New Directions Pre-Retreat Town Hall Discussions  
April 10, 2008

Session 2 | Table 6 (1st table)  
Snapshot: The Future of Jobs in the University Library

Group Participants: Susan Wong (facilitator and recorder), Peter Zhou (recorder), Michelle Coleman, David de Lorenzo, Lucia Diamond, Rebecca Green, Laura McKinley, Jennifer Nelson, Margaret Phillips, Brian Quigley, Heather Thams

Record additional starting points, concerns and/or improvements to existing points:

Add succession planning as a process for addressing filling anticipated vacancies in key positions.

Place equal emphasis on attributes and skills of workforce remaining in-place during the timeline of forecasted employee attrition and also factor in the organizational culture in this timeline.

What is the future in jobs for mid-career employees who plan to be with the Library for at least another 15 years?

The national trend of the "feral professional" - the new kind of library professional is good, but concern is voiced as to LAUC-B's central role in this evolving scenario.

Perhaps need to loosen up the librarian's viewpoint on the topic of professionalism and broaden the definition of the professional community in the Library.

The roles are blurring between para-professional and professional roles.

Concern voiced that emphasis on the new hybrid library professional or new hybrid talent should not be at the demise of existing, traditional expertise.

Balance is critical; we should not lose sight of the value of unique subject and/or language expertise required in special collections areas (i.e. Latin language application in Law Library special manuscript collections; Mark Twain Project) in the larger context of transforming library services and transforming library positions.

21st century jobs will be more driven by electronic and digital technologies, but we should not overlook traditional skills.

What is the new hybrid library professional? Is it a librarian with expansive IT skills or is it an IT professional with expertise in application of IT to library services and programs? Is the hybrid professional embodied in one professional or a team of different professionals?
Are library school programs changing and transitioning to prepare and train their graduates to be qualified for future jobs in university libraries?

Session 2 | Table 6 (2nd table)
Name of Topic The Future of Jobs in the University Library

Names of group: Armanda Barone (facilitator), Lee Leighton (note taker), Dana Jemison, Agnes Concepcion, Pat Maughn, Sheila Wekselbaum, Barba Vija Strads

What will attract people to the Library? What do we need? Need competitive salaries and benefits. Qualified staff is a problem across the UC system.

We recruit at higher levels and not hiring younger people who may have many of the skills (i.e. technology, web, etc.) that we need.

We're not redefining vacant positions. Most libraries require experience. What do we REALLY want/need and NOT just replacing same position.

What can we outsource?

We REALLY need a staff skills assessment.

Supporting internships on campus or other academic institutions. Send our staff to an academic institution that is actually doing some of the things we'd like to do, AND, have them send us one of their staff.

We need to be looking more outward and not inward. We've become to insular. By not hiring non-librarians when a librarian leaves, we lose the broader experience/perspective/national and/or statewide involvement.

We always adjust after budget cuts. Technical Services, though, has removed staff from the public desks to accommodate the need to address staff/budget cuts. We have lost a great deal of important contact with the public/other library staff/public catalogs/discovery tools.

We need to bring people up to new skills within units.

We need to create exchanges among the UC libraries about cooperation/collaboration/consolidation/standardization of processes.

Disconnect between Library school grads and hiring them as staff. We too often want to hire at the Librarian rank and not willing to hire at the Assistant rank.

Plan for age diversity. We CANNOT replace retirees with 55 year old people who will leave in a short period.
Need to hire librarians at lower levels. Require hiring at lower levels.