

**LAUC Assembly 2022
UC Santa Barbara
Tuesday, March 15, 2022**

Attendees: Rachel Green, UCLA (President); Mary-Michelle Moore, UCSB (President Elect & R&PD); Martin Brennan, UCLA (Past President); Jennifer Nelson, UCB (Secretary); Dean Rowan, UCB (Parliamentarian); Celia Emmelhainz, UCB (Vice-Chair), Ramona Collins, UCB (Delegate); Ann Glusker, UCB (Delegate); Kate Peck, UCB (Delegate); Melinda Livas, UCD (Chair); Sheena Campbell, UCD (Delegate); Xiaoli Li, UCD (Delegate); Shu Liu, UCI (Chair); Stacy Brinkman, UCI (Vice-Chair pro tem); Melissa Beuoy, UCI (Delegate); Dalena Hunter, UCLA (Chair); Diana Ascher, UCLA (Vice Chair); Renee Romero, UCLA (Delegate); Shannon Tanhayi Ahari, UCLA (Delegate); Olivia Olivares, UCM (Chair); Rebecca Gourevitch, UCM (Vice-Chair); Janet Reyes, UCR (Chair); Noah Geraci, UCR (Delegate); Laura Schwartz, UCSD (Chair); Xi Chen, UCSD (Vice-Chair); Stephanie Labou, UCSD (Delegate); Ariel Deardorff, UCSF (Chair); Anneliese Taylor, UCSF (Vice-Chair); Martha McTear, UCSB (Chair); Chizu Morihara, UCSB (Vice-Chair); Angela Chikowero, UCSB (Delegate); Daniel Story, UCSC (Chair); Martha Stuit, UCSC (Vice-Chair); I-Wei Wang, UCB (CPG); Catherine Busselen, UCSB (SLFB); Jenny Reisinger, UCSD (DEI); Marlayna Christensen, UCSD (Co-Webmaster); Sylvia Page, UCLA (Co-Webmaster).

Absent: Susan McElrath, UCB (Chair); Cynthia Johnson, UCI (DOC); Brian Quigley, UCB (SCLG); Allegra Swift, UCSD (SLASIAC); Lia Friedman, UCSD (Social Media Co-Coordinator).

1. Meeting called to order at 10:00 am.
2. Roll call of divisions and delegates (J. Nelson).
 - 73 total attendees, including in-person and virtual.
3. Approval of February meeting minutes (J. Nelson): February minutes are approved.
4. Overview of LAUC board activity.
 - a. During the afternoon portion of the assembly there will be an informal discussion about the future of the LAUC statewide assembly, which will not be on Zoom. No final decisions will be made, so please make your voice heard even if you are not attending the assembly in person. Any thoughts or feedback about the topic should be sent to [R. Green](#) and/or [M. Moore](#) (President Elect), who will be planning next year's assembly.
 - b. In the past assemblies were held exclusively in person making a dense one-day agenda less exhausting than in a virtual environment. The last two assemblies were virtual, so last year's was spread out over the course of a week to ease the burden of the heftier agenda. This year's assembly is hybrid, with the business portion being both in person and online, and the afternoon being exclusively in person, including lunch, discussions, and tours. The benefit of having an online portion is that more people can attend. The benefit of an in-person meeting is that attendees can meet their colleagues and get to know other campuses and campus libraries. The goal is to include as many people as possible while still maintaining an in-person component. Heftier agenda topics will be held as virtual events later in the LAUC year. Feedback about how this assembly went is most welcome and can be sent to [R. Green](#).
 - c. PI Status
 - i. Background
 1. When applying for non-LAUC grants Librarians typically cannot automatically list themselves as PI. Librarians are not automatically eligible for PI status (with the exception of UCSF where Librarians are eligible for PI status per their [local procedures](#)). Librarians can apply for an exception, but success of such an application is at the discretion of the UL. At least one UL never signs off on PI status for Librarians. LAUC's position is that, if Librarians cannot have automatic PI status, at least granting of the exception should be available to all librarians in the entire UC system.

2. R. Green brought the issue to CoUL, raising a number of issues, including the importance of equity and getting credit for one's work; a potential to feel demoralized for one's work not being recognized; and the potential of losing grants because of a UL's insistence on being listed as PI despite having no background in the subject area (which has happened in at least one case). For the most part the ULs were very supportive. R. Green clarified that LAUC is not asking for a change to the APM (at least for now). It's clear that most campuses are granting the exception for PI status, and there's possibly just one campus that is categorically denying it.
- ii. R&PD was charged (with input from the Exec Board, CPG, and local R&PDs) with creating a [survey](#), which has been sent out and will be open until the end of March. Please fill it out! Zoom meeting will be scheduled later in the year to discuss the results and the way forward. There isn't a question in the survey about reporting structure (reporting to UL or to a Dean as is the case with Affiliated Librarians), so if that is an issue please add that information in the open text question.
- iii. Which divisions have heard from ULs on this issue?
 1. UCB – PI status has been discussed. UL is generally supportive of PI status, either one-time or ongoing exception, and has granted both.
 2. UCD – UL is supportive of Librarian PI status, as long as all procedures are followed properly. UL gave in-depth presentation about PI status at fall general meeting. The spring general meeting will include a presentation from the Office of Research about PI and IRB status for Librarians.
 3. UCI – Last general meeting was attended by AUL for Administration and not by UL. AUL said that the UL has authority to grant PI status for grants but does not have delegated authority to grant IRB status (which is granted by the Office of Research). For IRB the PI must be a member of the Academic Senate.
 4. UCLA – No discussion with UL (UCLA Affiliated Librarian commented that they are granted PI status).
 5. UCM – UL is very supportive of PI status for Librarians and there is general support at administrative level.
 6. UCR – No opportunity to discuss with UL yet this year, and no test case has come up. Issue is currently on hold.
 7. UCSD – A working group has been formed with six LAUC-SD members. The UL and LAUC-SD Chair are co-sponsors of the working group. Deliverables include but are not limited to: 1. documenting the current practice for submitting non-sponsored IRB research proposals 2. Drafting a report regarding the process for requesting exceptional PI status and criteria for the University Librarian to consider when discussing library employee roles on sponsored projects. Work should be complete August 2022.
 8. UCSF – PI status for Librarians is automatic per [local procedures](#)
 9. UCSB – UL is supportive and does grant it; procedures currently being documented.
 10. UCSC – UL is supportive of granting the exception but there have been no discussions.
- d. Statewide Listserv
 - i. LAUC Statewide is well on the way to having a statewide listserv. Final quirks are being resolved but it is now possible for the LAUC officers to email nearly all statewide members.
- e. CoUL Joint Project Team re DEI
 - i. Erik Mitchell (UL-UCSD) coordinating project team with CoUL to have DEI work included in peer review in APM.

- ii. Requested that LAUC send 2-3 members to be on a joint project team with CoUL. R. Green thanks [Xaviera Flores](#) (UCLA), [Lia Friedman](#) (UCSD), and [Jerrold Shiroma](#) (UCM) for volunteering. Please reach out to them with any questions, feedback, or concerns.
5. Committee Reports
- a. Committee on Research & Professional Development (M. Moore)
 - i. Second call (for research, presentation and mini-grants) went out on February 14, 2022, with a deadline to local R&PD committees of March 18, 2022 (guidelines [here](#)).
 - ii. PI [survey](#) has been completed and has gone out.
 - iii. Statewide R&PD exploring how committee can assist with clarifying IRB status, how to get started on research projects, and other such issues. Please let [M. Moore](#) know if there is interest in R&PD developing programming or resources around this issue, as it could be a task for next year's President Elect/R&PD Chair.
 - b. Committee on Professional Governance (I. Wang)
 - i. [Link](#) to report.
 - ii. CPG has been working hard to address its three specific charges for this year, as detailed in our written [report](#). The Summary of Action Items includes draft motions regarding amendment of Bylaws, actions that may be better addressed at a future Assembly.
 - c. Committee on Diversity, Equity, and Inclusion (J. Reiswig)
 - i. [Link](#) to report.
 - ii. [Survey](#) to collect information from each campus on DEI-related positions in the Library. Survey not to be completed by individual LAUC members; each campus will designate one person to fill it out (e.g., DEI coordinator, HR).
 - iii. Collect information about anti-racist activities on each campus. Information will be gathered via LAUC websites (presentation, Libguides, etc.) instead of adding questions to the survey.
 - d. Nominating (M. Brennan)
 - Nomination period for the offices of LAUC Statewide [Vice-President/President-Elect](#) and [Secretary](#) is currently open; see email call from M. Brennan dated March 15, 2022. For more information, or to nominate (including self-nominate), contact [M. Brennan](#).
 - e. Communications Committee (M. Christensen)
 - i. [Link](#) to report.
 - ii. Appointed group. Current members, besides M. Christensen, are Sylvia Page (UCLA), Joy Holland (UCLA) and Lia Friedman (UCSD).
 - iii. [Website](#), [Slack](#), [Facebook](#), [Twitter](#).
 - iv. Implemented new statewide listserv.
 - v. In September 2022 committee will be recruiting a new Webmaster and Social Media Coordinator. If interested in joining committee please contact [M. Christensen](#) and/or [M. Brennan](#).
6. Reports from Committee Representatives
- a. SLASIAC - Systemwide Library and Scholarly Information Advisory Committee (A. Swift)
 - [Link](#) to report.
 - b. UCOLASC - University Committee on Library and Scholarly Communication (R. Green)
 - i. Meets quarterly; next meeting in May.
 - ii. Will request to bring PI issue to make them aware of it.
 - iii. Meeting schedules, agendas, and minutes are available on their [webpage](#).
 - c. SCLG – Shared Content Leadership Group (B. Quigley)
 - i. [Link](#) to report.
 - ii. Discussions have generally reflected our priorities around open access and equity, diversity, and inclusion.

- iii. Among other issues, SCLG has:
 1. Reviewed and provided feedback on potential transformative open access agreements.
 2. Developed an equity, diversity, and inclusion (EDI) statement that is under review by DOC and CoUL.
 3. Reviewed several potential OA investments.
- d. SLFB - Shared Library Facilities Board (C. Busselen)
 - i. [Link](#) to report.
 - ii. SRLF Director, Cathy Martyniak left UC to take a position at the Library of Congress in November 2021. Christine Barone is currently serving as SRLF Director.
 - iii. Susan Swarts is on a leave of absence from NRLF; Jo Anne Newyear Ramirez is providing interim leadership at the NRLF during this time.
 - iv. Tim Converse was named Operations Manager for NRLF in February 2022, creating a vacancy in Tim's former position as Head of Deposit Services at NRLF.
 - v. The SLFB Board approved an Exceptional Deposit of 10,000 volumes from the C.V. Starr East Asian Library at Berkeley to be deposited to the NRLF beginning in October 2021.
 - vi. The January-June 2022 Allocation was unanimously endorsed by SLFB on January 24, 2022.
- e. DOC – Direction and Oversight Committee (C. Johnson) [Link](#) to report.
 - i. Transitioning SILS from implementation to maintenance, which is called the SILS governance structure, is now part of the UC Libraries Advisory Structure (UCLAS), and now reports to DOC.
 - ii. Related to the SILS governance structure, DOC is discussing and working through the growth in Leadership Teams that report to DOC and expectations for working with Leadership Teams.
 - iii. DOC's liaison relationships with the groups which report to DOC
 - Examples of these discussions include discussions about DOC's expectations of a DOC liaison and whether the workload is evenly distributed across DOC members.
 - iv. Continuing impact of the pandemic, even as classes have returned to in-person.
- f. CoUL (R. Green)
 - i. PI status.
 - ii. DEI change to APM.
7. Round Robin: Highlights and Issues from the Campuses
 - a. UCB (S. McElrath)
 - i. With the continuation of the pandemic, the adoption of flexible work agreements, and issues due to staff shortages and budget cuts, LAUC-B has emphasized supporting its members. This year's fall assembly focused on a variety of concerns identified in a 2020-2021 [survey](#) of members including burnout, career planning, and onboarding. There is concern about burnout becoming an even more pressing issue, since the Library's new strategic planning process focuses on addressing additional budget cuts through reducing the Library's footprint and services. Departures and retirements have significantly outpaced new hires and this may continue for the foreseeable future.
 - ii. Members of LAUC-B have worked tirelessly with their library colleagues to move the Library forward in addressing systemic racism. In addition to participation in the Task Force on Racial Justice, they have advocated for the creation of a standing committee, for DEIA training, and for the need to better support our BIPOC colleagues, including library staff. We are looking forward to partnering with the Library's Equity and Inclusion Committee to continue to advance these issues.
 - b. UCD (M. Livas)
 - i. [Link](#) to report.

- ii. PI Status Presentation.
 - 1. In December of 2021, UL MacKenzie Smith shared information about Principal Investigator [PI] Status for Librarians during our General Membership meeting. A [subject guide](#) was created to share additional resources about PI status and the UL's presentation.
 - 2. Someone from the Office of Research and Institutional Review Board Administration will provide a more in-depth presentation about PI Status and research responsibilities at the spring General Membership Meeting.
 - 3. Someone from the Office of Research will present during our General Meeting on June 2, 2022.
- iii. Task Force on Librarian Reviews.
 - 1. Library Administration convened a Task Force on Librarian Reviews; the purpose of this Task Force is to review and recommend improvements to the UC Davis Library's academic review process.
 - 2. Task Force members are working on the first round of category revisions.
- iv. LAUC-D Website Revision.
 - 1. We are in the process of revamping our website for efficiency and transparency.
- v. Three [STEM Librarian Positions](#) Available.
 - 1. STEM librarian: Specializing in Agriculture and Environmental Sciences.
 - 2. STEM librarian: Specializing in Life Sciences.
 - 3. STEM librarian: Specializing in Engineering, Technology, Physical Sciences
- c. UCI (S. Liu)
 - i. UCI has held two general meeting, both virtual.
 - ii. Quarterly meetings with UL and AUL. Topics include how to increase staff morale and how to keep Librarians and library staff engaged.
 - iii. Zoom interviews ongoing for AUL for Public Services.
 - iv. Recruitment for Director for DEIA; and Criminology (get from last minutes)
- d. UCLA (D. Hunter)
 - i. Held one general meeting in the fall; spring meeting is upcoming.
 - ii. Productive conversation with UL with members being able to voice thoughts, concerns, and grievances.
 - iii. Challenges with LAUC participation, morale, ongoing PI status issue. Hoping to continue these conversations in a transparent setting.
 - iv. Current recruitments: [Performing Arts Curator](#) (special collections); Digital archivist; EDI librarian.
 - v. Monthly exec board meetings have been discussing:
 - 1. Peer review, transparency and consistency around professional development.
 - 2. Transparency in salary and salary negotiation process.
 - 3. Academic freedom.
 - 4. Representation of affiliated librarians and professional development support.
 - 5. Hybrid schedules negotiated on a quarter by quarter basis; campus opening in the spring.
- e. UCM (O. Olivares)
 - i. Discussion of PI status is ongoing; waiting for test case.
 - ii. Sharp budget cuts in strategic plan. Provost gave Library a one-time infusion to cover a budget gap, but there is concern for future budget gaps.
 - iii. Desire to build a medical school but no word on support for library collections to support new school.
 - iv. Library advocating for increased funding for collections, staffing, operating costs, space, digital projects, and data management.
 - v. Just won [Zero-Cost Course Materials](#) grant (30K over three years) to replace commercial textbooks with freely-available textbooks.

- f. UCR (J. Reyes)
 - i. UCR Library has a large number of open positions; currently there are 13 active recruitments, with other recruitments waiting to be approved.
 - ii. Discussion of whether low staffing negatively impacts the quality or quantity of services the library provides.
 - iii. Concern regarding guidelines and procedures for memorializing colleagues who have passed away.
 - iv. Ad hoc committee formed to look at LAUC-R documentation and local procedures to maximize efficiencies.
 - v. Programs committee has hosted three virtual check-ins (most recent one held in [Gather](#))
- g. UCSD (L. Schwartz)
 - i. Fully remote work. Fully remote work for staff including librarians is under discussion at administrative level. Input on evaluation criteria has been solicited from LAUC-SD ExComm.
 - ii. Librarian Service Recognition Working Group. Recommendations made to UL to shift from a reception to gift card. Book selection and book plating will continue. LAUC-SD is moving forward with this new method of recognition and will reevaluate in 2024.
 - iii. Librarian vacancies. Several librarian vacancies are in recruitment or have been recently filled. Others that have been approved but not yet in active recruitment. Still others that have not yet been approved for active recruitment.
 - iv. EDI working group. Two subgroups have been working on the following topics. Presentation of their work is forthcoming to Library staff.
 - 1. Staff recruitments.
 - 2. Definitions. To build a common understanding of EDI terms and language.
 - v. Strategic Planning. Process continues and a new strategic plan should be finalized in summer 2022.
 - vi. Geisel Library Construction. Renovations are scheduled to be complete summer 2022.
 - vii. [\\$10M donation from Sally T. WongAvery](#). Donation will support East Asian Collections, research and scholarly activities. Biomedical library building to be renamed to WongAvery Library and Chinese Studies Librarian will become the Sally T. WongAvery Librarian for Chinese Studies.
- h. UCSF (A. Deardorff)
 - i. Four new librarians were hired this year—a huge hiring surge for UCSF. This year’s focus is therefore on onboarding new librarians.
 - ii. A new LAUC buddy program is being piloting that pairs newer librarians with experienced LAUC members for peer mentoring, professional development, and building collaborations across teams.
 - iii. Since regular LAUC meetings were discontinued a couple years ago priority has been placed instead on quarterly social get togethers, with the first in-person one coming up in April.
- i. UCSB (M. McTear)
 - i. Welcomed 3 new librarians this past fall: Natalee Bell, Electronic Resources Manager; Farshad Sonboldel, Middle East Studies Librarian and Area Studies Collection Strategist; Christina Hwang, Director of Research & Engagement.
 - ii. Continue to work on incorporating recommendations from last year's Special Task Force on Violence and Racism towards People of Color. The LAUC-SB Executive Board and Committees are currently reviewing bylaws and procedures to better align with the recommendations.
 - iii. Fall membership meeting was held on Dec. 10; spring membership meeting will be scheduled soon.
 - iv. Zoom happy hour held on Feb. 24. Plans are underway for the first post-pandemic, in-person happy hour to be held in March/April.

- v. 3 UCSB librarians served on the LAUC Assembly Planning Committee and helped make this event possible (alongside LAUC President Rachel Green, UCI's Shu Liu, and myself). Many thanks to Mary-Michelle Moore, Catherine Busselen, and Kristen LaBonte for continuing to serve LAUC at both the Chapter and Statewide levels.
- j. UCSC (D. Story)
 - i. Welcomed new STEM Librarian, Wynn Tranfield.
 - ii. Ongoing recruitments for [Online Learning Librarian](#) and [Undergraduate Engagement Librarian](#).
 - iii. Successful LAUC-SC-sponsored virtual brown bag exploring editorial board service and peer reviewing.
 - iv. History journal American Historical Review launched new podcast History in Focus in partnership with UCSC Library.
 - v. Upcoming LAUC-SC bylaws vote to include AULs as affiliate members of LAUC-SC.
 - vi. In September '21, welcomed Tamara Pilko to permanent position as Electronic Resources Manager.
 - vii. In Fall '21, members voted to create a new COLSAC Representative position to be appointed yearly by the LAUC-SC executive board.
 - viii. In January '22, welcomed Rebecca Hernandez as Community Archivist.
- 8. End of Business Meeting
 - a. Reminder about PI Status [Survey](#)
 - b. Assembly 2023 in Santa Cruz!

Business meeting adjourned at 11:59 am