

Provost's Library Advisory Committee

Friday, October 26, 2018 12:00 PM – 2:00 PM

Homer Babbidge Library, Room 1101

Attendees: Iddo Ben-Ari, Thomas Briggs, Patrick Carr, Maureen Croteau, Haleh Ghaemolsabahi, Kristen Jones (recorder), Anne Langley, Carolyn Lin, Thomas Meyer, Michael Mundrane, Edward Neth (Cisco), Thane Papke, Sylvia Schafer, Joan Smyth, Mary Truxaw, Olga Vinogradova (Chair)

Absent: Pamela Bedore, Amy Dunbar, Joy Elwell, Shinae Jang, Peter Kaminsky

Welcome/Introductions:

The meeting began at 12:10pm with a welcome from chair, Olga Vinogradova. Introductions continued around the room.

Sylvia Schafer motioned to approve the minutes from the April 30, 2018 meeting. Mary Truxaw seconded, motion passed unanimously.

Dean's Remarks:

- *What I've learned so far*
- *Hiring Plan*

See attached for Anne's report.

Sylvia Schafer asked if Anne has found the dean's meetings useful and what has she learned from them. She also asked Anne's opinion on the new Provost's investment in the library. Anne replied that it has been great to be at the table with the other deans to learn how we can better support faculty and students and she believes that Provost Kennedy is a friend of the library.

Maureen Croteau asked if there will be a new direction for PLAC. Anne would like this to be a discussion with the group and maybe even form a smaller subcommittee to address this.

Brainstorm session for topics to cover this year:

Topic suggestions brought forward by the group to discuss this year were:

- Subject librarians/what's the smartest allocations of their time? Expectations of that person.
- Textbooks on reserve. Can there be more? Especially the expensive ones. Maybe rally donors around the idea of donating towards this. OER
- Development and Foundation ideas
- Copyright issues-provisions, maximizing access. Take on a larger role in explaining restrictions. Possibly have copyright group talk to PLAC. Intellectual property rights are deeply misunderstood.
- Library homepage. Needs development.
- Journal publishers/price gouging/hurting higher education. Maybe attorney generals and libraries should get together. Raise awareness.
- Collaboration with the state system
- Plagiarism/COPE

Thomas Briggs communicated a complaint about the increased cost of thesis binding.

Adjournment: 1:54pm.

Respectfully submitted,
Kristen Jones, Assistant to the Dean

Attachment 1:

Dean's Report:

I arrived in February and in the past eight and a half months I have spent most of my time getting acquainted with UConn – both the larger community of UConn and the internal workings of the Library. I have visited all of the regionals, UConn Health and Law. I have met with more than 40 administrators and university officials, and I have almost completed my one on one walks with every permanent staff member in the library. Overall, I am concerned about the state of the Library.

Based on my pre-interview research and the questions asked of me during my interview, I had understood that staffing levels had decreased over the years but the truth is that the staffing levels have been decimated over the last five years. Because of this, it has been an early focus to make a case for our hiring plan.

Some raw numbers – for staffing levels in Storrs and the regionals only, these have decreased 30% from 102 in 2013 to 71 today, if you go back two more years to 2011, we had 110 total staff, which is a 40% difference from today. The numbers are significant, but don't tell the full story. The uneven balance of where the vacancies are has left holes in very strategic units, and other entire areas of library work unsupported. These include in particular subject coverage by liaison librarians, professional metadata librarians, and digital resources support and in particular software programming for better or any, user access.

The hiring plan was prioritized to hire key positions first, for example the AUL for Academic Engagement starts today, and we are currently searching for an Associate Director for Library Administration. This will allow them to hire the staff in their units. They also represent areas at the senior leadership level that need most attention. I have been working with our HR person to streamline the search process, getting it down to 12 weeks from posting a position to making an offer, and as needed including university partners in the process of job description design and as part of the interviewing.

The flip side of this high rate of churn is that it affords the Library an opportunity to address the changing landscapes in higher education, research libraries, and at UConn and ask ourselves the question, 'what is the right library for UConn now and into the future?'

The future Associate Dean will be spearheading the strategic planning process. We will be asking where is UConn now? Where is UConn going? and How do we support it? Additionally, as I announced in a recent Dean's update, the delay to the renovations to Homer Babbidge will allow us to include our strategic plan in the design process. Ultimately I would like to present two strategic scenarios in the document - Both - what we can achieve with the staffing and resource levels we have now, or what we can do with optimal staffing and resources.

It isn't all doom and gloom! The staff are hard at work making all sorts of good and appropriate things happen. We have been able to refill some key positions, including a new head of Archives & Special Collections, an archivist to focus on the newly acquired Maurice Sendak Collection, a conservator for our collections, and a head of our metadata and discovery unit.

We continue to work on key programs and strategic efforts including the Greenhouse Studios, the Maker Studio, and providing resources for faculty to use for students in the course management system through our Research Now guides. This week we celebrated Open Access Week with a continued effort on educating UConn on the value of open educational resources. We have been working on a proposal to the Senate executive Counsel that the Provost may use to charge a faculty/librarian Open Access Task Force which will work on formalizing an OA policy for faculty and possibly others. I have been leading the new UConn Collections Committee, which is a cross-campus initiative to elevate all of the collection resources across the university. That includes finding ways to market ourselves both internally and externally and find ways to support each other through resource and information sharing.

These are just a few of the major activities we have underway, and I am looking forward to hearing from you, and working with you, inside and beyond this group, to help us become the Right Library for UConn.