Minutes of the University Senate Library Committee
December 1, 2009

The University Senate Library Committee met at 3:00 pm on December 1, 2009 in room 1-96 of the Young Library. Committee members attending were Brian Murphy (Internal Medicine) and David Randall (Dept. of Physiology; committee chair). Carol Diedrichs (*ex officio*, Dean of Libraries) also attended. Kelly Vickery (Library Administration), Mary Beth Thomson (Library Administration), Patricia Wilson (Library Administration) and Terry Birdwhistell (Library Administration) also attended

Each member introduced him/herself.

Dean Diedrichs informed the committee members that Terry Birdwhistell will serve as interim dean beginning on January 5, 2010. She also informed the committee that she continued to work with Lexington Theological Seminary (LTS) to assure that University of Kentucky faculty and students will continue to have access to the LTS library, irrespective of the direction in which the seminary ultimately elects to take its collection.

The committee discussed the plans for the library to institute a requirement that users "authenticate" their university status by "logging in" when using the majority of the library computers in the Little and Young Libraries (Science Library already requires this authentication). The necessity for this has been prompted by the large numbers of individuals, some of whom are not associated with UK, who have been using the library's computers for long periods so that on more-and-more-frequent occasions students and faculty have been unable to find available machines. Dean Diedrichs informed the committee that a number of machines would remain publicly available on the first and second floors of the Young Library and on the first floor on the Little Library. All computers on the upper floors will require a user to login. The committee discussed the potential problem that legitimate off-campus users (e.g., faculty from other schools) might need access; in such cases, most individuals bring their own laptop, and will continue to be able to login without authentication via the wireless network. Conversely, the library administration is reluctant to issue "temporary passwords" to off-campus users because of the potential for abuse. The committee was satisfied with the progress being made toward implementation of the new system, particularly given that considerable care is being given to announce the new system well in advance of its actualization.

Dean Diedrichs presented a draft of the UK Libraries Strategic Plan, 2010-2014 for committee consideration (attached). The committee engaged in open discussion and noted that the plan was in obvious concert with the broader UK 5-year strategic plan. Dean Diedrichs noted that the library was one of several UK entities that had not met its goals for diversity, and continue to work aggressively to accomplish this aspect of the plan. In terms of "engagement," she presented the examples of UK library's working with multiple non-campus entities, including the International Baccalaureate Program at Tates Creek High School high school program. The committee noted that the plan included metrics, and suggested that some schedule be included whereby metrics would be assessed.

Previous meetings of the Library Committee had considered the possibility of the university's developing an "institutional repository" (IR). Ms. Thomson outlined progress that had been made over the past year, including the library's considering subscribing to *Digital Commons*, a Bepress software solution that is being used by other universities to host their institutional repository. One advantage of adopting this product is that UK's repository would be linked to

other users of *Digital Commons*. The attached document ("Sharing University of Kentucky Scholarship with the World") was provided to committee members, and summarizes current status of the IR effort. The system is being developed while communicating directly with "high level stakeholders" (e.g., Dean of the Graduate School, Chief Information Officer, Vice President for Research etc.).

Dean Diedrichs was asked what progress had been made on building a storage facility. She explained that it was difficult to secure the relatively smaller funding (~$5 million) required for this project, particularly in the difficult economic times UK is facing, and that little-to-no progress had been made.

Dean Diedrichs was asked about the overall financial status of the library system. She explained that, like other academic divisions of the university, the budget had been cut by ~2% (equivalent to $400,000), half of which was taken from "materials" and half from "staff;" at the same time, President Todd had provided an additional $1,000,000 recurring money, but specified that these funds were restricted for materials. As a consequence, the library system is experiencing a relative imbalance in allocation of resources to materials vs. staff, with the latter suffering relatively more than the former.

Dean Diedrichs reported that the search for a new Dean of Libraries was likely to start early in the new year.

The committee adjourned at 4:00.

Respectfully submitted by David C. Randall

UK Libraries
Strategic Plan, 2010-2014

Introduction

The UK Libraries are a key component in the University's quest for Top 20 status. In support of the University's Strategic Plan, the UK Libraries has developed a Strategic Plan which emphasizes its integral role in teaching, research, learning and outreach. The Libraries strives to improve its standing among major public research libraries through expanding access to quality information resources, providing excellent services and programs, and improved library facilities.

Through its information resources and services, the Libraries partners with faculty to prepare students for leadership in the knowledge economy and global society. The Libraries supports the University's land-grant research mission by providing resources and services to assist researchers in their quest to expand the body of knowledge. As a provider of services and a repository of information resources for the University community, the people of Kentucky and beyond, the Libraries plays a key role in the University's efforts to elevate the quality of life and enhance the intellectual and economic capital in Kentucky.

The plan also supports the University's commitment to diversity as an essential value and outlines the Libraries' initiatives to embrace and nurture diversity through its programs, services and work environment.

Mission

As the premier research library in the Commonwealth, we collect, create, organize, manage, preserve, and provide access to information that enables learning and the advancement of knowledge essential to teaching, research and service.

Vision

The University of Kentucky Libraries will be one of the nation's 20 best public research libraries, a library focused on enriching the intellectual life of the university, the Commonwealth, and the nation.

Values

COLLEGIALITY

- We value cooperation and collaboration.

- We commit to creating an environment that encourages collegiality.

CREATIVITY

- We value innovative ideas and flexible solutions.

- We commit to providing resources for life-long learning.

INTEGRITY

- We value open and honest communication.

- We commit to the highest standards of personal and professional integrity.

- We value the trust placed in us by our colleagues and users.

SERVICE

- We value those we serve.

- We commit to quality services that meet or exceed our users' expectations.

- We serve library employees as well as our users.

RESPECT

- We value the importance of every individual.

- We commit to an open, accepting, and diverse environment.

- We treat users and employees with kindness, consideration and compassion

Attending to the Basics

While this plan articulates the strategic directions that will be emphasized in the coming five years, the Libraries' mission also commits it to ongoing and significant services that while not explicitly addressed in the strategic directions and strategies, are absolutely essential to the work of the Libraries. We will:

- Continue to build and maintain collections
- Provide access to materials and information
- Continue to build and maintain the information technology platform
- Continue to provide bibliographic services
- Offer the highest quality service to users
- Educate users
- Manage human and financial resources
- Extend our services in support of our land-grant mission
- Promote and market our collections and services to users
- Continue to seek funding to support library initiatives

Goal 1:
Prepare Students and Faculty for Innovation and Leadership in a Global Society

- Objective 1.1 Improve student success through collaboration and participation in the General Education Program

    o   Strategy 1.1.1 Develop and deliver information literacy programs in support of the revised General Education Program

    o   Strategy 1.1.2 Implement assessment strategies for information literacy to ascertain student performance and improvement

    o   Strategy 1.1.3 Develop alternative delivery methods for information literacy to better meet the needs of Net Generation students

    o   Strategy 1.1.4 Enhance the pedagogical skills of library faculty involved in information literacy

- Objective 1.2 Expand and improve the Libraries ability to meet the higher level research needs of students and faculty

    o   Strategy 1.2.1 Increase the Libraries' visibility through enhanced promotion of library services and resources

    o   Strategy 1.2.2 Strengthen the Libraries' support of research and instructional programs through increased communication and engagement with faculty

    o   Strategy 1.2.3 Cultivate on-campus partnerships to advance the inclusion and use of library resources and services in teaching

Unit Goal 1 Metrics

By 2014 the Libraries will demonstrate achievement of Goal 1 as indicated by the following metrics:

Metric 1-1. Increase the number of published LibGuides created in support of teaching, research and information literacy efforts

Metric 1-2. Design and deliver additional information literacy programs in support of the revised General Education Curriculum

Metric 1-3. Implement revised assessment strategies

Metric 1-4. Increase the number of library faculty and staff participating in training on learning outcomes, presentation styles and assessment

Metric 1-5. Increase the number of communication and engagement activities with faculty and on-campus partnerships to promote the Libraries' resources and services (Anyone have a suggestion for replacing the word engagement?)

Goal 2:
Promote Research and Scholarship in Support of Academic, Social, and Economic Growth

- Objective 2.1 Pursue start-up funding for library resources for newly hired faculty in appropriate disciplines and for research areas of emerging importance

  - o Strategy 2.1.1 Initiate discussion with Vice President for Research and the respective college deans of the newly hired faculty concerning viability of a start-up funding plan for scholarly resources necessary to the new faculty member's research and academic pursuits

- Objective 2.2 Implement an Institutional Repository to showcase university scholarship and to support new forms of scholarship

  - o Strategy 2.2.1 Pursue proposal with major stakeholders including Information Technology, Office of Research, University Press and Graduate School for the funding and implementation of the BePress Digital Commons software platform

  - o Strategy 2.2.2 Form a working group with stakeholders to develop an implementation, outreach and marketing plan for launching the institutional repository

  - o Strategy 2.2.3 Establish and implement an institutional repository

- Objective 2.3 Work with college deans and the provost to identify new programs and initiatives so that appropriate library funding is allocated

  - o Strategy 2.3.1 Work with Vice Provost for Budget and Administrative Services to incorporate library needs in memo from provost regarding administrative feasibility of new program proposals

  - o Strategy 2.3.2 Develop a mechanism to request and allocate growth funding based on specific changes, e.g. programs moving to department status; establishment of new research centers; and new PhD programs being offered

- Objective 2.4 Digitize, provide increased access to and preserve the Libraries "unique" collections

  - o Strategy 2.4.1 Establish criteria for selection and develop a process for identifying target collections for digitization

  - o Strategy 2.4.2 Develop a plan to secure the resources for the digitization and preservation of the library's unique digital assets

- o   Strategy 2.4.3 Create infrastructure to support the delivery and preservation of the library's unique digital assets

- Objective 2.5 Improve and promote access to physical and virtual resources that promote the Libraries' academic presence

  - o   Strategy 2.5.1 Increase the purchase of and provision of access to a wide-range of informational and research digital collections

  - o   Strategy 2.5.2 Explore new information, service and preservation requirements in support of the emerging needs in E-science and data infrastructure

  - o   Strategy 2.5.3 Continue to monitor, support, and provide access to new models of scholarly communication as appropriate

Unit Goal 2 Metrics

By 2014 the Libraries will demonstrate achievement of Goal 2 as indicated by the following metrics:

Metric 2-1. Provide start-up funding for library scholarly resources in support of newly hired faculty

Metric 2-2. Establish University financial support for and the implementation of an Institutional Repository

Metric 2-3. Develop mechanism to identify new programs and initiatives and the provision of appropriate library funding

Metric 2-4. Increase the number of "unique" collections that are digitized and accessible

Goal 3:
Develop the Libraries' Human and Physical Resources to Provide Opportunities for Growth and Enhancement

- Objective 3.1 Continually strive to add, develop and focus the human resources of the UK Libraries in support of new initiatives and innovations in services and collections

  - o   Strategy 3.1.1 Increase the number of library faculty and staff

  - o   Strategy 3.1.2 Continue to provide detailed analyses of operating and staffing needs to the Provost during the annual budget hearing

  - o   Strategy 3.1.3 Conduct a staffing analysis to identify the areas where faculty and staff are needed

- o　　Strategy 3.1.4 Identify and incorporate new skills and expertise required to address changing needs, new initiatives and to provide appropriate services

- Objective 3.2 Develop a sustainable business plan in collaboration with internal and external stakeholders

  - o　　Strategy 3.2.1 Continue to provide detailed analysis of materials budget needs to the Provost during the annual budget hearing

  - o　　Strategy 3.2.2 Investigate feasibility of including an allocation for the Libraries in the student Information Technology fee

  - o　　Strategy 3.2.3 Continue to work with the University Administration to incorporate additional funding in the models for catch-up, inflation and growth for the Business Plan

  - o　　Strategy 3.2.4 Enhance the Libraries' external funding opportunities

- Objective 3.3 Improve, expand and maximize the efficiency, accessibility, and quality of library facilities

  - o　　Strategy 3.3.1 Develop a program of requirements for the new Medical Center Library

  - o　　Strategy 3.3.2 Identify funding and plan for the construction and implementation of the storage and preservation center

  - o　　Strategy 3.3.3 Continue to review, analyze and implement improvements to library services, hours and security to provide creative, flexible and safe learning environments

  - o　　Strategy 3.3.4 Improve ability to address the higher level research needs of all students and the faculty through the continuing investigation into the development of a Research Commons

  - o　　Strategy 3.3.5 Continue branch library consolidation and creation of innovative service centers as appropriate

- Objective 3.4   Create an information technology infrastructure that positions the Library to support the changing needs of users

  - o　　Strategy 3.4.1 Redesign and implement a new web presence for the UK Libraries working with external contractors

- o   Strategy 3.4.2 Pursue strategic partnerships building upon the Libraries successful working relationship with a variety of campus partners with shared responsibilities for information technology

- o   Strategy 3.4.3 Explore the development of an on-campus trusted digital repository to ensure long-term preservation of the University's digital assets

- o   Strategy 3.4.4 Address the Libraries' ability to maintain and enhance information technology infrastructure through planning, budgeting and prioritization

- o   Strategy 3.4.5 Engage in creative and innovative projects to enhance and improve the Libraries' online user environment

- o   Strategy 3.4.6 Explore use of mobile technologies for accessibility of library resources and services

Unit Goal 3 Metrics

By 2014 the Libraries will demonstrate achievement of Goal 3 as indicated by the following metrics:

Metric 3-1. Improve the ranking among public research universities of UK Libraries, according to the Library Investment Index of the Association of Research Libraries.

Metric 3-2. Renovate or modernize library spaces to improve the efficiency, accessibility, and quality of facilities

Metric 3-3. Increase the number of library faculty and staff

Metric 3-4. Develop funding for the construction and implementation of a storage and preservation center

Metric 3-5. Improve web presence and support of the changing information technology needs of users

Goal 4:
Promote Diversity and Inclusion in Library Staffing, Services and Collections

- •   Objective 4.1 Continue to increase the diversity of personnel to encourage innovation and the inclusion of skills needed to address a global learning environment

  - o   Strategy 4.1.1 Meet the goals set for the Libraries in the Affirmative Action plan

  - o   Strategy 4.1.2 Work with University Human Resources to ensure a more diverse pool for applicants for staff positions

- Objective 4.2 Provide inclusive experiential learning and teaching opportunities that promote and develop a diverse exchange of ideas

  - Strategy 4.2.1 Implement a two year postgraduate residency program for individuals in underrepresented groups

  - Strategy 4.2.2 Participate in the ARL Career Enhancement Fellows program

- Objective 4.3 Continue to focus and develop the diversity of collections to meet expanding curriculums and to support specific university initiatives.

  - Strategy 4.3.1 Continue to develop collections and services supportive of the University's statement to "prepare students for meaningful and responsible engagement within and across diverse communities"

  - Strategy 4.3.2 Develop collections, programs, and other curricular supportive of specific university initiatives that will increase students' awareness and understanding of cultural knowledge and to support their success in the global economy

Unit Goal 4 Metrics

By 2014 the Libraries will demonstrate achievement of Goal 4 as indicated by the following metrics:

Metric 4-1. Achieve the employment goals of the UK Libraries' Affirmative Action Plan

Metric 4-2. Host individuals in underrepresented groups in a two year postgraduate residency program

Metric 4-3. Increase the Libraries' collections, programs and services in support of international studies

Goal 5:
Promote Engagement, Outreach and Service

- Objective 5.1 Promote external engagement, outreach and service within the UK Libraries

  - Strategy 5.1.1 Promote the Libraries' faculty and staff involvement in outreach and service

- Objective 5.2 Share and promote our expertise and resources through engagement in dynamic community and state partnerships

  - Strategy 5.2.1 Improve and expand the KyVL's Kentuckiana Digital Library and other digital projects for use by citizens of Kentucky and others throughout the world

- o   Strategy 5.2.2 Explore the creation of a statewide health literacy coalition to improve health literacy in Kentucky

- o   Strategy 5.2.3 Promote business information for economic and business development

- o   Strategy 5.2.4 Support and encourage collaboration and outreach with community groups and other partnerships

- o   Strategy 5.2.5 Engage in collaborative resource sharing with our consortia partners

- Objective 5.3 Build partnerships and collaborations to leverage and augment library expertise

  - o   Strategy 5.3.1 Establish mechanisms to ensure continued access to the collections of the Lexington Theological Seminary

  - o   Strategy 5.3.2 Support inter-institutional initiatives that help UK build a strong local, state, national, and international presence

Unit Goal 5 Metrics

By 2014 the Libraries will demonstrate achievement of Goal 5 as indicated by the following metrics:

Metric 5-1. Increase the number of faculty and staff involved in outreach and engagement activities

Metric 5-2. 100% increase in the KyVL's Kentuckiana Digital Library holdings

Metric 5-3. Increase the number of business and informational consultations and workshops

Metric 5-4. Increase the number of materials loaned to Kentucky libraries by 5%

Sharing University of Kentucky Scholarship with the World

The University of Kentucky is poised to provide access to its faculty and students' unique collective scholarly output through an institutional repository. Launching the repository requires a subscription to *Digital Commons*, a Bepress product (developed at UC-Berkeley) used successfully by numerous institutions around the country, campus-wide faculty support and funding for two library positions to coordinate and support the implementation and marketing of the repository.

The proposed institutional repository will provide several benefits for UK:

- Promote UK to outside constituencies

- Showcase and secure UK intellectual capital

- Improve teaching and research

- Enable collaborative research and communication among UK scholars

- Improve community outreach and engagement

- Support institutional advancement

The institutional repository will provide a gateway to the scholarly output of faculty and students and support multidisciplinary collaboration. Exposing the intellectual capital of the university in an institutional repository expands the opportunities for institutional research to be discovered and used by a global audience, including members of the media, legislators, grant-makers, corporate entities, and other research institutions.

The repository will provide a publication page for each UK faculty member as well as a publishing system to support the creation and hosting of online peer reviewed journals and conference management and proceedings publishing.

It will support teaching and research by providing a forum for students to publish their work electronically. Cohorts of students such as Gaines Fellows, Honors students, and Discovery Seminar students can have their work made available for other researchers and future students. The institutional repository will also provide an easily accessible framework in which electronic theses and dissertations can reside and the University Press of Kentucky can utilize the online publication tools to provide a hosting and delivery environment for currently out of print backfiles.