



LAUC President Report, 2019-2020

September 17, 2020

We began our year with an ambitious set of charges, some designed to wrap up or advance ongoing initiatives with others taking up meaningful new challenges. These goals fall under themes of promoting the impact of LAUC and our members; improving communication; advocating and socializing practices of Academic Freedom; addressing Diversity, Equity, and Inclusion challenges; reviewing issues related to peer review, recruitment, and retention; and supporting professional growth for librarians. While progress toward some of these goals were necessarily postponed or cancelled due to the COVID-19, I am impressed by the excellent work of the LAUC Board and Committees to push forward as much as possible, and am proud of our accomplishments despite the substantial disruptions our members faced. Specific accomplishments include:

LAUC Assembly

- LAUC planned an excellent Assembly gathering originally set for March 12, 2020 with a copyright panel and timely breakout discussions on a variety of topics planned. The assembly was cancelled at the last minute (on March 9) as the realities of the COVID-19 pandemic came to light for us.
- This year I again made funds available from the LAUC Statewide President's budget to subsidize Assembly attendance librarians new to the UC system. While ultimately these funds were not used, this is an important practice to document and consider again in the future, as a way to strengthen LAUC participation among new-to-UC Librarians, and offer these colleagues this opportunity for professional growth and collegial connection.
- We reworked the [assembly agenda](#) into a virtual affair, which was held on July 13, 2020, and was a great success. Being a virtual affair, attendance was more than doubled compared when compared to in-person registrants, and the discussions were lively and productive.
- While there is still a great value to gathering physically for events such as these, we made the best of a tough situation and saw some real benefits to the model as well. While the last few years members have been able to call in remotely, not nearly this number of people took advantage of that option, and those who did were sometimes faced with limited audio or other complications. I would encourage future LAUC assemblies to consider hybrid models that apply all that we are learning through this work/teach/learn/research/present-from home period.

Diversity, Equity, and Inclusion

- The Committee on Diversity, Equity and Inclusion completed a survey project, including a report and recommendations that future LAUC Boards are encouraged to take up.



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- In response to increased violence and racism towards black people and other people of color that raged forth during this traumatic year, the DEI Committee drafted a statement, approved by the Board. It serves both as an endorsement of the BACALA Statement that stands as a leading directive for the profession, but also aims to serve as a call to action for improved anti-racists efforts by our library and campus administrators, by ourselves as individual librarians, and by LAUC itself as we look to develop and improve as body:
<https://lauc.ucop.edu/node/1947>
- These themes were also a central component of our Assembly, with strong input from LAUC members on next steps LAUC can take to keep our foot on the pedal toward meaningful change.
- The Board also reviewed and supported the [SALAM Statement on Collection Development in the Time of Covid-19](#).

Support for Professional Growth of Librarians

- Again a competitive year, with an impressive array of “intriguing research and mini-grant proposals submitted, and by the wide variety of conference presentations at conferences,” with funding once again falling well short of grant applications.
- As LAUC President I was pleased to be able to offer supplementary funds to expand our ability to support this good work.
- During the spring grant cycle, the LAUC Research & Professional Development Committee did heroes’ work of examining their awards, reaching out to awardees, and determining which funds would not be spent due to travel limitations and cancelled conferences, in order to extend funds to those with needs only partially met.
- This committee had hoped to compose and conduct a survey of LAUC membership to gather data about their funding needs, more holistically, related to professional development activities (research, continuing education, publishing, and attending or presenting at conferences) to seek a better understanding, and ultimately recommend solutions for filling this gap.
- While this charge was suspended this year, both Marty Brennan, outgoing R&PD Chair and Incoming President, and I encourage the 2020-21 committee to take up this work.

Professional Governance

- The Committee on Professional Governance made good progress on their charge to investigate the length of time for recruitments within the Librarian series. However, Covid-19 realities drew attention of relevant parties on each campus elsewhere, and they were not able to complete their survey and recommendations. Their preliminary report will provide useful information and background for future work on this topic.
- CPG carried forward an initiative begun last year, to compare and evaluate librarian review practices across campuses. While some differences are likely necessary due to variation in campus size and composition, one key point was recommended: Each division should schedule



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annual reviews of their peer review documentation to insure all campuses are reviewing their peers based upon the same criteria, operating on best practices, and aligning with the Memorandum of Understanding (MOU), Academic Personnel Manual (APM), and other required documentation. Ideally, this should be done after each peer review cycle so that improvements can be made in time for the next peer review period.

- CPG also took up the timely and valuable work of addressing the impact COVID-19-related “Safer at Home” orders are likely to have on librarian performance as documented in upcoming University of California librarian review files. The resulting statement will be shared with local Committees on Appointments, Promotions, and Advancements (CAPA) and to the University Librarians.

Consultation and Representation with UC Systemwide Committees

- We carried forth our roles as consultants and representatives to the Academic Senate’s University Committee on Library and Scholarly Communication ([UCOLASC](#)), Direction and Oversight Committee ([DOC](#)), Shared Content Leadership Group ([SCLG](#)), Shared Library Facilities Board ([SLFB](#)), Systemwide Library and Scholarly Information Advisory Committee ([SLASIAC](#)).
- New appointees were made to SLFB and SCLG early in the LAUC year, and recommendations for appointments were sent along for approval at the time of the 2020 transition, with confirmation expected shortly.

Nominations and Elections

The nominating process was also a challenge again this year, resulting in the need to delay the election for statewide until later in the summer. COVID-19 and heavy librarian involvement in the major project to implement the Systemwide Integrated Library System (SILS) both played important roles in limiting librarian bandwidth for LAUC offices. While delayed, we ultimately had a successful election, and a strong Executive Board is poised to take leadership in September.

Documentation and Communication

Another major goal area for me this year, was to improve key documentation and build up communication infrastructure in useful ways. Some progress was made, mainly with some of the important, but less glamorous or obvious background work. I hope these efforts will undergird improved reporting, communication, and smoother elections, appointment, and transition processes going forward.

Respectfully submitted,
Heather Smedberg

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