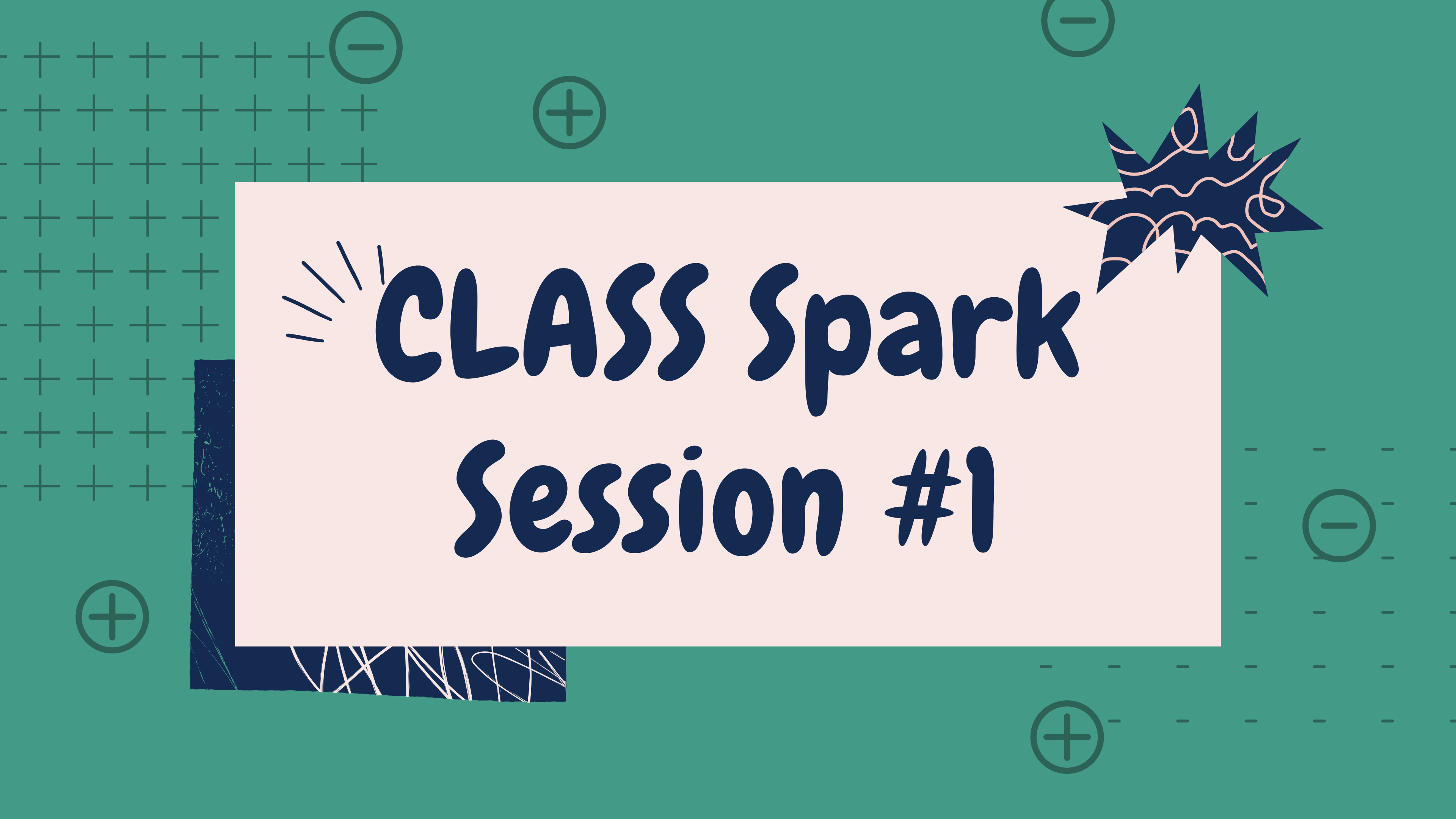




CLASS Spark Session #1

California Libraries Access Services South

Formed in 2018, California Library Access Services South (CLASS) stands as a pivotal network fostering training, programming, and community-building among access services professionals within Southern California's academic and public library institutions. CLASS dedicates itself to empowering those at all levels of our field.



CLASS Leadership & Planning Team

- Kelly Ann Sam
 - California State University, San Marcos
- Tierra Sowell
 - University of California, Los Angeles
- Sally Bryant
 - Pepperdine University
- Shana Higgins
 - California State University, San Bernardino
- Carly Garzón Vargas
 - University of California, San Diego
- Graciela Aragon
 - California State University, San Marcos
- Estéfani Bowline
 - University of California, Los Angeles
- Rhonda Rosen - Retiree
- Teresa Roudenbush - Retiree



Land Acknowledgement

Before we get started, we would like to acknowledge that this presentation is being given from various locations in the state of California and we honor the original inhabitants of the lands in which this presentation is being given. We would like to thank the host nations for their commitment to these lands and have committed ourselves to listening to and supporting indigenous people.

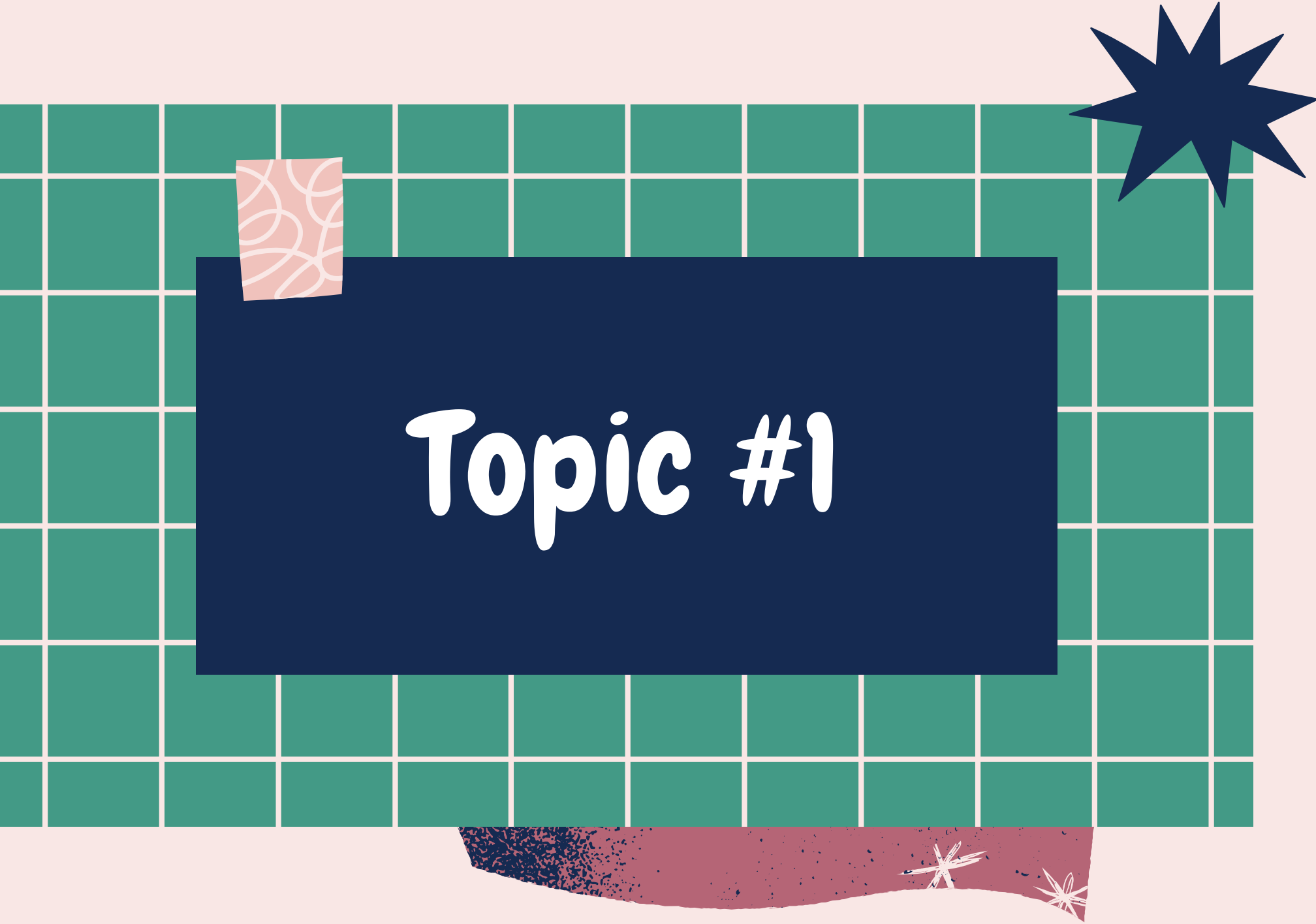
Today's Topics

1

Organizational
structure changes
due to budgeting

2

Student Employee
recruitment, roles,
and impact



Topic #1

Speakers

- Kelly Ann Sam
- Shana Higgins

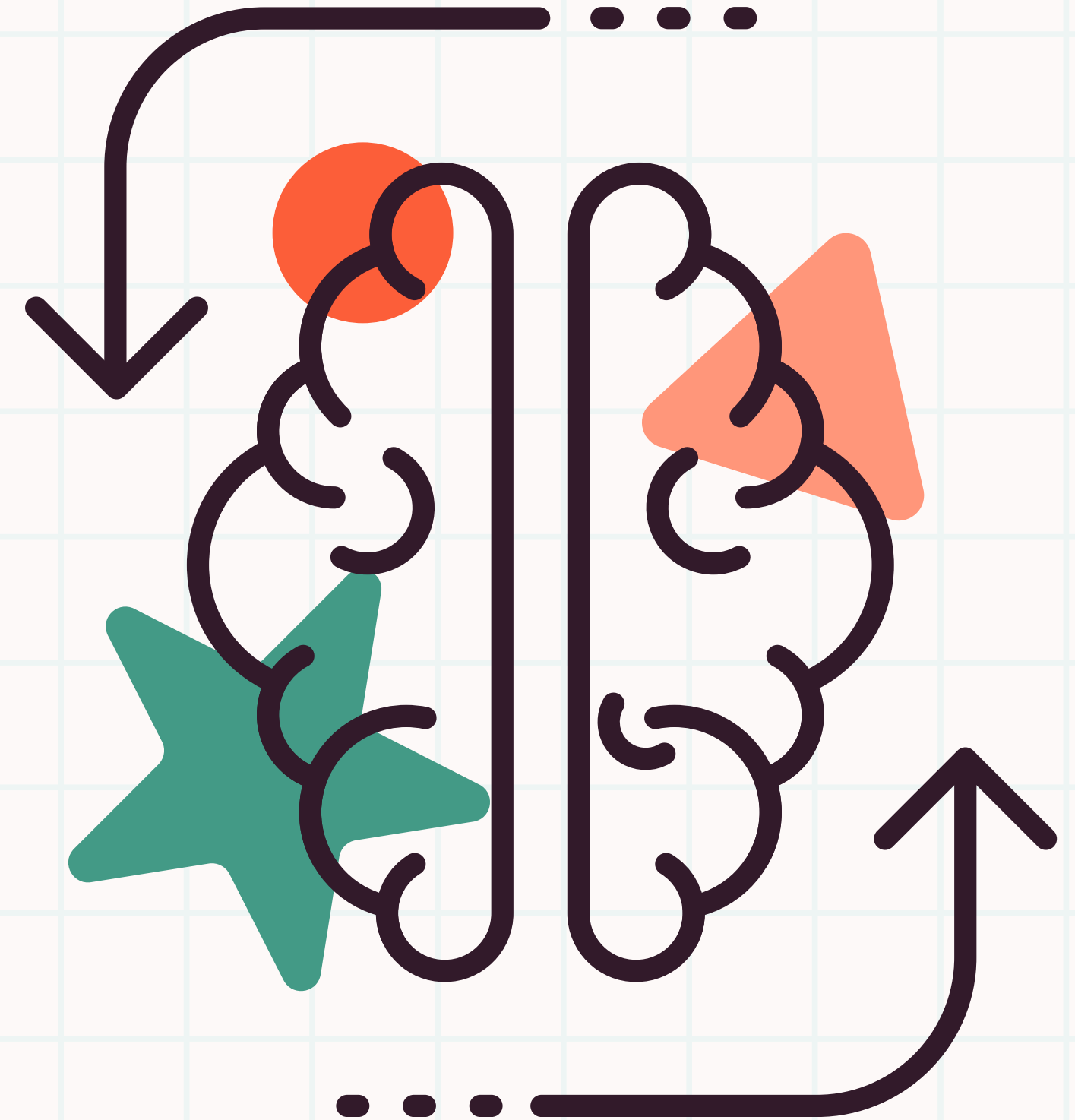


What practices did/have you adopted to foster rethinking budgets?

- Budget transparency between Admin and library staff/faculty
- Library-wide budget exercises
 - Having individual departments determine where they can reduce costs
 - Exploring new funding opportunities
- Prioritize people over services
- Sometimes change happens, and we respond

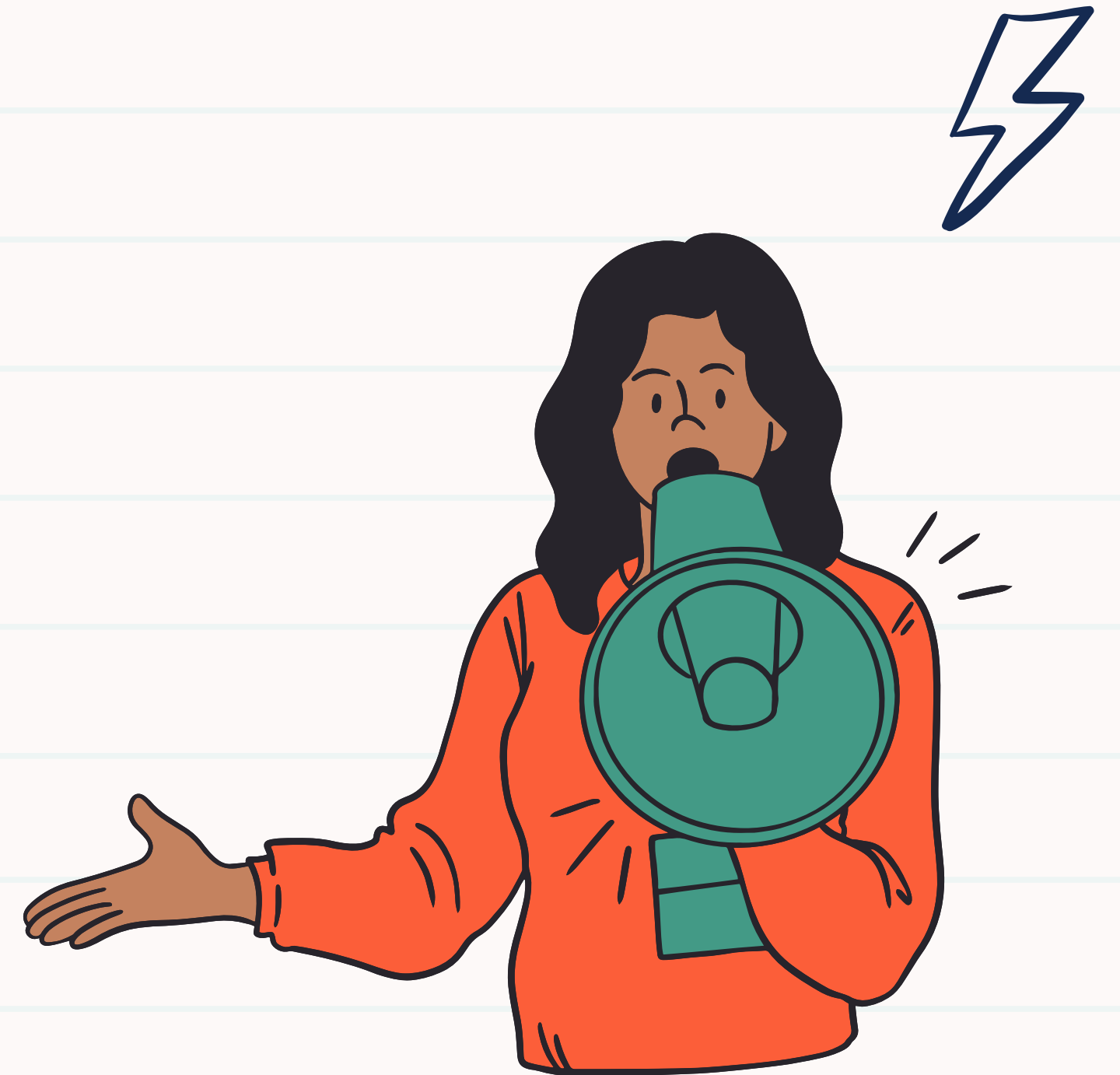
What practices and/or organizational structures have you adopted or are considering because of budget changes/reductions?

- Integrating staff from other departments
- Cross-training with Reference Librarians
- Reducing student employee budgets - pivoting to Federal Work Study and other programs that supplement student wages
- Early exit programs
- Library hours reduction



How do you advocate for library staff workload within the broader academic budget conversation?

- Reducing service hours - using traffic data to justify hours reductions
- Advocating for sustainable staffing
 - Protecting breaks, # of hours at service point, consecutive days off
 - Adhering to union contracts
- Advocating for increased pay for any staff taking on additional work
- Getting campus buy-in about library budgets
- Increased training and support for experiencing burn out
- “Do less with less”



lll

Q&A

Questions or comments about the topic?

Topic #1

Organizational structure
changes due to
budgeting



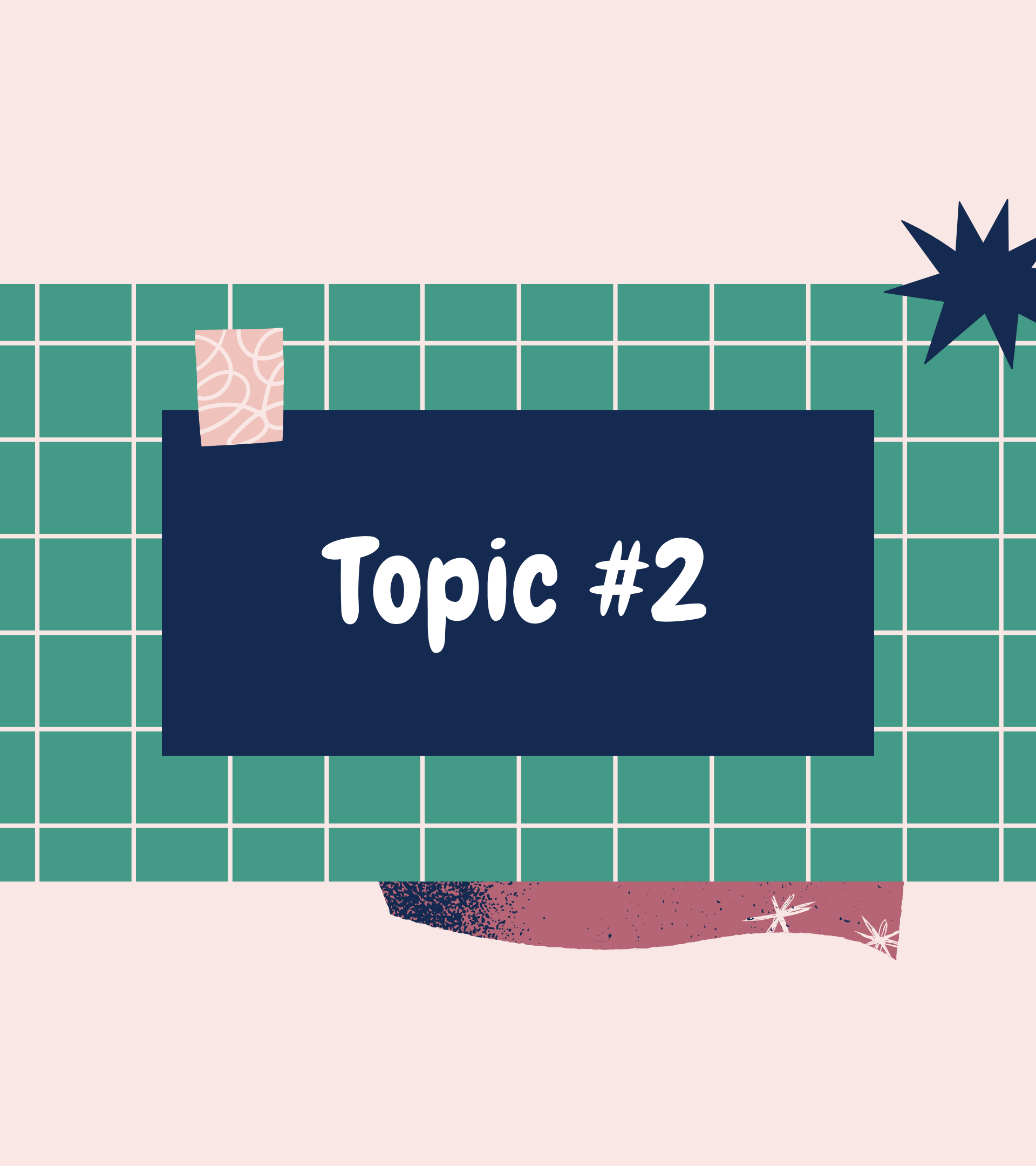
Questions

- What practices did/have you adopted to foster rethinking budgets?
- What practices and/or organizational structure have you adopted or are considering because of budget changes/reductions?
- How do you advocate for library staff workload within the broader academic budget conversation?



BREAK

Return at 11:10 AM



Topic #2

Speakers

- Carly Garzón Vargas
- Graciela Aragón
- Tierra Sowell

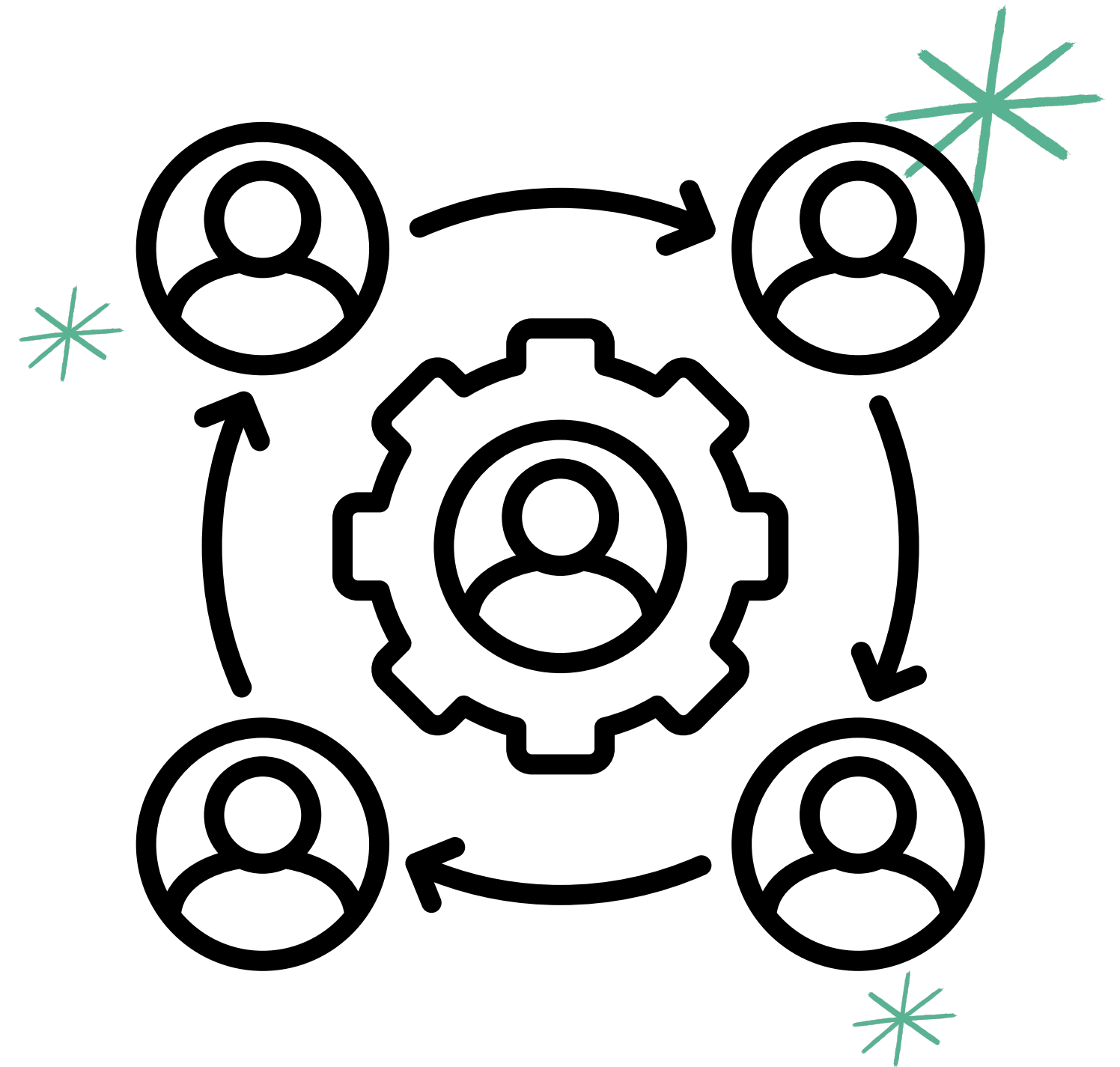


Does your library partner with other organizations on campus to recruit students for staff positions?

- DSIG (Dream Act Service Incentive Grant Program)
- ACE Scholars
- Aspiring Scholars
- Outreach and collaboration with campus partners.
- LSAC-Library Student Advisory Council

Are there ways your staff have restructured or re-envisioned student staff roles to get more value with fewer student staff hours?

- Sharing students across library units
- Changed daily schedule structure
- Combined job cards
- Cross training students



Are there ways you use data to show the impact of student workers on library operations, and student success?

- Tracking interactions
- Headcounts
- Schedule logging
- Patron feedback
- Career development for employees
- Co-curricular record
- Number of events supported



Q&A

Questions or comments about the topic?

Topic #2

Student Assistant
recruitment, roles, and impact



Questions

- Does your library partner with other organizations on campus to recruit students for staff positions?
- Are there ways your staff have restructured or re-envisioned student staff roles to get more value with fewer student staff hours?
- Are there ways you use data to show the impact of student workers on library operations, and student success?

Thank you for coming!



Feedback?

Tell us what you thought of the event!



Mailing List

Sign up for the CLASS email list for future events!

