

MEMORANDUM

July 9, 2001

TO: Office of the Senior Vice President, University of Hawaii and
Office of the Executive Vice Chancellor, University of Hawaii at Manoa
For transmittal to the Board of Regents

FROM: Martha Chantiny, Librarian III, Hamilton Library, University of Hawaii at Manoa

RE: Request for Waiver of Minimum Qualifications for Faculty Promotion

I am requesting a waiver of the requirement for a second Masters in a specialized subject area for promotion from rank B3 to B4 within the Librarian classification, for the following reasons:

1. There is no Masters program in a subject area relevant to my specific area of professional responsibility.
2. I have completed graduate certificate coursework in programs which are directly relevant to my area of librarianship which constitute the equivalent of a second Masters degree "qualifying the faculty member for the individual's duties and responsibilities" and which are evidence of "professional attainment [which] may be accepted in lieu of advanced degrees"¹.
3. A similar request for the same type of waiver was granted in 1989 for a faculty member in virtually the same area of librarianship in the Hamilton Library Systems Office.

The information technology and library automation specialty, often referred to as systems librarianship, is less widely known or familiar than other areas of the library profession and the professional specialization of "Systems Librarian" or "Information Technology Support Librarian" has become widespread only in the last 10-15 years. Most discussions of the library information technology specialization emphasize that the Systems Librarian should be part of the library in order to most effectively plan and coordinate information technology activities, to "aid implementation by introducing and explaining the system in librarians' terms [and] ... to keep the library's automation activities in line with current practice, and developments, in the library world".² The ongoing refinement of the library information technology specialty is due to the growing recognition that computer-mediated, electronic systems are complex and interconnected

¹ Board of Regents Policy, Section 9-2, page 12

² Sherwood, Michael. "The Systems librarian, or library systems analyst" IN The Australian Library Journal. November 1980. p. 176-177.

and that technically fluent staff are essential to support the computers and software which are now central to the accomplishment of library and campus missions.

Information Technology Support Librarians are primarily involved in the application of new technologies to library services. Computer-based, networked systems and services are now integral and essential to the functioning of libraries and provide the foundation for storage, retrieval and delivery of a wide range of electronic resources. Systems Librarians are responsible for introducing and supporting information technology in libraries and are on the front-lines of the "information society". Therefore they must possess the ability to adapt to constant technological change and look upon continual evolution of library automation software and hardware as interesting challenges and opportunities for problem solving and professional growth.³ Librarians with expertise in the specialization of information technology must have the ability to objectively and logically analyze the requirements and ramifications of computer and networked systems based upon an understanding of library procedures and services and the current state of technology as it is employed in libraries and related institutions.

In order to perform the functions and activities of my position with outstanding competence, it is critical that I maintain a very active current awareness of the technical and "cutting edge" aspects of my area of expertise - Library Information Technology. As Head of the unit which installs, maintains and upgrades the Library's networks and all desktop computing resources, manages the Library's World Wide Web servers, web pages and digitization projects and provides hardware, software, and network training and consultation services I am directly involved in defining, recommending and implementing courses of action in a wide variety of information technology initiatives which have campus, state and national impact. The rapid changes in computer and network technology, digital library ventures, and electronic resource access require flexible and frequent, short-term , "just-in-time" continuing education as the primary method of obtaining advanced education in my field.

I have completed more than the minimum required hours of coursework for the Certificate of Advanced Library and Information Studies (CALIS) program, and all requirements for the Graduate Certificate in Telecommunications and Information Resource Management (TIRM) program. (See attached) In addition I have systematically obtained continuing education relevant to my responsibilities by attending 1-day and longer training workshops and seminars (see attached list).

I have served as guest lecturer in Library and Information Studies classes, and have been a reviewer of National Leadership Grants for Library-Museum Collaboration. I have made professional presentations at numerous conferences in my field, including the Association For Asian American Studies, CARL and Voyager User Group Meetings (vendor-sponsored events for users of the automated library management systems CARL and Voyager), Hawaii Library Association, Library and Information Technology Association (LITA), Pacific Islands Association

³ Jensen, Mary. "Skills needed to cope with the future of automation" IN Automatome, Winter, Vol. 10, 1991, no. 1 (electronic journal)

of Libraries and Archives (PIALA), and Institute for Museum and Library Studies. I have written successful local and federal grant requests, published (electronically) grant reports and presentations, including in the online peer-reviewed journal First Monday . I have been the principal investigator and/or technical manager of several major digitization projects and information technology related initiatives which directly support and promote significant goals and objectives of the Library's mission. I participated on the Review of Library Systems (ROLS) Steering Committee as acting chair of the Access Services committee and the Reserve/E Reserve/Materials Booking subcommittee chair, from June 1999 -December 1999 I represented Networking & Workstation Infrastructure on the Committee. Participation on the ROLS committee entailed the creation of specifications, rating sheets, and tallying and reporting the results of numerous group reviews of library automation systems.

I believe that this combination of professional activities and publications, in addition to educational attainments in relevant graduate certificate programs are more than equivalent to a second Masters in my particular area of specialization.