MEMORANDUM

To: Vice Presidents/Deans of Academic Affairs
Members, Librarian Personnel Study Committee

Date: April 14, 1970

From: Mrs. Gladys J. Rohde
Chairman, Librarians' Sub-Committee,
Librarian Personnel Study Committee
San Fernando Valley State College
18111 Nordhoff Street, Northridge, California

Subject: Forthcoming meeting regarding status of librarians, CSC

Enclosed are some additional materials relating to the status of librarians which we hope you will find time to review before the meeting on this subject on April 20. As even a brief scanning of the "Outline History" will show, this subject has been before various bodies numerous times over a period of nineteen years. The idea of improved status for librarians has the expressed approval of every faculty organization, every librarians' organization, and important administrative groups. The problem has been how to do something and what to do. The librarians have, for the last three years, been working with the Academic Senate along the lines of its resolution in an attempt to produce a proposal which would implement the Senate's provisions, satisfy the aspirations of the librarians, and be acceptable to the college administrations, the Chancellor, and the Trustees. Since this is a nearly impossible assignment, it is not surprising that it is taking so long.

Librarians are currently accorded "academic-closely related" status, which means that we may participate in faculty governance at the option of the local bodies; we have a civil-service type classification system based on a managerially-oriented clerical-type personnel system; our vacations are geared to those of administration; our salary scale is well below that of the faculty and includes no increment for working an eleven-month year; our promotional system is whatever each local College Librarian can be persuaded to accede to; on most campuses there are no means by which librarians, either individually or as a group, can make a grievance known.

Therefore, we formed an organization within the California Library Association (which represents all the librarians in the state) in order to come to agreement among ourselves as to the status and benefits we felt we needed in order to best perform the function allocated to us in the colleges, and to attempt to achieve those benefits for our members. Our modus operandi has been to work through various organizations and appropriate channels in a bureaucratic sort of way, assuming that the problems are solvable. At this forthcoming meeting with the Vice Presidents we hope to inform you of our objectives, get your reactions and ideas, and determine what support we may expect for our proposal when it goes before the Board of Trustees.
We contend that academic librarians, in order to perform their part of the educational process, need to be more closely affiliated with the faculty, and that this goes beyond informal comradery, but must be implemented in the personnel regulations under which we are employed. In order that we may attract and hold librarians who can plan for the future, change with advances in technology, and work with the students in increasingly independent learning situations, for the full utilization of the fine library collections that are being built, librarians are asking that they be transferred to a faculty category which recognizes that, except for top library administrators, librarians are most closely allied to the teaching faculty, and need the same kinds of working conditions. We need the academic year and sabbatical and creative leaves so that we can refurbish and increase our educations and refresh ourselves. We need better salaries so that we can afford to do so. We need academic-type governance of the affairs of our libraries so that individual contributions can be more fully made.

The urge toward improved status is strengthened by frustration brought on by realization that, as stated in the A.L.A. Committee's report, "The trend throughout the United States and Canada, especially in public colleges and universities, is running strongly in the direction of full academic status for librarians...Among the states to which the nation customarily looks for educational leadership, California is most backward in this respect."

The Vice-Presidents and Presidents of most colleges rarely have any contact with librarians on their campuses below the rank of College Librarian. At this point we urge you to consider that by far the majority of those 400-plus "silent" librarians are behind this plan which is to be considered, and we are trying to express to you all their aspirations.

May we ask that you give this subject your best consideration.
1951 February 21 Committee on Organization and Salaries of State College Library Staffs (Brakebill Committee), was appointed by the State Colleges and Teacher Education Division to study the organization of state college libraries and the qualifications and salary scale of professional library staffs, and to make recommendations.

1954 March 8 California Department of Finance, Division of Budgets and Discounts, Management Analysis Report A. N. 543 recommended that exempt positions of the professional librarians of the California State colleges be classified to correspond to the civil service positions of librarians. This report further stated: "The current trend in college administration, from available information, is to grant librarians faculty rank and status. The desire on the part of the state college librarians to receive such recognition is understandable. General dissatisfaction exists, particularly with regard to privileges for sabbatical leave and provision for additional professional study. The entire question of the policies to be followed and how they should be applied to the various levels of librarians should be considered by the state college librarians and administrators and appropriate recommendations for action made. This situation needs clarification."

1960 January 28 Brakebill Committee recommended that all professional librarians of the California state colleges be granted faculty status, including academic rank and class and that salaries be based on the academic salary schedule converted from an academic year to a fiscal year to compensate for the longer work period.

1960 March 29 The Deans of Instruction of the California State Colleges considered the recommendations of the Brakebill Committee and adopted a resolution recommending to the State College Division Staff that faculty status be granted with academic rank and salary conversion to fiscal year.

1960 July 1 State College Presidents considered the recommendations of the Brakebill Committee and expressed approval in principle the request of faculty status for librarians: "Resolved, that the state college presidents, recognizing that certain problems are involved which require careful analysis recommend that the question of academic rank for librarians be considered by the State College Board of Trustees at an early date."
1960 October 16 Association of State College Professors adopted a resolution to work for full faculty status and benefits; equivalent salary conversions; and promotions on the same basis as other members of the faculty for professional librarians of the California state colleges.

1962 Change in rules made by the Chancellor's office. Class and rank was requested by librarians but not granted.

1961 & 62 Occupational Study made by the Chancellor's office.
   a. Added Library Assistant I and II to relieve librarians of clerical and technical work.
   b. Master's or fifth year in Library Science required for Librarian I. The value of two master's degrees recognized.
   c. Librarian V class established, but implementation was not permitted by Department of Finance.
   d. Promotion to Librarian III opened to non-supervisory librarians. From 1962 to 1966 28 additional librarians obtained Librarian III. Fuller implementation was restricted by the Department of Finance.
   e. Salary structure changed to meet competition, new demands, and higher requirements, but still not equivalent to class room faculty salaries.
   f. Librarians became eligible for sabbatical leaves. Some librarians received sabbaticals in 1962 and 1963, but the Department of Finance has prohibited these since.

1962 January 19 Board of Trustees of the California State Colleges placed librarians in the closely related classification of academic employee, Title 5, Section 42700.

1965 October 28 Librarians invited to prepare and present to the Faculty Affairs Committee of the Academic Senate changes in Title 5, Section 42700(£) concerning the classification of librarians.

1966 April 1 State College Librarians Round Table of the California Library Association organized.

1966 April 1 Resolution passed by the SCLRT, CLA to recommend to the Faculty Affairs Committee of the Academic Senate of the CSC that the category "academic employees closely-related,” Title 5, Section 42700(£) be abolished and that librarians be given the status of academic employees. The Academic Senate chose to take no action on the SCLRT request and considered only items in Title 5 dealing with the year-round operation.

1966 October 5 "Position Statement on Academic Recognition" adopted by the SCLRT, CLA.
<table>
<thead>
<tr>
<th>Year</th>
<th>Month</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1967</td>
<td>January 30</td>
<td>Resolution for full academic recognition with supporting documents was completed and forwarded to the Academic Senate by SCLRT, CLA.</td>
</tr>
<tr>
<td>1967</td>
<td>October 20</td>
<td>Resolution &quot;Status and Benefits for Librarians,&quot; adopted by the Academic Senate of the California State Colleges urging the Chancellor and the Trustees to establish faculty equivalent classification for salary, but without the ascription of rank and class; standards of degrees and professional competence to be equivalent to professors; promotions based on professional merit; sabbatical and research leaves with pay, and other faculty fringe benefits; and academic year appointments for librarians.</td>
</tr>
<tr>
<td>1967</td>
<td>October 25</td>
<td>State College Librarians Round Table of CLA adopted a resolution requesting the Chancellor to appoint a committee to plan the implementation of the Academic Senate resolution on &quot;Status and Benefits for Librarians.&quot; SCLRT also approved the above Academic Senate resolution and the CURLS, CLA &quot;Position Paper on Status and Benefits for Librarians in California's Colleges and Universities.&quot;</td>
</tr>
<tr>
<td>1967</td>
<td>October 26</td>
<td>The Trustees of the California State Colleges adopted the American Association of University Professors, &quot;Statement on Government of Colleges and Universities,&quot; which states that the faculties must determine who shall be faculty members. The CSC Academic Senate determined that librarians should receive full faculty status.</td>
</tr>
<tr>
<td>1968</td>
<td>May</td>
<td>&quot;Preliminary Report of the Implementation Committee of State College Librarians' Division to Full Implementation Committee&quot; was completed with recommendation that implementation should be accomplished by July 1, 1969.</td>
</tr>
<tr>
<td>1968</td>
<td>August</td>
<td>Chancellor's Office Committee on Implementation of Status and Benefits for Librarians met for the first time. The results of the meeting were inconclusive.</td>
</tr>
<tr>
<td>1968</td>
<td>October</td>
<td>Chairmanship of the Chancellor's Office Committee on Implementation of Status and Benefits for Librarians was assumed by the Chairman of the Faculty Affairs Committee of the Academic Senate of the California State Colleges.</td>
</tr>
</tbody>
</table>
1968 October 8 Coordinating Council on Higher Education criticized the Chancellor's office for not fully implementing the use of the classification Librarian V. The Department of Finance had not permitted the implementation of this position.

1968 October 25 State College Librarians' Division of the California Library Association adopted a resolution to apply sanctions against the California State Colleges if full faculty status is not implemented by July 1, 1969.

1968 December 3 California Library Association Executive Board approved the sanction resolution of the SCLD.

1968 December 9 CLA Letter sent to the Chancellor informing him that sanctions will be applied if full faculty status is not implemented by July 1, 1969. Copies of this letter were sent to all college presidents, CSC Trustees, the Speaker of the Academic Senate, the Director of CCHE, interested professional organizations, and library journals.


1969 June 3 Chancellor's office committee on Implementation of Status and Benefits for Librarians (now to be called Library Personnel Study Committee) met to consider the "proposed dual track classification plan for librarians," approved track A (for professional librarians) in principle.

1969 June 21-28 CLA appealed to the ALA through ACRL for support in their sanctions and censure position. A committee to investigate the California situation was approved; also a committee to set up procedures for such investigations in the future.

1969 July 9 Library Personnel Study Committee approved criteria and entry qualifications.

1969 August 1 CLA Council approved resolutions from SCLD postponing imposition of sanctions until such time as further deliberations are determined to be futile.

1969 Oct 31/Nov 1 Committee worked out a new proposal which appeared on the Board of Trustees agenda for November as an information item.

1969 December 11 State College Librarians Divisions of the CLA at its annual meeting approved the Report to the Board of Trustees and urged its adoption.
1969 December 12 The CLA Council approved a similar resolution.

1970 April 7 The College Librarians of the California State Colleges voted unanimously to support the committee's efforts:

"The College Librarians reaffirm the stand taken in their statement of 5 November 1964 in support of full faculty status for all California State College librarians. The College Librarians support the principles of the proposal of the Librarians Personnel Study Committee, dated October, 1969, and respectfully request that the Council of College Presidents endorse those principles and strongly recommend affirmative action by the Trustees for full implementation of Academic Senate Resolution AS 90-67/FA."