

Berkeley Division of the Academic Senate
Committee on Libraries
Action Summary / Annual Report 2001-02
Submitted by Professor Anthony Newcomb, Chair

LIBR pursued three goals for 2001-02:

I. The Creation of the Library Strategic Planning Board, as a vehicle for regular communication between LIBR and the top levels of both the Library administration and the campus administration. The planning board meets twice a year and reviews major strategic planning issues concerning the Library. Its members are the Executive Vice-Chancellor, the Vice Chancellor for Budget and Finance, the Vice Chancellor for Research, the Chair and one other member of the Academic Senate Library Committee, the University Librarian and one other member of the Library Administrative Group. The Board was created and met twice this year. It will be an ongoing Planning Board.

II. The establishment of a structure for improving communication between the staff at Doe-Moffitt and those Departments and Programs for which Doe-Moffitt is the primary library resource. Working closely with Associate University Librarian Patricia Iannuzzi, we have established a "contact person" for each Department and Program. This contact person will be the first point of contact for any matter concerning the library that a faculty member or departmental student may want to raise. The contact person will then refer the faculty member or student to the proper Library staff member to handle the particular issue, if he or she is not that person. Chair Newcomb and AUL Iannuzzi have written a letter to be sent to each Department Chair and Program Director in Fall semester 02, and again at the beginning of the Fall semester of each subsequent year, urging the Chairs and Directors to invite the contact person to a Department or Program meeting early in the academic year, in order that the Department could come to know the contact person as a person with a face, a phone number and an e-mail address. It is hoped that a graduate student representative could also be present at that portion of the Department or Program meeting.

III. The improvement of the Library Staffing Situation. This had two parts.

a) Gaining from the campus administration authorization to begin to refill some of the staff positions lost during the crisis years of the 1990s. For example, filled Librarian positions have dropped from 118 in 1990 to 73 in 2002, resulting in an unintended and undesirable de-professionalization of the Library. (NB: These figures do **not** include Library Assistants.) Prior to the recent hiring freeze the Library had been authorized to fill 15 vacancies, which would bring the total to about 90 librarians - a figure the Library would find satisfactory for the present. This was the primary issue at the Strategic Planning Board meeting in the Fall. Those authorizations were granted, and the Library is beginning the gradual process of trying to fill important vacant positions.

b) Reducing the severe percentage gap (in the double digits) between Berkeley's salary scales for Library Assistants steps I-IV and the salary scales for similar positions in other Bay Area libraries (e.g., CSU and Stanford). **This**

matter is still unresolved, and remains in the hands of the campus SISC committee chaired by Vice Chancellor for Research Beth Burnside. Part of the problem is that Library Assistants I-IV are under CUE, and special agreements backed by Systemwide would be necessary to deal with this issue separately from other classifications under CUE. VC Burnside is looking into the possibilities here.

This last issue affects several staff positions under III a) above. The campus is having severe problems recruiting and retaining staff in the Library Assistant job classifications because our salaries are simply not competitive. The cost of living in the Bay Area only exacerbates the problem, as does the new campus policy concerning job reclassifications for staff. If current problems in recruitment and retention continue in these job classifications, the Library will find its ability to operate severely compromised.

Issue III b) will be monitored closely by LIBR in the coming year.

A second issue of major concern in the coming year will be plans for the future of both the Bancroft Library spaces (due for seismic retrofitting) and the Doe Core. LIBR will want to work closely with members of the Library administration and staff and with interested members of faculty and the student body to develop long-range programmatic goals for these prime campus spaces.

Other issues which LIBR will want to monitor in the coming year (2002-03) are:

- the impact on the Library of the Campus Strategic Plan, especially of proposed new interdisciplinary areas.
- the impact on the Library of the proposed regularization of Summer Session, or a Summer Semester.
- the evolution of plans for the seismic retrofitting of the Bancroft Library and their relation to necessary programmatic improvements in this facility.
- the backlogs in processing of incoming Library materials.