MINUTES
University Library Committee
Tuesday, March 12, 2015
1:00 pm – 2:00 pm
Memorial Library Room 362

Attendees

Voting Members

Faculty
- Karl Broman (Chair), Biostatistics and Medical Informatics
- Kyung-Sun Kim, School of Library and Information Studies
- Daniel Klingenberg, Chemical and Biological Engineering

Staff
- Ron Harris, English
- Allison Kaplan, School of Library & Information Studies
- Darcy Little, Latin American, Caribbean and Iberian Studies
- Joan Weckmueller, DoIT Academic Technology

Non-Voting Members
- Steven Barkan (LCC Liaison), Director, Law Library
- Michael Enyart, Business Library
- Carrie Nelson, College Library
- Ed Van Gemert, Vice Provost for Libraries

Also Present
- Jeannette Casey, Mills Music Library
- Deborah Helman, LCC, Wendt
- Lee Konrad, GLS, Library Exec Group
- Anna Lewis, MERIT
- Nancy Graff Schultz, GLS, Library Exec Group
- Natasha Veeser, GLS, Communications
- Lisa Wettleson, GLS, Steenbock
- Doug Way, GLS, Library Exec Group
- Carrie Kruse, GLS, College
- Erin Carrillo, GLS, Steenbock
Approval of ULC minutes from February 17, 2015

GLS Budget 2015-2017 - Update

Ed Van Gemert: We are preparing for a 6.5% budget reduction to be met by June '17 (4.5% by June '16 - $766k - and an additional 2% by June '17)

We've been cautious with spending up to now, and are confident we can reach the 4.5 cut without layoffs (by attrition-based and student salary cuts and S&E cuts); the additional 2% cut will be dependent on how staffing changes over the next year.

We've been asked to plan for an additional 2% as an exercise and it's highly unlikely we could do that without layoffs.

GLS averaged 22 vacancies per year over the past 4 years (includes 09/11 biennium in which we had many retirements, so may be some inflation there). GLS has 33 staff currently at or above the average GLS retirement age.

We were directed to take the cut out of the salary line (because campus saves additional money on the fringe); if we cut S&E, we need to cut an additional 15% from there.

It is still unclear what the impact would be on campuses and departments if the overall system cut is reduced.

Instructions from campus were to not reduce the collections budget.

Ron Harris: How does this plan for cutting through attrition work impact service?

Ed: Library leadership is meeting to look at how to move people around to meet demands.

In the short run, library consolidations will cost us money and in the long run it will save salaries through staff reductions.

Campus Libraries Consolidation Working Group - Update

Ed Van Gemert: Upcoming changes to the Chemistry Library are serving as a model. There won't be a collection in the building and won't require the associated public service staff, equipment, student assistants, etc.. The librarian will maintain an office for on-site support.

In order to implement consolidation, we'll need to minimize print serial runs on campus and continue to limit duplication.

[Ed came across a 1965 library consolidation plan that seems to have never been implemented and he'll send us a copy.]
Advancement/Development Board Meeting – Update

Ed and Ben Strand met in Chicago last week with alumni from around the country who will be helping with fundraising. Among other things, they indicated an interest in naming opportunities including for digitization projects.

Non-GLS Libraries’ Budgets - Update

Steven Barkan: The Law Library is going through the same types of reductions, they’re just coming through the law school side. They haven’t decided whether or not to exempt the collections and won’t necessarily get a standard percentage cut because the law school is trying to be more targeted with their reductions.

Anna Lewis: MERIT is expecting a similar 6-8% reduction. They have considered possible collections reductions and limiting hours. There’s a general sense that they have the first year of cuts figured out, but aren’t sure how they’ll deal with the second year.

University Committee Meeting - Update

Ed Van Gemert: Library representatives met with the University Committee and discussed the open access initiative and the collection budget request.

There seemed to be unanimous support for increases to the collection budget but some concern about the timing based on the cuts. They liked the idea of connecting the research grant fund to collections and Ed is arranging a meeting with Marcia Mallak (Interim Vice Chancellor for Research) to discuss next steps.

Karl Broman: It seems unlikely that the University Committee is ready to suggest the Faculty Senate take this on right now because of the budget priorities.

Ed has been given an hour to speak with the Board of Regents on April 10 on status of the libraries. There expect to discuss shared e-collection budgets and to tell the story of what the libraries are doing right now. Regents know libraries are changed, but not sure how.

Open Access Working Group - Update

Karl Broman: The group met again and reviewed Kansas, Minnesota, and California policies to see how they differ; they’re all fairly similar and will provide a good template for us. The group will next talk with Marcia Mallak and the Graduate School and then approach the Office of Legal Services.

We’ll want to have a set of town hall-style meetings probably in the Fall (when attention is less set on budgets and things are more clear).
We’ll use that time to more precisely define what the needs will be in terms of staff and other resources to implement the open access policy.

We want to evaluate policy options and ensure we find something that makes faculty research products more widely available and to make sure we fully understand the associated costs.

Other universities' policies along these lines:
- The university retains a right to distribute faculty journal articles
  - could be published by permission
  - could be post-print or final published article depending on how copyright is arranged
  - most often accomplished by some kind of hold on transfer of copyright
- All the policies include a reasonably easy opt-out waiver
- The policies don't include info about paying

Michael Enyart: in the case of multiple authors, what happens? in theory authors could be asking for copies in multiple repositories

Ed: This usually takes the form of a limited license to distribute the article given by the author while they still control the copyright.

Timing: Karl will meet with Marcia in April to get some advice about how to proceed. In general, the policy idea is a long-term effort.

Doug Way: UC is negotiating publisher arrangements for authors in association with purchasing contracts (Nature, ACS, some others will not be possible); stay tuned.

GLS Diversity and Inclusion Task Force - Report

Carrie Kruse: This task force work developed in campus and national context: equity reports for WI; national news; "die-in" at College Library was significant and meaningful (student organizers said they chose the library because it's the academic heart of the university; the students' message: we don't have the luxury of only being stressed out about finals)

Task force began in September, but much action had already been taken in this area:
- Librarianship is closely associated with commitment to diversity; one of our major values is to protect the articulation and access to a diversity of ideas; see the Library Bill of Rights
- Information Services Internship Program (ISIP) recruits undergraduates from underrepresented groups into library work for two-year internships; with some hopes they may consider pursuing library work in the future; usually support 4-5 students at any given time; in placements at GLS and other libraries.
- Diversity Resident Librarian: these programs are increasingly common in libraries across the country. ACRL has systems structured to support underrepresented students in graduate school. The residency is a two year program and considered a career development program; currently we have two residents - one in first year, one in second.
- Collections and resources - wide variation; targeted collection scope, diverse items; Ethnic Studies Collection at College Library - originated when ethnic studies programs were created.
- We do lots of liaison work with: People, CEO, LGBT Campus Center, OED, McBurney; "Open House" and many other residential learning communities
- Outreach to the community: eg. research skills sessions for the Odyssey project
- We’ve done some activity around staff training; recent activity around training associated with gender identity awareness issues
- Equity Action Committee already in place related to hiring practices. The libraries were an early adopter of this but need to revisit this program to make sure it’s still doing what we want.

Recognizing that there’s more to do, the Task Force was initiated.
- Membership: OQI Rep facilitator +7 staff members including one student
- Duration: This is a one-year effort/task force. After one year we will consider the value of an ongoing committee.
- Goals: 1) diversity and inclusion related to the libraries as a workplace and 2) diversity and inclusion related to services for our patrons

Erin Carrillo: What the task force has been doing so far:
- Currently in the information-gathering phase
- Began with setting scope and defining goals
- Did training on leadership in inclusive organizations
- Have developed a definition of what we want our workplace to look like
- Identifying strategies toward becoming a more inclusive organization - update and training coming for the Executive Committee
- connecting diversity and inclusion efforts to broader campus and library planning

Upcoming activity in info gathering phase:
- Climate survey (coming next week) - being done with survey center
- Focus groups
- Continued involvement in the campus diversity activity (eg. campus is developing a recommendation for a climate survey for all campus groups and we’re already doing that)

ULC feedback and advice is welcome

**General Discussion**

Ed Van Gemert: As we’re adjusting people’s work in the coming years, it’s going to be especially critical for us to know how to help address the needs of the whole person in working through change

Nancy Graff-Schultz: We’ve already made a budget-based decision to not to hire a diversity resident this time around. This is an example of us not doing a layoff, but still a loss.

Ron Harris: This cut is a good example of what the Chancellor means when she says we’re already seeing an impact. Next year is affected whether or not the cuts are fully implemented.

Next meeting is Tuesday, April 14.

**Adjourn**