

State of the Library

This year followed 2019-20 as a period of continued change and uncertainty. Many librarians continued to work remotely through the entire year, providing services and completing their job functions in virtual programs and teams. The Library spaces remained closed to the public for most services this year, but a socially-distanced study hall was launched in BLB in October 2020, and was expanded to Geisel in summer 2021. As of this writing (August 2021), the Library is poised to fully re-open to the public and adapt to transformed work schedules for many librarians and staff in mid-September. A campus-wide update to expand remote and hybrid work opportunities for many employees promises to transform the ways in which we meet, collaborate, and provide services throughout all levels of the Library.

This year the Library completed its leadership transformation process, completing recruitments for two key senior administration positions:

- Roger Smith, AUL for Scholarly Research Services (AUL-SRS)
- Dani Cook, AUL for Learning and User Experience (AUL-LUE)

Library Leadership Council (LLC) continued to meet virtually all year, first in twice-weekly meetings, then weekly, and as of this summer, bi-weekly. LLC welcomed the new members of the leadership team and supported an assessment exercise that sought feedback for the Library's new leadership structures. The assessment led to the formation of an ad hoc group in LLC who worked on suggestions for LLC's facilitation, topics, and note-taking and sharing practices. The assessment also resulted in the elimination of the Library Executive Team (LET) as a feature of the leadership structure. LET consisted of a subset of program directors and library senior administration; LET topics are now divided between LAT and LLC as appropriate.

The Library's space renovation plan has continued to slowly progress through all the challenges of a pandemic and difficult budgetary circumstances. The Library is currently involved in a long design phase, and anticipates construction to begin on first and second floor renovations as soon as winter 2021/22.

Library News

There were 51 librarians on the LAUC-SD roster as of August 2021.

Active recruitments:

- Program Director, Scholarship Tools and Methods (STM)
- Program Director, Collection Development and Management (CDM)

Promotions/reassignments:

- Roger Smith (former head of the STM Program) was selected for the AUL-SRS role.

Librarians hired:

- Lisa Martin, Assistant Program Director for Instructional Services and Academic Engagement & Learning Services (AELS) (March 2021)

Retirements or resignations:

- Sam Dunlap
- Stefan Elnabli
- Roxanne Peck
- Duffy Tweedy

LAUC-SD Committee Highlights & Activities

LAUC-SD Exec Board

The LAUC-SD Executive Board's work focused on keeping librarians connected and informed during the extended disruption to our normal work environment. The Exec Board continues to be an important resource for the Chair to collect feedback for the University Librarian and LLC.

One of our first charges was to catch up on the ARPM revision cycle and come to agreement with our UL on formalizing the editing procedure for future years. We hosted an informal librarian virtual session to discuss changes that had been proposed in separate productive conversations with the UL and CAO. The discussion allowed us to answer librarian questions and have open dialogue; at the next member meeting, the changes were codified and the new procedural appendix was approved.

A second initiative of the Exec Board was to act on a recommendation to investigate perceptions towards diversity, equity, and inclusion (DEI) initiatives at the Library, based on a comparison of the results of the campus Staff@Work and Academics@Work surveys. A quick analysis of the survey results show staff and librarians may have different opinions on the quality and efficacy of DEI activities and opportunities at the Library. On the first ever Academics@Work survey offered to librarians, there were 8 questions on DEI topics. Librarians scored the campus/library as doing in the "good" range on 5 out of 8 questions. Three questions that rated in the "marginal" range were:

- My department demonstrates a commitment to recruiting and retaining diverse academic appointees.
- UC San Diego creates an environment that is inclusive of people with disabilities.
- I trust that if I reported a colleague's behavior that made me uncomfortable, I would receive satisfactory support.

LAUC-SD Exec determined these issues weren't strictly librarian issues, and likely resonated with staff as well (staff were asked different questions on their survey), and the Library could benefit

from a shared conversation about the results. Under the excellent leadership of Rachel Almodovar (training coordinator and this year's chair of the Library Diversity & Inclusion Committee), who organized and facilitated the discussion, all library employees had the opportunity to attend three virtual conversations about DEI and examine what we are doing well, and identify areas for improvement and growth. While our intent was to emerge with some actionable goals, collectively, we didn't quite get to that point. However, we did emerge with three recognizable themes:

- Incorporating diversity, equity and inclusion concepts into daily work practices and programmatic goals could address the barriers to participation and encourage more people at the Library to practice DEI values. DEI as a concept is often relegated to separate events that feel "extra," or take away time from primary work functions.
- Leadership presence & participation is key to determining work priorities.
- Better understanding of the Library's internal and external DEI activities is needed so people can focus on impact areas that are a good fit for their program and/or job function.

These concepts will carry over into the next LAUC year and stay in active conversation with the Senior Leadership Team, as they sponsor an Equity, Diversity and Inclusion working group as part of the renewed Library Leadership structure.

At the beginning of this LAUC year, for the first time since it was established, the Librarian Recognition Ceremony was cancelled due to the ban on in-person gatherings. We elected to streamline the event into a virtual acknowledgement of librarians marking 5-year milestones. A LiSN page was established showing fun facts about each awardee and a book of their choice to plate. Unfortunately, due to the extreme workload in Metadata Services as they worked on the systemwide SILS project and other disruptions, two of the books were not received and tracings were not added to the catalog. However, bookplates are scheduled to be placed in the volumes now that on-site work has resumed. In considering an event for this year, we faced similar challenges. An in-person event was again not possible due to restrictions, and focus is elsewhere due to the re-opening of the library and adoption of hybrid work schedules. A recommendation for next year's Exec Board is to form a small ad hoc group to examine fresh ideas for librarian service recognition that update this tradition.

Finally, in other business that will carry over into next year, LAUC-SD would like to help facilitate check-in discussions about remote and hybrid work for librarians as employees settle into new schedules and -- most importantly -- the building spaces reopen to the public in mid-September. LAUC can help create spaces to talk informally about what is working well, and what might create new challenges, in the post-pandemic world for our academics.

CAPA

Annual Report highlights:

- This cycle built on last year's novelty and uncertainty of work-from-home, building closures, and adaptation to new mid-pandemic work lives. CAPA met virtually and digitally signed all files.
- There was full agreement (23 of 23 files) between the PDs, CAPA, Ad Hoc committees (when applicable), and the UL on the recommended actions for the candidates this year.
- The issue of awarding of extra points was not as divergent as last year, though the UL, CAPA, and PDs did differ in their specific recommendations regarding points (either number of points, or awarding of points) on three files. A greater percentage of files with a PD recommendation for extra points were awarded extra points than in the previous cycle. CAPA has suggested a working group for reviewing the criteria for awarding extra points.
- CAPA made several recommendations for updating and revising their training documentation.

Library Diversity & Inclusion Committee (LDIC)

At the time of this writing, no annual report was submitted by LDIC. It will be posted on the LAUC-SD website when it becomes available.

Mentoring

Due to the ongoing challenges of the pandemic, the Mentoring Committee had a low level of activity this year. It's traditional activities (supporting in-person internships, and Shadow Day) were difficult to plan in a remote environment.

Research & Professional Development (R&PD)

Annual report highlights:

R&PD supported the allocation of supplemental professional development funding for 18 librarians, one local research grant, and one statewide research grant. Unsurprisingly, due to the ongoing suspension of travel for librarians due to the pandemic, they were left with a large balance of funds at the conclusion of the year. R&PD hosted two virtual events to help librarians connect, and updated their documentation regarding funding sources.

Respectfully submitted by Laurel McPhee, LAUC-SD Chair, 2020-21