

Librarian PDF Survey - November 2008 - 187 Responses

CAMPUS	RANK	STEP	Since January 2006, did you pay for any professional activities or professional development expenses out of your own pocket? If you did, please provide the details (e.g., how much you spent and for what professional purpose).	Details PDF own money?	Since January 2006, have you decided NOT to pursue professional activities or professional development opportunities because of a lack of UC funding? If so, please provide details.	Details: Lack of PDF Funding	Do you have any other comments about professional development funding that you would like the Bargaining Committee to consider?	Can we contact you for further information? If so, please provide your name, phone, and e-mail below.	Email	Telephone
Berkeley/San Francisco	Associate Librarian	I	No		No		The last conference I chose to go to was in-state and so I was able to fund the trip with UC funding. However, I am well aware that the current level of UC prof dev funding would have been inadequate had I chosen a conference further away.			
Berkeley/San Francisco	Associate Librarian	II	No	I'm careful not to go over my available funds because I can't afford to pay myself. If I couldn't pay in full using UC funds I wouldn't attend.	Yes	kind of a difficult question, there are many things I would have considered attending if money was not an issue.				
Berkeley/San Francisco	Associate Librarian	II	Yes	With only \$1700 for conference expenses, it was hard to not go over the limit. Many times I had to pay a few hundred dollars extra (especially if I was flying out of state) for food, housing, etc.	No		It would be nice to get at least an even \$2000 so that travel outside of California wouldn't be so hard.			
Berkeley/San Francisco	Associate Librarian	II	Yes							
Berkeley/San Francisco	Associate Librarian	III	Yes		Yes					
Berkeley/San Francisco	Associate Librarian	III	No		No					
Berkeley/San Francisco	Associate Librarian	III	Yes	I started in Feb 2008 and my annual archives conference this year was just across the bay in San Francisco. Because it was so close, I was not eligible for per diem, and since I was very frugal I was out only about \$50 for food during the conference. I did, however, get reimbursed for my \$40 in transportation costs.	Yes	I would like to attend a digital preservation workshop in December which will cost about \$1000 in total to attend. If I get no funding, I can't go.				
Berkeley/San Francisco	Associate Librarian	III	Yes	The amount that UC/LAUC provides for PD is insufficient to go to even one out of state conference per year. Because we are expected to develop as librarians, and because of my own interests, I attend at least one conf/yr (usually SLA), as well as other training activities. My Unit supervisor is very good in using her own budget to pay for some of this, but I generally pay the diff btwn the total cost of SLA and what I get reimbursed, typically \$300-500 or so.	Yes	yes and no. It is difficult to leave my Unit for several mtgs/yr, but I probably would attend more one-day classes locally if I had more money to pay for them.	More PD \$ would mean better librarians. If, for example, I took a class on SPSS basics, I could then help the many folks in my subject area who use this program.			
Berkeley/San Francisco	Associate Librarian	III	Yes	I paid for about half of my expenses for the Internet Librarian conference since UC funds only covered half.	Yes	I decided not to attend Internet Librarian this year since I want my UC funds to cover MLA in Hawaii (although even that won't be covered in full).	A separate fund should be available to all for professional posters.			

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Berkeley/San Francisco	Associate Librarian	III	No		No		As a relatively new employee (began 02/08), I've found the funds to be more than adequate for the conferences I've gone to (however, one of them was in SF this year; next year it will be in Texas).			
Berkeley/San Francisco	Associate Librarian	IV	No		Yes	I was invited to present at the Hawaii Humanities Conference on foreign language/area studies instructional services. However the costs for this conference would mean I would have to pay for some of this conference and my entire spring Africana Librarians Council conference expenses which is an essential conference I need to attend.		Jason Schultz	jschultz@library.berkeley.edu	510-643-6722
Berkeley/San Francisco	Associate Librarian	V	Yes	I've had to spend my own money on trainings and conferences, including tuition/fees, housing, and transportation.	Yes	I haven't been able to attend conferences that would help me in my primary job functions because I cannot afford to go.				
Berkeley/San Francisco	Associate Librarian	V	Yes	I don't have the exact figure anymore, but in 2006, I spent approximately \$300-400 of my own money to attend two conferences where attendance was required due to committee appointments.	Yes	Since I know I will attend the SLA annual conference each year, which uses up most of my professional development funds, I do not even look for other opportunities for professional development. For example, in various years, I have skipped the ACRL National Conference, Internet Librarian, and the Charleston Conference as a result.				
Berkeley/San Francisco	Associate Librarian	V	Yes	ALA membership \$185/year + other professional association memberships = \$150/year.	Yes	LAUC support + local library support for professional development travel can support one or two conferences per year, depending on how far away the conferences are and how long they last. There are many excellent conferences or professional meetings that I would have like to have attended.	A minimum stipend for professional dues SHOULD be covered by the university. These are extremely expensive and it is in the interest of the university that librarians be professionally active in such organizations. Those who work in the private sector have their dues paid for by their employers (eg. law librarians, corporate librarians, etc.), why should public academic librarians be any different? Travel-related professional development expenses should actually be separate from professional dues. I know many full librarians who have dropped out of professional organizations because of the high cost of professional organization dues.	Claude Potts	cpotts@library.berkeley.edu	510-642-6052
Berkeley/San Francisco	Associate Librarian	VI	No		No					
Berkeley/San Francisco	Associate Librarian	VI	Yes	I paid for membership to 2 sections of the ALA - the library pays for basic membership, but doesn't support any additional membership payments	No					

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Berkeley/San Francisco	Associate Librarian	VI	Yes	Attn. Library Association and Subject Specialty assn. Approx. 1,200-1,500.	Yes	I have not Attended ALA because my subject specialty meetings are more relevant. As a result, I have not been in touch with the development in librarianship as a profession. Also; As an area studies selector, field trips are an effective way to build collections and develop contacts. My funds in this area are quite limited. And, I would like to take more classes in my area to keep up with my subject area.		Shayee Khanaka	skhanaka@library.berkeley	510-643-3145
Berkeley/San Francisco	Associate Librarian	VI	Yes	Nominal fees (totaling \$60/ann.) for membership in professional organizations or sub-groups not covered for reimbursement; dues totaling \$250/ann. for membership/licensing in professional organization indirectly related to my work as a librarian.	Yes	There have been various fee-based continuing professional education opportunities I would have pursued if reimbursement or partial support had been available.				
Berkeley/San Francisco	Associate Librarian	VII	Yes	A request for funding to take an online UC Extension Web Design course was denied by my supervisor. I was told to take advantage of the staff discount and pay for the course myself. I wanted to take this course to expand my web skills beyond CSS, and HTML to contribute to the redesign of our subject specialty library's website. My web skills are largely self-taught and my JavaScript and web design and programming reference collection were paid for out of pocket. Although much of this information is available as electronic resources, I've probably spent over a \$300. on courses and books related to CSS, JavaScript, and web design. (I just served as a volunteer maintaining the LAUC-S website by	No	As one of the UC Berkeley librarians who often doesn't use all of my professional development funds for various reasons, I am willing to have my unused funds redistributed to another librarian who lacks adequate funding to attend an international meeting or has some other "big ticket" need.	It needs to be made very clear to our supervisors that we (librarians) need to be empowered to decide how we can best use our professional development funding as long as we are not submitting "unreasonable" requests.	Charleen Kubota	ckubota@library.berkeley	510-622-3204
Berkeley/San Francisco	Associate Librarian	VII	Yes	Many of my conferences took place on the east coast, thus, the money I was allotted paid for air and some hotel, but nothing else. Then I had a couple of conferences to go to, and I could only fund part of the first one.	No		I feel forced to spend my own money on professional activities because I need to have professional development and scholarly communication on my resume in order to get continuing appointment. Otherwise I might be let go.			

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Berkeley/San Francisco	Librarian	I	Yes	I have paid a nominal amount out of my own pocket. The two trips I took were paid for in full out of administrative funds as I was "sent" rather than went for my own professional development.	No		I think in times of fiscal crisis the idea of reducing the amount of funds available for travel may be a necessary (if not ideal). I have been to many conferences, etc. over the years and to be perfectly honest, I have often felt that I am wasting valuable funds on them. I wouldn't waste my own money traveling to, say, ALA, why should the university waste their money? (I hate to be cynical but...)	Margaret Phillips	mphilip@library.berkeley.edu	510-643-9877
Berkeley/San Francisco	Librarian	I	Yes	at least double what we are given annual to attend ALA meetings among others.	Yes	same as above. I also skipped a Tribal Libraries conference in OK and the 4th International Indigenous Librarians conference in Australia.	Nuts to this as a negotiation topic! - get us better than a 2% annual salary raise and/or FACULTY status.	John D. Berry	JBerry@library.berkeley.edu	510-642-0941
Berkeley/San Francisco	Librarian	I	Yes	sorry, don't remember but it was whatever my campus didn't completely fund for ALA annual	No	that is a factor but frankly more of a factor is the fact that I have kids	why does it vary so much from campus to campus? well, I kind of know why, but...			
Berkeley/San Francisco	Librarian	I	No		Yes	I have enough to cover one inexpensive conference a year. I would be more active in ACRL and ALA if I had more funds to support travel. Many conferences that would be of interest to me such as Computers in Libraries are simply too expensive to consider.	I am an unusual case since I also receive professional development funding from the Giannini Foundation. I have used LAUC funds in the past, but they are not my sole source for professional development. This has allowed me to avoid paying out of pocket for professional development. Another barrier to using the LAUC funds is the amount of paperwork involved--having to fill out a form before and after...I don't need to do this for Giannini funds, so I admit I tend to use them first.	Susan Garbarino	susang@are.berkeley.edu	510 643-5412
Berkeley/San Francisco	Librarian	II	Yes	Professional development funding can normally covers 1.5 conferences. About \$300 was paid by myself for ALA conference.	Yes	EAL librarians normally go to the Council for East Asian Libraries annual conference, which lasts about 5 days. There is already no enough left for supporting a ALA conference. One needs to come up with own money to ALA conferences and other subject professional meetings.		Susan Xue	sxue@library.berkeley.edu	510-643-6327
Berkeley/San Francisco	Librarian	II	No		Yes	I am always aware of the need to choose my conferences carefully because of limits on funding.	I have heard rumors that a "travel ban" may be imposed. What would this mean as far as Librarians attending conferences?			
Berkeley/San Francisco	Librarian	II	Yes	While I have contributed a small amount of my own money for my professional activities, my library has contributed quite a bit of its discretionary funding.	No		I am the chair of a national ALA committee and I travel twice a year to attend meetings. LAUC funding does not come anywhere near fully funding my travel.	Randal Brandt	rbrandt@library.berkeley.edu	
Berkeley/San Francisco	Librarian	II	Yes	I used personal frequent flyer miles to attend two east coast conferences. Approximately \$1000.	Yes	I'm unable to commit to any committee appointment that might require a travel commitment. I tend to only travel to conferences where I've had a paper accepted.	For me, professional development funding is a nice perk, but given a choice, I'd rather have the money in pocket.	Harrison Dekker	hdekker@library.berkeley.edu	510-559-9010
Berkeley/San Francisco	Librarian	II	Yes	The costs of my attendance at the American Library Association 2008 Annual Conference exceeded the available professional development funds.	Yes					

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Berkeley/San Francisco	Librarian	II	No		No		Professional development funding is one of the greatest benefits of working as a librarian at UC.	Jane Rosario	jrosario@library.berkeley.edu	510 642 8175
Berkeley/San Francisco	Librarian	III	Yes	Professional association dues. Also paid for some meals and incidentals in order to attend two to three professional meetings per year.	No	I'm in an Affiliated Library and funding for travel receives good support from my institute. I'd be totally out of luck, however, if I had to depend on the meager amounts available to employees of The Library. That funding is insufficient to cover costs at even one out-of-town conference.	It's a disgrace not to provide sufficient funds for librarians when we're working at a world-class research university. If some librarians choose not to avail themselves of such funds, let that pool of funds be available to those of us that do. And don't forget that for many of us, especially at higher steps, professional involvement at the national and international level in professional organizations is expected if we're to advance. We shouldn't have to foot the bill for travel to accomplish that.	Rita Evans	revans@library.berkeley.edu	510-643-3564
Berkeley/San Francisco	Librarian	III	Yes	I usually attend 2 meetings per year. My professional development funding generally only fully covers one of those meetings, and barely the air fare for the second.	Yes	There are several meetings I would like to attend, that I am unable to. For example, I should attend the annual Medical Library Association meeting, but am unable to do so because, for me, it is secondary, not primary to my position. Nevertheless, I feel I am losing an opportunity for education and networking that is important for my professional growth.				
Berkeley/San Francisco	Librarian	IV	Yes	Getting exact figures would take a long time. At least \$1,500.	Yes	Did not attend ACRL National Conference in 2007 and cannot afford to attend in 2009.				
Berkeley/San Francisco	Librarian	IV	Yes	App. \$3,500 to make oral presentations in both U.S. cities and in Europe.	Yes	This sentiment is new this year--demoralizing too.	Off topic--but what I really would like is 3 years of COLAs at 5 percent. Short of that--one would be nice.			
Berkeley/San Francisco	Librarian	IV	Yes	\$230 for membership dues in professional organizations that provide professional development materials and activities, our campus does not allow us to use these funds for this purpose. \$500 expenses for conference.	Yes	I did not attend the American Library Association conference in favor of attending the meeting of a smaller and less expensive conference. I now only attend national or international conferences as an invited speaker.	As indicated above, our campus does not allow us to use this funding for membership dues. Since members of a professional organization not only get reduced rates at annual meetings and other professional development activities and are given access to members only information, reports, etc., it makes no sense not to allow us to use the funding for dues payments.			
Berkeley/San Francisco	Librarian	V	Yes	Not all conference attendance expenses covered are by available UC funds, in spite of the fact the the UCB library administration supplements the LAUC-B funds. Didn't keep track of my out-of-pocket expenses.		I can afford 1 conference/year (LAUC-B + administrative + personal funding), which I attend to stay current with my collection dev./teaching disciplines. However, my subject responsibilities are multidisciplinary and no single organization event covers all. I'd like to attend a more diverse range of events, but can't afford it.	Note that I'm careful with my allocation. When possible I use frequent flier miles and usually choose less expensive lodgings than the conference hotel. Very occasionally there's a little money left over from library administrative funds, but not enough to fund another activity.			

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Berkeley/San Francisco	Librarian	V	Yes	I'm unable to respond off-the-cuff without going back through my financial records to document this.	No		Only that because these expenses are tax deductible, I haven't viewed this as a major problem. HOWEVER, I can see how it would be a significant problem for librarians who are newer to the profession & earning lower salaries. On the other hand, raising everyone's salaries would help everyone (while also providing librarians at the lower ranks with the ability to cover out of pocket expenses for professional development if they chose to). If push comes to shove, I could see backing off on a demand for increasing professional development funds in exchange for higher salaries overall.			
Berkeley/San Francisco	Librarian	VI	Yes	I supplemented what I got from the LAUC travel funds and the funds from our UL. Not a substantial amount however.	No					
Berkeley/San Francisco	Librarian	VI	Yes	Several hundreds--to pay for expenses to attend professional conferences that were not covered by the pdf.	No					
Berkeley/San Francisco	Librarian	VI	Yes	have limited my prof. activities limit time at the conferences; have paid for airfare	Yes	limited number of conferences that I attend	at Berkeley we get about \$1500 per yr which usually can only cover 1 conf (airfare, hotel, meals, etc); affiliated library librarians do not receive the additional amount (\$700) contributed by the UL; I have also looked for opportunities to do official work at 2 of my conferences so that my expenses are paid by the organization and not by the MQL/Library; however know that at my pay level these expenses are easier than for any new librarian or one at mid-level rank	Susana Hinojosa	shinojos@library.berkeley.edu	510-643-9347
Berkeley/San Francisco	Librarian	VI	Yes	LAUC pays for one conference a year. I usually attend 2 and pay for the other myself. I estimate that I have paid at least \$3000 out of pocket but can look it up at home where I keep the records for tax purposes. One of these meetings is international every other year which is costly.	Yes	Have not attended Society of Architectural Historians annual meetings for lack of funds. Went this year only because the meeting I usually use LAUC funds for was in San Francisco and I stayed at home. Also, could not afford to attend the International Confederation of Architecture Museums in Greece.	There are insufficient funds to support service on national or international professional organizations, so I have had to refuse running for president of the Society of American Archivists as UC does not support the necessary travel. If research and publishing is considered professional development, funding to hire someone for release time would be very useful. A mini sabbatical perhaps.	Waverly Lowell	wlowell@berkeley.edu	510.643.5655
Berkeley/San Francisco	Librarian	VII	Yes	Over \$5,000 for several trips to a variety of European countries to give invited lectures, presentations to library school students and for project-related meetings with European colleagues.	Yes	I have had to abandon two collaborative projects with European colleagues due to insufficient research funds.	UC, like everyone else, gets what it pays for. If you don't fund professional development adequately, either your librarians are unable to pursue these activities as fully as possible or they will go somewhere else to obtain the necessary support for their projects.			

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Berkeley/San Francisco	Librarian	Yes		memberships in subject organizations (nonlibrary); attendance at one small meeting regarding specialized libraries; purchase of info-sci texts.	No		I think professional development funding is adequate at UCB and I do not use it when I have my own funding available. This year I do not have my own funding available...			
Davis	Associate Librarian I	Yes		I exceeded my yearly amount in 2007 by about \$300 and was reimbursed for half of it from end-of-year funds (unspent funds that are pooled at the end of the year and distributed based on level of participation)	Yes	I have not joined ALA like I planned nor attended any ALA conferences because of the vast expense. I now attend only one major conference per year (NASIG).	This is an extremely important issue for young or new librarians. We are being crushed by our student loans and we pay much, much more in housing costs (compared to librarians who bought houses 20-30 or even just 10 years ago). I am close to leaving the profession because it treats its young/new librarians so badly. For the first year of employment at my campus, all our travel is reimbursed, then we are on our own. I am at one of the larger campuses that gives its librarians one of the lowest amounts of travel funding available, it is shocking.	Sarah Gardner	sajohn@ucdavis.edu	
Davis	Associate Librarian II	No		Out of approximately \$4500 in expenses, estimated out of pocket is \$2000. Includes 5 ALAs, and 4 events in Northern California (per diem+small registration only). 2 ALA trips were significantly altered in order to cut back on expenses, either flying in only for the required event to save on lodging (a discussion group), or staying with a friend. Without these measures, an average ALA trip (4 nights, midwest or eastward) is at least \$1,000.	Yes	Yes, I have decided to only attend ALA Annual after my officer position on a discussion group ended. There are significant conferences in my field other than ALA that I have not attended due to funding (one attempt was made to get administrative funding and was close to being fulfilled but in the end did not come through).	I am saving to attend two additional events in 2009, and plan to pay for the majority of those out of pocket. It remains to be seen whether either of those would be eligible for mini-grants. I am planning to pursue more presentations and research activities to take advantage of that funding. It has been difficult watching these events go by, knowing that I can't afford to attend. I have attempted to follow whatever online communication is being disseminated (blog, wiki, etc.), but it's just not the same as having face-to-face interaction with colleagues and vendor representatives.	Lisa Spagnolo	lspagnolo@ucdavis.edu	530-752-9946
Davis	Associate Librarian III	No			No		I have participated less because of family conflicts, but I do think that professional development funding and support for research opportunities (sabbaticals, unpaid leave) should be strengthened.	Adam Siegel	apsiegel@ucdavis.edu	530.754.6828

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Davis	Associate Librarian	III	Yes	The Western Association of Map Librarians (WAML) is the core regional professional association in my specialty. They meet twice a year. Since January 2006 I have attended 3 meetings for professional development and as an officer of the association (secretary, president elect, president) that I had to partially pay out of pocket. I estimate out of pocket funds for these three meetings to be approximately \$1,200. During this time I also attended professional development workshops on virtual communications and digitization using my own money (approximately \$100) and a regional conference about a key software that I use here at work (\$50).	Yes	I have skipped one WAML meeting and two ALA annual meetings due to not having the money to attend. These professional conferences provide valuable opportunities for networking with other academic librarians in my specialty and remaining abreast of developments in my chosen field. I have also been unable to attend the annual ESRI Educators Conference in San Diego which would be very useful in keeping me updated in changes in my specialty area of GIS. Although I have access to free registration, I cannot afford to pay for transportation and hotel in San Diego.	Basically my professional development strategy is to attend two conferences a year. One paid for by the library and one paid for out of my pocket. The amount of support I am guaranteed each year barely covers the cost of attending one regional meeting or conference. It does not cover the full costs of even one national level meeting. In reality, I should be attending at least 3 separate conferences a year to keep up to date on my profession as a whole and my areas of specialization. I cannot afford to do this.	Kathleen Stroud	stroud_kathy@hotmail.com	530-666-5461
Davis	Associate Librarian	III	Yes	Out-of-state conferences, including registration costs and travel expenses. Total out-of-pocket expenses were approximately \$300-400.	Yes	Last year I decided not to attend any out-of-state conferences due to cost, and used my professional development funding to take a course on campus instead.				
Davis	Associate Librarian	III	Yes	Attendance at 2008 Society of American Archivist Conference. Hotel, Registration, and meals easily went over professional funds available to us.	Yes					
Davis	Associate Librarian	III	No	I work at the ARE Library at UC Davis and have a travel budget from the department.	No		I am fortunate because I have other funding sources. If that weren't the case, I would not be able to attend the conferences and meetings I currently do. The funds available to librarians at UCD are not enough to even attend one conference a year.	Barbara Hegenbart	barbara@primal.ucdavis.edu	530 752 1540
Davis	Associate Librarian	III	Yes	I paid for airlines expenses to go to conference for Mid-Winter ALA, Annual and REFORMA	No			Roberto C. Delgadillo	rdelgadillo@lib.ucdavis.edu	530-752-8266

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Davis	Associate Librarian	IV	Yes	total: \$7,000.00 and that does not include any training classes I take related to media. That would be an additional \$2,200. (however they are not related specifically to my job but do allow me skills needed to be able to present on particular topics at conferences - new media and libraries). I am out of pocket approx. 5,000.00 for conferences (LOEX and pre-conference for information literacy class, CLA, CARL, SLCC 2007, 2008, IFLA in South Africa, Bridging Worlds, Singapore, ELAG, Netherlands, National Library of Belgium). I now only attend conferences if I am a presenter and if it is paid. I cannot afford to pay for membership in the organizations and also travel to conferences. I have	Yes	I have been asked to contribute to projects that would have meant more travel and more time, so I have declined to do so.	Conference organizers around the world are in shock that we only receive \$700 per year. I must use family funds and free flights to cover some conference travel. I would never be able to afford professional development if it weren't for my spouse's earnings.	Bernadette Daly Swanson	bswanson@lib.ucdavis.edu	02/01/7637
Davis	Associate Librarian	IV	Yes	I have spent approximately \$1400 out of my own pocket for portions of three conference I attended.	Yes	Because we don't know what portion of our travel and registration will be funded, we have to commit to spending out of pocket for professional activities. There have been several instances in which I would have pursued participation if I knew ahead of time that I would be fully reimbursed.				
Davis	Associate Librarian	V	Yes	I attended the SLA Annual Conference in Denver, CO in June 2007. I do not have the details with me, but travel to this conference cost far more than the professional development sum available to me from the library. This is the case every year.	Yes	Being in the health sciences, I would like to attend MLA conferences as well as SLA, but funding trips to both is a bit much.	Since it is a use it or lose it system, why can't the university provide more and just take back what isn't used by the end of the year?			
Davis	Associate Librarian	V	Yes	Our campus covers \$700 per year. My conferences cost between \$1200 to \$1600, the difference comes out of my pocket.	Yes	Have decided not to attend a conference in 2009, primarily because of funding.				

Librarian PDF Survey - November 2008 - 187 Responses

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Davis	Associate Librarian	VI	Yes	1. A few hundred dollars to cover the gap between the cost of attending the one professional association meeting I can attend and the amount provided through professional development funds. 2. Around 150 dollars to cover costs associated with getting publishing rights for images to include in an article I have published in a major peer-reviewed history journal.	Yes	I have not been able to attend the major UC bibliographer's group meetings because the Library Administration agrees to pay for 1 day/year, while the group meets 2 days once a year and 1 day once a year. (Staffing and changing rules prevented me from even attending 1 day per year). I have been told I could pay for additional days out of my professional development funds. I do not belong to or attend a major national librarians association meeting, even though my UC bibliographers group regularly holds its meeting in conjunction with the national meeting because I there are insufficient professional development funds to cover the cost. This year I decided not to attend the one meeting I regularly attend, in part because of the expense, beyond what the Professional Development funds would cover.				
Davis	Librarian	I	Yes	Virtually every year some portion of the one major conference I go to is left unreimbursed.	No		While some of the real issues are how campuses decide to divvy up the \$\$, there does need to be more \$\$ made available for professional development. Trips, even to 2nd tier cities, are not close to being covered by the base amount allocated at UC/D.			
Davis	Librarian	III	No		No	While the miniscule amount of money provided by the university is certainly a factor, at Davis the more pressing issue is the lack of staff. When anyone goes to a conference, workshop, or other professional development activity a significant burden is placed on the remaining members of the department.	See above	Axel Borq	aeborq@ucdavis.edu	(530) 752-6176
Davis	Librarian	III	Yes	Each year I pay several thousand dollars beyond my professional development allocation for professional association dues, journals, and conference registration and travel. I would have to look at my tax returns (at home; I'm at work now) for the exact figures. I have committee appointments in the American Library Association -- which meets twice a year -- and the California Library Association -- which meets once a year.	No	Given my salary -- especially if I maximize pre-tax deductions -- my non-covered professional expenses have always met the threshold for tax-deductible business expenses. I itemize and report everything I can. I attend the Modern Language Association conference in the years where I can combine travel to the meeting with holiday travel. The conference currently is scheduled between Christmas and New Year's Day. I contribute to MLA as a volunteer bibliographer.	I think more \$\$ should be available, ESPECIALLY for newer librarians. I have never been *fully* funded at this or any university where I have worked, and would not expect 100% funding. I am amazed when librarians say they submit a "short" tax form and don't consider itemizing professional and other expenses. This is not to say that UC could not provide more support, but I think some librarians are clueless about maximizing what they do receive. More education is needed here, especially for newer hires.	Elaine A. Franco	eafranco@ucdavis.edu	530-752-9924

Librarian PDF Survey - November 2008 - 187 Responses

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Davis	Librarian	IV	No		Yes	On 2-3 occasions I have attended national professional meetings; in all these cases the approximate total cost ran from a low of \$1,200 to an upper limit of about \$1,500. Since even our current level of funding only allocates \$650 per year (it has been lower in the past), attending one national meeting per year means a huge net cost to the attendee. At the same time, librarians' salaries have gone from stagnation to deterioration. In several fiscal years, librarians received no cost of living allowance, and in one year, the university grudgingly doled out an increase of .5%. Result: most librarians no longer are able to attend these meetings; and from that library administrators appear to have concluded that because librarians aren't using their allocations, they really don't need them. This is an argument akin to the idea that the way to get rid of wage-slavery is to withhold wages or that the way to get rid of slavery itself is to kill all the				
Davis	Librarian	IV	Yes	Attendance at both regional and national meetings. About \$2,000	No		No			
Davis	Librarian	V	Yes	Davis' professional development funds are \$650-\$700. In 2007, I personally spent \$1300 to attend ALA annual.	Yes	Just this last month I would have liked to have gone to the Government Printing's Office's Depository Library Council. I just could not afford it, even at my salary.	There is one issue both relating to advancement. Assistant Librarians and the lower ranks of Associate make low salaries. Can professional development funds be allocated according to salary much like the health insurance premiums are graduated by salary?	Patsy Inouye	pcinouye@ucdavis.edu	530-752-1656
Davis	Librarian		Yes	I used more than two thousand dollars out of my own pocket since 2006 to attend meetings, conference, and did my research project.	Yes	In one fiscal year, when I had three conferences that I needed to attend, but, I had to give up two because I did not have enough professional development funding or my own money to cover my expenses for all three conferences that year. Then, the following year, I had only one meeting that was closer to our campus; so, I did not use my yearly funding for professional development at all. Did not attend LITA because not enough funding to cover that as well as other conferences.	I would like the library administration to give each librarians this professional development funding each year and let the librarians decide how they will spend it on their professional activities through-out their professional career.			
Irvine	Assistant Librarian	II	No		Yes					
Irvine	Assistant Librarian	III	No	I won't spend my own money, but work within the allocation, with the end result being that I don't participate as much in PD as I would like.	No		It's difficult having to pay out of pocket for conferences etc. months in advance and then wait to be reimbursed until the event actually passes.			

Librarian PDF Survey - November 2008 - 187 Responses

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Irvine	Assistant Librarian	III	No	I did not, but I had been able to negotiate extra funds on hiring. If I had not had these I would have had to pay out of pocket, find extra funds, or not do something.	Yes	My initial hiring funds are now depleted, so this year I am limited to the \$1400 we receive plus some divisional funding. There is one conference I will not be able to attend. I will be further limited next year.	Professional funding does not cover membership fees for professional associations. I am a member of ALA, ACRL and 2 scholarly societies for my subject areas. This adds up to over 200 dollars. Also, given the increase in fuel costs, the standard \$1400 only covers one conference, even with sharing rooms, etc. If I want to be on an ALA committee (which I now am), I am required to attend at least 1, and preferably both ALA conferences in a year. I also want the opportunity to attend ACRL and scholarly conventions such as MLA. There simply isn't enough money provided to do all of these events, and they are needed to show professional development for academic review. I will not, on principle, pay out of pocket for things required for my job. I also cannot afford it given librarian salaries and the cost of living in CA.	Kristin Andrews	kristin.w.andrews@gmail.com	
Irvine	Associate Librarian	I	Yes	Began job here in July 2007. I had to pay for a portion of ALA in Anaheim--since it was so close (within 50 miles), the library would not cover food.	Yes	Since ACRL is next year and I want to go to that, I will be skipping both ALAs.				
Irvine	Associate Librarian	II	No	No, but I purposefully choose inexpensive accommodations or room with colleagues so I can scrape by. Sometimes this amounts to eating PB&Js for a week at Motel 6 during ALA. The high cost of living in Orange County is such that I simply can't supplement out of my own pocket.	No	I've been grateful for the additional prof. dev. funds I've been awarded (from surplus prof. dev. funds).	I'm leaving UC soon for a position in another state (in a state university) that offers more than twice the amount of prof. dev. funds I currently receive. I am very grateful for this. UC needs to figure out a way to compete in this area (and so many other areas) especially when prof. dev. activities are so highly weighed in the librarian review process.			
Irvine	Associate Librarian	II	Yes	Because my funding only covered the expense of airfare and registration, I didn't attend the continuing education courses I wanted to take. I stayed with friends across town (in Chicago) so I wouldn't have hotel fees, but I paid for taxis/buses to and from the conference site and meals all out of pocket. If I didn't have friends who lived there, I would not have been able to attend.	Yes	There was a Public Health conference in San Diego, but my association's annual meeting is in Hawaii this year, and I will use my entire year's funding on that single conference (and I still expect to pay out of pocket costs). Also, ALA was in Anaheim, but again, to attend even one day I would have been paying out of pocket rather than PD funds.	I don't think our professional development funds are insignificant, but partnered with the high cost of living in California and the state of my wages (compared to Cal. State librarians, for instance), I am forced to make difficult choices even when activities are relatively nearby, because I refuse to jeopardize my fragile financial health for professional development activities.			
Irvine	Associate Librarian	II	Yes	About \$500 in conference expenses that exceeded my allotment	Yes	My ALA committee responsibilities require me to attend both Midwinter and Annual, leaving me no funds left to pursue conferences more specific to my field				
Irvine	Associate Librarian	IV	No		Yes	There were three conferences available during that year, but I could only afford two with my own funds and help from the Collections division.	UCI, in this respect, I find to be pretty well supported for professional development activities.	John Novak	novakj@uci.edu	949 824-2979

Librarian PDF Survey - November 2008 - 187 Responses

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Irvine	Associate Librarian	VI	Yes	Professional Library Association dues (ALA, SLA) and hotel, airfare, and registration for 2007 ALA Annual Conference in Washington DC and hotel and airfare for 2007 SLA Annual Conference, Denver CO (both totaled \$3300).	Yes	I could not attend American Chemical Society meetings twice a year due to cost of registration, hotel, and airfare.	I would like to be able to contribute papers at professional meetings with better assurance that funding for travel will be supported.	Mitchell Brown	mcbrown@uci.edu	949-824-9732
Irvine	Associate Librarian	VI	Yes	I spent about \$4,000 to go to and attend a conference abroad.	Yes	I decided not to attend CARL because I had used up all of the money for the conference mentioned above.	I am about to apply for funding for two ALAs, an ACRL, and a professional association per an annual plan suggestion made by my supervisor. Since this requires extra money that neither the university nor I have and it's on my plan, I am concerned that if I don't go, it will have negative consequences for my advancement.			
Irvine	Associate Librarian	VII	Yes	ALA Annual 2006 - \$1,000 ALA Midwinter 2007 - \$900 ALA Annual 2007 - \$1200 ALA Annual 2008 - \$100	Yes	Did not attend NASIG (2006,2007,2008) Did not attend ALA midwinter (2007,2008)	The only debt I have is credit card debt from going to conferences that I have to go to for professional development and advancement. I will no longer go to any conference if I have to incur debt. I will probably not qualify for advancement.			
Irvine	Librarian	I	No	Membership to Associations related to my Collections responsibilities and attendance of those conferences;	No		Librarians should be funded at the same levels as the AUL's, when necessary, i.e. if you are presenting or it relates directly to your job responsibilities.	Pauline D. Manaka	pmanaka@uci.edu	(949)824-4969
Irvine	Librarian	III	No	I tried to limit one conference per year either locally (MLG Joint meeting) or nationally (MLA Annual meeting). There is insufficient fund for me to attend more than one meetings per year. In general, if the conference costs more than I can afford, I just choose not to participate.	No			Linda S. Murphy	lmurphy@uci.edu	949-824-6419
Irvine	Librarian	V	Yes	parts of many trips - ASEE 2008- \$900 IFLA 2008 - \$2800 eScience meeting - Oct 2008 - \$900 Charleston conf 2008 - \$900 IFLA 2007 - \$750 GL8 - \$750 GL9 - 1000 IFLA 2006 - \$1000 ASEE 2007 - \$1000 Until 2008-09 I have been well supported for all my primary responsibilities except ASEE which is at the end of the year.	Yes	being far more selective - my LAUC funding covers almost 2 national meetings where I have responsibilities but nothing more.	as one becomes more senior invitations to speak and lead become more common based on reputation, etc. I expect to pay for int'l travel.	Julia Gelfand	lgelfand@uci.edu	949-824-4971

Librarian PDF Survey - November 2008 - 187 Responses

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Irvine	Librarian	V	Yes	\$5,700 this is the total amount of expenses for professional development that I may or may not have been able to request reimbursement for, such as, mileage and meals during 2006 & 2007. This is also the amount I was able to deduct from my income tax. This amount is also minus the \$2800 I received in professional development funds during those years.	No		The issue should not be whether everyone uses the professional development funds offered by their library. The issue is every librarian in the UC is required to perform at the same level and they should receive equal monetary support from campus to campus. This is particularly necessary since most libraries don't redistribute the unused money at the end of the year to those who requested support. No matter how little the amount, the remaining money is used for end of the year for other library expenses. With an across the board increase in the amount of professional develop money, not all of the money would be used, but it would better address the costs of attending conferences. And again any remaining money would be absorbed by the library at the end of the year.	Yvonne Wilson	ymwilson@uci.edu	949-824-7362
Irvine	Librarian	V	Yes	Given reasons why I did not qualify for funding.	No	I pay for the meetings myself.	A specific dollar amount per librarian for use without restrictions.			
Irvine	Librarian	V	No	In 2007 and in 2008 I applied for extra funding for prof. dev. and was successful both times. The additional funding allowed me to attend an additional meeting each year that I otherwise would have had to pay for out of my own pocket.	Yes	There is a mtg. I would like to attend next Spring, but as a senior libn I would rather have the extra divisional funding go to our early career libr, many of whom want to attend not only ALA but also the libn confs. in their subject areas (e.g., ARLIS). Next Spring there's also ACRL, which is more impt for me to attend that the subj. area conf., which takes place in an expensive location, Hawaii.	At my campus, any prof. dev. funding that is not used is swept up into a fund to bring speakers and programs to which all library staff are invited. Our UL said that the new contract would prevent him from doing this, and I wonder how that would work. The unused funds have enabled us to bring in speakers to address topics of particular interest here, and our local LAUC program committee does the planning and organizing.	Christina Woo	cjwoo@uci.edu	949.824.4974
Los Angeles	Assistant Librarian	I	No		No			Amelia Acker	aacker@library.ucla.edu	3102066203
Los Angeles	Assistant Librarian	II	Yes	I paid registration and hotel fees (totalling \$420) for one of three professional conferences. I am at the beginning of my career and need to attend conferences to net work and learn my job.	Yes	Finding only allows for one conference per year, so anything over that has to come from outside funds. If outside funding is unavailable, I will have to miss out on professional development opportunities.		Delena Hunter	dhunter@bunche.uclue.edu	310-825-6060
Los Angeles	Assistant Librarian	III	Yes	About \$100 here and there. My job is outreach coordinator and my job can't buy giveaways for me nor reimburse them. So I buy candy, flash drives, etc., to give out. Also about \$100 in gasoline expenses; I was not reimbursed for my travel to Anaheim for ALA (not far enough away from my house to count as travel).	Yes	It can take so long and so much effort to get to go to an event-- if you have the Library register you, there's a high chance they won't do it fast enough to get you to gl, but if you register yourself with your credit card, it can take months to get reimbursed. I avoid signing up for events that will cost more than \$100 (total-- lodging, gas/plane, registration, etc.) because I know I can swing being \$100 in debt for a few months, but I can't afford to go to conferences that cost more.	It's not only funding that makes me not able to go. My unit is really understaffed (6 librarians for 17,000 patrons) so we are busy working all the time! I need to sign up for a conference 3-5 months in advance to be able to take the time off of work. It requires a lot of planning.			

Librarian PDF Survey - November 2008 - 187 Responses

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Los Angeles	Associate Librarian	II	Yes	Expenses over the allocation for hotel, meals, and plane travel for one annual conference. In 2007 it was probably around \$200. In 2008 I was able to get my plane ticket through frequent flier miles and I had two roommates; still went over by about \$200. I also pay for my professional memberships out of pocket, about \$100/year.	No		\$705 is a really really measly amount, especially with the cost of air travel today. It is realistically likely to cover registration and air travel for one conference, leaving librarians to pay for hotel and meals (not to mention expenses for any additional conferences) out of their already low salaries. We are encouraged to be active in our professions outside the library, but we are not supported financially.	Hermine Vermeij	hermine@library.ucla.edu	310-825-4019
Los Angeles	Associate Librarian	II	Yes	\$600 in hotel fees for SAA annual conferences not covered by professional development funds.	Yes	other workshops that i would have had to pay out of pocket.	\$700 is hardly enough to attend one large annual conference in a large city, where these conferences are often held. to be competitive with librarians at other institutions, the UC should be more willing to fund these important professional development activities.			
Los Angeles	Associate Librarian	III	Yes	Since 2006, I've attended 3 annual conferences costing me about \$1300 over the \$705 prof. dev. allotment annually.	Yes	I attend 3 conferences because I'm a liaison between 2 different organizations. I limit my activities to these and once my liaison duties are over, I will restrict my activities even further (probably to just one conference a year).				
Los Angeles	Associate Librarian	III	No		No		I have been fortunate enough to receive funding beyond the minimum guaranteed funding.			
Los Angeles	Associate Librarian	III	No		No		\$700 does not even cover one conference, given registration, hotel, travel, and food costs. I was lucky to find other funding sources last year, but that is not the case this year, so I have already passed up opportunities in order to save my allocation for absolutely necessary and mandatory travel later in the year.			
Los Angeles	Associate Librarian	III	Yes	A portion of the expense when attended ALA about 150 dollars. 80 dollars for signing up for a workshop training, and about 400 dollars to attend a conference out of state.	Yes	Out of state trainings and conferences. I refused to serve on a committee because of the expense.	We need more funding to be able to function meaningfully as a professional librarians.			
Los Angeles	Associate Librarian	IV	Yes	Approx. \$500 for non-covered travel expense such as food.	No		It's extremely important. It is a means by which the University can demonstrate a commitment to excellence in practice as well as to each employee as a valued member to the organization.			
Los Angeles	Associate Librarian	IV	No	My saving grace was the fact that ALA annual conference was in Anaheim and RBMS was in Los Angeles in 2008. I am on committees for both and would have had to pay out of pocket expenses if they hadn't been local.	Yes	I am relatively new, having started at UCLA 1 year ago. I do not plan to take on any new ALA committee appointments because the professional development funds are not enough to cover both midwinter and annual.	I don't understand why other UC campuses have more funding than UCLA for professional development. At least that is what I've heard. Frankly, it is embarrassing how little funding is provided. I'm glad you created this survey and are fighting for us!	Kelley Bachli	kbachli@library.ucla.edu	

Librarian PDF Survey - November 2008 - 187 Responses

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Los Angeles	Associate Librarian	IV	Yes	In 2008, I spent an additional \$500-700 (beyond what was covered by my PDF) to attend national professional conferences, one of which I presented at.	Yes	In Fall 2008, I chose not to attend a national conference in my unit's subject/collection area (librarians typically represent their institutions at this academic conference) in order to afford participating in two other conferences -- the cost of which will only be partly covered by my PDF.		Aaron Bittel	ambittel@arts.ucla.edu	310.825.1695
Los Angeles	Associate Librarian	IV	Yes	Not a significant amount because I simply curtailed travel that I did not think would be reimbursed.	Yes	There have been several professional conferences that I have either wanted to attend for professional development purposes or been invited to speak at, but which I had to pass on due to lack of travel/registration funding.	Those of us who are subject specialists should be attending professional conferences in our subject areas, such as Modern Language Association, but there is simply not enough professional development funding available to cover this, even if we endeavor to stay with friends instead of in hotels. The costs of travel are also eating up more of our limited funds.	Marta Brunner	martab@library.ucla.edu	310-825-1249
Los Angeles	Associate Librarian	V	Yes	I attend two conferences, one of which has a very high registration (~\$460). I pay for airfare out of my own pocket and usually a portion of the hotel.	Yes	I would like to attend ALA but already attend two smaller areas studies conferences. I cannot afford the two conferences already and certain cannot add on a third.				
Los Angeles	Associate Librarian	V	Yes	local events sponsored by LACASIST	Yes	An organization I participate in alternates it's annual meeting between the US and Europe. When the meeting is in Europe, I do not attend. It seems economically reasonable, so I don't mind. But if a really important event were to be held in another country, I feel participation might be unduly limited.	It's still difficult to get a complete picture of what support is available. I pursue opportunities on a case-by-case basis. However, my finances are too constrained to support much personal expenditure on professional development / professional activity activities.			
Los Angeles	Associate Librarian	V	Yes	paid out of pocket for 2nd ALA conference--approximately \$600	Yes	I have not attended three different conferences for the last two years: ACLL, AMIA, or SCMS. I used to pay for these out of my own funds, but now need that money to keep up with cost of living expenses.	The amount of professional development funding allotted for each librarian will not pay the whole of a single library conference unless it is held locally. This means that anyone wishing to attend more than one conference a year must do so out of pocket. Particularly for newer librarians, this ultimately causes an inability to participate as fully as would be desirable in professional development activities--something that obviously impacts one's performance review.			
Los Angeles	Associate Librarian	VI	Yes	I pay for membership for 3 professional organizations. The cost is around \$290 per year. Conference travel is paid by LAUC-LA Professional Development funds and by my affiliated unit	No					
Los Angeles	Associate Librarian	VI	No	The only reason I did not have to pay was due to the generosity of the academic department to which I ultimately report. I regularly exceeded the LAUC annual allowance	No		\$705 is much too low. Many conferences are held out-of-state and it's easy to exceed half that amount in airline price alone. If UC expects involvement in committee work, it is important to fund adequately.			

Librarian PDF Survey - November 2008 - 187 Responses

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Los Angeles	Associate Librarian	VI	Yes	Cabfare, ground transportation, parking and meals at various conference venues because my registration, airfare, and lodging expenses consumed all my development funds.	Yes	I limit myself to one professional conference per year; which means I usually do not attend ALA Annual or try new conferences such ASIST, or WILU in Canada which I feel would help me expand my professional horizons. I simply cannot afford the expenses out of my own pocket.	In 2006 I was asked to present at a major conference in Hawaii. My professional development funds barely covered the airfare alone, and I would not have been able to attend had not our AUL & ILP chair helped pay for registration and lodging. With registration fees for each conference running close to half of our annual funding and airfare and lodging as high as they are, the administration cannot expect librarians to be regular participants in national, let alone international, committees, conferences and other professional activities without further assistance.	Diane Mizrachi	mizrachi@library.ucla.edu	310-825-6523
Los Angeles	Associate Librarian	VII	Yes	Why is this data not collected from ucla library business services? They collect this data via a "request for travel" form. I paid out of my pocket 2008 ASIS&T conference \$1800 2008 ALA ~\$500 2008 ALA Midwinter \$1200 2007 ALA \$700 2007 ALA Midwinter \$1300 2007 Web 2.0 Expo \$1000 2006 The library helped pay for some conferences	Yes	I have not attended Internet Librarian because of cost.	I would like to see a webpage dedicated to a transparent comparison of all the UC Librarians' funding and travel costs. Compare that with Cal State Librarians.	sharon shafer	shafer@library.ucla.edu	
Los Angeles	Associate Librarian	VII	Yes	I paid for a CE class at a local meeting because I had a coupon for a free class from the association.	No		I almost didn't come to UCLA because the professional development funding situation was, on paper, quite bad. I've found that there is funding if you ask the right people, but it is not always transparent who the 'right' people are.			
Los Angeles	Associate Librarian	VII	Yes	as my p/d allocations were depleted at the time of ALA annual conference in Anaheim, I paid for Anaheim lodging and travel out of personal funds.	No		funding levels should minimally cover attendance/travel/lodging for at least midwinter and annual ALA conferences			
Los Angeles	Librarian	I	No	I have not had to pay out of pocket in the past, however this year I will have to pay out of pocket in order to pay for pre-registration for the AALL annual meeting in July 2009.	Yes	I will not be able to attend the SCALL institute in March 2009 because of a lack of funding.	Funding professional membership dues (including the California Bar membership) with professional development funding would help.			

Librarian PDF Survey - November 2008 - 187 Responses

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Los Angeles	Librarian	I	Yes	Plane ticket change - \$200.00. It was my fault for making the change, but if I'd had the option of booking my own flight rather than going through UCLA Travel, I'd have booked it on Southwest, which would have been changeable, and wouldn't have cost the extra \$200.00.	Yes	Didn't attend SAA 2006 in Washington D.C. (the annual conference I feel is basic to my position) because I'd already spent my travel funds, and a trip to D.C. from L.A. is very expensive. I also would have attended an Archivists' Toolkit workshop this November (2008), but feel I must save the funds for an SAA conference I'm committed to attend because I am chairing a new roundtable (and don't have the personal funds to attend this conference, in Austin, Texas). I'd also like to attend an ACRIL conference in Seattle this coming year, but have foregone that idea for the same reason.				
Los Angeles	Librarian	I			No					
Los Angeles	Librarian	II	Yes	I attend both ALAs. \$705 covers an air ticket and one or two night's lodging with a roommate. I have always paid my own may for the remainder of lodging for the first ALA (maybe \$300) plus taxi and food. The second ALA I'm always on my own for airfare and lodging, usually tallying from \$1000-\$1200. I started making it a priority to have a roommate and to find an inexpensive (usually non-conference) hotel. I bring most of my own food from home.	Yes	I had a three year term as Chair of the Program for Cooperative Cataloging Standing Committee on Training (PCC SCT). Part of accepting the commitment is that your institution agrees to sponsor travel and lodging to the Library of Congress twice a year, which Cindy Shelton had agreed to do. Last year when I went and presented my reimbursement form for \$1200 it was a long delay before I got reimbursed. My unit head asked me if I could cover those expenses as part of my own professional development funds even though I was representing UCLA and it was authorized by my AUL at the time. When I told him I had already spent my \$705 professional development funds then he managed to come up with the money. I was invited to take a second term as PCC SCT Chair and turned it down knowing I wouldn't get funding to cover the required travel.	Costs of travel have gone up dramatically. Both airfare and lodging costs have gotten much more expensive, even doubling in some instances. Librarians are required to have increasing national and international level involvement as they progress through their careers, requiring very expensive travel. Travel expenses are especially a hindrance to early career librarians whose salaries are less to begin with and who know they need to become involved with national committees in order to move forward in the librarian series.	Caroline Miller	crmiller@library.ucla.edu	(310) 825-4446
Los Angeles	Librarian	II	Yes	typically I cover my food, taxi, airport shuttle (ranges between \$200-\$300 per 5 day trip). My department has provided extra money to those attending ALA conferences so usually my conference fees, airfare and hotel (because I split with 1-2 other people) are covered.	Yes	I only participate in the essential conferences - there have been other professional development opportunities, i.e. 3 day GIS course, attend a conference other than ALA which relates to my areas but can't afford to do so because attending ALA sucks up all my money (I've been in elected offices for my group since 2003 and am required to attend both midwinter and annual).	Yes - I know from a study that UCLA did - we are one of the most underfunded campuses for Prof. Development - so I hope that study will be considered in the overall mix of information when discussing this systemwide.	Kris Kasianovitz	krisk@library.ucla.edu	310-206-8746

Librarian PDF Survey - November 2008 - 187 Responses

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Los Angeles	Librarian	II	Yes	Paid for costs associated with attending a conference that were not covered by LAUC, staff development and AUL discretionary funds. It probably was about \$200.00.	Yes	1) Was asked to participate on a panel at SALALM LIII in New Orleans. Administration would not fund so turned down invitation.	Every librarian should be given \$1200-\$1500 per year. There could be a sliding scale so librarians at lower ranks/steps would receive more funding.			
Los Angeles	Librarian	II	Yes	To attend SLA Southern California Chapter programs, I have likely spent \$200-300 because I have left my LAUC-LA funds for conference travel. In the upcoming year, because I am on the 2009 conference planning committee, I need to attend SLA's winter meeting and annual conference and will use frequent flier miles and look at non-conference hotels to save money. I will likely though, still have to pay out of pocket for some lodging and meals.	Yes	I was asked to run for SLA's Board of Directors but turned down the offer because of a lack of funding. I have since been informed that SLA will supplement travel for its directors.	I feel that if UCLA benefits from its staff being involved in professional associations at a leadership level, then there should be appropriate support.	David Cappoli	dcappoli@ucla.edu	
Los Angeles	Librarian	III	No		Yes	I can't afford to attend conferences over the allotted \$705.				
Los Angeles	Librarian	III	Yes	I have spent approximately \$1000 of my own funds to attend conferences.	Yes	I have bypassed several relevant conferences because of lack of funding.	I will no longer be going to conferences that I do not receive at least some funding for.	Robert Gore	rgogore@library.ucla.edu	310.206.5426
Los Angeles	Librarian	III	No		No					
Los Angeles	Librarian	III	Yes	I have spent over \$5,000 out of pocket in membership fees and conferences. I am involved in national-level organizations that require my attendance at 3-4 conferences per year. Each conference costs ca. \$1000.	Yes	I will not be attending the upcoming ALA Midwinter Conference in Jan. 2009 because I know I have two other conferences that I absolutely need to attend, and this year I just can't afford all three.	I think the point is well made that while it appears some librarians don't take advantage of the funds they are allocated, a professional activity such as a conference costs much more than the annual allotment (at least at UCLA) and if new librarians can't cover the \$300-\$500 difference, they will simply choose not to use their funds at all.			
Los Angeles	Librarian	IV	Yes	\$50 for a local workshop.	No		Some campuses and some departments here at UCLA have access to other funds to supplement their allocation. It doesn't seem too equitable.			
Los Angeles	Librarian	IV	No	All trips I took for professional development in 2007 and 2008 were fully funded. In 2006, I attended one conference without any university support. Costs were approximately \$1700.00	Yes	In the past two years, I was unable to attend the major professional association for my field because of the high cost of registration in addition to travel expenses.	For the past two years, AULs had discretionary money to help fund professional development activities.			
Los Angeles	Librarian	IV	Yes	NASIG: approx. \$1,000.00 ALA Annual in Anaheim, approx. \$400.00	Yes	will not attend NASIG 2009	Even about \$1500.00 would go a long way towards helping out.	Peter Fletcher	pfletcher@library.ucla.edu	310-729-7126

Librarian PDF Survey - November 2008 - 187 Responses

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Los Angeles	Librarian	IV	Yes	The airfare and group registration for ALA Midwinter Meetings and Annual usually expends the entire amount or more of the professional development funds. The rest, hotel, food, parking, shuttle to the airport from the hotel and other incidentals, are totally out of pocket. Even when you share a room in a Conference hotel, the amount is ususally \$300 - \$400. Hotel taxes in conference hotels which are usually in major cities can be very high. The Denver Hyatt hotel tax is 14.850%. I checked the 2007 amount and it was around \$2000 for Annual and Midwinter.	No	It's expected, if not required, by Library Administration that, in order to advance through the ranks, we actively participate in professional activities. However, because of the expense, I attend only ALA Midwinters and Annuals.	I'm sure that the Committee has already considered this, but I'll say it anyway. Expectations about professional activities vary from campus to campus. Some campuses require a lot of professional activities. It's unfair to make a blanket decision about the level of funding for all campus based on the assumption that librarians participate at the same level.			
Los Angeles	Librarian	IV	Yes	Used prof. dev. money to pay to attend ALA Midwinter in Phila (airfare & registration); luckily ALA Annual was in Anaheim, and didn't require airfare. UCLA paid a small amount for mileage. I covered other expenses	No	If it's important, I just pay out of my own pocket.	UCLA generously funded tuition (\$995) for a Cal RBS class related to materials I catalog (early Mexican printing). This was in addition to the \$705. Having come from an institution where professional development activities were not funded at all, I am grateful for the \$705. But with airfare and hotel so high, not to mention the \$200-\$300 registration fees at some of these conferences, obviously \$705 just doesn't begin to cover the costs.	Jane Carpenter	jcarpenter@library.ucla.edu	65336
Los Angeles	Librarian	IV	Yes	Conference & Workshop attendance +/- \$1,000/year	Yes	Did not take advantage of professional development opportunities such as training sessions related to library instruction because needed to attend conferences of my primary prof. association	Funding should be adequate to attend one national or international conference/year and one local or regional chapter meeting.			
Los Angeles	Librarian	IV	Yes	I do not have this available in my office. At UCLA we only receive \$705, after registration fees, plane tickets, this does not fully cover hotel, per diem, taxis, shuttles, etc. Many times, I may pay for the registration and use \$705 for plane and hotel expenses.	Yes					
Los Angeles	Librarian	V	Yes	\$2600.00 for conference travel (American Library Association meetings and meetings of the Association of Moving Image Archivists)	Yes	I have not attended all meetings of the Association of Moving Image Archivists. I would like to attend meetings of the Society of American Archivists and the On-Line Audiovisual Catalogers, but cannot afford to do so.		Martha M. Yee	marthamyee@sbcglobal.net	323-462-4921 x27

Librarian PDF Survey - November 2008 - 187 Responses

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Los Angeles	Librarian	V	Yes	To attend ALA conferences: about \$1300 per year, each year. (Two conferences per year). I am required to attend by virtue of my offices. Local events average approx. \$100 per year. (SCTPG, LACASIS)	Yes	LITA Forum 2007, Denver CO CARL Annual Conference, 2008, Irvine CA	Increase guaranteed funding to equate to \$2,000 per librarian per year, minimum.	Louise Ratliff	lratliff@library.ucla.edu	(310)206-5853
Los Angeles	Librarian	V	Yes	I had a paper accepted for presentation at a conference and decided to go. I used some frequent flyer miles for airfare and paid for registration and hotel. My costs were about \$800 total.	No		I think the whole issue of professional activities needs to be realigned with the realities of how much it costs to participate in these activities. If we are expected to do this, then it has to be funded; we cannot be asked to use our own funds for this purpose. One way would be to have more funds available on a competitive basis - librarians could apply for funds to present papers at conferences and the awards could be made on the basis of some criteria. Keep in mind that those of us in affiliated libraries do not have nearly the kind of support that those in the Library have - that is - the Library frequently sends librarians to training and conferences/workshops as part of doing "business", but the affiliates do not have that level of support. I get funds to supplement my \$705 for one meeting a year and that is it. If there is anything else, whether it is a workshop, training, conference etc. I have to pay for it myself. I do get paid time off though.	Libbie Stephenson	libbie@ucla.edu	310-825-0716
Los Angeles	Librarian	V	Yes	Conferences beyond the amount provided; parking on campus in order to attend committee meetings	No					
Los Angeles	Librarian	V	No		Yes	I would have liked to attend IFLA but know with funding I receive, I'm unable to do so.		Marsha Kmec	mkmec@ucla.edu	818-364-4241
Los Angeles	Librarian	V	Yes	ALA-membership dues African Studies Association--Membership dues \$150. Conference registration, \$175 in 2006, 2007, 2008 + hotel and meals.	Yes	ACRL Conference		Miki Goral	miki@library.ucla.edu	310-825-5096

Librarian PDF Survey - November 2008 - 187 Responses

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Los Angeles	Librarian	VI	Yes	For the past three academic years, 2006/2007, 2007/2008, 2008/2009, the allocation for each UCLA Librarian has been between \$705 and \$730. For 2008/2009 our allocation \$705. During the past two academic years I have attended two major conferences each year, one year 3. I will be attending 3 this academic year. In cases where the conferences are out of state and require air travel, with hotel, meals, and registration fees, \$705.00 is not likely to cover even one conference completely. I expect to pay all the costs of two of my conferences this year out of pocket, approximately \$1,400 to \$1,600. In the 2006/2007 year it was about the same.	No	See above	I don't see how in the world Assistant and low-Associate level Librarians can possible engage in the kind of professional development activity expected of them with the funds they receive. It is true that the UCLA Library does have other funds that Librarians can apply for but there is no guarantee you will get them so that was factored in when deciding to submit a paper for a conference or accepting a committee appt., etc.	Lise Snyder	lsnyder@library.ucla.edu	310-206-4474
Los Angeles	Librarian	VI	Yes	Hard to remember at this moment, but it was at least a few hundred dollars over the allocation.	Yes	The funding level is now closer to 50% of actual costs, and some requirements, such as air travel booking thru the campus agency, limit options for keeping costs down. Also, there have been additional "hoops" to jump through in the last few years, for example, travel to Canada and even Hawaii and Alaska are now considered "foreign travel" requiring additional approval.				
Los Angeles	Librarian	VII	Yes	Yes, I spend about \$1200-\$1500 of my own money on conference-related expenses each year, to attend mostly ALA Midwinter and Annual, but also the ACRL Conference. The ACRL Conference occurs every other year, and is quite expensive--about \$325 just for registration, plus room, board and travel.	Yes	There were several conferences I would have liked to participate in online, in particular, but I didn't want to pay the registration fee out of my own pocket. I can't remember exactly what they were right now, but I think one was an NMC conference, and of course, I've always wanted to go to the Eliot Masie annual conference on learning and technology, but that's about \$500-\$1000/person, I think.	Yes. Please check on the per FTE professional development funding at each of the campuses, and try to build into the agreement a way to adjust this figure annually, based on the librarian series FTE at a particular point in the year. Also, if possible, it would be helpful to build in an increase for inflation each year. And finally, although the contract may not be the best place for this, personally, I'd like to see one-time full funding provided for attendance at an ALA Annual Conference for librarians who have never attended it before.	Esther Grassian	estherg@library.ucla.edu	310-206-4410
Merced	Associate Librarian	III	Yes	The only professional development expense I paid for was my ALA membership. I would not normally expect this to be covered.	No	However, I still weigh what I will attend because I expect there to be a cap.	At our campus, we have been very well supported in this area but I know that other campuses are not nearly so well provided with funds for PD.			
Riverside	Assistant Librarian	III	No		Yes	Will not ask to attend LAUC in SF; not willing to pay difference between actual cost and what I'd be reimbursed				

Librarian PDF Survey - November 2008 - 187 Responses

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Riverside	Assistant Librarian	VI	No	The reason I answered 'no' is that my department, which is grant funded, is sometimes able to fill in the gaps left by UC funding. If not for that, I would have to pay for either CLA or ALA. With UC funding and help from my department, I can attend one conference per year.	Yes	Absolutely. My department is completely grant funded, and sometimes we have enough funding to supplement the UC professional development funding and sometimes not. I have stopped going to CLA and ALA because they are too expensive for me and my department. I cannot afford to cover ANY out-of-pocket expenses.	UC says we don't use the funding so they don't need to increase it, but the sad truth is many of us are living paycheck to paycheck, then we have to put out money we don't have to pay for a conference and wait for reimbursement. Why go?			
Riverside	Associate Librarian	II	Yes	In 2007-2008, approx \$500 above what was funded by UCR, on one occasion because of a misunderstanding about reimbursement for gas for a UC car, on other because the total conference cost was more than the UC allowance.	No		On one occasion the UL tried to use my professional development money to cover an official business trip, and I noticed it only before submitting the paperwork for reimbursement -- after I protested it was eventually changed.	qwido zlatkes	qwidoz@ucr.edu	951.827.4660
Riverside	Associate Librarian	III	Yes	This year I decided to attend a national conference held in Denver as well as LOEX in Las Vegas. I easily spent \$400 out of own pocket to attend both conferences. Also, I never request funding to attend local events (min. 3 events/year \$250) so that the funds will cover as much as possible to attend a national conference. Since 2004, I have spent approximately \$300-\$400 every year to cover my professional development costs.	Yes	This year I wanted to attend my first ACRL conference and was going to propose a discussion session, but because I have responsibilities with another professional organization, I have to attend that conference. And there is not enough funds to cover one national conference, and I definitely can not afford to pay for it myself.		Krista Ivy	krista.ivy@ucr.edu	951 - 827-2642
Riverside	Librarian	I	No		Yes	I made a decision a long time ago to seek out only professional development opportunities which were local and/or inexpensive or did not require any travel. And not spend a dime of my own money. This strategy means that I no longer am a member of ALA nor do I attend any large organizational meeting such as ARCL that I would like to attend once in awhile. I think this has limited my professional growth in some ways but I have made this decision based on the need to make ends meet at home for my family.		Michael Yonezawa	mmyonezawa@yahoo.com	951-203-1483
Riverside	Librarian	III	Yes	My wife (who is also a librarian) and I covered the cost of the transportation, meals and the hotel at ALA summer 08 in Anaheim.	Yes	I am the selector for a number of disciplines, and I would have liked to attend an occasional annual conference in each (e.g. AWP for creative writing). But it's hard to afford.	If professional development is something we are reviewed on, it should be paid for by the employer. I don't know a single private industry that wouldn't pay 100% of the expenses for those activities upon which its employees are to be reviewed.	John Bloomberg-Rissman	j@johnbr.com	w 951 827 7826 h 909 625 4384

Librarian PDF Survey - November 2008 - 187 Responses

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Riverside	Librarian	IV	Yes	some meals at ALA	Yes	Would have liked to attend the NSDL conference but it was just out of the question money-wise so I didnt even ask.	Hmmm, you've missed the whole dimension of funding for research through professional development monies. I've applied for and gotten several LAUC grants from both LAUC-Systemwide and LAUC-R. Though I received another this year from LAUC-R, it is important for you to note that for many years I stopped trying to get LAUC research money because the grant amounts were so small. The same effort required to get hundreds of thousands of dollars from IMLS is required to get maybe \$1k-\$3k from LAUC-Systemwide. Two things for you to note: a.) if there was more professional development money in research grants it would probably all be used and b.) money not spent of research can be recycled into meetings/conferences, etc. This is how we do it locally at least.	Steve Mitchell	smith@ucr.edu	
Riverside			Yes	I spent probably @ \$200 out of pocket last year, despite attending only conferences held in the local area.	Yes	Last year I only went to conferences held in So. Cal. in order not to spend too much out of pocket.	At most, the funding available to me pays for 1 major conference per year, and that is only if I am very frugal. I would like to participate in ACRL committees, but that requires attendance at both ALA midwinter and ALA annual, which means I would spend \$1000 or more out of pocket to attend the 2nd conference.	Christina Cicchetti	cicchett@ucr.edu	951-827-5138
San Diego	Assistant Librarian	II	No		No		Though I don't exceed my allowance, I barely make it, what with two ALA conferences per year to go to.			
San Diego	Associate Librarian	I	No	I was hired in late 2006 and received additional (more than doubled) professional development funds as part of my hiring package.	No	I did not use my entire allotment because I had a scholarship to one conference, and used regular funds for a national conference and for a chapter conference. I got tired of traveling before I ran out of money.	It would be nice if we were not prevented from using these funds to buy books. (for those of us who also do self-study)			
San Diego	Associate Librarian	I	No	I don't earn enough money to support my household in California without a second job and help from my parents. There's no way I can pay for professional development, too.	Yes	If I had the funding, I'd probably start work on a subject masters.	It's a major priority, but still not as important as salary.	Annelise Sklar	asklar@ucsd.edu	858-822-1993
San Diego	Associate Librarian	III	No		No		I have only been in the UC system for 1 year, but I have used nearly every dollar I have been allotted for profession development thus far.			
San Diego	Associate Librarian	III	Yes	I paid the ALA Annual hotel cost from personal monies.	Yes		Our professional organization, ALA, requires us to travel to at least one of their venues per year in order to sustain the organization as a whole. It's difficult to attend additional workshops, conferences, or classes with the funding provided.			

Librarian PDF Survey - November 2008 - 187 Responses

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San Diego	Associate Librarian	IV	Yes	I often pay for food and some local transportation expenses, which I can handle as long as the big 3 (registration, airfare, hotel) are covered.	Yes	I have generally avoided CE courses at my library conference because of the cost. I'll often pursue free continuing education workshops through city or community colleges rather than take fee-based staff education or campus extension courses.	In 2009 I am taking a leadership position in my division, which will require 2 conferences. If it weren't for the fact that I will get some reimbursement for the conferences, I would have turned down the nomination because I couldn't afford two conferences.	Teri Vogel	tmvogel@ucsd.edu	858-534-1216
San Diego	Associate Librarian	V	No		No					
San Diego	Associate Librarian	V	Yes		Yes					
San Diego	Associate Librarian	V	Yes		Yes					
San Diego	Associate Librarian	V	Yes	conferences, tuition for classes -- probably around \$2000 since Jan. 2006	Yes	Often, I cannot attend the conferences *I want* to attend because I need to attend others (e.g. ALA Midwinter) to do committee work that is expected for advancement in the series.				
San Diego	Associate Librarian	VII	No		No					
San Diego	Associate Librarian	VII	Yes	I had to go to conferences related to two professional associations. My pd funds only covered about 1 1/3 the total expenses. I paid about \$900 out of pocket. Plus I have not attended local PD gatherings as much in order to compensate. Spent another \$65 out of pocket for just one annual local event, when normally I'd attend 4-6. Have decided not to become an officer in local org based on this additional meeting expense, which is not covered.	Yes	as I said above, I've decided not to become an officer in a local professional org based on the meeting expenses that aren't covered by my current PD allotment at UC (I'd have to be at each one, at \$35/each, for about 6-8, plus go to an additional midwinter national conference). It is already expensive to hold two membership, which is essential to my position.	please don't accept cut backs in PD funds from their current levels. Personally, they are critical to my being able to work on a national & international level. In a perfect world, I'd love to see the PD funds cover my annual membership dues, which runs about \$300 per each organization.			
San Diego	Associate Librarian	VII	Yes	Membership in 2 professional organizations each year (approx. \$400 per year) About 1/3 the cost of ALA Annual each yr because my funding ran out. (About \$350 each year)	No	Luckily, UCSD has been very generous with training money. Otherwise I would have missed out on a number of important professional development/training opportunities.				
San Diego	Librarian	I	Yes	I pay for approximately one national meeting travel out of pocket. This is usually around \$1200.	No		I really like the way our campus treats all librarians equally and doesn't provide different funding based on whether you are presenting or just attending. I think tying funding to presenting penalizes younger librarians.			
San Diego	Librarian	II	Yes	Airfare to professional organization conference (\$350) Professional memberships (3 librarian groups, around \$150 per year)	Yes	Joining additional professional groups such as ALA, SLA, etc. Going to more than one conference or meeting out of the state per year.				

Librarian PDF Survey - November 2008 - 187 Responses

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San Diego	Librarian	II	Yes	Airfare, hotel, and meals/daily expenses for conferences; tuition for CE courses; registration fees for professional association meetings; tuition for UCSD Extension courses relevant to my work.	Yes	Although UCSD's professional development funding is generous compared to other UC campuses, it is not enough to fully cover the two professional meetings I attend each year, so I always spend my own money to attend. This means that I also cover other pd opportunities that arise during the year and that I feel strongly that I should attend.				
San Diego	Librarian	II	Yes	My professional development money is enough for one and a half conference per year, so I ended up paying the rest (about \$400-500) out of pocket. I could have saved by sharing a hotel room with others, but my sleeping problem prevented me from doing so.	Yes	There are technology-related workshops and conferences that are of interest to my job but are too expensive.				
San Diego	Librarian	III	Yes		No					
San Diego	Librarian	III	Yes	I attend the Medical Library Association Annual Meeting every year. In May 2006, the meeting was in Phoenix so I only spent about \$300 out of pocket (that was over the amount covered by the professional development funds). In May 2007, the meeting was in Philadelphia so I spent about \$500 more out of pocket. In May 2008, the meeting was in Chicago and cost me about \$450 out of pocket.	Yes	I do not attend the SLA Annual Meeting ever because all my UC funds are used just to attend the MLA meetings.	I think that professional development funds not used during a year by colleagues should be made available to cover those who have gone over the amounts in their own accounts. Some librarians chose not to go to conferences or go to CE events, so their money should go into a pot to cover others who went over their allotments. Where does this extra money go, if it is not used? It should be available.	Penny Coppernoll-Blach	pblach@ucsd.edu	858-534-4431
San Diego	Librarian	IV	Yes	In 2006 and 2007, I attended 4 meetings of the Board of Directors of the Theatre Library Association, all in New York City. Because of the expense of hotels in NYC, and the fact that it takes a full day to fly in each direction, I had to spend 2 nights in a Manhattan hotel each trip. With hotels, airfare, and ground transportation, each trip was approximately \$1500.00. Almost all of this was out of my own pocket, because my professional travel funding from UC only covered my trips to ALA Midwinter and ALA Conference each year.	Yes	I would very much like to attend the annual joint conference of the American Society for Theatre Research and the Theatre Library Association. Due the expenses I had for TLA Board meetings (see #4 above), I am unable to attend this conference at which theater scholars and librarians interminole.	Subject specialists, in particular, need to attend some conferences of the scholars in the departments with which they work in order to really understand what the trends in the disciplines are, and to make valuable contacts with publishers, scholars, and other librarians. This is in addition to attending ALA or other librarian-oriented organizations.	Rob Melton	rmelton@ucsd.edu	858-534-7573

Librarian PDF Survey - November 2008 - 187 Responses

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San Diego	Librarian	V	No		Yes	I would have liked to attend the ACRL conference, but ALA Annual and Midwinter (required because of committees) use up my budget				
Santa Barbara	Assistant Librarian	II	Yes	UC professional development funds paid for all of ALA midwinter, but I paid for almost all of ALA annual.	Yes		This year, my professional development expenses will be greater: ALA midwinter and ALA annual, plus ACRL.	Richard Caldwell	caldwell@library.ucsb.edu	805-893-5086
Santa Barbara	Assistant Librarian	II	Yes	at UCSB we get \$1000 per year for professional development. I attended 2 conferences—one that is specific to my subject area and ALA. My funds covered most of the first conference, and I had to pay for ALA out of pocket.	Yes	I am a newer librarian so there are lots of training classes and conferences that I'd love to attend. The money that we get does not even cover the cost of attending one conference.	More funding is necessary, especially for newer librarians. Participation on library association committees is required to get promoted, and most committees require in-person meetings twice a year. Newer librarians are already pretty severely underpaid, so having to spend \$1000-\$2000 a year on conferences is a real burden.			
Santa Barbara	Assistant Librarian	III	Yes	I spent approximately \$560 to supplement my funding	Yes	I have not submitted proposals to national conference because I cannot afford the registration and travel to the events if I am accepted to present.				
Santa Barbara	Assistant Librarian	III	Yes	Joint Conference of Librarians of Color - Dallas - \$1000 - workshops/networking ACRL - Baltimore - \$1000 - preconference/workshops LOEX - San Diego - \$400 - workshops ALA Midwinter - Philadelphia \$1000 - preconference, workshops, committee meetings	Yes	Will not go to ALA Midwinter in Denver for lack of funds.				
Santa Barbara	Associate Librarian	III	Yes	I became a librarian in July 2008. When I was an LA IV and V, the library supported me for most professional development. I did pay most of my own way to a Solinet metadata workshop in September 2006 (on a LA IV-Sup salary less than the salary of a beginning LA IV!). I have been/am on two ALA-ALCTS committees, which requires attendance twice a year at ALA meetings. This year I will use completely the funds available to go to Midwinter. In 2009-2010, there will be THREE ALA meetings in the fiscal year (ALA Annual 2009 is in July). This will put me out of pocket a minimum of \$3000.	No	I cannot say that I have been prevented in the past, but I will definitely be prevented in the future.	If the university is serious about professional development for librarians and about the university being represented on state- and national-level professional committees and in state- and nationally-based workshops and institutes, the university needs to raise the floor for professional funding for every librarian. It also needs to be sure that any unexpended funds are applied to the expenses of librarians who must spend above and beyond the allotted amount to contribute to the profession, represent the university, and build their individual professional competencies and experience.	Anna DeVore	devore@library.ucsb.edu	805/893-8946

Librarian PDF Survey - November 2008 - 187 Responses

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Santa Barbara	Associate Librarian	IV	No		Yes	Given the cost of living and the expenses involved in attending certain conferences and workshops, I have chosen to forego professional activities outside my immediate local area.				
Santa Barbara	Associate Librarian	VI	Yes	I just looked at my tax returns and in 2006 I spent \$2500 of my own money on professional development and in 2007 I spent \$3000 of my own money. This was to cover conference travel and book buying trips (yes! I paid for the privilege of saving UCSB money by buying books in the countries of publication). If you need places and amounts I do have records.	Yes	I do not go to ALA or ACRL even though instruction is a big part of my position but I cannot afford to spend more of my own \$\$.	I realize the above amounts might sound like a lot of money but I want to point out that I always share a room, look for cheap flights, and mooch meals when possible. I didn't rack up those bills being extravagant. My travel just happens to be to expensive places (at least high airfare) due to the nature of my position. Due to my high credit card debt (a large % of it accrued by traveling for UCSB) I have a second job so I can try to pay it off.	Anne Barnhart	abarnhar@library.ucsb.edu	805-893-4719
Santa Barbara	Associate Librarian	VI	Yes	I went to a conference in early 2007. My professional development funds (1,000) covered registration and most of the hotel. I paid for the remainder of the hotel bill, my own airfare (\$439), and meals (amt. unknown).	Yes	For the 2007-2008 academic year I chose not to go to a conference because I did not want to pay the expenses not covered by my campus.	There have been several years I have chosen not to use my funding because I did not want to pay the overrun beyond what my library would reimburse. I also tend to avoid conferences in more expensive cities for the same reason.			
Santa Barbara	Librarian	II	Yes	I have paid for travel often in the past but not a lot recently. But over the years I have spent thousands of dollars on professional travel. A lot of my professional development travel is funded by endowment and grant funds. If this were not available, I would have to pay myself or not go.	Yes	There are two professional meetings that I do not attend annually because I don't have enough professional development funding. I only attend if I am able to get administrative travel funding to attend an accompanying workshop.	There are a lot of professional meetings were it is important that UC is represented and has input. In many cases it is hard to justify as administrative travel (it's not a workshop, for example), but there isn't enough professional development funding. So we are often not represented.	David Seubert	seubert@library.ucsb.edu	805-893-5444
Santa Barbara	Librarian	III	Yes	Attended a month-long seminar in the Middle East in my subject field for which I received no funding as my designated PD funds were earmarked for an annual conference later in the year						
Santa Barbara	Librarian	IV	Yes	supplemented the available funds with my own	No					

Librarian PDF Survey - November 2008 - 187 Responses

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Santa Barbara	Librarian	V	Yes	I regularly attend at least two professional conferences per year (both Spring and Fall American Chemical Society meetings), and sometimes a third. For the ACS meetings, as a program committee member, I normally stay for six or seven days. As a result, my professional development funding (currently \$1000/yr.) doesn't even pay the full expenses for one conference, let alone two or three. I would estimate that I pay over \$2000/yr out of pocket for conference travel (airfare, hotel, registration), etc.)	Yes	I do not attend ALA, ACRL, or most SLA meetings due to lack of funding.	Librarians are expected to be active participants in professional organizations at a national level for promotion and merit review, but the funding is wholly inadequate for out of state travel.	Charles F. Huber	huber@library.ucsb.edu	805-893-2762
Santa Barbara	Librarian	V	Yes	Funding here pays for one ALA trip (when it's east of the Rockies); I pay for the other ALA, and I pay for one specialist-library meeting per year. So it comes to around \$1,600 minimum.	Yes	There are 3 specialist meetings per year that would be useful to me in my work; each year, I work from the online programs to decide which one to attend and to pay for.				
Santa Cruz	Assistant Librarian	I	Yes	SLA in Seattle used up my R&PD budget. I went to a second conference this year, Internet Librarian, in Monterey. With the group discount the cost was reasonable: \$500 with fuel over the usual. I would like to go to Internet Librarian annually, as it is a high quality local conference. But I really cannot afford this, as my salary does even cover basic expenses.	No			John Speagle	jspeagle@ucsc.edu	831-459-0583
Santa Cruz	Assistant Librarian	II	No		Yes	My R&PD allotment doesn't allow me to attend all the conferences that are relevant to my work, and I don't make enough to pay for them on my own.	Just to remember that librarians are evaluated based on criteria that require us to travel and participate on committees, yet we can't afford to do the necessary traveling.			
Santa Cruz	Assistant Librarian	III	Yes	Usually go over a couple hundred dollars a year. Conference registrations seem to be getting more and more expensive.	Yes	I currently have to rotate attendance to conferences on a three year cycle. i.e. instruction conference one year, collections related the next, etc. This will become more of a problem as UC librarian accumulate more roles due to staffing.	Just that it is extremely important that UC librarian attend, for networking, to present, and to hear new ideas.			
Santa Cruz	Associate Librarian	VII	No		No					

Librarian PDF Survey - November 2008 - 187 Responses

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Santa Cruz	Associate Librarian	VII	Yes	Approx. \$100 on conf. travel. However, my expenditures would have been much higher (closer to \$1200) if my campus didn't make it a practice to redistribute unused R&PD funds. Administration indicates that this practice is unlikely to be continued given the current budget.	No	No, I assumed this is required. Costs would either be covered with available institutional funds or out of pocket.	R&PD funding vs. expectations for professional activity don't seem to be in alignment. My campus is relatively generous (\$1200/yr currently) but that still doesn't provide adequate support for national committee involvement.	Frank Gravier	gravier@ucsc.edu	(831) 459-3319
Santa Cruz	Librarian	I	No	I have been lucky enough to talk my supervisor into funding several expensive conferences on administrative funds (Educause Learning Initiative, Educause Leadership Institute). I would NOT have been able afford to attend these conferences if they were solely funded by R&PD funds. Just one of these conferences would exceed my annual R&PD allotment.	Yes	This year, the library is not funding travel expenses on administrative funds for librarians. They will continue to fund trips for library administration, but not for librarians. I will not be able attend Educause or ALA.	Most librarians are not traveling and attending meetings/conferences for purely professional development. Many of us are funding trips to give presentations and papers at conferences in order to fulfill the requirements in criteria II-IV. We are essentially paying out of pocket for travel necessary to get advanced through the librarian ranks and salary range. These out of pocket expenses diminish the already meager merit increases we're getting as rewards for the presentations. Library administrators get ALL of their travel expenses paid for, and they make 2-3 times the salary of an Assistant librarian. It doesn't make sense.	Sue Perry	chesley@ucsc.edu	831-459-5151
Santa Cruz	Librarian	II	Yes	\$200 - conference attendance	Yes	Did not go to ALA, LOEX or CLALadder	Current funding levels are not even adequate currently for attendance at even one out of state conference. I end up subsidizing my own prof. development, which is a requirement for movement up the librarian ladder.			
Santa Cruz	Librarian	III	Yes	YES, I definitely paid out-of-pocket. I don't remember the total amount but several hundred dollars. I chaired a committee for a major professional library association was required to attend the mid-winter and annual meetings which were in places like Seattle, Philadelphia, Washington, D.C., Anaheim, etc. Airfare, hotel, per diem, etc. shuttles from airport, etc. all way beyond RPD levels. I also attended other in-state professional development that was very closely tied to my job responsibilities for which I did not receive mileage.	Yes	Yes, I am not attending my professional association's mid-winter conference. It's out of town, airfare, hotel, per diem would be insufficient to attend.	I would like to request that you keep my comments confidential, untied to the campus. If you use them, and identify the campus, anonymity may be hampered. 1. There is unclarity at my campus about what is paid administratively versus what has to be paid out of RPD and it appears that our RPD funds were used to pay for local travel that should have been paid out of local administrative funds. This has been noted but not addressed. This would be one reason that RPD funds were so insufficient. 2. It seems that Senior library managers are paid in full to attend the same professional conferences but without comparable expectation for professional involvement (committee work, speaking, etc.) that is expected of librarians using their RPD travel funds. 3. At my campus it has recently seemed that additional non-RPD funding is more often provided to junior librarians. So the limited RPD funding hits the long-term librarians hard. The idea that older librarians make more money does not address their family commitments which are different			

Librarian PDF Survey - November 2008 - 187 Responses

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Santa Cruz	Librarian	III	Yes	In the last three years (2006, 2007, 2008) I spent several hundred dollars (I estimate between \$200 and \$350 per year but I'm not looking at my receipts to confirm) out of my own pocket to attend the annual Special Libraries Association Meeting. In 2008 I also paid \$50 to attend a CARL conference locally.	Yes	It is always a big deal to decide what one conference I can attend each year -- and lack of funding means I can't attend an association mid-year conference so I will not join ALA because committee's often require attendance at mid-winter conference. Some associations are useful to belong to even if you don't travel to their conferences because of the online networking and information that membership confers, but I can't afford the dues for more than one association even aside from travel considerations. There is also no money to pursue one-time conferences that arise opportunistically. Also, its either travel or use money for research, no room for both.	I've heard that CSU librarians get a day off per month (12 days a year) to devote to professional development/writing for publication/research. Since our UL is saying that we should publish more professional travel then time off to write and do research is sounding more important that it was previously.	Christy Hightower	christyh@ucsc.edu	831-459-4708
Santa Cruz	Librarian	III	Yes		Yes	I would like to have attended ALA in Anaheim this year, since it was in California, but did not have sufficient funds.	Because UCSC will not be distributing unspent funds at the end of the fiscal year to cover unreimbursed expenses of those of us who exceed our allotment, I'll be doing less this year.			
Santa Cruz	Librarian	III	No		No					
Santa Cruz	Librarian	IV	No		No					