

## LAUC-SD Division Report 2022-2023

### State of the Library

With the “Return to Learn” program coming to an end, the Library has returned to its pre-pandemic level of space utilization. Continuing from last year’s practice, most librarians worked a hybrid schedule this year, sharing their time between onsite and offsite work. Service points in Geisel Library and WongAvery Library were staffed in person. Library classes were conducted both in person and online, depending on the user's needs. Highlights from this year include:

**Strategic Plan Implementation.** With the completion of the 2022-27 Library Strategic Plan, the Library moved into the implementation phase for identifying, planning, and resourcing key initiatives that support the furthering of the Strategic Plan pillars and strategies. On an annual basis, the Library will review progress towards strategies and initiatives and design Library-wide and Program goals that will focus investments for the coming year.

**Geisel Library Revitalization Initiative (GLRI).** The construction on the 2nd floor was completed. The new gallery space, Meet Spot, Service Hub, Classroom 1 (the interactive classroom) opened in the Fall 2022 Quarter. Geisel Library 2nd Floor Renovation Reveal was held on September 27, 2022.

**International initiative supported by Sally T. WongAvery.** With the sponsorship of the Avery-Tsui Foundation, the UC San Diego Library and Cambridge University Library have launched a multi-year partnership that will foster interlibrary collaboration, initiate and support research visits by scholars seeking to use the respective collections, as well as create and promote activities that highlight the collections and expertise held within the libraries.

**Awarded Laura Bush 21st Century Librarian Program Grant.** As the administrative sponsor of the Conference on Academic Library Management (CALM), the UC San Diego Library has been awarded a grant in the amount of \$104,818 from the Institute of Museum and Library Services (IMLS) Laura Bush 21st Century Librarian Program (LB21). The award will support an in depth examination of the state of management training and professional support in the field of academic libraries.

**Inclusive Recruiting, Promotion and Retention Practices.** The Library launched a year-long initiative to develop EDI capacity across the library with the dual goals of supporting employee engagement with EDI learning and developing new recruitment, promotion and retention practices grounded in an EDI framework. The Library endorses the completion of the UC Managing Implicit Bias series for all Library workers in 2023. Secondly, the Library continues to direct managers, supervisors and work leaders to complete the Inclusive Manager’s Training

Series by DeEtta Jones. Finally, the EDI in Action Series provides monthly workshops library-wide to encourage Library workers to apply their knowledge and skills in their individual programs.

### **Librarian workforce**

As of September 5th, 2023, there were 51 librarians on the LAUC-SD roster.

### **Recruitments:**

There are no active recruitments as of August 2023.

Three positions have gone through the interview process and are currently waiting to be filled : Head of Music & Media Metadata, Music & Media Librarian and Engineering Librarian.

There were two failed recruitments: Electronic Resources and Serials Librarian and Arts & Humanities Collection Coordinator/Visual Arts & Film Studies Librarian

### **Promotions/reassignments:**

- Alanna Aiko Moore, Subject Librarian for Sociology, Critical Gender Studies, and Ethnic Studies, has accepted the new position of Head of Community Engagement and Inclusion reporting directly to Dani Cook.
- Suhui Ho, User Experience Librarian, has accepted the new position of Strategic Outcomes and Assessment Librarian reporting to Dani Cook.
- Tamara Rhodes, Subject Librarian for Psychology, Cognitive Science, Human Developmental Sciences and Linguistics, took the new position as the Lead for Inclusive Design (non-Librarian series position).
- In Academic Engagement and Learning Services (AELS), several librarians took on additional subject areas permanently. Natalie Tagge took on Cognitive Science; Amanda Roth took on Psychology; Dominique Turnbow took on Human Developmental Science, Education Studies, and Teaching and Learning Commons; Lia Friedman took on Critical Gender Studies, Visual Arts, and Film Studies.

### **Librarians hired:**

- Zemariah Ngow was hired for the Life and Health Collection Strategist position (April 2023)
- Farshad Sonboldel was hired for the World History & Culture Librarian position (starting in September 2023)

### **Retirements or resignations:**

- None

## **LAUC-SD Committee Highlights & Activities**

## **LAUC-SD Exec Board**

The LAUC-SD Executive Committee worked on and discussed the following topics: Librarians as Principal Investigator, LAUC-SD Strategic Initiative, Proposed modifications to APM-210 regarding EDI work in the review process, UCSD-Fudan Librarian Virtual Exchange, In-person vs Online Interview.

**Librarians as Principal Investigators (PIs)** Continuing the efforts from the previous year, LAUC-SD Executive Committee shared the local report with LAUC statewide Executive Committee. The report was made accessible to other divisional chairs so that it would inform other divisions in their investigation of PI status.

**LAUC-SD Strategic Initiative.** In response to the Library's call for strategic initiatives, the Executive Committee led LAUC-SD members in an engaging discussion about the value of librarians. This discussion involved surveys and an open forum. Subsequently, the Executive Committee compiled and proposed a strategic initiative, which was later approved by the Senior Leadership Team (SLT). The initiative comprises two major components.

- Collect and create a corpus of all Librarian series current job descriptions to identify skills/expertise gaps and help craft new Librarian job descriptions.
- Identify and document the evolution of Librarian positions in the past 10-15 years: specifically, look at the positions that have been re-hired (as Librarian positions), lost, never replaced; converted to staff; etc.

Under the leadership of Incoming Chair Stephanie Labou, a working group was established to identify areas for data collection. This group developed and distributed the survey to the membership on August 17th. The purpose of this survey is to document and quantify changes in Librarian portfolios over the past 10 years, with a particular focus on permanent and interim changes, as well as their impacts on users. The results will be reviewed in the fall of 2023, and the analytical work will continue into the next year.

**Proposed modifications to APM-210 regarding EDI work in the review process.** UCOP invited comments from campuses on proposed modifications to APM-210 regarding EDI work in the review process. The LAUC-SD Executive Committee sent out a survey to gather feedback from its members. Anonymous comments were collected and then shared with the LAUC statewide chair, who collected feedback from each campus and subsequently shared the synthesized response with UCOP.

**UCSD-Fudan Librarian Virtual Exchange Program.** Entering the second term of the MOU with Fudan University Library in China, UCSD Library initiated a new librarian virtual exchange program with Fudan. This program is co-led by LAUC-SD chair Xi Chen and incoming Member-at-Large Heather Briston. A total of 11 librarians and staff from UCSD Library, along with 3 librarians from Fudan, expressed interest in participating. Initial planning occurred from July to September, and the kick-off meeting is scheduled for mid-October 2023. The virtual exchange program is expected to last for 4-5 weeks.

**In-person vs Online Interview.** The LAUC-SD Executive Committee shared members' questions and comments regarding in-person vs. online interviews with the SLT. This led to extensive discussions on interview modality involving the SLT and the Library Leadership Council (LLC). The SLT communicated their current position to LAUC-SD, stating that the Library will continue with online interviews, taking into consideration equity and inclusion. The LAUC-SD Executive Committee will maintain ongoing discussions with members on this topic and provide feedback to the SLT in the coming year.

**Spring Social.** LAUC-SD gathered for a spring social on May 2nd for an outdoor lunchtime event at Dirty Bird's (in the space Round Table formerly occupied). This event was very well attended. Members expressed interest in having more in-person gatherings in the future.

**CAPA - Annual Report highlights:**

- Full agreement on all 16 review files (PDs, CAPA, ad hocs and UL)
- Recommended actions had consistent agreement
- Recommend that University Librarian continue to attend PD/RI training sessions this fall
- Recommend continuing with the same deadline next year.
- Recommend continuing with electronic documentation
- Recommend continuing to nominate two alternates for each required Ad Hoc committee
- Recommend continuing to highlight which organizational charts need to be included in the review file during fall training.
- Recommend continuing to emphasize the recommended page limit for PD evaluations and the importance of adhering to page limits during fall training.
- Recommended three minor revisions to the ARPM to address process questions/issues that arose during the review cycle.

**Mentoring - Annual Report highlights:**

- Librarian Profiles. Kymberly Goodson envisioned and spearheaded the Librarian Profiles project to provide advice from librarians and insight about various librarian roles to current and recent MLIS students and others interested in the profession. With assistance from SLA member Roxy Haji, she created 13 librarian profiles that are publicly available on the Mentoring Committee website. The project is ongoing and the committee will continue to solicit the LAUC-SD membership participation so that new profiles may be added in the future.
- Librarian Career Chats. This year, the committee decided to continue the virtual Career Chats instead of the in-person Shadow Day. The committee advertised to USC, SJSU, and UCLA and received 80 mentee sign-ups that were matched to 35 participating librarians. They continued to revise the sign-up forms to accurately reflect areas of librarianship so that students may be better paired with librarians in areas that interest them. They also reflected on future revisions to the form which may include such things as: Access

services as an area of interest, pronoun preference, and geographic location (in order to better determine if an in-person event is feasible).

- Other activities
  - Mentor Program: The committee received 7 mentorship requests. Each mentorship request was fulfilled.
  - Graduate Internship Program: Received 3 requests. One intern began in August 2023

### **Research & Professional Development (R&PD) - Annual Report highlights:**

- Programming
  - DEIA Audits in Digital Collections with Mēgan Oliver, September 5, 2022 (Virtual)
  - OSINT Foundations and Librarianship Perspectives with Jan Černý, Ph.D., October 18, 2022 (Hybrid)
  - ALA Ohio Chapter's Librarians as Researchers Webinar Series: Identifying Epistemological Standpoints and Implications for Research Design with Jess Hagman, May 2, 2023 (In person)
  - LAUC-SD Librarian Speaker Series, May 11, 2023 (Hybrid)
    - Tori Maches and Stephanie Labou, Web Archiving as Data
    - Lisa Martin, "I've got a blank space, baby": the teaching space and its impact on pedagogy.
    - Crystal Goldman, Motivation Beliefs in the Association of Research Libraries (ARL)
    - Crystal Goldman, Succession Planning in the Association of Research Libraries (ARL)
  - Addressing EDI Issues with Intentionality: Supporting EDI Within and Through LIS Research with Dr. Kawanna Bright, August 3, 2023 (Virtual)
- Professional Development
  - R&PD Summer Writers Retreat, Summer 2022 (virtual)
    - Writers' Retreat sessions led by committee member Crystal Goldman were offered late July - late August twice per week.
- The committee received two grant proposals this year. The proposals were reviewed and approved for funding.

**Library Diversity & Inclusion Committee (LDIC)** - This report was not completed at the time of report submission. Current and past reports can be found on the [LDIC Reports page](#).

*Respectfully submitted by Xi Chen, LAUC-SD Chair, 2022-23*