

# **COLLECTIVE Feedback on Pre-Assembly Questions on CoUL Systemwide Plans & Priorities 2013-2016 Document**

[http://libraries.universityofcalifornia.edu/groups/files/coul/docs/UC\\_libraries\\_priorities\\_2013\\_final.pdf](http://libraries.universityofcalifornia.edu/groups/files/coul/docs/UC_libraries_priorities_2013_final.pdf)

## **Question 5**

### **Summary of CoUL Goals 2013-2016 in document:**

1. Enrich systemwide library collection.
2. Capitalize on technological opportunities to accelerate transition to a primarily digital environment.
3. Maximize discovery of & access to information resources.
4. Optimize & repurpose physical library space.
5. Expand engagement in scholarly communication.
6. Build & leverage expertise.

### **5. What concrete next steps or action items related to the document and its contents should LAUC undertake following the Assembly or should LAUC recommend to CoUL?**

### **Suggestions for next steps (& who should take them – i.e. LAUC, CoUL, etc.):**

#### **Staffing, Library Workforce, and Professional Development/Skills**

- LAUC needs to explore whether/when an MLS-equivalent degree is acceptable for hiring into librarian series, as responsibilities for librarians are merging with other areas such as Information Management & IT. If information professionals with other degrees aren't in LAUC, where is their voice heard?
- Review recruitment & retention, education, and training policies, as well as staff professional development, which underlines all priorities.
- Diversify the organization. LAUC Diversity Committee's survey results show lack of diversity in UC System.
- Develop list of skill sets needed (LAUC & CoUL).
- Continue to articulate librarian competencies and skills. (LAUC)
- Take staff skills survey and create staff development action plan with timeline (some ACGs have already done survey, for example, in cataloging; ACGs, LAUC, CoUL).
- Increase professional development funding for librarians; professional participation benefits libraries at least as much as librarians (CoUL) (*multiple comments made*).
- Goal #6.A.1 (*engage LAUC*): We'd like a definitional discussion of the evolving library workforce.
- Address equity issues and compensation (CoUL) (*multiple comments made*).
- Advocate for professional development support to provide training in support of competencies. (LAUC)
- Document outlines ways in which we may be doing things differently, but also needs to address investment in training and commitment to time and resources we need to learn new roles.

#### **LAUC Role**

- LAUC should provide CoUL with a document that coalesces & condenses feedback from campuses & Assembly.
- LAUC TF could develop a skill survey/inventory.
- Seems to be disconnect between CoUL setting priorities and LAUC memberships' ability to implement or actualize them. Need more engagement in goal-setting process, and LAUC's role in implementing policy should be acknowledged.
- LAUC to systematically annotate Goals & Priorities document for CoUL to review.
- How does LAUC fit into priority-setting for system as a whole?
- Ask LAUC what areas it thinks would be best for shared services.
- We see a role for CAPA in the evolving expectations of librarian responsibilities and even in what constitutes "librarian" work.
- Could LAUC membership have more face-to-face meetings (beyond the one statewide) as systemwide collaboration becomes a priority? Perhaps hold one annual meeting each in north and in south to facilitate communication.
- LAUC (through CAPA) is a major stakeholder in librarian review, and needs to be involved in any re-definition of what librarians do -- including adding more systemwide responsibilities.

- LAUC-Systemwide should facilitate sharing of local CAPA practices & review requirements, to see whether criteria for promotion and merit is similar – or not – between campuses.

## **Collections**

- Coordinate across UCs to create content repositories (perhaps building on UCLA's Islandora/Drupal repository).

## **Reference & Instruction**

- Create a supplemental document regarding instruction & information literacy.
- Address how we will provide subject-specific e-reference across UC system.

## **Funding & Support**

- Urge CoUL to address and respond to recommendations for financial infrastructure for these priorities.
- Develop funding mechanisms to enable systemwide initiatives (CoUL).
- Develop plan with specific, concrete ways CoUL will provide support for each campus library in fulfilling these goals. Outline specific actions/steps in the plan (LAUC & CoUL).
- Align R&PD funding of research proposals with CoUL goals (LAUC).

## **Advisory Structure & Group Empowerment**

- Examine these documents in light of new AS.
- Empower systemwide groups to manage implementation of systemwide initiatives (CoUL).
- Elaborate on LAUC's role in new advisory structure.

## **Communication**

- How do we communicate these priorities across UC libraries and outside the libraries?
- We need ULs to help us craft our message across UC system.
- Create better tools for systemwide documentation & communication (example, Confluence wiki).
- We'd like to see more active communication between CoUL & LAUC, particularly with implementation plan, including feasibility/timeline, etc.
- More communication, openness, and transparency across campuses.
- Less formal communication (not necessary to write a formal report when wiki or similar would communicate needed information more quickly).

## **CoUL**

- CoUL (or a group it assigns) should flesh out broad priorities and identify specific goals & projects for campuses to begin working on.
- Can LAUC have access to CoUL minutes?
- Set annual priorities (CoUL).
- Determine to make collective action a priority (CoUL).
- Create ongoing commitment to assess and review progress on all goals during the 3 years.

## **Other**

- Articulate our shared assumptions.
- Clarify size and scope of Goal #2 (*technological opportunities*).
- In order to make systemwide initiatives work, we need more standardization across campuses. Examples include our websites, ILS systems, etc.
- Document is necessary and important first step.
- Next steps are prioritization and empowerment.
- Action plans and priorities are better developed from bottom up, by librarians who work on front lines, rather than top down. This conversation is a step in that direction, and we appreciate the opportunity.
- We need to build collaboration from beginning, from both top-down and bottom-up.