



BERKELEY DIVISION

August 30, 2011

Joanne Miller
Principal Library Planning Analyst
415 20th Street, 4th Floor
Oakland, CA 94612

RE: Library Planning Task Force Interim Report

Dear Ms. Miller,

I am writing as chair of the Berkeley Division of the Librarians Association of the University of California (LAUC-B) to convey to you the comments of our members on the Library Planning Task Force (LPTF) Interim Report.

LAUC-B hosted a discussion of the Interim Report on August 11, 2011. Twenty-seven members attended, including University Librarian Tom Leonard and guest Bernie Hurley, Director for Library Collections, Library Technologies, and the Northern Regional Library Facility.

The attached document is a compilation of comments from LAUC-B members on the LPTF Interim Report, made either in-person at the discussion or via email. We made no attempt to reconcile different perspectives into a consensus view, therefore the comments should be taken as those of individuals and not necessarily of LAUC-B as a whole.

Please convey our thanks for the opportunity to comment on the important and far-reaching work of the Library Planning Task Force. As the report states, LAUC plays a valuable advisory role in the current systemwide organizational structure related to shared library services. The Berkeley Division would welcome additional opportunities to exercise that role as the planning process moves forward.

Sincerely,

Nick Robinson
LAUC-B Chair, 2011-2012
Library Director
Institute of Governmental Studies
109 Moses Hall #2370
Berkeley, CA 94720-2370

Attachment: LAUC-Berkeley Comments on the Library Planning Task Force Interim Report
cc: Barbara Schader 2010-11 SLASIAC Representative

Cynthia Johnson 2011-12 SLASIAC Representative

Tom Leonard, University Librarian

Bernie Hurley, Director for Library Collections, Library Technologies, and the NRLF

LAUC Executive Board

LAUC-B Executive Committee

LAUC-Berkeley discussion and comments on the Library Planning Task Force Interim Report

- **Membership and Charge**

- There is concern that the task force does not include any representatives from LAUC or from the librarian classification. Library representatives on the task force are all administrators.
- Two faculty members were included in the task force, but the report references “key constituents” and the need to discuss the report with “library staff.”
- The participation of library staff from the outset would have been preferable.

- **Budget Assumptions**

- The report assumes that the total UC cut will be distributed evenly across all campuses/programs.
- Cuts should not be imposed equally on all parts of the University. Mission-critical functions (like library services) should be not be cut beyond their ability to perform.
- Agree with Chair of UCOLASC: “UCOLASC members ... suggested including a statement about what faculty expected from the library in terms of service; perhaps noting the bare minimum of support they see as essential.” - SLASAC 6/2/11 minutes
- Need more development of strategies to recover costs and enhance and diversify revenue.
- Need more data and examples of how the libraries could secure donations to support the libraries or implement student fees specifically designed to support libraries; redirect existing UC revenues (executive compensation!) towards library services.
- Use the funds available at OP to invest in greater efficiencies (including funding for Operational Excellence). Libraries should have the opportunity to borrow money from this bank to work on making efficiencies happen and achieve savings.

- **Strategies for the Expansion and Management of Shared Services**

- Need a coordinated plan for implementation of the shared services listed in the report.
- Agreement that shared services will save costs and create efficiencies across the UC System.
- Concern about statement in report that “startup costs and ongoing operational costs for shared services will be funded by a combination of Cross-Campus Collaboration loans... and/or the assessment rate on campus budgets for support of UCOP services” (p.20). Instead we should focus on reuse, and repurpose existing campus resources and services that exist and could be modified, like the SCP program.

- **Framework for Planning, Consultation and Decision-Making**

- Creation of a new UCOP office for systemwide library planning is unnecessary and wasteful.
- The existing organizational framework (CoULs, SOPAG with input from LAUC, etc.) has the capacity to implement the collaborative strategies recommended by LPTF.
- Any new organizational framework should include a member of LAUC.
- Concern that the CoUL would be weakened by changes to the organizational framework.
- Concern that this initiative to rein in library expenses recreates and/or enhances the Office of Systemwide Library Planning, which is part of SLASAC’s constellation of

support services. Building staff in this location runs counter to President Yudof's widely announced objective of pushing academic planning, decision-making and strategic planning to the campuses, in the wake of the reduction in staff that UCOP has undergone this year.

- The Council of University Librarians must be the coordinating body whose charge should have strong support from SLASAC and UCOP to implement specific strategies. The CoULs have strong links to the faculty at all levels and are in an excellent position to build faculty support and increase faculty engagement.
- The CoUL has a strong executive and policy level "voice" in the future of the libraries, this initiative should affirm that process.
- The SLASAC document lists Library achievements in cost savings over the past 20 years; these accomplishments were made by the CoULs, the Libraries and the California Digital Library operating in close cooperation. Therefore any actions on SLASAC's part should reinforce the already extant culture of collaboration that the University Libraries have created through the UC system.
- The cohort of top leaders who will head this initiative should include a "front-line" librarian(s). Including LAUC in planning has been a strong point of SLASAC and SOPAG activities over the years.

- **What's Missing from the Report**

Acknowledge of the impact of the cuts:

- Report should acknowledge that budget cuts, austerity measures and increased interdependence via shared services will have an adverse effect on library services and support for the University's academic programs.

Assert value of librarians and library staff:

- The report needs to re-affirm and acknowledge the core service value of librarians, who work directly with faculty, students, patrons, donors and the university.
- Interim report doesn't mention the human resources side – librarians only mentioned as a liability regarding retirement funding but not about our work and our roles in the core functioning of the university.

Explicitly address issue of declining workforce:

- Staffing issues with guidelines need to be addressed in the interim report.