

CSU Library Assistant CSEA Response to Proposed Library Services Specialist Draft

The future of libraries in the information age is an exciting adventure. Libraries of the future are providing our university community with current and advanced methods of obtaining and disseminating electronic information. In order to keep up with new and innovative library technology, *library assistants have gained new electronic and technical methods and/or software; and have acquired additional knowledge to provide continued excellent service to our users.* Library budgets are tight and are functioning with less professional staff than ever before. Library Assistants systemwide have assumed additional professional, managerial, supervisory and technical responsibilities and duties. National trends reveal that academic libraries are acknowledging a shift of job duties that were traditionally performed by professional Librarians. Fast moving technology and limited economics have played key roles in this nationwide trend. Library Assistants of the CSU have joined together to highlight the changes in their current classification series description. Recommendations, comments and suggestions are attached.

As Library Assistants we have adapted to the technology challenge with no real financial rewards. Most of us have been in this profession for decades. The recent draft omitted a defined career ladder that rewards Library Assistants for assuming professional and managerial responsibilities. We recommend that the entire series be written at a **higher level** to incorporate duties and responsibilities that were once performed by a librarian or technician, increased technology skills, increased managerial duties and additional or advanced education or training acquired. In addition we recommend:

1. Two additional advanced skill levels based on nature and variety of work, amount of original thinking, nature and scope of authority, level of responsibility assigned, nature and availability of guidelines which control decisions, range of contact with others required to carry out responsibilities, experience, education and expertise; a Library Services Specialist V and VI (see CSEA draft).
2. Delete the LA Trainee position, it is not needed or cost effective. Student assistants are doing the tasks assigned to this description at a lower rate of pay.
3. Expand the definitions for work in technical services. We have written a technical services overview (see attached).
4. A complete revision of the salary schedule to encompass a minimum 10% pay increase for all LA's with two additional pay scales for the LSS V & VI.
5. Experience and education requirements (see CSEA draft).

Furthermore, we recommend that you improve your internal data collection process that was mentioned in the study overview. We are sure that the members of the "Library Study Advisory Group" did not have many (if any) library assistants to give direction and input to. This group did not clearly define the work done by technical services personnel.

It was also clear that the proposed draft was a document that down graded the work of library assistants by the lack of a defined career ladder and defined technical skills used to perform the “high tech” roles that is required. The document mirrored the one we currently have now. Once this document is changed to honestly portray and reward those that have acquired new technical and managerial skills to carry out the mission of the library and university, then we will be on the right track. Thank you for your consideration.

Respectfully submitted,

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