edu>, jisoo.kim@uci.edu <jisoo.kim@uci.edu>, jocelynbanaria@berkeley.edu <jocelynbanaria@berkeley.edu>, lhullings@ucsd.edu <lhullings@ucsd.edu>, mmednick@ucsc.edu <mmednick@ucsc.edu>, shasta.delp@senate.ucsb.edu <shasta.delp@senate.ucsb.edu>, todd.giedt@ucsf.edu <todd.giedt@ucsf.edu>, Brenda Abrams <Brenda.Abrams@ucop.edu>, Fredye Harms <Fredye.Harms@ucop.edu>, Joanne Miller <Joanne.Miller@ucop.edu>, Kenneth Feer <Kenneth.Feer@ucop.edu>, Stefani Leto <Stefani.Leto@ucop.edu>

**Comments on Proposed Revisions to APM – 360, Librarian Series
Library Committee (LIBR), Berkeley Division, Academic Senate**

Concerning APM 360-4 (“Definition”): We find the proposal to add the apparently locative phrase “in the University campus libraries” puzzling, inasmuch as the “professional library services” provided by our librarians are by no means limited to the campus buildings that are designated as libraries. For example, a librarian colleague may come to an academic department to provide information about services or training for students, or a librarian may perform a portion or even the entirety of their job under a remote work agreement. In addition, the Berkeley campus has several affiliated libraries (Law, Institute of Governmental Studies, Institute of Transportation Studies etc.) that are important resources for campus research and instruction but not part of the University library system. We understand that the proposed addition is intended to remedy an unintended omission but wonder whether it would be better to remove this misleading and inaccurate prepositional phrase elsewhere in APM-360.

Under APM 360-4(c), concerning the “services” librarians provide, it is proposed to replace a reference to “guidance and instruction” with “guidance, training, and resources.” This frankly seems a casuistic attempt to avoid implicating librarians in the University’s teaching mission. Our own experience is that our librarians often engage with students in manners and contexts that are most aptly described as “instruction” and “classes,” and we have difficulty seeing the harm that acknowledging their important contributions to education on campus would bring. For *occasional* pedagogical activity of the sort that we recollect, the concern over possession of a concurrent instructional title seems unwarranted.

The explanation of the logic behind the final proposed emendations to APM 360-4, those concerning a librarian’s “research and creative activity,” is tortuous but does not strike us as an additional instance of academic gatekeeping, given that research and creative activity are still acknowledged as activities in which librarians engage. The desired distinction seems to be that research and creative activity are not services that librarians provide but are suitable criteria for promotion. The first part of that proposition, in particular with regard to the provision of research, runs contrary to our collective experience. In any case, the use of conjunctive “and” in the proposed revision should be remedied; presumably a librarian’s promotion dossier need not contain evidence of both research *and* creative activity.

By way of closing we would acknowledge the undaunted service that our librarians have provided in the face of two decades of declining budgets. Though these proposed changes to APM-360 are doubtless coincidental, we worry that they will seem to devalue the important contributions that our librarians make to research and instruction at the University and thus damage the morale of colleagues who are already working under extremely challenging conditions.

Respectfully submitted, for LIBR,
John H. Roberts, Chair
May 5, 2025



May 6, 2025

CHAIR AMANI NURU-JETER
Academic Senate

Re: Proposed Revisions to APM 360 (Appointment and Promotion, Librarian Series)

Dear Chair Nuru-Jeter,

During its April 17, 2025, meeting, the Committee on Research (COR) reviewed and discussed proposed revisions to APM 360 (Appointment and Promotion, Librarian Series).

Most of these revisions appear to correct oversights or errors in the previous version of the document without substantive changes, and COR has no objection to these modifications.

The one issue that was raised in our discussion was the proposed change to section 4d:

d. ~~carrying out research and creative activity~~ acquiring information and knowledge in support of the foregoing and for the continual improvement of the profession...

This revision may unintentionally belittle the crucial roles of our librarians. Librarians are experts who curate collections, which often contain historically significant or unique resources. Success in this role requires discrimination and scholarliness, since they need to understand how these materials and collections are used in research.

In an era when libraries are being shuttered and downsized, we encourage UCOP to protect these resources and the people who oversee them.

As always, we appreciate the opportunity to comment on this issue.

Regards,

A handwritten signature in cursive script, reading 'Abby Dernburg'.

Abby Dernburg, Chair
Committee on Research

AD/pga



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June 16, 2025

Steven Cheung
Chair, Academic Council

RE: Proposed Revisions to APM 360, Librarian Series

The proposed revisions to APM 360, Librarian Series were forwarded to all standing committees of the Davis Division of the Academic Senate. Five committees responded: Library (LC), and the Faculty Executive Committees of the College of Agricultural and Environmental Sciences (CAES), the College of Biological Sciences (CBS), the College of Letters and Science (L&S), and the School of Medicine (SOM). In addition, I consulted informally due to the expedited nature of the review the Chairs of the Committee on Courses of Instruction (COCI) and the Undergraduate Council (UGC).

CAES supports the revisions and two more out of the five the committees—CBS and L&S—have no objection. SOM sent forward comments from the health sciences Librarians expressing concern but did not themselves state objection to the revisions or clearly endorse the comments.

Based solely on concerns expressed by Library staff, LC opposed one of the revisions, the removal of the term “instruction” from APM 360-4. Instruction is under the purview of other standing committees. After various consultations, it is the position of the Davis Division that in accordance with the RFC cover letter, it is important to distinguish between providing training needed to fully utilize library resources and certain research tools (whether inside or outside the classroom of an instructor or record) and providing disciplinary instruction specific to a course or academic program. This position is grounded in part by committee responses in AY2023-24, when in response to the Davis Division Request for Consultation on the Implementation of the UC Davis Writing Center, a number of standing committees and the Executive Council expressed deep and unreserved concerns about an administrative unit absorbing part of the teaching mission of the university on our campus.

The Division does not take this position lightly and maintains deep respect for colleagues in the University Libraries. SOM recommended that input from the Librarians Association of California (LAUC), LAUC-Davis, and the Council of University Librarians be carefully considered. LC also recommended that the input of campus Librarians be taken into account. The COCI and UGC Chairs also expressed respect for input from and the charge of UC Librarians. I assume that thorough consultation with Librarians or their representatives already is occurring through appropriate channels, though the process which is outside of Senate purview.

In summary, the Davis Division does not object to the proposed revisions. Furthermore, in the past the Division has found strong reason for concern at the prospect of the teaching mission being further

absorbed into administrative units, which the proposed changes appear to preclude without impeding the charge of the University Libraries. The Davis Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kathryn Niles Russ'.

Katheryn Niles Russ, Ph.D.
Chair, Davis Division of the Academic Senate
Professor of Economics
University of California, Davis

Enclosed: Davis Division Committee Responses

c: Monica Lin, Executive Director, Systemwide Academic Senate
Michael LaBriola, Assistant Director, Systemwide Academic Senate
Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

June 2, 2025

Katheryn Russ

Chair, Davis Division of the Academic Senate

RE: Request for Consultation – Proposed Revisions to APM 360, Librarian Series

Dear Chair Russ:

The Library Committee has reviewed the Request for Consultation – Proposed Revisions to APM 360, Librarian Series and consulted with the Library team. While the Library Committee felt most of the revisions were reasonable, after consultation with the Library team, the committee strongly supports the feedback provided below:

The Library team provided this feedback on the removal of “instruction” from the definition in 360-4 and strenuously object to removing it:

Instruction is 1) a long-standing and prominent activity of the profession and the work of Librarians in the UC system, 2) an activity that is absolutely central to library service at research universities in general and the mission of the UC Davis Library in particular, and 3) an explicit part of Librarians’ job descriptions and titles in the UC system.

See the Library’s Student Services webpage <https://library.ucdavis.edu/student-services-department/> for examples of our instructional efforts. We have always provided instruction in information literacy and data management and such, and now are broadening those activities to instruction in use of AI. Consider distinctions among “instruction,” “education,” and “training,” and what libraries do is most aligned with “instruction.”

The revised language the Library team recommends in APM 360 is this:

=====

The librarian series is used for academic appointees who--in support of the University’s educational, research, and public service missions--provide professional library services in the University campus libraries or library affiliate locations that facilitate the creation and transmission of knowledge. These services may include: a. obtaining, organizing, describing, and providing access to information resources; b. curating and preserving collections of scholarly, scientific, cultural, or institutional significance; c. engaging with users to provide them with instruction - including guidance, training, and resources - on the discovery, evaluation, and use of information resources and collections, particularly in furtherance of the library’s mission; d. continually building skills and expertise, as well as conducting assessments and evaluations in support of the foregoing and for the continual improvement of the profession; and, e. library administration and management.

In addition to the professional library services above and to the extent relevant to the Librarian’s career path, the academic Librarian series is expected to engage in at least one or more of the following: (1) professional activity outside of the library; (2) university and public service; and (3) research and/or other creative activity.

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Sincerely,

A handwritten signature in black ink that reads "Naoki Saito". The script is fluid and cursive, with the first name "Naoki" and last name "Saito" clearly distinguishable.

Naoki Saito
Chair, Library Committee

Proposed Revisions to APM 360, Librarian Series

FEC: College of Agricultural and Environmental Sciences Committee Response

June 6, 2025

The CA&ES FEC received one comment:

The changes in this file are reasonable for librarians. As Library Science has evolved, librarians do more than maintain collections of books. These changes to the Personnel Manual will acknowledge this evolution of their profession. (Not really sure why they want this description for librarians in "the University Library System" only.)

Proposed Revisions to APM 360, Librarian Series

FEC: School of Medicine Committee Response

June 6, 2025

The SOM FEC asked the Blalisdell Librarians to review this request to provide FEC their thoughts on this RFC. FEC was provided the following information:

... health sciences librarian(s) have significant concerns about the proposed changes to Definition (APM 360-4) of the librarian series. Our UC-wide professional organization, the [Librarians Association of the University of California \(LAUC\)](#), is drafting a formal response to the proposed revisions, with participation of the members of the UC Davis Division ([LAUC-D](#)). In addition, we anticipate that UC library leaders on the [Council of University Librarians \(COUL\)](#) will contribute their comments.

Once available, I hope that FEC will review and support the comments that are submitted by LAUC-D and COUL. In our roles as librarians, my colleagues and I remain deeply committed to continuing to engage with and support the research, education, and patient care missions of the University of California Davis.

...

The SOM FEC advocates for careful consideration of the LAUC and -D response to the RFC.

June 5, 2025

**Steven Cheung, Chair
Academic Council**

Re: Proposed Revisions to Academic Personnel Manual Section 360 (APM-360), Appointment and Promotion-Librarian Series

The Irvine Division Cabinet discussed the proposed revisions to Academic Personnel Manual Section 360 (APM-360), Appointment and Promotion-Librarian Series, at its meeting on June 3, 2025. The Council on Research, Computing, and Libraries (CORCL) also reviewed the revisions. CORCL's feedback is attached for your review.

The Irvine Division appreciates the opportunity to comment.

Sincerely,



Valerie Jenness, Chair
Academic Senate, Irvine Division

Cc: Jane Stoevers, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director

June 2, 2025

**VALERIE JENNESS, CHAIR
ACADEMIC SENATE, IRVINE DIVISION**

RE: Proposed Revisions to APM-360, Appointment and Promotion – Librarian Series

At its May 15, 2025 meeting, the Council on Research, Computing, and Libraries (CORCL) discussed the proposed revisions to APM-360, Appointment and Promotion – Librarian Series.

CORCL acknowledges that the proposal aims to clarify the definition of the Librarian series. However, overall, the Council found that it would be helpful to better articulate the rationale for the proposed changes. For instance, some Council members read the text as restricting or diminishing the role of librarians, whereas others read it as carefully delineating librarians from other academic employees whose roles involve different expectations and competencies. The Council felt that the proposal should be modified to better balance recognition of librarians' contributions to the research and teaching missions of the University while also clearly stating the expectations for employees in the series and avoiding ambiguity with employees whose work is clearly not library work. The Council's concerns are summarized below:

- The proposed insertion of "in the University libraries" into the existing text describing that librarians "provide professional library services [in the University libraries] that facilitate the creation and transmission of knowledge" is in conflict with the current reality of work in this series. Far from being confined to "the University libraries," librarians can be found providing their services in classrooms, on panel discussions, and at many similar campus events and functions. And considering the increasing prevalence of digital resources accessed remotely, the insertion seems even more misaligned. This more restrictive definition also contradicts the proposed language further on, where "professional activity outside of the library" is one of the explicit expectations made for librarians. We think the goals of this language (perhaps to clearly delineate who is eligible for this series and who is not?) should be revisited and clarified, and that language that is both accurate and precise should be developed.
- The proposed revision in 360-4(c) re-characterizes what librarians provide, from "guidance and instruction" to "guidance, training, and resources." The rationale for the change is that "providing 'instruction' implicates the teaching mission of the University," and instruction is "not a subcategory under the broader category of professional library services." While librarians are not required to provide instruction, and generally do not provide instruction for regular academic credit, some librarians do and many others support instruction and the teaching mission of the University. Language recognizing these contributions would be appropriate, even if it is important to distinguish librarians' roles from faculty roles with regards to expectations for instructional work. Some member felt it would be appropriate to simply retain "instruction," which in context is an appropriate, colloquial, and limited use of the term, unlikely to harbor "any future potential for misunderstandings". Finally, the proposed revision results in librarians providing "resources...on the use of information resources" which is weirdly circular and hardly clarifying.
- 360-4(d) changes "carrying out research and creative activity" to "acquiring information and knowledge" in support of the professional services provided by librarians. The original language was "research where necessary;" in 2016 the librarians' Joint Task force recommended "research in support," but this was said to have been "erroneously expanded" to include "creative activity." The proposed substitution of "acquiring information and knowledge" sounds

awkward. As with “instruction”, CORCL recognizes that the librarian role does not carry expectations of “creative activity” in the sense used for faculty and other research employees; and also that not all librarians perform research or creative activity. But we suggest that again, recognition of the contributions librarians make can be compatible with language clearly distinguishing the research expectations of librarians from that of other employee series.

Additionally, it is unclear why the wording for “creative activity” is removed there but then is included in a newly proposed but separate paragraph in the Definition. No other APM “Definition” includes such a paragraph:

In addition to the professional library services above and to the extent relevant to the Librarian’s career path, the academic Librarian series is expected to engage in at least one or more of the following: (1) professional activity outside of the library; (2) university and public service; and (3) research and other creative activity.

- Members suggested that many of the aforementioned issues could be resolved by broadening the language. For example, “The librarian series is used for academic appointees who...provide professional library services in the University campus libraries *or library affiliate locations*.” This would allow for more inclusion of librarians who may be in other libraries like those in law schools.
- Instead of removing the term “instruction” (360-4Definition, c.), this could be clarified as “*library instruction*.”
- There was concern that adding “research and other creative activity” to the definition may disadvantage some librarians who choose to be more active in other criteria described later in the policy (360-10 Criteria, b.). This revision may remove the flexibility that is already afforded to librarians.
- It was recommended that this policy refer to the definition for the Professors of Teaching series which includes the option for research while avoiding being overly generic.
- Members noted that the Council’s concerns deserve to be supplemented with additional information and historical perspective from the Irvine division of LAUC-I. A statement by LAUC-I is attached.

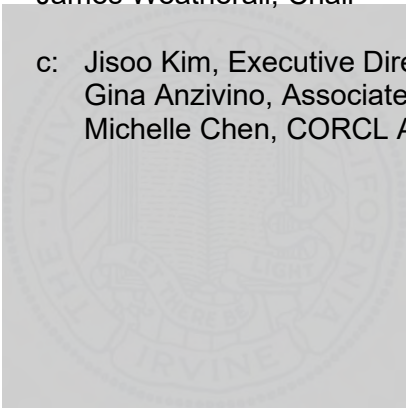
In sum, while the proposed revisions are meant to differentiate the librarian series from other university roles, they may inadvertently come across as demeaning to librarians. The Council hopes that the final policy can balance precision against recognizing the value librarians bring to the University.

On behalf of the Council,



James Weatherall, Chair

c: Jisoo Kim, Executive Director
Gina Anzivino, Associate Director
Michelle Chen, CORCL Analyst



LAUC-I hosted a special membership meeting recently, and administered a follow-up anonymous short survey to discuss the proposed APM revisions. The Zoom meeting was attended by 28 of 50 total members (56%), and the survey achieved a nearly 55% response rate among librarian series members within six days of launch.

Overall, LAUC-I members expressed substantial concerns about how the proposed revisions may misrepresent or diminish our professional and academic contributions—particularly in the areas of instruction, research, and the scope and location of services. Members view the proposed changes as a deviation from the current definition and scope of academic librarian responsibilities. The numerous examples shared by members demonstrate that academic librarians are educators, researchers, and scholarly contributors who are integral to the academic mission of the University of California. Collectively, the revisions appear to reflect a narrow and outdated view of academic librarianship, potentially undermining the recognition of librarians as scholars, educators, and academic partners.

Instruction vs. Training

Regarding the proposed change from “instruction” to “training,” the survey revealed that while 21% of respondents have the word “instruction” in their job title, nearly all (95%) find it in their current job descriptions. Many provide instruction on a weekly or monthly basis. Almost all respondents consider their library instruction to fall under “teaching” or a combination of “teaching and training.” Furthermore, librarians—especially those in law, medical, and undergraduate education—are actively engaged in credit-bearing instruction, curriculum development, and the application of [information literacy pedagogy framework](#). Our law librarians are instructors of record, teaching legal research to law students. Our librarians participate in several courses within the School of Medicine and other schools, delivering content and designing and grading assignments, etc."

Research and Creative Activity vs. Acquiring Information and Knowledge

The proposed replacement of “carrying out research and creative activity” with “acquiring information and knowledge” raised significant concern. A majority of respondents (58%) have “research” in their job title, and an even larger majority (90%) include it in their job descriptions. More LAUC-I librarians have “research” in their titles than “instruction,” illustrating the institutional recognition of research as a core responsibility.

Many survey respondents consider research part of their primary duties (Criterion 1). Two who do not have “research” in their job descriptions noted it is still one of the various ways

to demonstrate professional engagement required for advancement or promotion (Criterion 4). One respondent cited the absence of research activity as tied to lack of time, stating, “We do not get sabbaticals.”

The quotes and examples submitted on research activities were numerous and fall into five broad categories:

- **Librarians as active researchers and scholars.** We conduct our own research, often publishing in peer-reviewed venues, contributing methodological expertise, and producing original scholarly work across various disciplines.
- **Librarians with discipline-specific research expertise.** We provide subject-matter expertise in law, archives, social sciences, health science, and digital scholarships. For example, [this research](#) shows that librarian co-authors correlated with higher quality reported search strategies in general internal medicine systematic reviews.
- **Librarians as research facilitators and collaborators.** We play an integral role in faculty research, graduate student support and research team collaboration, often performing advanced research work, such as creating annotated bibliographies, helping with literature review, and creating data sets synthesizing research materials. Some also co-author publications with faculty members.
- **Cross-disciplinary impact and recognition.** Our research works are often recognized and/or cited not only by peer librarians, but also by faculty across disciplines. Examples are (1) [a qualitative study of literacy training on entrepreneurship competition scores](#) cited by faculty of Management and Social Communication in Poland; (2) [convergence of digital humanities and digital libraries](#) cited by faculty of English and American Culture Studies in the U.S.
- **Grant-funded and institutionally recognized research projects.** We apply and receive competitive external grant funding, including [NSF](#), [IMLS](#), [Mellon Foundation](#), [Mellon-CEAL](#), and [Guess Foundation](#). These grants support our creative and scholarly activities.

We believe the proposed revision misaligns with academic and institutional realities, diminishes our scholarly and intellectual contributions, neglects the complexity of library-related research, and may have adverse effects on professional identity and advancement.

Scope and Location of Services

Regarding the proposed addition of “in the University campus libraries” to describe where library services are delivered, LAUC-I considers this phrasing exclusionary. While less applicable to UC Irvine, it fails to account for UC librarians who work in non-library academic units, research centers, or affiliated schools (e.g., law and business libraries).

June 12, 2025

Steven Cheung
Chair, UC Academic Senate

Re: (Systemwide Senate Review) Proposed Revisions to APM - 360, Librarian Series

Dear Chair Cheung,

The divisional Executive Board (EB) reviewed the Proposed Revisions to APM - 360, Librarian Series and divisional council feedback at its meeting on June 5, 2025. EB members offered the following advice for consideration in addition to the attached feedback from the Committee on Library and Scholarly Communication.

EB members recognized the challenge of finding suitable words to encompass the work duties of the Librarian series. They noted that the work librarians do in helping students and others learn how to use library resources is highly valuable, but this work is distinct from “instruction” as related to credit-bearing courses. Several members noted that “training” may not be the best term either, and recommended effort to find a term that appropriately describes the nature of the work librarians do. “Providing guidance” was a specific suggestion offered. Members also suggested restoring the previous language about “research where necessary or required for the library” or “research to support library functions.” A member noted that in medical sciences, librarians are indispensable for research because they have specific skills that support faculty research.

Some members suggested that “in the University campus libraries” might be broadened to “other university venues.” Other members noted that otherwise it may include external activities, which is already addressed by “outside professional activities” in a different section.

Several members noted there should have been broader consultation including with librarians when revising the text.

Thank you for the opportunity to advise on this matter.

Sincerely,

Kathleen Bawn
Chair, UCLA Academic Senate

Encl.

Cc: April de Stefano, Executive Director, UCLA Academic Senate
Andrea Kasko, Immediate Past Chair, UCLA Academic Senate
Megan McEvoy, Vice Chair/Chair Elect, UCLA Academic Senate

May 29, 2025

To: Kathy Bawn, Chair
UCLA Academic Senate

Re: (Systemwide Senate Review) Proposed Revisions to APM - 360

Dear Chair Bawn,

The Committee on Library & Scholarly Communication (COLASC) discussed the proposed revisions to APM-360, Librarian Series, at its meeting on May 5, 2025. Katherine Kapsidelis, the Chair of the Los Angeles chapter of the Librarians Association of the University of California (LAUC-LA), was invited to participate in part of the discussion.

The Committee heard from LAUC-LA Chair Kapsidelis that the proposed revisions raise serious concerns among librarians at UCLA. Although the cover letter for these revisions states that “the University has identified errors in the 2016 revision that requires [...] corrections and updates,” members heard that librarians perceive these revisions to be significant departures from the 2016 revision and not simply corrections of factual errors. Librarians are concerned that the proposed revisions are inaccurate and may restrict their ability to fulfill their job duties.

Overall, COLASC members had considerable reservations about the proposed revisions. Members were troubled by the fact that, in contrast to the 2016 revision, neither the Council of University Librarians nor the LAUC were consulted. Given the more substantive changes proposed, they felt that the justification in the cover letter that these proposed changes were simple “error corrections” did not bear scrutiny and because of that there did not seem to be a clear justification for why the revisions are necessary.

The cover letter identifies four primary revisions to APM – 360. Members found the fourth proposed change, the copying of academic review criteria from APM-360-10 to APM-360-4, to be non-controversial. They submit the feedback below on the other three proposed revisions:

Adding “In the University campus libraries” to the introductory paragraph: Members found the restriction of work to “University campus libraries” to be perplexing. Given that there are librarians who work on campus outside of the campus libraries – e.g., in study centers and institutes – this update to APM-360 seems to be unnecessarily restrictive, as well as inaccurate.

Revising “instruction” to “training”: Members agreed that in the event a librarian is serving as an instructor of record for a course, it is appropriate for them to hold a separate title for that instructional role. However, members were concerned that by characterizing the work done by librarians in their primary roles as “training and resources” rather than “instruction” would be inaccurate as librarians’ duties go beyond training on the use of library resources.

Revising “carrying out research and creative activity” to “acquiring information and knowledge”:

Members found this proposed revision to be one of the more troubling changes as many librarians perform research as part of their primary job responsibilities, e.g., law librarians often collaborate directly with faculty on research. Members agreed that “research” should not be removed from APM-360 and felt that the phrase “acquiring information and knowledge” is not sufficient for describing the work conducted by librarians.

The committee appreciates the opportunity to comment on this matter. If you have any questions, please contact me at zili@psych.ucla.edu or via the committee’s analyst, Tara Hottman, at thottman@senate.ucla.edu.

Sincerely,

A handwritten signature in cursive script, appearing to read "Zili Liu".

Zili Liu, Chair
Committee on Library & Scholarly Communication

cc: April de Stefano, Executive Director, Academic Senate
Tara Hottman, Senior Policy Analyst, Academic Senate
Andrea Kasko, Immediate Past Chair, Academic Senate
Megan McEvoy, Vice Chair/Chair-Elect, Academic Senate
Committee on Library & Scholarly Communication Members



OFFICE OF THE ACADEMIC SENATE

Kevin Mitchell, Chair of the Academic Senate
senatechair@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED
5200 North Lake Road
Merced, California 95343

May 28, 2025

To: Steven Cheung, Chair, Academic Council

From: Kevin Mitchell, Chair, UCM Divisional Council (DivCo)

Re: [Systemwide Review of Proposed Revisions to Academic Personnel Manual \(APM\) 360, Appointment and Promotion, Librarian Series](#)

The proposed revisions to APM-360, Appointment and Promotion, Librarian Series, were distributed to the Merced Division Senate Committees and School Executive Committees. The following committees offered comments for consideration. Their comments are appended to this memo and summarized below.

- Committee on Academic Personnel (CAP)
- Committee on Rules and Elections (CRE)
- Committee on Library and Scholarly Communication (LASC)

CAP notes that the proposed revision in section 360-4d - from “carrying out research and creative activity” to “acquiring information and knowledge” - constitutes a substantial shift that risks devaluing librarians’ professional contributions, altering job expectations, and undermining the assumptions under which many were hired. Such consequential changes should not be presented as mere corrections of past language but must instead be informed by direct engagement with librarians. LASC concurs with CAP in opposing this change. Both committees believe the revised language significantly dilutes the original meaning, diminishes the recognition of librarians’ scholarly and professional work, and may prompt a redefinition of their roles. LASC further emphasizes that the new phrasing portrays librarians’ work as passive, potentially de-professionalizing the position and weakening its alignment with the academic mission of the University of California.

CRE views the proposed revisions as minor, primarily involving small wording changes. The committee supports the addition to APM 360-4 (Definition) for its role in clarifying the broader scope of librarians’ contributions and improving alignment with APM 360-10. Overall, CRE believes the changes enhance clarity and consistency in the policy.

LASC expresses concern over the proposed replacement of “instruction” with “resources” in section 360-4c, viewing it as a reduction of the instructional role librarians play across the UC system. This change risks minimizing their academic contributions and weakening their integral

connection to the University's educational mission. Additionally, LASC highlights a troubling lack of transparency and consultation in the current revision process. Unlike previous APM 360 updates, which involved broad collaboration through a Joint Task Force, these proposed changes appear to lack comparable engagement. LASC requests clarification on the process, particularly whether university librarians were meaningfully consulted.

On May 20, DivCo members discussed these APM revisions and expressed support for the various points and suggestions put forth by the committees.

We thank you for the opportunity to review these proposed revisions to the APM.

Cc: DivCo Members
LASC Chair Blois
UCM Senate Office

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SANTA BARBARA • SANTA CRUZ

ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON ACADEMIC PERSONNEL (CAP)
MIRIAM BARLOW, CHAIR
mbarlow@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95343

April 18, 2025

To: Kevin Mitchell, Senate Chair

From: Miriam Barlow, Chair, Committee on Academic Personnel (CAP)

Re: Proposed Revisions to APM 360 - Appointment and Promotion, Librarian Series

CAP reviewed the proposed revisions to APM 360 pertaining to Appointment and Promotion, Librarian Series. We offer the following comments.

The change of words from "carrying out research and creative activity" to "acquiring information and knowledge" is a very large change that could diminish value in career building activities performed by librarians in accordance with the current APM 360. It could also change job expectations and create a disconnect between the understanding librarians had at the time of hire and the job they are expected to do under these proposed revisions.

Changes of such potentially large magnitude should not be presented as correcting a decade old error, nor should they be implemented without careful discussions and consideration of the perspective of librarians obtained by directly communicating with them.

We appreciate the opportunity to opine.

cc: Senate Office

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SANTA BARBARA • SANTA CRUZ

ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED

April 21, 2025

To: Kevin Mitchell, Chair, Divisional Council

From: Committee on Rules and Elections (CRE)

Re: Proposed Revisions to APM 360 – Appointment and Promotion, Librarian Series

The Committee on Rules and Elections (CRE) has reviewed the Proposed Revisions to APM 360 – Appointment and Promotion, Librarian Series, and offer the following comments.

CRE notes that the changes are minimal and primarily involve the addition or modification of a few words, as outlined in the cover letter.

CRE believes that the inclusion of the brief paragraph in APM 360-4 (page 1 of the proposed policy), highlights additional contributions Librarians may make which helps align APM 360-4 and APM 360-10, and provide useful clarification.

Overall, CRE believes the revisions enhance clarity and consistency.

We thank you for the opportunity to review and comment.

CC: CRE Members
Senate Office



ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON LIBRARY AND SCHOLARLY COMMUNICATIONS
JESSICA BLOIS, CHAIR
jblois@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95343

April 17, 2025

To: Kevin Mitchell, Chair, Academic Senate

From: Jessica Blois, Chair, Committee on Library & Scholarly Communication (LASC)

Re: Proposed Revisions to APM 360 – Appointment and Promotion, Librarian Series

LASC has reviewed the proposed revisions to APM 360 – Appointment and Promotion, Librarian Series, and offers the following comments:

We are concerned about the change in 360-4 c., wherein the original phrase “engaging with users to provide them with guidance, training, and instruction on the discovery, evaluation, and use of resources and collections” has removed the word “instruction” and replaced it with the word “resources.” We note that at UC Merced and across the University of California, librarians engage in instruction in a variety of subjects and contexts, both within and outside of the Library, and do not merely provide “guidance, training, and resources”. Removing the word “instruction” also unnecessarily distances librarians from the academic mission of the University of California.

We also note the alteration in language to 360-4 d. Here, the phrase “carrying out research and creative activity” has been replaced with “acquiring information and knowledge.” This change assumes that librarians are not engaged in either research or creative activity (a core component of their current series) and instead passively take in knowledge. In fact, many librarians make important contributions to research and creative activity as part of their library service; this research and creative activity may occur both within and outside of the Library. Thus, in a sense, removing the original language has the effect of de-professionalizing the series and further removing librarians from the academic mission of the University of California.

Additionally, we are concerned about the process by which these APM revisions were developed. As noted in the memo from systemwide Academic Affairs, extensive consultation with a variety of constituents through a Joint Task Force was used to develop the current version of APM 360. Such a process implies that the original wording represented a consensus version of series standards, rather than merely introducing “errors”. In contrast to this previous consultative process, the cover letter does not outline any consultation with constituents leading to these revisions. We ask for clarity regarding the process by which these revisions were developed, and specifically whether university librarians were consulted in the development of this new language.

LASC recommends retaining the original language in the sections outlined in this memo, originally developed as a result of a robust, joint, consensus-based process.

LASC thanks the Academic Senate for the opportunity to opine.

Cc: Senate Office

Presidential Statement on the Status of the Librarians Association of the University of California

The Librarians Association of the University of California shall serve for the purposes of and subject to the conditions herein described and set forth more fully in the Bylaws of the Association.

1. The Librarians Association of the University of California (LAUC) is recognized as an official unit of the University. LAUC is authorized to serve in an advisory capacity to the University on professional and governance matters of concern to all librarians.
2. Membership in the Librarians Association of the University of California (LAUC) shall consist of all persons holding appointment half-time or more in the librarian series, or in any one of the following titles: Assistant University Librarian, Associate University Librarian, Assistant Law Librarian, Associate Law Librarian, Law Librarian and each University Librarian or the same in an acting capacity.
3. The Librarians Association of the University of California (LAUC) shall advise the Office of the President, campus administration, and library administration on the operations and policies of the libraries; on professional standards, rights, privileges and obligations of members of the librarian series of the University of California; and on the planning, evaluation, and implementation of programs, services or technological changes in the libraries of the University.
4. The Librarians Association of the University of California (LAUC) shall not advise the Office of the President, the campus administration, and the library administration with respect to matters which are covered by a collective bargaining agreement or are otherwise subject to negotiation with an exclusive bargaining unit.

Supersedes Presidential Statement on the Status of the Librarians Association of the University of California, January 27, 1975, issued on February 20, 1975, by then President Hitch.



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

Kenneth Barish
PROFESSOR OF PHYSICS AND ASTRONOMY
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June 17, 2025

Steven Cheung, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Proposed Revisions to APM - 360, Librarian Series

Dear Steven,

The Riverside Division of the Academic Senate reviewed the *Proposed Revisions to APM - 360, Librarian Series*. I write to transmit the comments from responding committees.

I call special attention to the comments from the local Committee on Library and Scholarly Communication (LSC) and the faculty executive committee of the College of Humanities, Arts and Social Sciences (CHASS). The LSC responded that the committee cannot support the proposed changes, and that they believe that the changes have not been fully considered, that the changes could have a detrimental impact on the career status of librarians and can be problematic in how they see their role in the mission of the university. CHASS also does not support the proposed revisions citing lack of shared governance, inconsistent terminology, and the proposed series' diminished scope of work. Both memos are attached for your reference. Please review the full memos for a complete picture of their comments.

The Riverside Senate Executive Council discussed the proposal on June 9, 2025 and members expressed concern that the rationale for the proposed changes is not fully explained and agreed with the concerns raised by the Committee on Library and Scholarly Communication specifically a potentially detrimental effect on the Librarian series.

The Riverside Committee on Academic Personnel and the faculty executive committee of the School of Business discussed the proposed revisions and were supportive. While other responding committees had no comments or recommendations.

Sincerely yours,

A handwritten signature in blue ink that reads 'Kenneth Barish'.

Kenneth Barish
Professor of Physics and Astronomy and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

May 28, 2025

To: Kenneth Barish, Chair
Riverside Division

From: Curt Burgess, Chair
Committee on Library & Scholarly Communication

Re: 24-25. SR. Proposed Revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series

Nomenclature: 1. Draft: Appointment and Promotion: APM - 360 - Librarian Series
2. Letter: March 19, 2025, letter from Deputy Provost Lee and Interim Vice Provost Haynes

The university library is often referred to as the heart of the university as it serves as a central point for intellectual activity, research, and learning. The library is crucial to the university's mission of knowledge creation and dissemination and critical inquiry.

The Academic Senate Committee on Library & Scholarly Communication (LSC) has been asked to weigh in on the proposed revisions to the definition of the Librarian series. In short, the LSC committee cannot support the proposed changes, believes that the changes have not been fully considered, and that they could have a detrimental impact on the career status of librarians and can be problematic in how they see their role in the mission of the university.

1. A key point in the proposed change in definition involves striking the term "instruction" in favor of the term "training and resources" (360-4 c). While this is a discussion worth having, the lack of operational definitions for these terms injects an element of ambiguity resulting in a lack of common understanding. It seems obvious that the role of librarians involves elements of both instruction and training, see Table 1. Rather than substituting "instruction" for "training and resources," using both terms would seem to be more apt.

Table 1		
Feature	Instruction	Training
Primary Goal	Impart knowledge, understanding, directions	Develop abilities, skills, proficiency, performance
Focus	"What" to know, "how" to do	"How" to perform with practical application
Method	Lectures, manuals, demonstrations, facts	Practice, drills, simulations, feedback, coaching

Outcome	Knowledge acquisition, comprehension	Skill development, improved performance, competence
Interaction	Can be one-way (e.g., a book)	Often interactive and hands-on
Theoretical vs Practical	More theoretical	More practical and applied

2. At the University of California, librarians are not classified as faculty. In the Letter (page 2, paragraph 1), we believe the authors are confounding the argument as to whether librarians should be faculty with their role of providing instruction and training.

... if a Librarian is serving as instructor of record and engaging in the teaching mission of the University, they are expected to do so in an appropriate concurrent instructional title. The substitution of “training and resources” for “instruction” is intended to clarify this and to avert any future potential for misunderstandings.

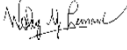
Presumably this change in the APM has nothing to do with librarians and faculty status so it is curious that it is even raised. Librarians are not attempting to be the instructor of record. The attempt to substitute “training and resources” for “instruction” seems to be a solution in search of a problem.

3. Another concern is the elimination of the role of research from the Draft. The Draft (360-4 d) endeavors to substitute “acquiring information and knowledge” for the original “carrying out research and creative activity.” The authors in the Letter (page 2, paragraph 2) argue that this substitution “is intended to clarify this because the use of the word 'research' in the original version of APM-360 resulted in a misunderstanding of the intent of the word and was inadvertently expanded to include creative activity.” Research takes many forms. Research of art historians, microbiologists and geologists differ in form but share in identifying issues and engaging in systematic and rigorous methods of inquiry. Training in library science involves research methodology and qualitative and quantitative approaches and dissemination of results. Librarians have been partners with faculty in putting together grant applications and have been co-authors on publications. Library and information science investigate the many practices, technologies, and social aspects of information management and access.
4. Finally, we are left with the strong impression that these changes in terminology reflect in a denigrative manner, and we are concerned that unintentionally, or otherwise, that this will have an unproductive effect on library staff morale and motivation. Librarians serve a key role in the intellectual functioning of the university and these changes to the APM will reflect poorly on their career status.



June 13, 2025

TO: Ken Barish, Chair
Riverside Division of the Academic Senate

FROM: Wesley Leonard, Chair 
CHASS Executive Committee

RE: Draft APM - 360: Proposed Revisions to APM - 360, Librarian Series

The CHASS Executive Committee (EC) reviewed the Proposed Revisions to APM - 360, Librarian Series. While we recognize that there may be language that warrants changing, we are not in support of the current Proposed Revisions for three main reasons.

First, the CHASS EC's members strongly subscribe to principles of shared governance, particularly the need for transparency and documented consultation with the main parties when making important changes. We observe that the task force that crafted the original document included the Librarians Association of the University of California (LAUC) and the Council of University Librarians (CoUL). However, the proposed revisions, which are redefining key areas of librarians' work, appear to come from only the University. The idea of the University crafting changes and soliciting feedback from the main parties afterward is not a practice we support.

Second, the CHASS EC calls attention to an inconsistency we observed, one that raises concern because it suggests a lack of care in crafting the proposal. We understand that part of the motivation to make revisions around the category "research and creative activity" was that the wording "and creative activity" had inadvertently been added, presumably because the UC system as a whole uses "research and creative activity" as an umbrella phrase for knowledge production across disciplines. We thus find it strange that the policy newly adds similar yet different wording "research and **other** creative activity" in one place, and also has this wording elsewhere in its existing text. We are especially unsettled about the word "other", as this seems to be redefining research as a subcategory of creative activity.

Finally, while we respect that terminology and titles used in academic settings often carry specific meanings and thus must be used with care, we are concerned that the Proposed Revisions collectively seem to diminish, and therefore misrepresent, the scope and importance of

librarians' work. As one example, the Proposed Revisions change "guidance and instruction" to "guidance, training, and resources" with the claim that "instruction" is inappropriate because it implicates the University's teaching mission. Our experience is that many librarians regularly provide instruction that goes beyond guidance, training, and resources, and whether a person is an instructor of record for a class is not the variable to use when understanding the scope of librarians' professional work.



School of Business
Anderson Hall
900 University Avenue
Riverside, CA 92521

May 15, 2025

To: Ken Barish, Chair
Riverside Division of the Academic Senate

From: Elodie Goodman
Chair, School of Business Executive Committee

Re: APM Revision: *Proposed Revisions to APM - 360, Librarian Series*

Please let this memo serve as an official notification that the School of Business Executive Committee supports the proposal and has no comments or concerns.



Academic Senate

COMMITTEE ON ACADEMIC PERSONNEL

May 7, 2025

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Jingsong Zhang, Chair
Committee on Academic Personnel

A handwritten signature in black ink that reads "Jingsong Zhang".

Re: **[Systemwide Review] APM Revision: Proposed Revisions to APM -
360, Librarian Series**

CAP discussed the proposed revisions to APM-360 which updates the definition of the Librarian Series. The Committee was in support of the revisions with no further comments.



April 30th, 2025

TO: Kenneth N. Barish, Ph.D., Chair, Academic Senate, UCR Division

FROM: Harry Tom, Ph.D., Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences

SUBJECT: [Systemwide Review] APM Revision: Proposed Revisions to APM - 360, Librarian Series

Prof. Barish,

The CNAS Executive Committee has reviewed the proposal and has no objections or comments to the proposed revisions.

Sincerely,

A handwritten signature in black ink that reads "Harry Tom". The signature is stylized and cursive.

Harry Tom, Ph.D
Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences



4/28/25

To: Kenneth Barish, Division Chair of the UCR Division of the Academic Senate and Cherysa Cortez, Executive Director of the UCR Academic Senate

From: Katherine Meltzoff, Ph.D., Faculty Chair of the School of Education Executive Committee

Subject: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series

The SOE Executive Committee reviewed the Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series. Comments/feedback were solicited at our executive committee meeting and via email.

We do not have any feedback or recommendations.

Thank you for the opportunity to provide feedback.

Sincerely,

Katherine Meltzoff
Faculty Executive Committee Chair
School of Education
University of California, Riverside

May 16, 2025

TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division

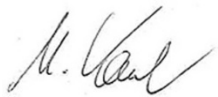
FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series

Dear Ken,

The Committee reviewed the Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series and is in agreement with the clarification provided. The committee has no additional comments.

Yours sincerely,



Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine



OFFICE OF THE ACADEMIC SENATE

9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA 92093-0002
TELEPHONE: (858) 534-3640
FAX: (858) 534-4528

June 11, 2025

Professor Steven Cheung
Chair, Academic Senate
University of California
VIA EMAIL

Re: Divisional Review of Proposed Revisions to Academic Personnel Manual (APM) 360,
Appointment and Promotion, Librarian Series

Dear Chair Cheung,

The proposed revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series were distributed to San Diego Divisional Senate standing committees and discussed at the June 10, 2025 Divisional Senate Council meeting. Senate Council did not agree with the revisions and offered the following comments for consideration.

Reviewers were concerned that the revisions do not accurately describe librarians' work in supporting the university's academic mission as instruction can be a significant component of the work of some librarians. Additionally, the replacement of "research and creative activity" with "acquiring information and knowledge" minimizes the intellectual and scholarly contributions of librarians, and devalues original research, scholarly output, and grant-funded work pursued by librarians.

While the revisions need to be revisited, reviewers also did not recommend leaving the policy 'as is' because as currently written, the service requirement can be interpreted to imply that appointees in this series are expected to engage in broad instruction at the University, and not necessarily within the University Library. Council recommends that the Librarians Association of the University of California (LAUC) and the Council of University Librarians be consulted to ensure revisions to the criteria address their concerns and accurately reflect the work of librarians.

The responses from the Divisional Committee on Academic Personnel and Committee on Library and Scholarly Communication are attached.

Sincerely,

A handwritten signature in cursive script, reading "Olivia Graeve".

Olivia A. Graeve
Chair
San Diego Divisional Academic Senate

Attachment

June 03, 2025

Olivia Graeve, Senate Chair
Academic Senate, San Diego Division

SUBJECT: Proposed Revisions to APM 360- Librarian Series

The Committee on Academic Personnel (CAP) met on May 14, 2025, to review the proposed revisions to the Academic Personnel Manual (APM) 360- Librarian Series. CAP unanimously supports the proposed revisions to APM 360, with members opining that the revisions help clarify the instructional expectations for the Librarian series, with some members stating that, as currently written, APM 360 can be interpreted to imply that appointees in this series are expected to engage in broad instruction at the University, and not necessarily within the University Library.

CAP appreciates the opportunity to review the proposed policy revision.



Lynn Russell, Chair
Committee on Academic Personnel

Cc: Senate Analyst Coomer
Senate Director Hullings
Senate Vice Chair Plant
CAP Vice Chair Schneider

June 2, 2025

CHAIR OLIVIA GRAEVE
Academic Senate, San Diego Division

SUBJECT: Review of APM 360, Appointment and Promotion- Librarian Series

Dear Chair Graeve,

At its May 29, 2025, meeting, the Committee on Library reviewed and discussed the proposed revisions to APM 360, Appointment and Promotion- Librarian Series.

The Committee understands that the 2016 revisions to APM 360 incorporated input from the Library Association of the University of California (LAUC). The recently proposed revisions and updates to APM 360 are intended to address errors in the 2016 revision that were recently identified by UCOP. In consultation with the Librarians Association of the University of California – San Diego (LAUC-SD), the committee heard concerns about how the removal of the word “instruction” and replacement with “training and resources” did not adequately describe the work that librarians do to support the academic mission of the university. Additionally, the Committee heard LAUC-SD’s concern that the replacement of “research and creative activity” with “acquiring information and knowledge” minimizes the intellectual and scholarly contributions of librarians and devalues original research, scholarly output and grant-funded work pursued by librarians.

Although the Committee does not feel positioned to weigh in on this perspective, the Committee felt that this feedback demonstrates a need for more consultation with LAUC. For that reason, the Committee recommends that UCOP consult with LAUC as well as the Council of University Librarians to develop the proposed revisions in a manner that both meets the concerns and reflects the shared interests of the University of California and LAUC members.

Sincerely,

Tom Liu, Chair
Committee on Library

cc: J. Coomer
L. Hullings
R. Plant



UC SANTA BARBARA

Academic Senate
Rita Raley, Chair
Shasta Delp, Executive Director

1233 Girvetz Hall
Santa Barbara, CA 93106-3050
<http://www.senate.ucsb.edu>

June 12, 2025

To: Steven Cheung, Chair
Academic Senate

From: Rita Raley, Divisional Chair
Academic Senate

A handwritten signature in blue ink, appearing to read "R. Raley", is placed next to the "From:" line.

Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)
Section 360, Appointment and Promotion Librarian Series

The Santa Barbara Division distributed the Proposed Revisions to Academic Personnel Manual (APM) Section 360, Appointment and Promotion Librarian Series to the Council on Research and Instructional Resources (CRIR) and the Committee on Academic Personnel (CAP). CAP elected not to opine.

CRIR is unable to endorse the proposed changes given the minimal detail provided as to their necessity at this time. The Council's memo is appended for your review.

To add to the request for clarification, does the draft language suggest that the existing services outlined in 360-4.a-b should now be understood as "research" and those outlined in 360-4.c as "teaching"? Or is it rather the reverse—that the proposed revisions will definitively disentangle existing services from "research" and teaching"?

We thank you for the opportunity to comment.

June 9, 2025

To: Rita Raley, Divisional Chair
Academic Senate

From: Stephanie Malia Hom, Chair
Council on Research and Instructional Resources



Re: Proposed Revisions to Academic Personnel Manual (APM) 360 - Appointment and
Promotion, Librarian Series

At its meeting of June 6, 2025, the Council on Research and Instructional Resources (CRIR) discussed the proposed revisions to Academic Personnel Manual (APM) 360 - Appointment and Promotion, Librarian Series.

CRIR requests more clarification about why these changes are being requested now. CRIR also recognizes that campus librarians are central to the university's research mission as well as its instructional enterprise; it is because of their capacity as researchers themselves that librarians are able to support both.

CRIR does not recommend that these changes be made until a more robust explanation about the need for revisions is provided.

CC: Shasta Delp, Executive Director, Academic Senate



1156 HIGH STREET
SANTA CRUZ, CALIFORNIA 95064

Office of the Academic Senate
SANTA CRUZ DIVISION
125 CLARK KERR HALL
(831) 459 - 2086

June 17, 2025

STEVEN CHEUNG
Chair, Academic Council

**RE: (Systemwide Senate Review) Proposed Revisions to Academic Personnel Manual (APM)
360, Appointment and Promotion, Librarian Series**

Dear Steven,

The Santa Cruz Academic Senate has reviewed the proposed revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series, with the committee on Committee on Library and Scholarly Communication (COLASC) responding.

These proposed revisions seek to address what the Deputy Provost for Systemwide Academic Personnel and the Interim Vice Provost for Faculty Affairs and Academic Programs have considered to be errors in the March 1, 2016, revisions to APM - 360.

Overall, UCSC's COLASC had substantial questions regarding the reason for, and specific impact, of the proposed changes. An overall theme was insufficient precision of definition regarding librarian's teaching and research roles, as well as clarity about what aspects of the current proposed revisions might accurately be considered to reflect the spirit and intent of existing policy and prior revision, as opposed to aspects where are truly new, and so might be considered "errors."

COLASC first notes that the impetus behind these proposed changes is insufficiently articulated in the cover letter and, as such, it is difficult to assess their implications without a fuller contextual understanding. Specifically, since the cover letter cites no grounds for change other than ostensible errors in the 2016 revisions; COLASC's first criteria for evaluation was therefore to ensure that the stated intention of the 2016 policy changes were conserved in the current proposed revisions. They note that the 2016 revisions emerged out of a thorough review process, including a joint task force comprised of the Librarians Association of the University of California (LAUC) and the Council of University Librarians (CoUL), and on April 22, 2016, UCSC's COLASC agreed with the proposed changes with no suggestions for modification. The second criteria for this current review was whether the proposed changes would generate new inconsistencies within the APM, since consistency appears to be the principal impetus behind the present revisions.

As stated in the March 1, 2016, cover letter, the revisions at that time sought to produce “an updated definition of the librarian series to reflect the changing nature of their responsibilities in an evolving information environment.” It is COLASC’s opinion that the currently proposed revisions bring the APM out of alignment with the actual labor of librarians, particularly as regards teaching and research. With respect to teaching, the proposal to replace the term “instruction” with the provision of “training and resources” in APM-360-4-c creates an unnecessarily narrow definition of teaching that is limited to instructors of record and does not accurately reflect the work done by librarians in 2016 and today.

Presently, there are four UCSC Librarians who have instruction and/or teaching in their statement of responsibility, and the Senate noted myriad ways in which UCSC Librarians engage in pedagogical work across our campus. This includes, but is not limited to the Digital Instruction Project, a project co-sponsored by the Teaching and Learning Center that “offers time and space for focused and thoughtful conversation about pedagogy”; the creation of lesson plans by Special Collections and Archives for on-site learning in collaboration with undergraduate and graduate instructors; and guest lectures by research librarians on information literacy. With regard to research, the proposal to replace “carrying out research and creative activity” with “acquiring knowledge and information” in APM-360-4-d creates misalignment between the APM and librarians’ labor. Presently, there are ten UCSC Librarians who have research in their statement of responsibility, and many, with authorization of the University Librarian, have been principal investigators (PIs) on research projects related to STEM publishing preferences, user behavior in Library discovery interfaces, and other topics.

The 2016 revisions also sought to maintain congruence between personnel processes for represented and underrepresented librarians. Per Article 29 of the LX 2024-2029 contract, UC-AFT has the opportunity to bargain over effects of revisions to APM-360. This creates the potential for the agreement, which currently uses the 1986 definition, to become further misaligned with the definition of Librarians in the APM. Two misaligned definitions for represented and policy-covered Librarians may complicate the review process in a way that is unfavorable to all Librarians and creates unnecessary administrative burden for the Librarians Association of the University of California (LAUC) Committee on Appointment Promotion and Advancement and Library Human Resources.

COLASC notes that the proposed revisions to APM-360-4 would potentially create new inconsistency with APM 210-4. Whereas the 2016 revisions encompassed both sections of the APM, this year’s proposed revisions only address APM-360-4. The proposed revisions to APM-360-4-d, which would replace “carrying out research and creative activity” with “acquiring information and knowledge,” would create an incongruence with APM-210-4-e-3-d, which details the following criteria for appointment and promotion within the Librarian Series:

- “Research and Other Creative Activity - Research by practicing librarians has a growing importance as library, bibliographic, and information management activities become more demanding and complex. It is therefore appropriate to take research into account in measuring a librarian’s professional development. The evaluation of such research or other creative activity should be qualitative and not merely quantitative and should be made in comparison with the activity and quality appropriate to the candidate’s areas of expertise. Note should be taken of continued and effective endeavor. This may include authoring, editing, reviewing or compiling books, articles, reports, handbooks, manuals, and/or similar products that are submitted or published during the period under review.” (p. 22)

This criteria, while modified in 2016, appears to date to the 1986 APM, and thus, in COLASC's opinion, is not a result of error. It was conserved in the systemwide review of APM-210 conducted in 2023 (p. 74 of pdf). Meanwhile, APM-210-4-e-3-a includes "engaging with users to provide them with guidance and instruction on the discovery, evaluation, and use of information resources; carrying out research and creative activity in support of the foregoing and for the continual improvement of the profession" as part of the criteria for evaluating librarians' professional competence and quality of service within the library.

Overall, given the aforementioned issues, the UCSC COLASC cannot support the proposed changes without further information and clarification. We recommend that if APM-360-4 is to be revised that it first add much clearer context to the reasoning behind proposed changes, with more clear definitions, and for example context about how proposed changes may or may not be compared to teaching and research responsibilities expected of faculty, and what implications conflating (or not) such definitions might have for wider campus academic policies. Perhaps most important, adding precision regarding what "instruction" and "research" mean within the Librarian series, as opposed to other campus titles, and how these align with the text in APM-210-4 (as occurred in 2016 and was conserved in 2023) would be crucial additional information. This would help to address any potential confusion regarding Librarian and Senate faculty duties, without narrowing the scope of librarian activities or creating a hierarchy of status.

Sincerely,



Matthew McCarthy, Chair
Academic Senate, Santa Cruz Division

Enc: Senate Committee Responses (Bundled)

cc: Greg Gilbert, Co-Chair, Committee on Academic Personnel
Susan Gillman, Co-Chair, Committee on Academic Personnel
Jeffery Erbig, Chair, Committee on Library and Scholarly Communication
Raphael Kudela, Chair, Committee on Planning and Budget
Eleonora Pasotti, Chair, Committee on Rules, Jurisdiction and Elections
Matthew Mednick, Executive Director, Academic Senate



Academic Senate

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1111 Franklin Street
Oakland, CA 94607

senate.universityofcalifornia.edu

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Merced
Riverside
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San Francisco
Santa Barbara
Santa Cruz

MEDICAL CENTERS

Davis
Irvine
UCLA
San Diego
San Francisco

NATIONAL LABORATORIES

Lawrence Berkeley
Lawrence Livermore
Los Alamos

UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB)

Tim Groeling
groeling@comm.ucla.edu

June 18, 2025

Steven Cheung
Chair, Academic Council

RE: PROPOSED REVISIONS TO APM-360, APPOINTMENT AND PROMOTION,
LIBRARY SERIES

Dear Chair Cheung,

Thank you for the opportunity for UCPB to review the proposed revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Library Series. The committee discussed the language changes and agreed that removing language suggesting that librarians are instructors of record, without appropriately holding a concurrent instructional title recognizes the important work performed by librarians at the University of California while removing the teaching mission from inclusion in the professional library series.

In addition, the committee agreed that substituting “acquiring information and knowledge” for language suggesting that library service be included in the research/creative activity mission of the university clarified the criteria used for promotion review for librarians.

The committee supports the proposed revisions.

Sincerely,

Tim Groeling
Chair, UCPB

cc: UCPB



Academic Senate

Office of the President
1111 Franklin Street
Oakland, CA 94607

senate.universityofcalifornia.edu

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND
EQUITY (UCAADE)

Katherine Meltzoff
katherine.meltzoff@ucr.edu

June 13, 2025

CAMPUSES

Berkeley
Davis
Irvine
UCLA
Merced
Riverside
San Diego
San Francisco
Santa Barbara
Santa Cruz

Steven Cheung
Chair, Academic Council

RE: PROPOSED REVISIONS TO APM-360, APPOINTMENT AND
PROMOTION, LIBRARY SERIES

Dear Steven:

MEDICAL CENTERS

Davis
Irvine
UCLA
San Diego
San Francisco

Thank you for the opportunity for UCAADE to review the proposed revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Library Series. The committee discussed the language changes and agreed that the current language reduces the distinction between faculty roles and responsibilities and those of librarians, with the implication that it might, under the current policy, be appropriate for a librarian to be the instructor of record for a credit bearing class without having an instructional title controlled by the Senate. Removing language suggesting that librarians are instructors of record, without appropriately holding a concurrent instructional title retains the recognition of the important work performed by librarians at the University of California while removing the teaching mission from inclusion in the professional library series.

In addition, the committee agreed that substituting “acquiring information and knowledge” for language suggesting that library service be included in the research/creative activity mission of the university clarified the criteria used for promotion review for librarians. When committee members have librarians discuss research methods with their classes, the professors retain authority over the material taught and accountability for evaluating student learning.

NATIONAL LABORATORIES

Lawrence Berkeley
Lawrence Livermore
Los Alamos

The committee supports the proposed revisions.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Meltzoff". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Katherine Meltzoff

cc: UCAADE



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UNIVERSITY COMMITTEE ON FACULTY WELFARE
Chair Juan Pablo Pardo-Guerra

June 23, 2025

STEVE CHEUNG
Chair, Academic Council

RE: Proposed Revisions to APM 360 (Librarian Series)

Dear Chair Cheung,

UC Faculty Welfare was given the opportunity to reflect on the proposed changes to APM 360 (Librarian Series). We welcome the invitation to share the conclusions of our lively discussion in the following letter.

I will preface the remainder of this letter by stating unambiguously that all members of the committee—and, with great confidence, most members of the faculty—see our colleagues in the Librarian Series as essential for our University. At this critical juncture in history, the work performed by librarians is tantamount to a defense of academic freedom, knowledge, and the university as broad, inclusive house. We commend and celebrate their contributions.

We nevertheless find reason to endorse the proposed changes to the language in APM 360. Our logic is not based on creating rigid distinctions between the kinds of activities that ladder-rank faculty perform versus those conducted by librarians, but rather on creating greater opportunities for the recognition of the valuable service performed by our librarian colleagues.

There are two changes we find important. The first is recognizing the labor of training and orientation that our librarians perform routinely for members of our community and the public at large. The previous version of the policy used the word “instruction”. While formally the work of training and orienting users on the resources available at libraries is instruction (OED: ‘a

detailed explanation or direction’), within the policy documents of the University of California the term is used as a synonym of teaching. Regulation 750 of the Academic Senate, for example, refers to “regularly appointed officers of instruction”, tying these to the delivery of Senate-approved courses. This usage is also notable in other documents and institutional locations, where “instruction” is used to refer to teaching imparted by a duly appointed teacher/lecturer/professor for a regular course with a design and curriculum approved by the Academic Senate (e.g. “instructor of record”). The change deals with this ambiguity.

Replacing the word “instruction” with “training” also provides greater flexibility to the librarian series, given that it removes an expectation of engaging in instructional activity in the context of an institution that is primarily engaged in offering credit bearing courses. This does not limit librarians’ ability to organize and teach courses; this would still be recognized as a notable contribution within the new language of the policy. It would, however, allow librarians who do not engage in structured instruction to elevate the work they do with departments, programs, and other units on our campuses to train staff, faculty, and students on the resources available to them in University libraries.

Equally important, the second change substitutes “carrying out research and creative activity” with “acquiring information and knowledge”. It further moves “research and creative activity” into a category that librarians can contribute, but are not necessarily required to contribute in order to advance their careers within the university (“In addition to the professional library services above and to the extent relevant to the Librarian’s career path, the academic Librarian series is expected to engage in at least one or more of the following: (1) professional activity outside of the library; (2) university and public service; and (3) research and other creative activity.”).

Keeping “research and creative activities” in its original location within APM 360 creates several complications that restrict the forms of recognition and reward available to librarians. For example, while “research” may have multiple meanings, the one most often attached to it in the context of modern universities is the production of systematic, peer-reviewed knowledge. Some librarians certainly engage in this kind of research—contributing to the development of their professional discipline and other relevant fields like public and/or digital humanities—for example, through the creation of public-facing archives, databases, and exhibits—or by publishing scholarly books that enrich public discussions. Holding this as an expectation for all librarians—that is, as a criterion that is definitional of the entire series—may create barriers for those who do not produce peer-reviewed publications but are nevertheless outstanding librarians. The change in language allows librarians to pursue different structures of

career paths—some oriented towards outside professional activity, others placing a greater focus on service, and yet others geared towards research and creative activity. This expansion in how librarians can be evaluated allows highlighting the diversity of contributions and creates a more reasonable basis for the evaluation and recognition of different career structures. This does not diminish in any way the contributions of librarians. Quite contrary, it allows for their everyday contributions to be better appreciated.

We hope these comments add to the discussion and to raising the profile of librarians within our institution. Let's recognize their labor, in all its forms, as richer and more complex than the constraints imposed by the words "research" and "instruction".

Thank you,

Juan Pablo Pardo-Guerra
Chair, UCFW

Cc: Ahmet Palazoglu, Vice Chair, Academic Council
Monica Lin, Executive Director, Academic Senate