

# UConn Library Annual Report

July 1, 2020-June 30, 2021

Submitted August 2, 2021

**University Initiatives.** The shifts required to address COVID restrictions were a major part of the work of the Library this year. We created guiding principles in March 2020 to provide quick and responsive solutions to new challenges. We were successful at engaging and sharing our processes and procedures in support of local and university-wide efforts. Staff pivoted to working from home, testing and incorporating multiple tools to engage and communicate remotely. We reviewed and modified services, shifting from providing print materials to digital access whenever possible, including negotiating with publishers for expanded electronic access to materials and providing virtual archival research support through the digitization of nearly 17,000 resources; incorporating new services like an extension of our late-night Ask A Librarian chat hours to better engage with international students working from their home countries, securing print materials in bags for pick up to decrease transmission of virus spread, creating a seat-reservation service and hiring staff monitors to increase student safety across our multiple campus locations; and expanded outreach to include online orientation videos and creating a Wellness Library ebook collection for campus with titles on self-care topics such as yoga, meditation, mindfulness, and health awareness. (2020-2021 Goal #2)

Along with the Provost and Future of Journals (FOJ) Committee, we have been working diligently to balance the need to provide essential research materials to UConn faculty and students while staying within our budget. The staff have continuously assessed the fiscal challenges and created a plan for remaining within our allocated budget. We were able to identify and begin the implementation process, in a beta environment, of an alternative article fulfillment system that could ultimately be used to replace the current system of journal subscriptions. In the coming year we will continue to test and develop the system with the vendor to ensure it meets the needs of the Library and the University. (2020-2021 Goal #1)

**Strategic Initiatives.** The Library continues to follow our Strategic Framework, applying our unique expertise and resources to engage with networks on and off-campus. (2020-2021 Goal #4) This Framework allows us to be active participants in the research, teaching, and diversity efforts at UConn, and is meant to guide the library support of the three university priorities. In our first year of implementing the Framework we created a process and funding model to allow staff to propose and lead initiatives, for which there were eleven proposals total. A few strategic highlights include:

- Our partnership with the School of Fine Arts and College of Liberal Arts and Sciences through Greenhouse Studios netted several successful grants including a \$152,276 grant

from the Corporation for Digital Scholarship for the Sourcery project and \$12,000 from the Kress Foundation to support the Charles V|R project.

- We received a \$12,035 Recordings at Risk grant from the Council on Library and Information Resources (CLIR) to digitize, preserve, and improve access to 243 sound recordings from the groundbreaking 1970 class at UConn, the “Black Experience in the Arts” course.
- We led a partnership among the Department of Anthropology, CT State Museum of Natural History, and the Office of the State Archaeologist that designed and deployed cutting edge digital imaging technology and 3D data creation on the State Museum’s [Caldwell Collection of North African stone points](#).
- Efforts to promote diversity, equity, and inclusion include the formation of multiple projects of note. The first is a working group to investigate how our collections could better reflect and realize the values of inclusion, diversity, equity, and accessibility (IDEA) and ensure our policies and practices foster IDEA in the collections we build and steward. This includes making available materials like the “Black Experience in the Arts” course identified above. A second project is the start of a year-long holistic review of our website to improve the overall accessibility score on lib.uconn.edu. Additional DEI related commitments include participation by two staff members on the Academic Unit DEI Committee, Rhonda Kauffman and Khara Leon, and a widening of our educational requirements for recruitment that expand the population eligible for librarian positions.

**Regional Campus Initiatives.** Despite the small sizes of all of our regional campus libraries, they all maintained commitments to their campuses by remaining open during the COVID-19 closures. They followed gating conditions for safety, provided essential services to their campuses, and remained flexible within the needs and restrictions of each location. While we were unable to complete a successful search for a Hartford Campus Library Director, we remain engaged in ongoing conversations with the Hartford Campus Leadership and the Hartford Public Library around opportunities and challenges related to spaces and services. The goal is to continue to explore approaches to programming, spaces, and services that best support a holistic approach to student success. We were able to successfully hire an Access Services Coordinator to support the needs of the Avery Point Campus.

**Departures/Hires.** The Library benefited immensely from the provost’s office providing us with an exclusion from the pandemic hiring freeze, and additional funding to hire pandemic floor monitors and a few new staff positions. This generous support has allowed us to continue our strategic hiring planning, aimed at building up the necessary staff resources to properly support an R1 University as well as to fill key vacancies where we lost significant institutional knowledge and expertise.

## Hires - 13 Total (12.23 FT)

### Permanent

- Nadeen Atiq, Financial Services Assistant (July 2020)
- Roslyn Grandy, Pharmacy Librarian (August 2020)
- Hilary Kraus, Research Services Librarian (August 2020)
- Roxanne Peck, Associate University Librarian for Collections & Discovery (September 2020)
- Sam Boss, Head of Research Services (October 2020)
- Chalynne Reed, Access Services Coordinator, Avery Point (December 2020)
- Sarah Goldstein, Head of Digital Infrastructure Services (March 2021)
- Ashley Sandy, Head of Financial Services (June 2021)

### End Date

- Ian Paul, Digital Photography Technician (August 2020)
- Kayla Hinkson-Grant, Project Content Coordinator, CTDA (December 2020)
- Carly Wanner-Hyde, Greenhouse Studios Design Technologist (December 2020)
- Arieta Jakaj, Interlibrary Services (February 2021)
- Alexander Mueller, Greenhouse Studios Web Specialist (March 2021)

## Departures – 7 Total

### Retirees

- Fred Rick, Physical Collections Processing Coordinator (July 2020 - 34 years)
- Mike Slowik, Buildings & Grounds Officer (July 2020 - 33 years)
- Ed Chang, Finance Director (March 2021 - 35 years)
- Hilda Drabek, Financial Manager (March 2021 - 36 years)

### Left for other positions

- Gerald Weis, Access Services Coordinator, Avery Point (July 2020 - Special Payroll)
- Patrick Butler, Archives & Special Collections Education and Outreach Coordinator (July 2020 - Special Payroll)
- Carlee Smith, Archives & Special Collections Project Manager (July 2020 - Special Payroll)

**Major philanthropic activities.** We continue to build a pipeline for stewardship of existing donors and engagement of new. We reviewed our foundation accounts to better understand donor wishes, and have begun to spend them down in those areas when appropriate. We have also restarted our donor newsletter, last published in the fall of 2013. This new online version, revamped to be online in November 2020, has been issued four times with a variety of stories highlighting the work of the Library. We also participated in UConn Gives, surpassing our goal and raising \$5,525 to support digitization and preservation of some of the tens of thousands of

original audiovisual documents in Archives & Special Collections as well as programming in Greenhouse Studios.

Through donations and bequests, raised over \$70,000 in support of ASC programs and collections. Billie Levy donated a significant collection of more than 2,300 books, ephemera, and other realia related to children's literature and illustration that had been on deposit since 2018.

Maurice Sendak Collection Processing: As of June 30, 2021, the Sendak collection has been fully processed (including conservation assessments of more than 7,900 individual items, item-level cataloging, and description of the collection) – nearly two years ahead of schedule! The collection is publicly searchable at <https://s.uconn.edu/sendak-collection>. 95% of the collection has been digitized, and is anticipated to be completed by the end of the year.

**Impact across the State of Connecticut and beyond.** In the Library's Strategic Framework, we have laid out the importance of partnerships with cultural and civic institutions to serve the needs of Connecticut and beyond. A few highlights include:

- The Connecticut Digital Archive (CTDA) collections surpassed 2 million objects from more than 70 institutions in Connecticut and had more than 2.7 million visitors in FY '20, an increase of more than 40% from the previous year. In partnership with Professor Joseph Johnson in Computer Science, we received a \$25,000 grant from the Lyrasis Catalyst fund to explore handwriting text recognition.
- CTDA in Context <http://ctdaincontext.org/> is a statewide IDEA initiative involving all 70 member institutions of the CTDA to break down socialized power structures in cultural heritage and inspire systemic change in how heritage organizations in Connecticut collect, describe, and present their cultural content in more open and inclusive ways.
- We partnered with the Connecticut State Colleges & Universities (CSCU) Library Consortium to acquire major university press eBook collections from Walter De Gruyter Inc. The first of its kind, this purchase lays the foundations for future library partnerships among all public institutions of higher education in Connecticut and gives students, faculty, and staff at UConn and all CSCU institutions permanent online access to over 4,800 books published through the De Gruyter platform.
- Kate Fuller, Head of Reference & Student Success Services and Lauren Slingliff, Associate Dean for UConn Library have served on the State of Connecticut OER Coordinating Council, charged with developing a plan for resources to benefit college students throughout Connecticut.
- We hosted the June, 2021 New England Science Bootcamp for Librarians conference, a professional development program where librarians learn more about science, research process, and share ideas.

- Archives & Special Collections is building the *UConn COVID-19 Collection*, where students, staff, faculty, and alumni are encouraged to share stories of personal pandemic experiences to be collected, preserved for posterity, and made accessible for research and study.
- Carolyn Mills, Open Access, Authors Rights & Sciences Librarian, was invited to participate in a research project on the offset emergence of cicada Broods X and XIII in the eastern US with Ecology & Evolutionary Biology Department Professor Chris Simon and Assistant Professor John Cooley. Her role in the research was to identify towns & cities near established brood emergencies in normal cycles and track in historic newspaper accounts any mention of cicadas (or locusts, which is what they were called historically) in the offset years. The three regions of study included Washington D.C./Baltimore and Cincinnati OH for [Brood X](#), and Chicago, IL for [Brood XIII](#), from the early 1700's to the present.

**Highlights of Achievements in FY 2021.** It is important for us to continue to empower our staff by celebrating leadership, initiative, and excellence across all levels of the Library (2020-2021 Goal #3).

- We continued to provide growth and development opportunities to staff, offering two programs. ‘Well-Being and Morale’ was a virtual program, run by DeEtta Jones & Associates for staff, designed to provide practical ideas for self-care and to explore strategies for making a positive impact on our organization’s overall health and morale. The second virtual program, ‘Crucial Conversations’ was run by VitalSmarts and consisted of five synchronous instructor-led sessions accompanied by asynchronous content covering how to initiate, participate in, and benefit from having difficult conversations.
- Several of our staff received individualized recognition from the University. Shelley Goldstein, Waterbury Campus Library Director, received the *One UConn FYE Award 2020* and Edward Lim, Business & Entrepreneurship Librarian, received the *2021 UConn Spirit Award* in the Rising Star category. In February, the Library was the recipient of a resolution from the History Department, recognizing the “tremendous dedication and effort of everyone at UConn Library during this pandemic year.”

## **Teaching, Intellectual, and Service Contributions**

### **Highlighted: Staff Publications**

[Full Professional Services Report](#)

**Bennett, Michael.** (2021). On the Nature of Extreme Close-Range Photogrammetry: Visualization and Measurement of North African Stone Points. Code4Lib Journal. 51. <https://journal.code4lib.org/articles/15769>

**Bennett, Michael.** (2020). Examining the Geometric and Visual Details of High Resolution 3D Lithics. White paper. [https://opencommons.uconn.edu/libr\\_pubs/66](https://opencommons.uconn.edu/libr_pubs/66) [not peer-reviewed]

**Bleiler, Richard.** (2020). "H. P. Lovecraft's First Appearance in Print." Lovecraft Annual No. 14. 26-36.

**Bleiler, Richard.** (Samhain 2020). "St. John D. Seymour." The Green Book: Writings on Irish Gothic, Supernatural and Fantastic Literature. Issue 16. 75-78.

**Bleiler, Richard.** Acknowledged in Duc, A. (2020). Are They Women? A Novel Concerning the Third Sex. Ed. M. Breen. Peterborough, Ontario: Broadview Press.

**Chaput Jennifer.** Virtual Connections and Virtual Futures: A Commentary on Attending RDAP2020 Remotely and a Look to the Future of Online Conferences. Journal of eScience Librarianship 2021;10(1): e1187. <https://doi.org/10.7191/jeslib.2021.1187>. Retrieved from <https://escholarship.umassmed.edu/jeslib/vol10/iss1/1>

**Cowan, Susanna & Slingluff, Lauren.** (2020). ClimateQUAL and people-focused strategic planning. Proceedings of the Library Assessment Conference [2020-2021, virtual]. <https://www.libraryassessment.org/wp-content/uploads/2021/06/304-Cowan-ClimateQUAL.pdf>

**Cowan, Susanna. (2021).** Summary of main findings. International survey of research university faculty, integrating digital content into online classes. (Report N. 633). Primary Research Group.

**Cowan, Susanna. (2021).** Summary of main findings. Survey of college health Services: COVID control measures implementation. (Report N. 634). Primary Research Group.

**Cowan, Susanna. (2021).** Summary of main findings. International survey of research university leadership: recent experience with and outlook for student enrollment. (Report N. 643). Primary Research Group.

**Cowan, Susanna. (2021).** Summary of main findings. Survey of academic library leadership: pandemic's lasting impact on information literacy instruction. (Report N. 650). Primary Research Group.

**Goldstein, Shelley.** (2021). "Book Review: Combating Plagiarism: A Hands-On Guide for Librarians, Teachers, and Students by Terry Darr" [pending publication]. *Journal of Copyright in Education and Librarianship (JCEL)*. 5(2).

**Pittman, Betsy.** Doremus, Owen (Fall 2020) "Prosecuting War Crimes," *Connecticut Explored*, v. 18, #4. [not peer-reviewed]

**Rodriguez, Michael.** (2021, March). Absolutely FABulous: Collecting and celebrating faculty-authored books. *College & Research Libraries News*, 82(3), 125-128.  
<https://doi.org/10.5860/crln.82.3.125> [not peer-reviewed]

**Rodriguez, Michael.** (2020, December). Must-have databases for academic and public libraries. *Library Journal*, 145(12). [not peer-reviewed]

**Rodriguez, Michael.** (2021, May 12). The Yale-Storrs controversy. *ConnecticutHistory.org*.  
<https://connecticuthistory.org/the-yale-storrs-controversy/> [not peer-reviewed]

**Rodriguez, Michael.** (2021, March 16). Connecticut Soldiers' Orphans' Home. *ConnecticutHistory.org*. <https://connecticuthistory.org/connecticut-soldiers-orphans-home/> [not peer-reviewed]

**Rodriguez, Michael.** (2021, February 16). The Vonsiatsky conspiracy case. *ConnecticutHistory.org*, <https://connecticuthistory.org/the-vonsiatsky-conspiracy-case/> [not peer-reviewed]

**Parmer, Rebecca., & Rodriguez, Michael.** (2021, June). Biography of Lillian Cawthra Worrall. In T. Dublin (Ed.), *Online Biographical Dictionary of the Woman Suffrage Movement in the United States*. Alexander Street Press. [not peer reviewed]

**Parmer, Rebecca., & Rodriguez, Michael.** (2021, June). Biography of Morna Alma Wood. In T. Dublin (Ed.), *Online Biographical Dictionary of the Woman Suffrage Movement in the United States*. Alexander Street Press. [not peer reviewed]

**Parmer, Rebecca, & Nelson, Jean.** (2021, May 13). Archives & Special Collections Receives Grant to Preserve "Black Experience in the Arts Course Recordings. *UConn Library News*.  
<https://blogs.lib.uconn.edu/news/archives-special-collections-receives-grant-to-preserve-black-experience-in-the-arts-course-recordings> [not peer-reviewed]

**Parmer, Rebecca, & Rodriguez, Michael.** (2021, January 4). Public Domain Day 2021. UConn Library News. <https://blogs.lib.uconn.edu/news/public-domain-day-2021> [not peer reviewed]

**Parmer, Rebecca.** (2020, December 21). Using Zines to Build Community. UConn Library News. <https://blogs.lib.uconn.edu/news/using-zines-to-build-community> [not peer reviewed]

**Parmer, Rebecca.** (2020, October 23). Lessons from the Past - Open Access Primary Sources and COVID 19. <https://blogs.lib.uconn.edu/news/lessons-from-the-past-open-access-primary-sources-and-covid-19> [not peer reviewed]

**Parmer, Rebecca.** (2020, August). Creative Commons Licensing and Donor Negotiations: A Guide for Archivists. <https://osf.io/uady2/> [not peer reviewed]

**Smith, Laura K.** "The Kid in Upper Four," Connecticut Explored, Vol. 18, no. 4, Fall 2020

**Smith, Laura K.** "'Wartime Travel May Cause you Inconvenience:' How the New Haven Railroad Sought to Mollify Passenger Complaints with The Rider's Digest During World War II," Railroad Heritage, 2020:4

**Smith, Laura K.** Videos for 25 for 25 Archives & Special Collections Exhibit: The World's First Telephone Directory; Women Workers in Connecticut's Heavy Industry; The Era of Streamlined Trains: the New Haven Railroad's Comet.

### **Service/Outreach**

251 Instruction Sessions (classes)

1006 Research Consultations

2577 Reference Questions Answered (fall and spring semesters)

Records Management - 12 consultations, facilitated destruction of 6,464 cf, 7.5 lf, 540 mb, and 351 gb of non-permanent University records (includes collaboration with Facilities to dispose/transfer department records stored at the Warehouse)

### **Scholarship**

Conference Presentations - 40

Interns/Research Assistants Supervised - 13

Research Acknowledgements - 2

Campus Committees - 36

Professional Committees - 77



## **2021-2022 Goals**

### **Goal 1: Advancing Inclusion, Diversity, Equity, and Accessibility (IDEA)**

Centering, advancing, and embedding the pursuit of IDEA excellence in all aspects of our work.

Metrics:

- Create an internal task-force to coordinate efforts around participation in educational opportunities, assessment and review of workflows, policies, practices, and procedures, and reflecting on and being accountable in our approach to change
- Address challenges around available resources and prioritization of vision and action
- Connect with the Office of Diversity and Inclusion for support and guidance
- Produce and promote recommendations, progress benchmarks, and communication strategies

### **Goal 2: Integrating the UConn Library's Strategic Framework**

Engaging with, supporting, and advancing the Strategic Framework into all aspects of our work.

Metrics:

- Create and implement activities that align with the Framework areas of Connect, Empower, and Engage
- Assess progress through application of Framework in individual, unit, and cross-department initiatives, activities, goals, and collaborations

### **Goal 3: Creating our Culture and Striving to 'Build Back Better' in a Post-COVID Environment**

Cultivating and embracing a culture that looks inward to support change through transparent communication and a shared understanding of our work. Creating or continuing worthwhile initiatives, and recalibrating our approaches to explore what we can achieve by using a growth mindset and our natural strengths and talents.

Metrics:

- Conduct assessments in multiple areas, specifically in continuous service improvements, onboarding, and orientation
- Develop norms and best practices for a hybrid work model
- Continue to work with the Future of Journals Committee to achieve our goals to shape the sustainable scholarship landscape and improve access for everyone
- Broaden our communication and collaboration with internal and external stakeholders around the issues of sustainable scholarship
- Continue to test and configure an alternative article fulfillment system to effectively replace the current system of journal subscriptions
- Assess budget challenges for both collections and operating expenses, including restructuring student budgets and use of salary savings based on the recent shift in budget construction, to better align true operating costs for future budget reports