

LAUC-SD Division Report 2021-2022

State of the Library

This year marked a return to campus after a year of mostly remote work. Most librarians worked a hybrid schedule this year, sharing their time between onsite and offsite work. Library spaces were open and publicly available. Service points were staffed in person and classes were also taught in person. Highlights from this year include:

Strategic Planning. A final draft of the plan has been released. The goal is to publish the final plan on the Library website to engage in a broader campus outreach effort in the Fall Quarter.

Geisel Library Revitalization Initiative (GLRI). The construction began at the end of the Fall 2021 Quarter and is wrapping up with a completion date before the start of the Fall 2022 Quarter. Events to celebrate the re-opening are planned for mid to late September.

Major donation from Sally T. WongAvery. The Library received a \$10 million donation to support East Asian Collections, research and scholarly activities. The Biomedical Library Building was renamed to AveryWong Library and Chinese Studies Librarian became the Sally T. WongAvery Librarian for Chinese Studies.

Equity, Diversity and Inclusion (EDI) Working Group. This working group was charged with acting on EDI-centered projects and for advising the Library's strategic planning and prioritization process in FY 2022. This working group is intended to complement already existing groups focused on EDI including LDIC and the Community Collective. This group acts on agreed upon recommendations from the Library Leadership structure including LLC, SLT, and LDIC, and is focused on helping the Library be accountable for the EDI goals we set together. Two subgroups were created and accomplished their work: 1. Staff recruitments and 2. Definitions to build a common understanding of EDIA terms and language.

Librarian workforce

As of September 2022, there are 51 librarians on the LAUC-SD roster.

Active recruitments:

- Electronic Resources and Serials Librarian
- Life and Health Sciences Collection Strategist

Promotions/reassignments:

- Dave Schmitt was selected for the Collection Development and Management (CDM) Program Director (April 2022)
- Laura Schwartz was selected for Content Acquisitions and Resource Sharing (CARS) Program Director (September 2022)

Librarians hired:

- Heather Briston was hired for the Scholarly Tools and Methods (STM) Program Director (March 2022)
- Kelly Revak was hired for the Digital Object Metadata Management (DOMM) Unit Head (August 2022)
- Natalie Tagge was hired for the Academic Engagement and Learning Services, Research Advisory Services, Assistant Program Director (September 2022)

Retirements or resignations:

- Mary Linn Bergstrom (retired)
- Korey Brunetti (resigned)
- Bredny Rodriguez (resigned)

LAUC-SD Committee Highlights & Activities

LAUC-SD Exec Board

The LAUC-SD Executive Committee worked on and discussed the following topics: Strategic Planning, Equity, Diversity and Inclusion, Librarians as Principal Investigators, Librarian Service Recognition, Remote Work, and the Value of Librarians.

Strategic Planning. The Executive Committee engaged with the Strategic Planning draft document by providing direct feedback to the Steering Committee co-chairs. Highlights include:

- Clearer commitment to new resources to support the four pillars.
- Suggest that the initiatives be developed through programs and committees across the Library as part of more localized, on-the-ground planning, instead of being front-loaded in a public strategic plan
- Suggest more documentation of current commitments and future aspirational goals. Some major library and librarian activities are not addressed in the plan but should be.

Equity, Diversity and Inclusion. The Executive Board discussed LDIC and its relationship to the newly formed EDI Working Group. As LDIC membership and leadership wanes, the Executive Committee discussed ways to attract new members. It was noted that there needs to be a clear picture of how EDI-WG and LDIC complement each other and work together. These discussions are ongoing.

Librarians as Principal Investigators (PIs). As Statewide discussed how to approach the issue of librarians as PIs and granting PIs status as exceptions, the UL and LAUC-SD Chair co-sponsored a

working group to explore this issue on the UC San Diego campus. A final report was shared with LAUC-SD Executive Committee and will be shared more broadly before the membership meeting in the Fall. In addition, Senior Leadership Team drafted a sponsored project proposal workflow. Because PI exceptions are treated differently at each campus, LAUC Statewide has appointed a Task Force on Academic Status for the 2022-2023 academic year.

Librarian Service Recognition. A working group was established to examine Librarian Service Recognition. After gathering feedback from LAUC-SD members and surveying other LAUC divisions, a recommendation was made to honor the service of librarians with a gift card instead of a catered reception. The tradition of plating a book to recognize the librarian will continue though the workflow has been streamlined. This will be re-evaluated after five years and all members have had the opportunity to be honored in this way. After the five-year period, the membership may want to revisit having a catered reception.

Remote and Hybrid Work. LAUC-SD Executive Committee provided feedback on the Guidelines for Remote Work, a document for both employees and supervisors to aid in determining whether or not a position is eligible for fully-remote work. Currently, many librarians are on a hybrid schedule but there may be librarians who would like to move to a fully-remote schedule.

Value of Librarians. This topic was a theme that came up throughout the year specifically when discussing Librarians as PIs and Strategic Planning.

Summer Social. LAUC-SD gathered for a summer social on Tuesday August 23 for a lunchtime event at Dirty Bird's (in the space Round Table formerly occupied). 24 members attended the event. This was our first in-person gather since the start of the pandemic.

CAPA - Annual Report highlights:

- Full agreement on all 16 review files (PDs, CAPA, ad hocs, UL)
- Recommended actions had consistent agreement
- Recommendation that University Librarian continue to attend PD/RI training sessions this fall
- Recommend continuing with deadline extension which helped with files being submitted on time and reduced errors
- Recommend continuing with electronic documentation

Mentoring - Annual Report highlights:

- Graduate Internship Program. Hosted one Graduate Internship from San Jose State University, interning in the AELS Program working on instruction and research advisory services under the supervision of Lisa Martin, APD for Instruction and Outreach Services. The final deliverable of the internship was a workshop for SLA's customer experience staff and reference service providers on Known Item Searching using UC Library Search. Because the preparation for this workshop consumed significant time for the intern, AELS offered this workshop in lieu of a LAUC presentation.

- Librarian Career Chats. Coordinated and conducted a successful Librarian Career Chats program, opting for this virtual alternative to the formerly in-person Shadow Day due to ongoing concerns with COVID-19. 87 mentees originally responded (66 met virtually with a mentor, 14 did not respond to the mentor's inquiry, 7 were assigned as 'status unknown')
- Other activities
 - Webpage review: [Mentoring Committee](#), [Academic Library Careers](#), [Mentor Roles and Responsibilities](#)
 - Developing a project plan and template for librarian profiles to be shared on the public webpages. Project is in progress and will be fully implemented next year.

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

- Programming
 - Design Thinking Workshop
 - LAUC-SD Librarian Speaker Series
 - IRB Overview
 - Academic Library Succession Planning in the University of California (UC) System
- Professional Development
 - Writing Camps
 - Library Juice Series
- Other Activities included the Committee's involvement in the Librarians as Principal Investigator (PI) Working Group (discussed above)

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 Laura Schwartz, LAUC-SD Chair, 2021-22