



## **LAUC President's Report, 2021-2022**

September 12, 2022

I am pleased to report on LAUC's activities during the 2021-2022 year. Our members faced another difficult year, as COVID-19 continued to alter our work lives and staffing shortages forced librarians to take on heavier workloads. Despite the challenges, our members persevered, and our Executive Board and committees made tremendous accomplishments. I am immensely proud of the work LAUC has accomplished, which I summarize below.

### **LAUC Assembly**

We held a successful hybrid Assembly on Tuesday, March 15, 2022, hosted at UCSB's University Center. Many of our members were adamant about restoring an in-person component to Assembly, as they felt that a key component of the annual gathering is to assemble in person and experience a new campus each year. However, the months preceding Assembly were a time of intense uncertainty, as COVID-19 variants were causing case surges that shut down schools and otherwise made travel planning precarious. Ultimately, we were able to host a hybrid event that allowed for both in-person and virtual attendance.

We started with a hybrid business meeting in the morning, including updates from the divisions and from Statewide committees and initiatives. After lunch, we held an in-person discussion session, followed by campus tours and casual conversation.

The response to the hybrid event was extremely positive. While we had worried about the feasibility of a hybrid event where both in-person and virtual attendees felt like equal participants, the success of the event proved that it may be a viable option in years to come.

### **Standing Committees**

#### **Diversity, Equity, and Inclusion (DEI) Committee**

DEI, chaired by Jenny Reiswig, conducted a Diversity Officer survey of each division in order to gain a clearer picture of the types of DEI staff, resources, and support available for librarians. The committee also observed and provided feedback as the Executive Board handled a contentious DEI issue with CoUL. Midyear, I was contacted by CoUL to provide names of two or three LAUC members to serve on a joint task force for APM changes regarding DEI work. When one of our suggested members was removed without sufficient explanation, the Executive Board wrote a letter outlining its disappointment and making a request that the decision be revisited; CoUL then rescinded its request that LAUC participate at all. Our DEI committee played an important role in our Executive Board's deliberations. Finally, the committee



collaborated with our Communications Committee on the [Meet Our Members](#) section of the website.

### **Research and Professional Development Committee (RPD)**

RPD, chaired by VP Mary-Michelle Moore, fulfilled its primary responsibility of soliciting, reviewing, and awarding grants. Due to continued travel problems because of COVID-19, we had another year of decreased conference attendance and off-site research, such that we received fewer and smaller grant proposals. Consequently, we were not able to expend all of our grant funds again this year.

Outside of its standing charges, RPD's major accomplishment this year was designing and distributing a survey on PI status. The survey gauged members' experiences with requesting and/or obtaining PI status.

### **Committee on Professional Governance (CPG)**

CPG, chaired by I-Wei Wang, made headway on substantial charges this year. In addition to its regular work, CPG reviewed divisions' compliance with appointment terms on LAUC's standing committees, and CPG ultimately recommended both short-term and long-term solutions, including amending the bylaws and standing rules to allow for exceptions when divisions need shorter terms of service. Additionally, CPG reviewed the bylaws and standing rules generally and made recommendations for updates (e.g. removing committee names that no longer exist). Finally, CPG helped RPD with its survey on PI status by reviewing language before it was distributed to the membership. Following the survey's closing, CPG also analyzed the survey results and shared a summary with the Executive Board. Those survey results contributed to my UCOLASC presentation, which is discussed later in this report.

### **Additional Committees/Working Groups/Activities**

#### **Communications Committee**

The Communications Committee was renewed as an ad hoc committee at the beginning of the LAUC year. Members include the second-year Webmaster as chair, the first-year Webmaster, and the two News and Social Media Coordinators.

The Executive Board discussed the possibility of making Communications a standing committee so that it would not need to be renewed annually. However, because the LAUC bylaws require standing committees to have representatives from each division, and we often



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struggle to fill positions on our standing committees as it is, we concluded that annual renewal as an ad hoc is the only viable path forward at this time.

In addition to its regular work (e.g. maintaining the website, posting news stories, uploading Meet Our Members posts), the Committee's major accomplishment this year was creating a Statewide member listserv. Historically, LAUC Statewide messages needed to go first to division chairs, who would then have to forward the individual messages to their members. This process created great inequity, as members at different campuses received messages at different times and possibly not at all. Therefore, creating a Statewide listserv was a LAUC dream for many years, but a major challenge was always the issue of keeping it updated as our 400+ members come and go from the UC. During my year as VP, I offered the suggestion that we attempt to create a listserv that is comprised of the 10 division listservs so that the Statewide listserv is always as updated as each division's. This year as President, I revived the idea and made it an official charge of the committee; Webmaster Marlayna Christensen was able to make it a reality, and LAUC officers are now able to directly message our entire membership.

### **Nominations and Elections**

We had a successful and timely election that produced viable candidates for VP/President-Elect and Secretary. We were not able to find enough candidates for a contested election, partially due to LAUC members being overworked and overcommitted in their primary job responsibilities. However, our incoming VP/President-Elect and Secretary were extremely strong candidates who are well positioned to take on these roles.

### **Documentation**

Entering the 2021-2022 year, I discovered that our past R&PD documentation for award winners was missing many years of data. I personally contacted past grant recipients going back to 2014, collecting grant reports and project data. I then shared that documentation with our webmasters for uploading to the website.

I also discovered that our LAUC officers did not have consistent access to clear guidelines for their respective duties. I asked the other officers to compile an annual calendar of events/deadlines for their offices. I compiled such a calendar for the role of President, outlining requirements under the bylaws and standing rules, as well as less formal duties that fall on the President throughout the year. We are hopeful that this documentation serves future officers well by saving time and ensuring compliance with deadlines.

### **Advisory Role to Statewide Committees**



As LAUC President, I attended and presented at CoUL's September meeting. I spent the bulk of the session presenting on librarians' need for PI status at the various campuses, highlighting the inequity many librarians face. I began with background material like UC's Contract and Grant Manual, Chapter 1-500, which defines Principal Investigator and outlines the requirements of the role. I then shared a case/grant example from one of the campuses at which the UL had a strict policy of denying exceptions for PI status. I concluded with a request that the ULs support librarians as PIs when the librarians are doing the "significant" work, as required by Chapter 1-500. In the Q&A, we discussed ideas such as ULs hosting information/training sessions for librarian PI status, as well as LAUC conducting a survey and issuing a report and/or recommendation.

In my capacity as President, I also served as Consultant to UCOLASC and attended the group's three quarterly meetings. During the third meeting, I presented the topic of librarians as PI, covering much of the same material from the CoUL presentation. The faculty were supportive and expressed concern about some librarians' inability to be granted PI status at some of the campus libraries.

LAUC also continued to have representatives to the Direction and Oversight Committee (DOC), Shared Content Leadership Group (SCLG), Shared Library Facilities Board (SLFB), and Systemwide Library and Scholarly Information Advisory Committee (SLASIAC).

### **Task Force on Academic Status**

In light of the results of the R&PD survey on PI status, as well as feedback generally from our membership, the Executive Board decided that it would be helpful to appoint a task force to further examine the issue of PI status for UC librarians. The task force was appointed in June 2022, and volunteers were appointed in August 2022.

Respectfully submitted,

Rachel Green  
LAUC President, 2021-2022