

# LAUC San Diego Division Report 2019-2020

2019-2020 LAUC-SD Annual Report, prepared by Dominique Turnbow, LAUC-SD chair

## State of the Library

This year the Library continued to build on the transformation in leadership that started in July 2019. Specifically, the LAUC-SD Chair served as a contributing member on the newly formed Library Leadership Council (LLC). As of this writing (August 2020), there are the following vacancies:

- AUL-Enterprise Services (which will become the Chief Administrative Office (CAO))
- AUL-Collection Services (which will become the AUL-Scholarly Research Services (AUL-SRS))
- AUL-Academic Services (which will become the AUL-Learning and User Experience (AUL-LUE))

In addition, there was one interim Program Director assignment (Collection Development Program). Some LAUC-SD members took on interim AUL and PD, and APD roles.

LLC met monthly until March 2020, when the COVID-19 pandemic closed all campus buildings and drastically changed the group's focus. From September 2019 through February 2020, the discussion focused on how to restructure the senior leadership management team as a result of the retirement of all three Associate University Librarians between June 2019 and November 2020. The discussion was led by representatives from the Office of Operational Strategic Initiatives (OSI). The outcome was a new senior leadership structure that included an AUL for Learning and User Experience (AUL-LUE), an AUL for Scholarly Resources and Services (AUL-SRS), and a Chief Administrative Officer. An important role of the LAUC-SD Chair on LLC was to advocate for LAUC-SD Members to have an opportunity to provide official, written feedback to the University Librarian after candidate interviews. The University Librarian provided LAUC-SD with 30 minutes for a four-member panel to interview candidates and submit a written statement for the candidate's file. The LAUC-SD interview panel included the Chair, Vice-Chair, Past Chair, and CAPA Chair. As of this writing, the recruitment for the CAO was completed, screening and final round interviews for the AUL-SRS were completed (but a candidate had not been named into the position), and screening was completed for the AUL-LUE position.

In March 2020 the focus of LLC changed as a result of the COVID-19 pandemic. Between March and August, LLC moved to daily, then three times a week, then twice-weekly meetings. Much of the discussion centered around the Library's response on how to continue to provide services to users as a result of closing the buildings, then a phased reopening of them beginning in July 2020. Also during this time, LLC began discussing the impact of the pandemic on the university and therefore the Library's budget. It became increasingly clear that the LAUC-SD Chair's role on LLC needed to be further refined. As a closed meeting, members of LLC typically do not discuss the finer details of topics addressed at the meetings with those that are not in the meeting. Program Directors are encouraged to discuss the outcomes of discussions with LLC with staff in their programs, but the LAUC-SD Chair was not empowered to do the same with LAUC-SD members more broadly. It was difficult to realize the formal objectives of LAUC-SD, which is to "...to advise the University on professional and governance matters, to make recommendations concerning UC librarians' rights, privileges, and obligations, and to promote full use of UC librarians' professional abilities" (LAUC-SD website) without being able to get feedback from members and therefore advocate on behalf of them at meetings. This is an ongoing discussion between LAUC-SD Chairs the University Librarian. At the time of this writing, it was agreed that the LLC minutes would be more robust in order to provide members with more information so they can ask questions of their Program Director or the LAUC-SD Chair if desired.

In addition to the changes in senior management, some library programs were combined and restructured. The library organizational structure as of July 2020 is available on LiSN. Notably, Learning Services and the information and reference services part of Research Advisory Services were combined with the Academic Liaison Program to form the Academic Engagement and Learning Services (AELS) Program. Additionally, the DLDP and research support part of the RAS programs were combined into a new Scholarship, Tools, and Methods (STM) Program.

The Library's space renovation plan has continued to progress, although more slowly as the pandemic has shifted focus. A March 2020, report details the service changes that will occur during and after construction.

## Library News

There were 58 librarians on the LAUC-SD roster as of September 2019. This year we lost our colleague Gayatri Singh in a tragic car accident. There was one librarian that did not achieve career status after five years at the Assistant level and left the Library in September 2020.

Librarians Hired:

- Bredny Rodriguez, Subject Specialist for Psychiatry & Leadership of Healthcare Organizations (September 2019)

Retirements or Resignations:

- Erin Glass, Digital Humanities Coordinator

## LAUC-SD Committee Highlights & Activities

### LAUC-SD Exec Board

The LAUC-SD Executive Board's work focused on two priorities his year.

The first priority was the recruitment of the two AULs and CAO positions. We spent the first part of the year (September-March) identifying ways that LAUC-SD could be involved in the recruitment of senior leadership positions. Our January membership meeting focused on gathering input from members about the qualities they would like to see in our new AULs and CAO. Once interviews were scheduled, four LAUC-SD Executive Committee members participated in each of the interviews and submitted formal write-ups to the University Librarian.

The second priority was to update the ARPM to reflect current practices. LAUC-SD Members, Adele Barsh and Michelle Mascaro, agreed to work on this. At the time of this writing, this work has not been completed. Details of their progress this year and recommendations for next steps are documented in the 2019-2020 LAUC-SD Executive Board Transition Meeting minutes.

The LAUC-SD Board shifted to virtual work quickly as a result of the pandemic. The committee accomplishments are highlighted in their own annual reports and below. For the first time ever, the Librarian Recognition Ceremony will be held asynchronously online in 2020 with a goal of including those that are recognized this year in the in-person ceremony in 2021.

## **CAPA**

Annual Report Highlights:

- This cycle was unprecedented due to the global pandemic and statewide “shelter in place” orders, which is addressed on page 10 of [the] report, “Impact of COVID-19 on Future Academic Reviews.”
- There was a divergence of opinions when it came to merit points, with a significantly smaller percentage of files receiving additional merit points from the UL than in previous years.
- There were several impacts from our recent Library reorganization and vacancies that affected the 2019-2020 review files and may continue to do so in the future, including the loss of senior management and administrative team, Library reorganization, and the formation of the AELS Program. These impacts are detailed in the report.
- CAPA drafted an *Impacts of COVID* statement to guide librarians and Program Directors in future reviews.

## **Library Diversity & Inclusion Committee**

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**

Annual Report Highlights:

- Due to the impact of COVID-19, the committee offered a virtual Librarian Career Chats in late summer instead of a traditional Shadow Day experience in the spring.
- Hosted one intern.
- Paused the Fudan internship program continued for the 2019-2020 program year. Due to the pandemic, the program is unlikely to resume in the near future.

## **Research & Professional Development (R&PD)**

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

*Note: some of the linked documentation in this report is for internal Library employee access only, and is linked for the convenience of the LAUC-SD Membership.*

*Respectfully submitted Dominique Turnbow, LAUC-SD Chair, 2019-2020*