

**LAUC-B Fall Assembly  
Tuesday, November 7, 2006  
Committee Reports**

**COMMITTEE ON APPOINTMENT, PROMOTION AND ADVANCEMENT**

To: Lucia Diamond, Chair, LAUC-B  
From: Mary Ann Mahoney, Chair  
Committee on Appointment, Promotion and Advancement  
RE: Annual CAPA Report, 11/1/2005 – 10/31/2006 Review Cycle  
LAUC-B Fall Assembly, November 7, 2006

**CAPA Members 2005/2006**

Myrtis Cochran (2008)  
James Eason (2008)  
Elizabeth Edinger (2008)  
John Gallwey (2007)  
Susan Koskinen (2007), incoming Chair  
Corliss Lee (2006)  
Mary Ann Mahoney, Chair (2006)

**New Members**

Manuel Erviti (2009)  
Gary Peete (2009)

**CAPA Statistics, 11/1/2004 – 10/31/2006**

Total Cases Reviewed:	29
Library	18
Affiliated	11

Cases reviewed by rank:	
Assistant Librarian	0
Associate Librarian	18
Librarian	11

CAPA Recommendations:	
Merit increases	16
Remain at current step	5
Accelerated merit	3
Career Status	4
Promotion in Rank	5

CAPA disagreed with Review Initiator:	3
UL disagreed with CAPA:	2
VC disagrees with CAPA	0

Four ad hoc committees were appointed to review career status and promotion candidates.

### **Workshops**

The LAUC-B Professional Development Committee and CAPA co-sponsored a workshop on the academic review process on October 3, 2006. Workshop participants included Tom Leonard, University Librarian, outgoing CAPA members, and representatives from Library Human Resources and Academic Personnel.

### **Librarian Recruitment**

CAPA reviewed position announcements for the following recruitments:

- Bancroft Lead Archivist
- Bancroft Survey Project Archivist (2 temporary positions, 2-year appointments)
- Law Librarian (Robbins Collection)
- Physics-Astronomy & Mathematics-Statistics Librarians (2 positions)
- Africana Librarian
- Chinese Materials Cataloger
- Head of Instructional Services, Doe/Moffitt
- Romance Languages Librarian

CAPA interviewed candidates for the following positions:

- Federal Documents Librarian (3 candidates)
- Preservation Librarian, Robbins Collection (2 candidates)
- Reference Librarian, Law (4 candidates)
- Law Librarian -(3 candidates)
- Reference Librarian for Foreign and Comparative Law(3 candidates)
- Reference Librarian, Doe/Moffitt (7 month temp) (3 candidates)
- Librarian, Institute of Governmental Studies (4 candidates)
- Information Services Librarian, Public Health Library (3 candidates)
- Bancroft Lead Archivist (3 candidates)
- Law Reference Librarian (3 candidates)
- Physics/Mathematics Librarian (5 candidates)
- Romance Languages Librarian (4 candidates)

CAPA reports that the dossiers were received on time, and the quality of the dossiers was generally high. This was the first year that CAPA considered cases requesting advancement beyond Librarian Step 5. However, in all cases the candidates had already received distinguished status. The upcoming review cycle will be the first time that CAPA will review candidates for distinguished status since the introduction of the new salary scale in July 2000.

## **COMMITTEE ON AFFILIATED LIBRARIES AFFAIRS**

To: Lily Castillo-Speed, LAUC-B Chair  
From: Rita Evans, Committee on Affiliated Libraries Affairs Chair  
Re: Committee Report to LAUC-B  
Date: September 14, 2006

**Affiliated Libraries Fall Assembly** – The Affiliated Fall Assembly was held on November 2, 2005 in the Goldberg Room at Boalt Hall. Reports from the affiliated representatives to the various library committees, councils, etc. were distributed electronically prior to the assembly. Linda Vida, TALAG Chair, and Lily Castillo-Speed, LAUC-B Chair, gave brief oral reports.

For the assembly program, Laine Farley, Director, Digital Library Services, California Digital Library, presented an overview of CDL products and services, including: bibliographic services, publishing services, digital library services, public content and preservation services. CDL wants to partner with individual libraries to digitally reformat selected materials, publish them to the web, and integrate them into one or more larger collections; enable faculty to publish papers, monographs, journals to the web; and selectively capture, organize, and manage web-based materials

**Affiliated Libraries Spring Assembly** – The Affiliated Spring Assembly was held April 20, 2006 in the Bechtel Engineering Center. Reports from the affiliated representatives to the various library committees, councils, etc. were distributed electronically prior to the assembly. TALAG Chair Linda Vida, LAUC-B Chair Lily Castillo-Speed, and Committee on Diversity Chair Dayna Holz gave brief oral reports.

The program, “New Web Tools,” featured a panel presentation with speakers from three Affiliated Libraries. Terry Huwe of the Institute of Industrial Relations Library described how his library is using blogs to track and disseminate information about labor and economics news and events. Nick Robinson of the Institute of Governmental Studies Library showed how IGSL is using wiki software, including applications related to web harvesting. Chuck James of the Earthquake Engineering Research Center demonstrated integrated searching with the Earthquake Engineering Online Archive which allows users to retrieve bibliographic records, data, images and movies with a single search. A lively question-and-answer session followed.

**Email reflector** – At TALAG’s request, all staff members of the affiliated libraries are now on the [affil@lists.berkeley.edu](mailto:affil@lists.berkeley.edu) email reflector.

**Committee website** – The website (<http://www.lib.berkeley.edu/LAUC/cala/>) has been enhanced with the addition of assembly minutes and presentations, documents outlining committee procedures and duties, a committee calendar, and reports to LAUC-B and the Affiliated Assemblies.

**Affiliated Affairs Committee Chair and Vice-Chair/Chair-Elect** – Susan Garbarino, Director of the Giannini Foundation of Agricultural Economics Library, will chair the committee 2006-2007. Shannon Supple of the Law Library will serve as Chair-Elect.

## **COMMITTEE ON DIVERSITY**

### **LAUC-B COMMITTEE ON DIVERSITY ANNUAL REPORT**

#### **DIVERSITY COMMITTEE MEMBERS:**

Judy Bolstad, Chair (as of 9/1/2006) (2007)  
Dayna Holz, (Chair from 10/1/05-8/31/06, Affiliated Representative) (2007)  
Teresa Mora, ex-officio (Statewide Representative) (2007)  
Tanya Hollis (2007)  
Janice Otani (Staff Representative) (2006)

#### **COMMITTEE ACTIVITIES:**

1. In October 2005, the LAUC-B Executive Committee directed the Committee on Diversity to investigate the librarian recruitment and hiring process at UC Berkeley with the following charge:

#### **LAUC-B Executive Committee Charge to LAUC-B Committee on Diversity October 13, 2005**

“In the interest of working to strengthen the University’s recruitment and retention of diverse librarians, the LAUC-B Executive Committee charges the LAUC-B Committee on Diversity with the task of compiling a list of the current procedures for hiring new librarians, in both The Library and in Affiliated Libraries. Upon compilation, this information will be evaluated to identify areas in which the campus might improve its recruitment and retention procedures.”

Based on the charge, the Committee on Diversity developed a set of interview questions to cover the procedural areas of writing a job description, posting a job description, selecting candidates, and forming search committees. Interviews were conducted in person over the course of a month with seven librarians, two representatives from CAPA, and a representative from LHRD. The committee met to discuss findings in January of 2006.

Based on these interviews, the Committee wrote a report of preliminary findings, acknowledging that the survey is an incomplete assessment of cross-campus procedures and was constructed as an information-gathering exercise which may be expanded in the future to include a more comprehensive examination of librarian recruitment.

The Executive Committee reviewed a draft version of the report, and further asked the Committee on Diversity to expand the draft report to include four additional interviews, two of which were agreed to by the potential interviewees and completed by the end of July. As of October 5<sup>th</sup>, the Committee on Diversity has resubmitted a new draft to the Executive Committee for review.

2. T. Mora attended the May 9<sup>th</sup> Forum on Diversity on the UC Berkeley campus. The discussion was mainly aimed toward staff rather than librarians. Although the Staff Equity Office does not know how librarians may fit into the campus diversity or equity plans, they are willing to follow up with the committee at a later date. Though there is no formal procedure yet for applying for Berkeley Initiative for Leadership in Diversity (BILD) funds, the money is not likely to be available to librarians.

## **COMMITTEE ON PROFESSIONAL DEVELOPMENT**

To: Lucia Diamond, President, LAUC-B

From: Dean C. Rowan, Past Chair, LAUC-B Committee on Professional Development

Date: October 18, 2006

Re: Report: Committee on Professional Development

As anticipated in my report of April 19, 2006, to Past President Lily Castillo-Speed, the Professional Development Committee co-sponsored an event held May 3rd to acknowledge the American Library Association National Library Workers Day (which was actually April 4th). The event complemented the November 9, 2005, Pay Equity Forum co-sponsored by LAUC-B at which Dr. Maurice Freedman spoke, and premiered a DVD recording of Dr. Freedman's address. The film was aired at the event.

The event's co-sponsors were CUE and the UC Berkeley Labor Coalition, the same as for the Pay Equity Forum.

## **COMMITTEE ON RESEARCH**

## **LAUC-B Research Committee Report, 2005-2006 October 2006**

### **Roster:**

Michael Sholinbeck (Chair; term ends Fall 2006)

Paul Hamburg (Chair as of Fall 2006)

Jennifer Nelson (continuing)

Virginia Shih (as of fall 2006)

David Sullivan (LAUC-B Representative to Statewide LAUC Committee on Research and Professional Development; term ends fall 2006)

Linda Vida (LAUC-B Representative to Statewide LAUC Committee on Research and Professional Development, as of Fall 2006)

### **Statewide LAUC Research Grants**

The call announcing the availability of research grants came from LAUC statewide on September 30, 2005. The LAUC-B Research Committee sponsored an informational brown-bag event on December 6, 2005 from 12-1 PM in 303 Doe. We had some recent grant winners there to talk about their experience with the application process and their research. As a result of this session, some follow-up items were developed and later presented to the LAUC-B Executive Committee. These had to do with disbursement and distribution of funds, support for time off to complete a sponsored project, and some type of venue for presenting the project to the greater LAUC-B community.

We reviewed four research grant proposals, and forwarded them to LAUC Statewide for consideration. Three of the four were funded, and these three UCB proposals were the only proposals chosen for funding this year systemwide.

### **Townsend Library Fellowship**

On February 6, 2006, we sponsored an informational brown-bag event on the Townsend Library Fellowship grant. Several past recipients and potential applicants attended, as did a representative from the Townsend Center for the Humanities. Questions were answered, and three librarians submitted applications for this fellowship. Karen Munro, from the Teaching Library, was chosen as the 2006-07 Librarian Fellow.

**end of reports**