

FY-2014 LIBRARIES COMMITTEE Final Report

The University Senate Libraries Committee met five times this year to complete the assigned charges. This report summarizes the committee's accomplishments and recommendations.

The Libraries Committee successfully addressed the five standing charges, as follows:

1. Monitor the Libraries' long-range planning and allocation of resources—staff, physical space, equipment, collections, digitally-based information, etc.—in light of the needs of different academic disciplines and the flat budget situation. Assess the adequacy of these plans and resource allocations to support teaching (including both undergraduate and graduate) and research. Report issues and recommendations for action to SenEx. (ongoing).

Outcome: The Committee requested updates on each of these topics from the Libraries. The meeting minutes summarize these discussions. The primary issue identified is funding. Although KU Libraries has been "held harmless" from recent budget cuts, the increased cost of materials has, in effect, become a budget cut and constrains the Libraries' ability to purchase needed resources for the University Community. The Committee recommends that, at a minimum, the Libraries continue to be held harmless and, whenever possible, that additional resources be allocated to the KU Libraries.

2. Monitor the effectiveness of communication between the Libraries and students, faculty, and staff, about topics including but not limited to library-based instruction in classes and academic programs in support of university-wide learner outcomes. Report issues and recommendations for action to SenEx. (ongoing)

Outcome: The Committee reviewed the Libraries' strategic communication plan. It is an excellent, comprehensive plan that focuses on key stakeholder groups and includes a regular evaluation cycle. The faculty communication plan is currently being revised and will be implemented in the coming year. No changes are recommended.

3. Obtain a report from the Open Access advisory board concerning activities, and long-range planning for Open Access at KU.

Outcome: As noted below, one of the specific charges this year was the review of the Open Access Policy for University of Kansas Scholars. During this process, the Committee solicited input from the Open Access advisory board and completed a comprehensive review of KU Scholar Works. No changes are recommended.

4. Seek information from the KU faculty, staff, and students about their concerns by, for example, monitoring audience participation at the Dean of the Libraries "State of the Libraries" presentation. Report issues and recommendation for action to SenEx. (ongoing)

Outcome: The "State of the Libraries" presentation is no longer held as most input is requested and received using online tools, including various social media tools. As a result, there is ongoing communication about any concerns between the Libraries and key stakeholders. The Dean of Libraries and her staff are responsive to these concerns. In addition, the Libraries solicits input through regular surveys. KU Libraries undertook two surveys of faculty and students in fiscal

year 2014. The first survey was an assessment of the needs of faculty and graduates students with respect to research and scholarly information services and expectations of the libraries. A total of 544 individuals responded to the faculty and graduate student survey. The second survey was the LibQUAL+ survey, used by academic libraries internationally since 2000, and sponsored by the Association of Research Libraries. Libraries staff members are currently analyzing the data from the 2324 survey responses and the accompanying 976 comments. No changes are recommended.

5. Convene an open meeting with Libraries faculty and staff, including liaisons to academic departments, in the fall semester. Report issues and recommendations for action to SenEx by 12/1/13.

Outcome: Two meetings were convened and the summary report was submitted to SenEx on 12/1/13. The recommended action items were the focus of the Libraries Committee spring meetings. An annotated report (see Attachment 2) is attached to highlight the response to the action items.

In addition, the Libraries Committee successfully addressed the three Specific Charges described below.

1. According to the Open Access Policy for University of Kansas Scholars, that policy should be reviewed every three years. The policy was last revised and updated March 2010. Report back to SenEx by December 1, 2012.

<https://documents.ku.edu/policies/governance/OpenAccess.htm>.

In addition to a general report on the level of acceptance of this policy and issues encountered in getting it established, the review should address the following:

- a. How well it has been accepted by publishers; which publishers do not support the policy, and whether this has contributed to researchers being unable to put their work in the repository
- b. The percentage of the faculty who are participating.
- c. Whether there particular disciplines or research areas that are “underrepresented” in the repository

Outcome: The Committee’s report was submitted on December 1, 2013. A copy is attached (see Attachment 1). The current policy needs no revision.

2. Monitor the effects of the recent library reorganization. Identify and report major changes in the services to the university community.

Outcome: The Committee spent considerable time reviewing both the intended and unintended consequences of the reorganization. The Dean of Libraries responded to the Committee’s recommendations and has implemented an overall assessment of the reorganization. The committee recommends that the Libraries continue to assess and evaluate the reorganization to ensure that the intended outcomes are being accomplished.

3. Continue monitoring the impact on the Libraries of both “Changing for Excellence” and “Bold Aspirations”.

Outcome: The Libraries are a key partner in both “Changing for Excellence” and “Bold Aspirations,” and, for the most part, the impacts of these initiatives are not of concern. However,

“Changing for Excellence” requires the centralization of all University IT resources and services. This does pose special challenges to the Libraries as most Library constituencies depend heavily on electronic access to Library materials and personnel. Hence, the committee recommends the FY2015 Library Committee be given a specific charge to review in detail both the support and resources that are provided to the Libraries, and the support and resources that the Libraries need to operate effectively and optimally.

In summary, it has been a productive year for the Libraries Committee. All charges were completed. In addition, the committee implemented the online approval of meeting minutes shortly after each meeting to facilitate quicker communication with stakeholders. The committee recommends that this process continue in the future. The committee also recommends that all meeting materials, including presentations and reports, be distributed electronically with the meeting agenda.

The committee recommends minor changes in the wording of two of the standing charges.

- Standing charge 4. As noted in this report, there is no longer a “State of the Libraries” presentation, given limited attendance. Revise this charge to read: Seek information from the KU faculty, staff, and students about their concerns. Report issues and recommendation for action to SenEx. (ongoing)
- Standing charge 5. Given the Libraries reorganization, the liaison model is in the process of transitioning to a consultant model. Revise this charge to read: Convene an open meeting with Libraries faculty and staff in the fall semester. Report issues and recommendations for action to SenEx by 12/1/14.

In addition to the five standing charges, the committee recommends, as noted above, two specific charges be considered for FY2015: review of central IT support and continued monitoring of the reorganization.

**SenEx Committee on Libraries
Review of the Open Access Policy for University of Kansas Scholars
December 1, 2013**

Attachment 1

The Committee on Libraries requested an overview and update on KU's Open Access policy which was provided by Ada Emmett, Associate Librarian, Office of Scholarly Communication & Copyright, at the Committee's November 20, 2013 meeting.

The attached document (Open Access policy review report 11-13) was discussed at the meeting and provides an overview of the policy, along with significant accomplishments since the KU ScholarWorks was first implemented in 2009.

In response to the specific charges of this review:

- a) KU ScholarWorks, in general, has been well received by publishers. Many publishers have policies that allow authors to share final drafts in an institutional repository. In other cases, the author must ask the publisher for permission to include the materials in KU ScholarWorks. Publishers tend to approve older works, including books and book chapters, but may request an embargo period of 12-18 months for newer materials. One publisher in particular, Elsevier, is unfriendly to Open Access policies. Authors in Elsevier journals cannot share final drafts in KU ScholarWorks.
- b) As reported above, as of October 2013, approximately 44% of KU faculty participated in KU ScholarWorks.
- c) KU ScholarWorks includes 85 communities (please see the Appendix for a listing and the number of works in each of the areas), representing a broad range of disciplines and research centers at the University.

Based on our review, the Committee on Libraries does not recommend any changes to the Open Access Policy for University of Kansas Scholars.

Appendix: Communities and Collections in KU Scholar Works (as of 12/01/13)

1. [African and African-American Studies](#) [3]
2. [American Studies](#) [116]
3. [Anthropology](#) [106]
4. [Applied Behavioral Science](#) [92]
5. [Architecture and Urban Planning](#) [4]
6. [Archives Online](#) [135]
7. [Art History](#) [4]
8. [Arts, The School of the](#) [50]
9. [Biological Sciences](#) [2]
10. [Books @ KU](#) [178]
11. [Center for East Asian Studies](#) [234]
12. [Center for Environmentally Beneficial Catalysis](#) [1]
13. [Center for Research on Learning](#) [41]
14. [Center for Russian, East European and Eurasian Studies](#) [301]
15. [Center for Teaching Excellence](#) [6]
16. [Center of Latin American Studies](#) [291]
17. [Chemistry](#) [21]
18. [Classics](#) [116]
19. [Communication Studies](#) [91]
20. [Dissertations and Theses \(KU\)](#) [3008]
21. [Distinguished and Named Professors at the University of Kansas](#) [509]
22. [East Asian Languages & Cultures](#) [18]
23. [Ecology and Evolutionary Biology](#) [482]
24. [Economics](#) [59]
25. [Education](#) [294]
26. [Engineering](#) [184]
27. [Engineering Management](#) [207]
28. [English](#) [138]
29. [Environmental Studies Program](#) [13]
30. [European Studies](#) [84]
31. [French and Italian Languages and Literature](#) [1]
32. [GPEN 2006 Conference](#) [64]
33. [Geographic Information Systems](#) [130]
34. [Geography](#) [26]
35. [Geology](#) [49]
36. [Germanic Languages and Literatures](#) [59]
37. [Global Indigenous Nations Studies](#) [105]
38. [Hall Center for the Humanities](#) [1]
39. [History](#) [27]
40. [Honors Program](#) [9]
41. [Information & Telecommunication Technology Center](#) [1]
42. [Information Technology](#) [3]
43. [Institute for Policy & Social Research](#) [44]
44. [Institute of Haitian Studies](#) [30]
45. [Jewish Studies](#) [3]
46. [Journalism and Mass Communications](#) [15]
47. [KU & the Community: Partners in Scholarship](#) [11]
48. [Kansas African Studies Center](#) [196]

49. [Kansas Anti-Slavery and Human Trafficking Initiative \(KASHTI\)](#) [0]
50. [Kansas Collection Online](#) [0]
51. [Law](#) [570]
52. [Libraries](#) [352]
53. [Linguistics](#) [374]
54. [Mathematics](#) [27]
55. [Medicinal Chemistry](#) [14]
56. [Middle East Studies](#) [22]
57. [Molecular Biosciences](#) [38]
58. [Music, School of](#) [12]
59. [Natural History Museum and Biodiversity Research Center](#) [86]
60. [Office of Research and Graduate Studies](#) [2]
61. [Office of the Provost](#) [66]
62. [Open Access Fund at The University of Kansas](#) [16]
63. [Oral Histories and Interviews](#) [70]
64. [Paleontological Institute](#) [220]
65. [Pharmaceutical Chemistry](#) [10]
66. [Pharmacy](#) [34]
67. [Philosophy](#) [568]
68. [Physics and Astronomy](#) [286]
69. [Political Science](#) [32]
70. [Psychology](#) [91]
71. [Public Affairs and Administration](#) [42]
72. [Religious Studies](#) [0]
73. [Schiefelbusch Institute for Life Span Studies](#) [123]
74. [School of Business](#) [141]
75. [Slavic Languages and Literatures](#) [354]
76. [Social Welfare](#) [59]
77. [Sociology](#) [656]
78. [Spanish and Portuguese](#) [1400]
79. [Speech-Language-Hearing](#) [11]
80. [Spencer Museum of Art](#) [2]
81. [University Press of Kansas](#) [16]
82. [University of Kansas Medical Center](#) [9]
83. [University of Kansas Sigma Xi Chapter](#) [1]
84. [Women, Gender and Sexuality Studies](#) [0]
85. [Writing Center](#) [6]

SenEx Committee on Libraries
Summary of Open Meetings with KU Libraries Faculty and Staff
December 1, 2013
Annotated April 15, 2014

Attachment 2

Open meetings were conducted on November 11th and 12th with a total of 15 participants. In addition, three individuals who were unable to attend the meetings provided input. In total, feedback was received from just over 11% of the approximately 160 FTE employed at KU Libraries.

Numerous topics and issues were identified. Four common themes emerged, each of which will be discussed in greater detail below:

1. Deprofessionalization of librarians as evidenced by the ongoing reclassification of librarians from tenure-track to unclassified professional
 2. Centralization of technology support
 3. Emphasis on digital media
 4. The KU Libraries reorganization
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1. Deprofessionalization of librarians. As noted in previous years' reports, tenure-track positions are being reclassified as unclassified professional staff. This is exacerbated further because of the current move to dissolve the University Support Staff (USS) designation, which will lump a vast array of employees under one classification system. A research university needs tenured librarians who actively and regularly engage in scholarly work. There is a concern that KU will be unable to hire highly qualified librarians.
 2. Centralization of technology support. As a result of strategic planning and efficiency efforts on campus, IT support staff funding has been removed from the Libraries' budget and transferred to central IT. There are two major impacts. First, technology staff is no longer located in the libraries. This reduces the quality and speed of the technology support available to library patrons, as well as library employees. Second, library information technology is a specialized field. Attempts to fill these positions with the new reporting line to IT instead of Libraries are unsuccessful. Excellent IT librarians are most likely to work in an environment where the reporting line is within the libraries organization.
 3. Emphasis on digital media. While there is a shared recognition of the importance of digital media and key initiatives such as Open Access, concerns were expressed about an overemphasis on digital resources to the exclusion of print media. Many disciplines continue to rely heavily on print media and many rely almost equally on both print and digital resources.
 4. The KU Libraries Reorganization. By far, the reorganization was the most discussed topic. In general, the reorganization shifted the structure from one that focused on the three primary roles of subject matter collections, instruction and reference, to a model based on the patron (i.e., faculty, student). While there is recognition that the organization is only six months along and it is the most comprehensive reorganization in recent history, there are concerns. Among the issues discussed, four major areas emerged:
 1. The purpose of the reorganization is unclear – what are the intended outcomes and is there evidence these outcomes are being accomplished? What is the assessment plan?

2. The new model limits purposeful, deliberative communication among librarians. Smaller group meetings have been replaced by one large monthly meeting. Additional communication opportunities need to be developed, beyond written reports.
3. The important role of the branch libraries is not identified clearly in the new organizational structure. The role of the branch libraries needs to be identified clearly and incorporated intentionally in the new structure..
4. This type of major organizational change is stressful, but there has not been a meaningful strategy for dealing with this stress. Stress management strategies need to be provided for employees, along with safe space to discuss concerns.

Based on the input received from these open meetings, the SenEx Committee on Libraries developed the following action steps:

1. The Libraries Committee will request an overview of position reclassifications for the past three years to better understand the issue of deprofessionalization of librarians. The Dean of Libraries or her designee will present this information at the committee's first spring meeting.

While this was a significant concern again this year, the Dean of Libraries assured the Committee that this issue has been resolved. A review of recent hires confirmed that tenured librarians continue to be hired at KU. It will be important for the Dean to communicate the resolution of this issue clearly with Libraries employees.

2. The specialized IT needs of KU Libraries also merit further investigation by the Libraries Committee.

As indicated in the Libraries Committee Final Report, this is an ongoing issue that will need to be monitored in the future.

3. The Libraries Committee will review current practices and develop recommendations for future development of both print and digital resources.

The Libraries Committee explored this issue in more detail and learned that limited financial resources contribute to the reliance on digital media. Allocating more resources to the KU Libraries would help mitigate this concern.

4. Request the Dean of Libraries share plans for assessing the recent reorganization with the SenEx Libraries Committee and all KU Libraries employees by December 20, 2013.

As requested, an assessment plan has been implemented to gain a better understanding of the impact of the recent organization.