

Meeting Minutes

ANNOUNCEMENTS / UPDATES / REMINDERS

- 1) LAUC-SD needs you to run for vice-chair/chair – the election is forthcoming. A full slate of candidates was submitted and the election ends May 31st. The ballot at: <https://www.surveymonkey.com/s/M66TZGW>
- 2) Please take the LAUC statewide diversity survey. Survey closes May 22. The survey is at: www.surveymonkey.com/s/2013LAUC_Census

COMMITTEE UPDATES

- 3) CAPA (Colson) — Reviews are ongoing and a final report will be submitted at the end of the spring.
- 4) Diversity (Garcia-Spitz) —There will be United Way Book Mark signing on Thursday, May 23rd at 12-1pm in the Arts Library Seminar Room. *Come help out in United Way's recent book drive, by writing an inspirational phrase for kids who really need your support (preschool to 3rd grade). Add your personal touch or use our sample phrases; we'll provide bookmarks and some light refreshments.* The committee is also discussing the ClimateQual Report.
- 5) Mentoring (Moore/Turnbow) —Shadow a Librarian Day was very successful.
- 6) R&PD (Smith/Deng) —Finalizing Barbara's visit and talk on June 13th. There are still significant research funds available to anyone who is interested.
- 7) Academic Senate Library Committee (Bergstrom) —no report
- 8) Statewide committee reps —no reports

OLD BUSINESS

- 9) Mentoring internship proposal — Admin has reviewed the proposal and sent it to Lib Council, where it has been tabled until after the reorganization is under way.
- 10) The Assembly is on Monday, May 20th at UCLA. Elizabeth Cowell will speak and address new UC library advisory structure. See agenda and the document to be discussed in the afternoon, *University of California Libraries Systemwide Plans and Priorities, FY 2013-16*. Comments will be sent to CoUL.

NEW BUSINESS

- 11) ClimateQual discussion. The final report is at:

<https://libraries.ucsd.edu/lisn/departments/lhr/climatequal/ files/ClimateQUAL%20report%20FINAL%202013-12-2013.pdf>

Summary:

- Salaries and compensation—Confirms what was expected. Adding duties, responsibilities and skills through training, but without real strategies to improve compensation (problem: re-classing positions).

- Diversity—There is a perception that this is good place to work because of the response by the majority, but this doesn't necessarily reflect how the minority feels. Diversity Committee should be broadened to include entire staff.
- Assessment—Important to continue assessment and go with an outside group to do the analysis (is there someone on campus?). Have another iteration of this survey, though less involved, every couple years, using current report as a baseline moving forward.
- Supervision and Leadership (pp. 16-18 of report)—*Perceived inequalities in the overall quality of supervisors*. This will probably be more difficult after reorganization (especially for people reporting to more than one program). With new programs and supervisors: this is an opportunity for a new approach. There is inconsistency in the reviewing process (changes over time). Periodic “360 reviews” of supervisors by their staff. Systemize the process across all programs.
- Training for supervisors—More training for new supervisors; refresher courses for long-term supervisors. Require competencies for supervisors. Right now, people who may need training the most may not attend. Mandatory attendance? Yes, but selectively; shows importance if mandated. There should be more mentoring by supervisors.
- Comments section—There is a lot to unpack there; spoke beyond the survey numbers. Begin to address repeated comments. Is there a “safe place” for communication and feedback? Are there really unethical managers?
- New Hires—How does the report affect hiring 20 new FTE? When hiring new positions consider diversity and target qualities identified which will contribute and improve the library climate. Hiring from within: encourage students and staff that are interested in librarianship, and hire them at a professional level when they do. Could there be a formal process; partner with Human Resources?
- Services—With smaller staff, what services should be cut? Involve program heads into discussion. Will there be assessment of programs and services? Some programs requested FTE for this.
- Organizational commitment —Shows lacking by the amount of time it took to release the report.
- LAUC-SD priorities—In addition to being involved with conclusions under Recommended Next Steps (pp. 32-33): 1. 360 review 2. Broaden diversity committee to staff.