



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

Kenneth Barish
PROFESSOR OF PHYSICS AND ASTRONOMY
RIVERSIDE, CA 92521-0217
TEL: (951) 827-5023
EMAIL: kenneth.barish@ucr.edu

June 17, 2025

Steven Cheung, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Proposed Revisions to APM - 360, Librarian Series

Dear Steven,

The Riverside Division of the Academic Senate reviewed the *Proposed Revisions to APM - 360, Librarian Series*. I write to transmit the comments from responding committees.

I call special attention to the comments from the local Committee on Library and Scholarly Communication (LSC) and the faculty executive committee of the College of Humanities, Arts and Social Sciences (CHASS). The LSC responded that the committee cannot support the proposed changes, and that they believe that the changes have not been fully considered, that the changes could have a detrimental impact on the career status of librarians and can be problematic in how they see their role in the mission of the university. CHASS also does not support the proposed revisions citing lack of shared governance, inconsistent terminology, and the proposed series' diminished scope of work. Both memos are attached for your reference. Please review the full memos for a complete picture of their comments.

The Riverside Senate Executive Council discussed the proposal on June 9, 2025 and members expressed concern that the rationale for the proposed changes is not fully explained and agreed with the concerns raised by the Committee on Library and Scholarly Communication specifically a potentially detrimental effect on the Librarian series.

The Riverside Committee on Academic Personnel and the faculty executive committee of the School of Business discussed the proposed revisions and were supportive. While other responding committees had no comments or recommendations.

Sincerely yours,

A handwritten signature in blue ink that reads "Kenneth Barish".

Kenneth Barish
Professor of Physics and Astronomy and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

May 28, 2025

To: Kenneth Barish, Chair
Riverside Division

From: Curt Burgess, Chair
Committee on Library & Scholarly Communication

Re: 24-25. SR. Proposed Revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series

Nomenclature: 1. Draft: Appointment and Promotion: APM - 360 - Librarian Series
2. Letter: March 19, 2025, letter from Deputy Provost Lee and Interim Vice Provost Haynes

The university library is often referred to as the heart of the university as it serves as a central point for intellectual activity, research, and learning. The library is crucial to the university's mission of knowledge creation and dissemination and critical inquiry.

The Academic Senate Committee on Library & Scholarly Communication (LSC) has been asked to weigh in on the proposed revisions to the definition of the Librarian series. In short, the LSC committee cannot support the proposed changes, believes that the changes have not been fully considered, and that they could have a detrimental impact on the career status of librarians and can be problematic in how they see their role in the mission of the university.

1. A key point in the proposed change in definition involves striking the term "instruction" in favor of the term "training and resources" (360-4 c). While this is a discussion worth having, the lack of operational definitions for these terms injects an element of ambiguity resulting in a lack of common understanding. It seems obvious that the role of librarians involves elements of both instruction and training, see Table 1. Rather than substituting "instruction" for "training and resources," using both terms would seem to be more apt.

Table 1		
Feature	Instruction	Training
Primary Goal	Impart knowledge, understanding, directions	Develop abilities, skills, proficiency, performance
Focus	"What" to know, "how" to do	"How" to perform with practical application
Method	Lectures, manuals, demonstrations, facts	Practice, drills, simulations, feedback, coaching

Outcome	Knowledge acquisition, comprehension	Skill development, improved performance, competence
Interaction	Can be one-way (e.g., a book)	Often interactive and hands-on
Theoretical vs Practical	More theoretical	More practical and applied

2. At the University of California, librarians are not classified as faculty. In the Letter (page 2, paragraph 1), we believe the authors are confounding the argument as to whether librarians should be faculty with their role of providing instruction and training.

... if a Librarian is serving as instructor of record and engaging in the teaching mission of the University, they are expected to do so in an appropriate concurrent instructional title. The substitution of “training and resources” for “instruction” is intended to clarify this and to avert any future potential for misunderstandings.

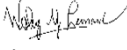
Presumably this change in the APM has nothing to do with librarians and faculty status so it is curious that it is even raised. Librarians are not attempting to be the instructor of record. The attempt to substitute “training and resources” for “instruction” seems to be a solution in search of a problem.

3. Another concern is the elimination of the role of research from the Draft. The Draft (360-4 d) endeavors to substitute “acquiring information and knowledge” for the original “carrying out research and creative activity.” The authors in the Letter (page 2, paragraph 2) argue that this substitution “is intended to clarify this because the use of the word 'research' in the original version of APM-360 resulted in a misunderstanding of the intent of the word and was inadvertently expanded to include creative activity.” Research takes many forms. Research of art historians, microbiologists and geologists differ in form but share in identifying issues and engaging in systematic and rigorous methods of inquiry. Training in library science involves research methodology and qualitative and quantitative approaches and dissemination of results. Librarians have been partners with faculty in putting together grant applications and have been co-authors on publications. Library and information science investigate the many practices, technologies, and social aspects of information management and access.
4. Finally, we are left with the strong impression that these changes in terminology reflect in a denigrative manner, and we are concerned that unintentionally, or otherwise, that this will have an unproductive effect on library staff morale and motivation. Librarians serve a key role in the intellectual functioning of the university and these changes to the APM will reflect poorly on their career status.



June 13, 2025

TO: Ken Barish, Chair
Riverside Division of the Academic Senate

FROM: Wesley Leonard, Chair 
CHASS Executive Committee

RE: Draft APM - 360: Proposed Revisions to APM - 360, Librarian Series

The CHASS Executive Committee (EC) reviewed the Proposed Revisions to APM - 360, Librarian Series. While we recognize that there may be language that warrants changing, we are not in support of the current Proposed Revisions for three main reasons.

First, the CHASS EC's members strongly subscribe to principles of shared governance, particularly the need for transparency and documented consultation with the main parties when making important changes. We observe that the task force that crafted the original document included the Librarians Association of the University of California (LAUC) and the Council of University Librarians (CoUL). However, the proposed revisions, which are redefining key areas of librarians' work, appear to come from only the University. The idea of the University crafting changes and soliciting feedback from the main parties afterward is not a practice we support.

Second, the CHASS EC calls attention to an inconsistency we observed, one that raises concern because it suggests a lack of care in crafting the proposal. We understand that part of the motivation to make revisions around the category "research and creative activity" was that the wording "and creative activity" had inadvertently been added, presumably because the UC system as a whole uses "research and creative activity" as an umbrella phrase for knowledge production across disciplines. We thus find it strange that the policy newly adds similar yet different wording "research and **other** creative activity" in one place, and also has this wording elsewhere in its existing text. We are especially unsettled about the word "other", as this seems to be redefining research as a subcategory of creative activity.

Finally, while we respect that terminology and titles used in academic settings often carry specific meanings and thus must be used with care, we are concerned that the Proposed Revisions collectively seem to diminish, and therefore misrepresent, the scope and importance of

librarians' work. As one example, the Proposed Revisions change "guidance and instruction" to "guidance, training, and resources" with the claim that "instruction" is inappropriate because it implicates the University's teaching mission. Our experience is that many librarians regularly provide instruction that goes beyond guidance, training, and resources, and whether a person is an instructor of record for a class is not the variable to use when understanding the scope of librarians' professional work.



School of Business
Anderson Hall
900 University Avenue
Riverside, CA 92521

May 15, 2025

To: Ken Barish, Chair
Riverside Division of the Academic Senate

From: Elodie Goodman
Chair, School of Business Executive Committee

Re: APM Revision: *Proposed Revisions to APM - 360, Librarian Series*

Please let this memo serve as an official notification that the School of Business Executive Committee supports the proposal and has no comments or concerns.



Academic Senate

COMMITTEE ON ACADEMIC PERSONNEL

May 7, 2025

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Jingsong Zhang, Chair
Committee on Academic Personnel

A handwritten signature in black ink that reads "Jingsong Zhang".

Re: **[Systemwide Review] APM Revision: Proposed Revisions to APM - 360, Librarian Series**

CAP discussed the proposed revisions to APM-360 which updates the definition of the Librarian Series. The Committee was in support of the revisions with no further comments.



April 30th, 2025

TO: Kenneth N. Barish, Ph.D., Chair, Academic Senate, UCR Division

FROM: Harry Tom, Ph.D., Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences

SUBJECT: [Systemwide Review] APM Revision: Proposed Revisions to APM - 360, Librarian Series

Prof. Barish,

The CNAS Executive Committee has reviewed the proposal and has no objections or comments to the proposed revisions.

Sincerely,

A handwritten signature in black ink that reads "Harry Tom". The signature is written in a cursive, flowing style.

Harry Tom, Ph.D
Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences



4/28/25

To: Kenneth Barish, Division Chair of the UCR Division of the Academic Senate and Cherysa Cortez, Executive Director of the UCR Academic Senate

From: Katherine Meltzoff, Ph.D., Faculty Chair of the School of Education Executive Committee

Subject: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series

The SOE Executive Committee reviewed the Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series. Comments/feedback were solicited at our executive committee meeting and via email.

We do not have any feedback or recommendations.

Thank you for the opportunity to provide feedback.

Sincerely,

Katherine Meltzoff
Faculty Executive Committee Chair
School of Education
University of California, Riverside

May 16, 2025

TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division

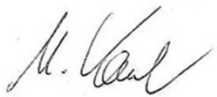
FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series

Dear Ken,

The Committee reviewed the Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) 360, Appointment and Promotion, Librarian Series and is in agreement with the clarification provided. The committee has no additional comments.

Yours sincerely,



Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine