



Meeting Notes

Spring 2016 Membership Meeting

May 3-4, 2016

Omni Richmond Hotel

Richmond, Virginia

Tuesday, May 3, 2016

1) **Call to Order:** ASERL President Stanley Wilder (Louisiana State University) called the meeting to order at 1:03pm.

2) **ASERL 2016 Annual Meeting**

a) Annual Financial Report, Long-Term Budget Projections

ASERL Secretary-Treasurer Bob Fox provided an overview of the annual financial report. He noted the balance in the Kudzu Courier budget line is higher than normal due to lower fuel charges. Participating libraries will see a credit on their next invoice to reduce this balance. Also, the Shared ILS project budget line will be closed as this project is now complete. Remaining funds will be credited back to the participating libraries.

Long-term budget projections were presented, through 2022. Bonnie MacEwan made a motion to approve the projected budget as presented. Don Gilstrap seconded. All members voted in favor; no opposed.

b) Membership Criteria Update

John Burger provided a brief update on the membership criteria pertaining to financial threshold, reminding attendees of the change in the bylaws in 2015 to use “median” rather than “mean” in the threshold calculations. Three current members remain below the threshold, but thanks to the new formula they are now \$800,000 closer to meeting the criteria. Additionally, library expenditures are now one of three criteria used for membership. This information is shared for informational purposes only; no action required.

c) Board Elections

Stanley Wilder and John thanked the Nominating Committee (Steve Smith, Julia Zimmerman, and John Zenelis) for their service in assembling the slate, and thanked Past President Tom McNally for his service to the membership. Tom’s term on the Board will conclude following this membership meeting.

The slate of nominees is:

- Bob Fox (U-Louisville) – President-Elect
- Bonnie MacEwan (Auburn) – Secretary/Treasurer
- Anne Cooper Moore (UNC Charlotte) – At-Large Member

Stanley Wilder called for additional nominees from the floor; none were raised. John Ulmschneider made a motion to approve the slate of officers as presented. Judy Russell seconded. All members voted in favor; no opposed.

d) Adjourn Annual Meeting: With no further business, Stanley Wilder adjourned the 2016 Annual Meeting at 1:37pm

3) Presentation / Discussion: Diversity Programming for Research Libraries – Environmental Overview, Options for ASERL. Mark Puente, ARL

Mark talked about the importance of diversity, inclusion, equity and social justice for research libraries. This is an evolving topic, starting with the use of some assessment tools (ClimateQual) for measuring organizational climate and sponsorship of the Diversity in Libraries Conference. The DLC conference began as a regional event but has grown to national stature and now encompasses topics beyond racial diversity.

Mark noted that diversity and inclusion are growing in importance for ARL. They are developing a shared vocabulary for discussing diversity/inclusion and developing a process/incentives for members to share their D/I activities with each other and with the broader community. They are working to establish best practices that can be used to evaluate content/structure/funding for programming, and creating a “road show” training for leaders on campus.

Mark also reviewed ASERL’s environmental scan (provided in meeting packet), and a SPEC Kit (dated around 2010) that includes examples of diversity plans. He highlighted Penn State’s diversity plan as a model. The social work profession served as a model for cultural diversity competencies for libraries and higher education.

Other example programs include:

- Library Diversity Alliance – a new program started in 2015. Virginia Tech is an LDA member. Alliance members create a “cluster hire” – a cohort of applicants hired at approximately the same time and experiencing developmental opportunities as a group; visiting other’s campuses. Initially these are 3-year resident librarian positions funded by participating institutions. ACRL may take on this program to foster wider adoption, and possibly seek grant funding to help offset costs borne by libraries.
- History Makers – A fellowship program to increase African American diversity in archives. Emory University is a History Makers participant. Fellowships can be 1 or 2 year programs (Emory’s is a 2 year program).
- Racial Equity Institute – Not specific to libraries, is a focus on training. Several offerings within NC. Several ASERL members spoke very highly of the REI training.
- Aspen Foundation – executive leadership development focusing on structural oppression/racism.
- Wolverine Express – Based at the University of Michigan, this program works in struggling neighborhoods to share information about higher education opportunities for youth via peer information / counseling activities.
- ALA Spectrum scholarship program – Focuses on increasing the number of racially and ethnically diverse professionals working as leaders in the field of library and information sciences through recruitment and providing scholarships to American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino and Native Hawaiian/Other Pacific Islander students.
- LAMP program (University of Illinois Urbana-Champaign) -- Supported by the Institute of Museum and Library Services, LAMP is a network of information schools and academic libraries in the Midwest that

collaborate to encourage students from historically and statistically underrepresented groups to join the library and information science field.

- [Pittsburgh School of Info Sciences](#) – Inclusion Institute (i3)
- [University of Iowa](#) – School of Social Work offers a national coalition building institute

Challenges/opportunities

- Expense – pipeline programs can be costly. Hard to provide the level of support that is needed. Return on investment is not always clear and obvious.
- Pipeline programs do not resolve issues of organizational culture. Hard to promote and grow people of color but then put them into a homogenous environment that may not be ready or supportive.
- Also length of time to implement or grow programs are slow – takes several years to go through an MLS program – not quick to implement.
- Need to think about creating opportunities for people to get out of situations where they are the “only ones”. This can make the environment feel hostile. Allies and advocates need to be strong and visible.
- People tend not to want to talk about things that make them uncomfortable – need to set the environment where difficult conversations can be held. Need to frame programs, not about shame, but in focusing on growth. Not trying to fix someone, but to get them to be open to learning/having a conversation.

Small Group Discussions – Members’ Ideas for Diversity Programming

Report-out on Wednesday morning.

4) Recess for the Day / VCU Library Tour & Members’ Reception

Wednesday, May 4, 2016

5) Reconvene: Stanley Wilder called the meeting to order at 8:33am.

6) Follow-up from small-group discussions about diversity programming

Many people expressed interest in cohorts of new hires to improve networking. This could be a self-selecting program – people can be involved as they desire. Discussion about how to expand interest among all staff, not merely focusing on those who are “diverse”?

Suggestions -

- Would like to identify projects where we could work collaboratively – possibly to organize an institute similar to the Racial Equity Institute?
- Can we develop a shared database of successful diversity resources?
- Can we replicate the Library Diversity Alliance’s cohort concept in the Southeast? Possibly host a reception for new hires on campuses?
- Members want to receive more info about diversity initiatives on campus – collection development, space designing, ways to create a welcoming environment beyond recruitment initiatives
- Support staff training opportunities may require increasing training budgets. VCU noted they have reallocated resources to further this goal.

Members believe that once the stage is set, opportunities start to snowball – building on successes.

7) Update: GSU E-Reserves Lawsuit. Elizabeth Brooks, Office of University Counsel, Virginia Commonwealth University.

Elizabeth noted the GSU case is taking place in 11th Circuit Ct (AL, GA, FL) – decision in the 11th Court doesn't universally translate to other courts. Each circuit can choose to follow or disallow. When circuit courts disagree, it can create confusion and further litigation.

Basic recommendations for e-reserves:

- Ensure all e-reserves content is behind a password-protected wall.
- Ensure specified resources available only to those who are taking the specified course.
- Make sure all e-reserves content is deleted immediately at the end of the term/semester.
- Do NOT pay to license content if it can be used under Fair Use principles! Paying for content creates a 'market' where it may not have existed previously, and thereby weakens arguments for Fair Use in the future.

8) Discussion on HB2 – Fall meeting in North Carolina

Bonnie MacEwan introduced the question regarding a change of venue for the Fall ASERL meeting in light of North Carolina House Bill 2, the "bathroom bill" that requires transgender people to use the restroom listed on their birth certificate rather than the gender of their daily lives. Discussion followed, with strong arguments made on either side of the issue.

- Duke has publicly condemned the action, and there was strong interest in supporting Duke University colleagues as well as the Durham/Triangle community as a whole. To relocate the meeting would penalize those who agree with our opposition to the law.
- Others believe that economic pressure is the only viable tool to demonstrate opposition. Some members noted they could not spend money in NC while this law is in place.
- Others felt that this kind of publicity is often heard only by people who agree with us rather than being seen/understood by those who don't.

Suggested conditions for meeting in Durham:

- Make public statement against HB2 (on ASERL's website, social media, etc.) in advance of the meeting;
- Make a public statement while we are there – maybe via paid advertising?
- Ensure the hotel and other vendors are supporting our stance on the issue, and
- Include social justice activities on the meeting program.

The Board will seek input via an electronic vote of the full membership following the meeting. It was noted that ASERL members should support and honor each other's decisions on these matters. "No harm / no foul" for those who disagree with the final decision, whichever direction it may land.

9) Update: U-Florida Pilot Projects with Elsevier & CHORUS – Judy Russell shared a draft overview of a proposed pilot project between the University of Florida and Elsevier to increase the visibility of research articles by UF authors.

10) Update & Next Steps for ASERL's "New Metrics" Project – John Burger, Stanley Wilder.

Stanley provided a brief update of the New Metrics project that will seek new ways to promote the value of the library's operations to important audiences, particularly those who fund libraries. Preliminary areas of focus include building use, collection use, and mediation services. The project is currently underway, with 21

ASERL libraries participating in the pilot. The Board has approved the recruitment of a Visiting Program Officer to help guide the development of the project.

11) Presentation / Discussion: Promoting Open Science: Roles for Libraries and Librarians – Brian Nosek, Executive Director, Center for Open Science

The Center for Open Science is a nonprofit organization that seeks to ensure reproducibility of published research. They focus on Outcomes (access), Content (open data) and Process (open workflows) to improve efficiencies in open access.

Researchers often want to focus on data that proves their theories are correct rather than what may be perceived as a failure. Brian also noted that many institutional repositories are underused – faculty may not know about them, or they do not fit into their mindset or workflows. COS seeks to get librarians involved at the onset of research activity so the process is more integrated, and data is more accessible. He also spoke about the evolving role of university presses. The SHARE project was highlighted as an important open dataset; data is normalized and put into a single structure that is available to consumers.

12) Late Breaking News, Project Announcements, etc.

- a. Gold Rush & Occam's Reader - both projects are currently underway.
 - i. Gold Rush allows libraries to compare their monograph holdings against other libraries to understand the level of uniqueness and overlap. Twelve ASERL libraries are participating in the pilot. Also includes a system to document the level of overlap for content purchased via aggregators/A&I services.
 - ii. Occam's Reader is an eBook interlibrary loan system originally developed through collaboration among libraries of the Greater Western Library Alliance. There are 24 ASERL and WRLC libraries participating in this pilot. Licensing terms are an issue – many do not permit content to be shared using a tool such as this. It is hoped ASERL & WRLC members can improve resource sharing provisions in the future.
- b. ILL Policy Review / Update – The current policy was last reviewed in 2003. John Burger will convene a group over the summer to determine what updates may be desirable.
- c. Fair Use Checklist for Resource Sharing - Completed by Mississippi State University librarians and reviewed by expert review panel. John will promote/promulgate its use over the summer.
- d. Deeply Rooted Shared Digital Collection – John reported that the collection is ready to accept content; he will post a call to the email list over the summer. There was a short-lived discussion with the 1890 Group of HBCU libraries to include some of their collection; the 1890 Group opted not to participate.
- e. Scholars Trust Print Journal Archive / "Thinking Bigger" Shared Print Journal Archive – CIC, FLARE, Scholars Trust (ASERL/WRLC) and WEST continue discussions about possible cross-regional collaboration on shared print journal retention. An environmental scan describing the print policies and approaches for each program has been completed. Next steps for the group include a review of existing technologies (JRNL, AGUA, PAPR) of the four programs.
- f. ASERL Office Relocation – ASERL's office will move from GSU to Emory on July 1. Back office operations will migrate from Duke to other providers at the same time. The ASERL Board thanked Duke University for their support for the past five years, and GSU for providing office space since 2014, and Emory for hosting the ASERL office into the future.
- g. Others? No additional announcements were made.

13) Meeting Wrap-Up / Questions & Answers / Adjourn

No further business raised by the membership. Stanley Wilder adjourned the meeting at 11:46am.

Appendix: Participant List

ASERL Spring 2016 Membership Meeting

May 3-4, 2016 – Richmond, Virginia

1. ASERL: John Burger, Cheryle Cole-Bennett (staff)
2. Association of Research Libraries: Mark Puente (guest speaker)
3. Auburn University: Bonnie MacEwan (At-Large Board Member)
4. Center for Open Science: Brian Nosek (guest speaker)
5. Clemson University: Maggie Farrell
6. College of William & Mary: Carrie Cooper (President-Elect)
7. Duke University: Robert (Bob) Byrd
8. East Carolina University: Jan Lewis
9. Emory University: Yolanda Cooper (At-Large Board Member)
10. Florida State University: Katie McCormick
11. George Mason University: John Zenelis
12. Georgia Institute of Technology: Bruce Henson
13. Georgia State University: Jeff Steely
14. Johns Hopkins University: Elizabeth Mengel
15. Louisiana State University: Stanley Wilder (Board President)
16. Mississippi State University: Stephen Cunetto
17. Tulane University: Andy Corrigan
18. University of Alabama: Don Gilstrap
19. University of Alabama at Birmingham: John Meador
20. University of Central Florida: Barry Baker
21. University of Florida: Judith Russell, Ben Walker
22. University of Georgia: Jason Battles
23. University of Kentucky: Terry Birdwhistell
24. University of Louisville: Bob Fox (Secretary-Treasurer)
25. University of Memphis: Sylverna Ford
26. University of Miami: Chuck Eckman (At-Large Board Member)
27. University of Mississippi: Cecilia Botero, Gail Herrera
28. University of North Carolina at Chapel Hill: Sarah Michalak
29. University of North Carolina at Charlotte: Anne Cooper Moore
30. University of North Carolina at Greensboro: Kathryn Crowe
31. University of South Carolina: Tom McNally (Past President)
32. University of South Florida: Tom Cetwinski
33. University of Tennessee: Steven Smith
34. University of Virginia: Judy Thomas
35. Virginia Commonwealth University: John Ulmschneider
36. Virginia Tech: Tyler Walters
37. Wake Forest University: Susan Smith

Not present: Florida International University, Library of Virginia, North Carolina State University, Vanderbilt University