University Library Committee  
December 11, 2018  
9:00-10:00 AM  
Special Collections Seminar Room  
9th floor, Memorial Library  
728 State Street  
Minutes prepared by Ellen Jacks  

(* denotes member in attendance)

Voting Members  

Faculty
- Catherine Arnott Smith, Library & Information Studies
- Lisa Bratzke, School of Nursing*  
- Richard Chappell, Biostatistics & Medical Informatics  
- Sabine Gross, German*  
- Alessandro Senes, Biochemistry*  
- Sarah Thal, History*  
- Amy Trentham-Dietz, Population Health Sciences*  
- Jordan Zweck, English*

Academic Staff
- Cid Freitag, DoIT  
- Carol Pech, School of Medicine and Public Health

University Staff
- Jordan Hanson, University Relations*
- Theresa Pillar-Groesbeck, Theatre & Drama*

Students
- Jesse Hocking*  
- Melissa Juvinall*  
- Andrew Pietroske*

Ex Officio Members (non-voting)
- Philip Braithwaite, Budget, Planning, & Analysis  
- Lisa Carter, Vice Provost for Libraries and University Librarian  
- Michael Cohen, Cataloging & Metadata Services, Libraries *  
- Ellen Jacks, Grants & Public Services Librarian*  
- Daniel Kapust (MLC Liaison), Political Science*  
- Dennis Lloyd, Director, University of Wisconsin Press*  
- Bonnie Shucha (LCC Liaison), Law Library
• Libby Theune, Friends & Libraries Administration

Also present
• Raina Bloom
• David Pavelich
• Deb Helman
• Lesley Moyo
• Anna Lewis
• Carrie Kruse
• Andrea Rolich

Agenda

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<tr>
<th>Time</th>
<th>Topic</th>
<th>Outcome</th>
<th>Process</th>
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<tbody>
<tr>
<td>5 min</td>
<td>Approval of minutes &amp; Announcements</td>
<td>Minutes approved.</td>
<td>ULC members will approve minutes from the meeting on 11/13/2018.</td>
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<tr>
<td>10 min</td>
<td>Student response to Collections plan</td>
<td>Comments made by Jesse Hocking, Melissa Juvinall, and Andrew Pietroske</td>
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<tr>
<td>20 min</td>
<td>UW-Madison Libraries Special Collections</td>
<td>Overview of collections &amp; services by David Pavelich</td>
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<tr>
<td>20 min</td>
<td>GLS Equity &amp; Diversity Committee</td>
<td>Overview of committee mission &amp; activities by Raina Bloom</td>
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<tr>
<td>5 min</td>
<td>New business</td>
<td>Consider joining MLC</td>
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Minutes and announcements
• Spring Semester meetings will be 4th Wednesday of each month, at 9:00
  - Next meeting: January 23 – Business Commons (2210 R & S Grainger Hall)
• Minutes approved
• Lesley is serving this year on the campus planning committee. The appointment has not been officially confirmed. Lesley will continue to serve out her term this year.
• Memorial Library Committee (MLC)
  - Dan, SG, LC, will meet with Steve Smith to review the charge for ULC and Memorial Library Committee
  - ULC should have a rep on MLC. Meeting is once a month
  - ULC would like a report from MLC at an upcoming meeting. We haven’t had a report in a couple of years
  - SG will send out a call for participants on MLC

Student Response to Collections Plan
Would like broader input on the collections plan, especially from students. Perhaps we could continue this type of feedback in the future.
Student response

- Need more communication:
  - National trends vs budget constraints
  - Different user groups
    - May be a public perception issue of how libraries are being used
    - Faculty engagement with the libraries
    - Some undergraduates don’t utilize physical collections as much. Easier to do research online rather than from a physical book. Viewed as faster and more prevalent.
  - Concern about moving forward while making sure that stakeholders have a voice.
    - What is the formal process for putting forth concerns and making sure they are being heard?
- Do librarians have a voice?
  - Check in with Memorial Library committee/librarians
- Need to go beyond data.

Special Collections: Overview of Collections and Services (David Pavelich)

Copy of slides: [https://uwmadison.box.com/s/ubiwdg03vdlarrdupa4j9lqsjtm5sg21](https://uwmadison.box.com/s/ubiwdg03vdlarrdupa4j9lqsjtm5sg21)

Strengths:
- History of Science
- Little magazines
- American women writers

Current exhibit:
- Representation of new acquisitions of the Special Collections and Archives Division
  - Department of Special Collections
  - Kohler Art Library
  - Mills Music Library
  - University Archives and Records Management

What are special collections?
- Requires some kind of additional security and user services. Frequently mediated. Format can vary widely, not just rare books. Items are frequently characterized by monetary value or uniqueness. Our collections may have an institutional commitment. Our collections include a wide array of formats, including digital materials, sheet music, and artifacts.

Public-facing functions
Supporting teaching and learning: Aldo Leopold Collection
- Undergraduate courses go to the archives for writing assignment with a follow-up video
- Kurt Miney: biographer of Leopold
- Next exhibit will be on the Aldo Leopold archives

Kohler Art Library and University Archives
- Oral history of the book arts at the UW-Madison
  - Long history of book arts on campus; Walter Hammity
    - Interview students and faculty on their time at UW-Madison
    - About 20 interviews so far
    - There will be an exhibit in 2020
  - Celebrate the 50th anniversary of Kohler and Chazen

Student Historian and resident
- Deep research project into the university
- Part of the innovation funds
- Have students to work on underrepresented groups on campus or less explored groups
  - Current project: Black student strike in 1969

Research support and projects
Work very closely with faculty
- Jim Leary (Folklore emeritus): Alpine Dreaming liner notes and recordings

Community collaboration
- Library staff, faculty, and UW Press
- Local Centers, Global Sounds: NEH and Cargill
- Reformatting at-risk recordings
- Allowed funding for hire (Nate Gibson in the Mills sound studio)

Shanna Greene Benjamin (Grinnell)
- Currently working on a biography of Nellie McKay
- How we can support the research of scholars globally as well as our own faculty

Questions and comments
What does it mean to be a rare book in 2018?
- Artist books: very small print run and could be very unique
- Usually about the availability or number of copies, or owned by a particular person, and/or notes and annotations

Is this where we bring important books that need repair?
- Some may be transferred up here, some may be repaired and put back on the stacks, some beyond repair may be digitized and made available

Visits to special collections on campus really helped with student engagement

Equity and Diversity (Raina)
Link to slides: https://drive.google.com/file/d/1BRw2C-1GTB4AmogQomU4E3hFlsGb1mJ7/view

The work of the EDC is internal. The internal work should have external effects. See our statement (slide 2)
**Why do we have an EDC?**

- Practical: We are charged by campus to have one, as with all campus units
- Logistical: Our diversity task force thought that having committee work is the best way forward so many may have an opportunity to work as a group. We have about 200 FTE and about 20 on committees, so about 10% of our staff participate
- Ethical/philosophical: Deep obligation because of the nature of our work;
  - Steering committee and 3 subcommittees, and two committees are affiliates (see slide 5 for breakdown of committees)

**Highlights:**

- Communication: Website, affinity groups, climate feedback form
  - Empowering staff and providing a way to receive and submit feedback, as well as participate
- Education: Trainings, brown bags, and discussion
- Planning:
  - Have a draft of a diversity strategic plan, which is currently being finalized
  - Created/drafted inclusiveness principles
- Staffing:
  - New language in all job postings reflecting the importance and drive for inclusiveness
  - Equity Advocates program: one on every search and screen
  - New hire survey: what are we missing? How may we improve?
  - Orientation handbook update: helps with onboarding new employees

**Up Next**

- More training and discussion: internal and external opportunities
- Focus on climate: CASE has a strong focus on staff climate issues
- Planning and assessment: implementing the strategic plan and how to assess the work

**How staff get involved**

- Trainings, workshops, and discussions:
  - About 10% involved, but we want to make sure all have a voice and the opportunity to participate
- Feedback:
  - Brownbags, climate feedback form, surveys/notes from discussions
- EDC visits to libraries/units
  - Attending department meeting (KKK report)
  - Library IT unit and climate issues
- Regular calls for membership

**Questions**

Brown bags topics?

- Nontopical brown bags: immigration issues; diversity forum debrief; Women issues and maternity leave
Challenges of diversifying staff?
- Yes, there is a lack of diversity
- We have a diversity residency program for newer library or information school graduates (2): https://www.library.wisc.edu/about/employment/diversity-resident-librarian/
- Information Specialist Internship Program (ISIP): https://www.library.wisc.edu/about/employment/information-specialist-internship-program/
- We are talking about this with Lisa Carter as well, and are looking at job postings, interview questions, and where we post. This is an area where we wish to improve.

New business
Memorial Library Committee rep
- Think about interest and will revisit at the January meeting
- What is the charge and commitment?
- Just attend the meetings
- Will send out an email as well

Next semester topics
- More discussions/presentations on how we use the libraries
- Search as representatives of their field
- Go Big Read beyond the public presentation
- UW Press move into Memorial Library (January)
- Faculty communication facilitation (tied in with reviewing the charge)

Commented [SG1]: I can’t remember what this was. Can you clarify, Ellen? Is it about search committees needing to include faculty representatives of the field in question?