

WHAT YOU CAN DO

Support UC librarians in their salary negotiations:

- wear a button
- come to meetings
- attend a rally
- sign petitions
- talk with alumni
- write to the Chancellor, Regents, and Legislators



At the center of every world class university...



provide access to electronic resources

cataloging web 2.0

real-time reference **information retrieval**

COLLECTION DEVELOPMENT

serve the public cultural heritage
evaluate new databases

subject area expertise

special collections/archives

WE WILL TEACH YOU:

- how to cite sources
- how to find scholarly material
- how to evaluate sources
- how to judge the importance of information and think critically

instruction in research methods

preserve and protect the academic record intellectual stewardship

innovation and technology

available to all state residents

Support for the teaching and research mission of the University

support for faculty research and instruction



is a world class library

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At the center of every library...

UC libraries have been falling behind. As the student population has grown, the number of librarians in the system has stagnated. New library technologies come online all the time. Librarians are expected to immerse themselves in a continuous learning cycle in the new systems, and then train faculty and students. But they are not given the resources to do so. Reductions in support staff have resulted in increased librarian workloads, even as the administration attempts to deprofessionalize and shift librarians' work to support staff. Money is allocated for buildings, and sometimes for collections, but not for the people who make the libraries function.

Troubling trends

Over the past decade and a half UC Berkeley, UC Santa Barbara, and UCLA have dropped several places in the Association of Research Libraries' (ARL) rankings. UC Davis, once rated thirty fifth in the nation by the ARL, has slid to sixtieth, and has the worst ratio of librarians to students of any campus.

Even administrators agree that these numbers represent a "troubling trend." On the one hand, the demands on librarians are increasing. On the other, resources to maintain—let alone develop—library collections are not adequate to the task.

Recruitment and Retention

The remuneration offered to UC librarians is not adequate. "We are having trouble filling positions, because librarians know that UC is no longer paying as well as CSU or many community colleges," says Lise Snyder (UCLA). "In fact, some of our best people are leaving UC for positions at these other institutions."

You would think that the University administration would be offering incentives to recruit and retain librarians. After all, that's what they do for top administrators, citing the need to "stay competitive" with the private sector.

Lagging Salaries

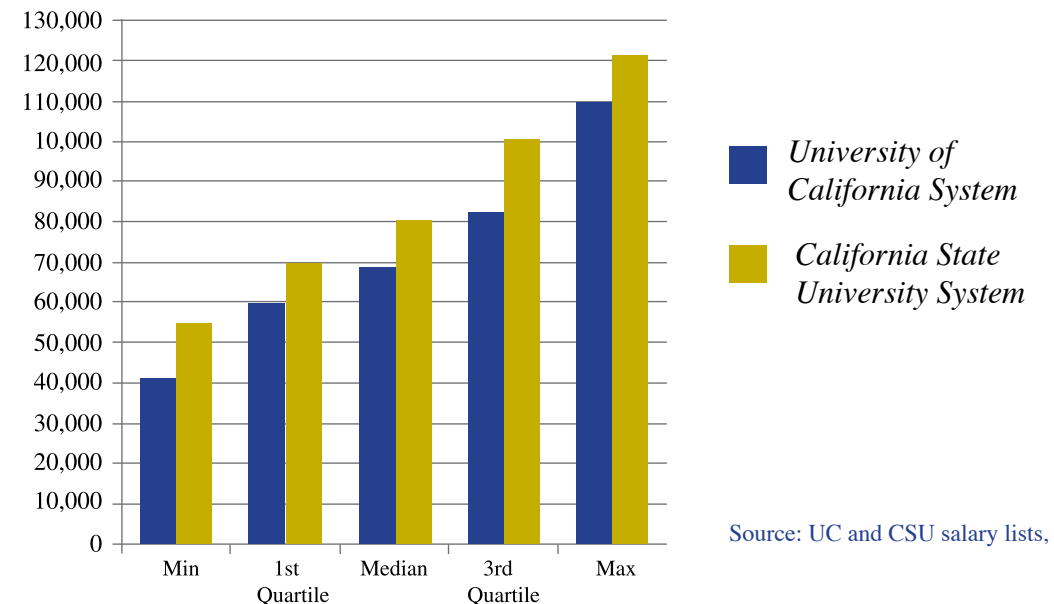
But at UC, there are actually disincentives for finding and keeping librarians. Constructing an arbitrary standard, administrators at the bargaining table say they can only pay librarian salaries from state monies. Oddly, this same standard is not applied when filling higher administrative positions.

There is a way to change the situation facing University of California librarians: by unifying behind the bargaining team of the UC-AFT. The librarians' union is the only vehicle by which the administration *must* listen to the concerns of librarians, and through which we can work together to gain salary parity with comparable library systems, and secure adequate funding to meet the needs of faculty, students and the broader academic community. And you can help. Turn the page to find out how.



are the librarians

CSU/UC Academic Librarian Salary Comparison



Source: UC and CSU salary lists, Spring 2008.