

# Library 2018-19 Annual Report

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Individual submitting the report: Julie Gilbert, Library Chair

## 1. Mission and Student Learning Outcomes

### Mission Statement:

The library advances the teaching mission and intellectual life of the College by selecting and facilitating access to information and by instructing in its use, interpretation, and evaluation.

### Student Learning Outcomes:

Students will be able to...

1. Locate, interpret and build upon the literature of a particular field of study, understanding that scholarship is a conversation and the form information takes is socially negotiated.
2. Seek out and analyze information from multiple perspectives, understanding that authority is constructed and contextual and that exploring a diversity of perspectives enriches our understanding.
3. Use information effectively to develop original and creative solutions to problems, recognizing that answers to complex questions are proposed and tested rather than simply found.
4. Demonstrate the ability to communicate evidence-based reasoning for a variety of purposes and audiences.

## 2. 2018-19 Goals (as stated in last year's annual report)

- Hire a full-time Digital Learning Media Collections Manager; development of the position is currently in process with Human Resources. The position supports the Gustavus ACTS Strategic Plan, especially 2.1.1, 2.1.2, and 2.1.3. Mentor and support our non-tenure track hire.
  - GOAL UPDATE: Due to the hiring freeze, we were not cleared to bring either the full-time request or a part-time replacement position request to the Cabinet for consideration. We have made reductions and cuts in AV services while striving to support student learning even with reduced staff time.
  - We have been mentoring and supporting our NTT hire and appreciate the talent she brings to the position. With the help of the Provost Office, we successfully extended the position for three more years to cover gaps created by an upcoming retirement and sabbatical leaves.
- Continue to fulfill our mission by enhancing spaces that support student learning, especially a makerspace, and spaces that uphold justice and inclusivity, including gender neutral bathrooms. Plans for both have been in the works for years. We hope to seed the maker space with equipment purchased via library funds and creative partnerships with other departments and offices across campus. Our Innovation Grant consultant will be key in helping us identify priorities and plans. We will likely explore additional funding opportunities, both from internal and external sources. The bathrooms will require outside funding and support.
  - GOAL UPDATE: Plans for the maker space are on indefinite hold due to lack of staffing resources. We continued to pursue low/no cost options by establishing connections with other maker space-type equipment across campus and are creating an online guide directing

students to these various resources. We will continue to monitor maker space developments at other libraries (especially peer & aspirant libraries).

- We developed a no-cost alternative for the bathrooms by designing signs that welcome people to use the bathroom of their choice, while also indicating which equipment (# of urinals, toilets, etc.) they would find in each bathroom. At the request of members of the administration, we forwarded our plan to the President's Council on Diversity, Equity and Inclusion.
- The Innovation Grant consultant led two faculty workshops on digital learning and will consult with library faculty on ways the library can continue to support digital learning.
- Continue to form important connections across campus to better reach students, faculty, departments and offices; these outreach efforts will both explore new relationships and revitalize existing ones with the goal of connecting with students in meaningful ways
  - GOAL UPDATE: We continue to form new and revitalize existing connections with offices and individuals across campus. These include working with the WRIT-IL pilot group, setting up ongoing conversations with Advancement, facilitating digital learning projects with faculty and students, working with Career Services to enhance mentoring of our student workers, brainstorming with the Director of Undergraduate Research of ways to support Johnson-Peterson scholars, and deepening our relationships with multilingual student support services and international student support services.
- Archives: Explore and enhance partnerships both on and off campus to make archival materials more visible

A discussion of the Library's long-term goals can be found in our 2017-2018 Intermediate Review and Reflection, accessible from this page: <https://gustavus.edu/library/Pubs/>

### 3. Successes

- Our 2013 external review noted the degree to which the campus would benefit from **information literacy across the curriculum**. Library faculty collaborated with the Writing Across the Curriculum Program and worked within the curriculum revision process to develop the new WRIT-IL designation. The new curricular requirement indicates the importance the entire faculty places on helping our students become information literate, as well as the continuing need for this education. We look forward to supporting and guiding the WRIT-IL requirement through faculty development and partnerships in the classroom.
- We continued to **prioritize student learning even as we absorbed the impact of staff reductions**. We identified key areas that needed to be filled in AV and found ways to address those essential services. We also used an upcoming retirement to identify future instructional priorities and initiatives. The Innovation Grant consultant will help us further refine and explore our ongoing support of digital liberal arts. Although growth can be difficult with limited resources, and while these situations are inherently frustrating, we continue to focus on providing the best educational experience we can give students.
- We continued to **advocate for Library needs**, especially related to funding, with key on campus and off campus groups. We had several conversations with Advancement staff and with the Friends of the Library: Gustavus Library Associates, sharing both current funding needs, as well as our broader vision, which needs additional funding in order to be achieved.

## 4. Challenges

- The **chronic leanness of library staffing levels** continues to stress existing services, as well as hamper creativity and growth of library initiatives. We lost a half-time staff position this year and will be absorbing the impact of Barbara Fister's retirement in the coming years. The AV cuts required the Library to reassign duties and cut services. We ask the Provost Office to continue advocating for the Library and library faculty and staff position.
- The **limited purchase power of the Library's budget** remains a chronic issue that limits the entire campus' ability to provide access to scholarly materials to support undergraduate research. The Archives budget, for example, saw a 9% decrease in its allocation. These kinds of cuts, while understandable considering broader resource issues, hamper our ability to support research.
- We work hard to **develop and maintain relationships across campus**, whether it is through liaison roles with other academic departments, formal connections with various offices or informal partnerships with like-minded individuals or groups. These relationships are central to expanding our visibility on campus and our ability to make important connections. These relationships also require a tremendous amount of energy and resources. The Provost Office can continue to help us identify and promote those relationships.

## 5. Students and Alumni

As an academic department that does not offer a major, the Library plays a key role in supporting the learning of *all* students, helping them develop the skills and mindsets for both undergraduate research and lifelong learning. We also make special effort to connect with students interested in library science. We maintain important connections with Gustavus alums who are librarians or library science students. We recognize the tremendous dedication of our student workers and know the Library can function as a mentoring environment for them; to further support that mission, we worked with the Career Center to host a Career & Vocations Championship training for Library employees.

## 6. Diversity, Equity, and Inclusion

As a core library value, diversity is prioritized at the Gustavus Library. One of our special restricted budget lines is used to purchase diversity-related materials. The Library's Diversity Committee continues to explore how we can better support diversity initiatives to support our students and the broader community. Initiatives from the past year include continued advocacy for gender neutral bathrooms, online and physical displays highlighting library collections, meeting with international students during orientation, teaching a session about the library during the Summer Institute for Academic Success and working with the Multilingual and International Program Director to develop collections to support linguistic diversity.

## 7. 2018-19 Goals

While these goals are larger than what we can accomplish in a single year, they best represent the major goals of the department over the next several years. We continue to push for the resources to achieve these goals, while also continuing internal conversations about ways to address aspects of these goals within our current means. We will be exploring these questions and themes through our external review next year.

- **Establish adequate staffing levels:** Our half-time AV position was not replaced and we did not receive a tenure track line to replace Barbara Fister. We continue to cut services and worry what additional cuts we might have to make if our staffing levels are not stabilized. These kinds of cuts also hamper our abilities to enact our vision for the Library. We will use our external review to discuss creative staffing plans.
- **Explore instructional approaches to address student research needs:** We know students have research needs and gaps in their knowledge that library faculty can help address. We also know students are less likely to seek out help. (We are not alone in this conundrum; most academic libraries are discussing best practices in reference and instruction in response to changing patterns of student engagement.) We will continue to explore the situation on campus through our external review, possibly through a survey of students and/or faculty, as well as exploration of ongoing trends and solutions in the field.
- **Create Library spaces - both online and physical - that best support student learning:** Both library classrooms are furnished with scavenged furniture that is not particularly conducive to teaching and learning (lacks flexibility, creates poor sightlines for students, limits options for collaborative learning, etc.). These spaces need to be revitalized in particular. Our website also needs to be revised to make asynchronous instructional materials more visible.

## 8. Priorities

- Hire a 6th faculty tenure track line (replacement) specializing in scholarly communication with an emphasis on the digital liberal arts
- Increase spending on scholarly materials that support student learning and undergraduate research
- Revamp existing library spaces (especially classrooms) and create new spaces (such as a makerspace) that support teaching, learning and the creation of knowledge

## 9. Additional Information

We are including a report from the College & Lutheran Church Archives, as well as a snapshot of professional activities undertaken by library faculty & staff.

### Archives:

#### Archives Mission Statement

The College and Lutheran Church Archives makes available for use and study significant historical materials documenting Gustavus Adolphus College and the Lutheran Church in America.

#### New Accessions into College and Church Collections

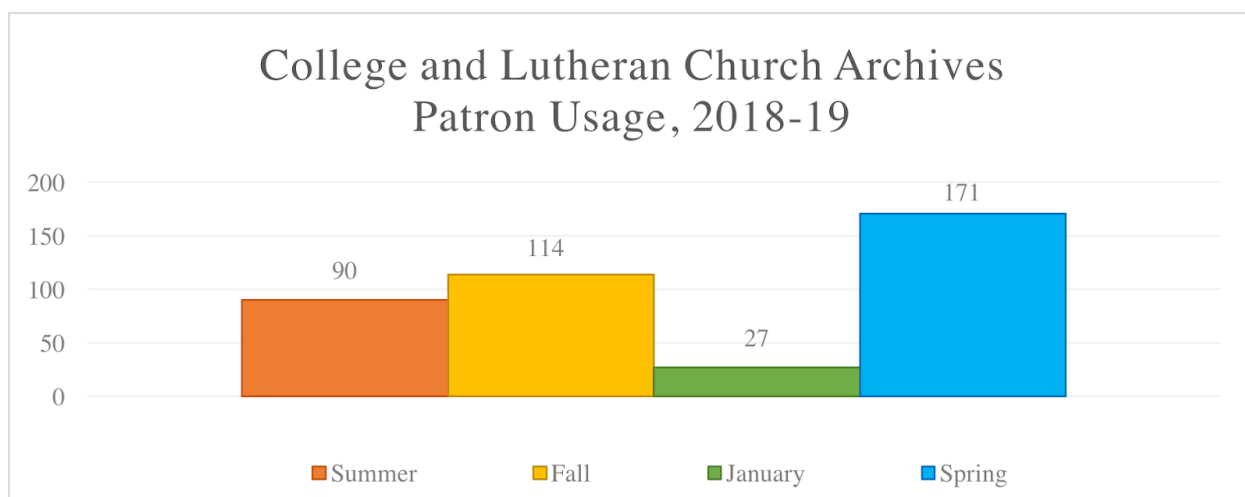
Total: 57 – This does not include small donations of papers that we integrated into existing collections.

#### Collections Processed and made available for Research

Total: 13 – This is somewhat of a misleading number since we have worked on a number of large collections that take substantial time to organize and describe.

#### Content Added into online Digital Collections

Totals: 409 – College Collections  
18 – Church Collections



#### Special Events:

- Provided a session on *The Saint John's Bible* for Alumni College.
- Hosted four tours for American Archives Month.
- Presented on *The Saint John's Bible* for St. Peter Community Education.
- Hosted a social for Theta Xi Gamma Sorority.

#### Staff Accomplishments:

**Adrianna Darden** attended the Minnesota Archives Symposium “Balancing Act in the Archives” and the Twin Cities Archives Round Table (TCART) Spring Meeting. She provided “behind the scenes” tours of the Archives and Special Collections for the campus community during American Archives Month. She presented to the administrative assistants group regarding Records Management and Archives. Together with Jeff Jenson, they presented about *The Saint John's Bible* to LIFE: Learning is ForEver, a St. Peter Community & Family Education program.

**Barbara Fister** was invited to give the keynote address at the annual PALNI conference in Indianapolis last summer, titled “[System Restore: Bringing Library Values to Today's Information Networks](#).” In January she published an op/ed in the *Star Tribune*, “[Freedom of Information and Personal Data: Big Tech Should Take Cues From Public Libraries](#)” and in March published a feature (with Alison Head and Margy McMillan) about [students' use of news digests](#) at *Storybench*, Northeastern University's publication about digital trends in journalism. In 2019 she was named Scholar-in-Residence at Project Information Literacy and is co-authoring a new study, [Information Literacy in the Age of Algorithms](#) with funding from the Knight Foundation, the Harvard Graduate School of Education, and [ER&L](#), a leading library conference, where she will report out findings in a 2020 keynote address. She continues to contribute [a weekly column to Inside Higher Ed](#).

**Rachel Flynn** co-presented a paper entitled, "Wandering into the Wilderness: Embracing Ambiguity in Information Literacy Instruction" at the 2019 LOEX Conference in Minneapolis May 9-11. She also served on the WRITL Pilot group, which focused on developing information literacy instruction to support courses that will fulfill the new WRITL General Education requirement. Finally, she co-taught a new course in the

second half of spring semester with Barbara Fister entitled, "Clickbait, Bias, and Propaganda in Information Networks."

**Julie Gilbert** finished her third (and final) year as Library Chair. She also chaired the Department Chairs & Program Directors Committee. Julie continued serving as a reviewer for *College & Research Libraries*, a leading journal in the field. She also completed two fiction manuscripts for young readers. The first, *Lucy Fights the Flames*, focuses on the Triangle Shirtwaist Factory Fire. The second *Daisy and the Deadly Flu*, follows one family's experiences during the Influenza Pandemic of 1918. Both books will be published by Stone Arch Books next year. She attended the Loft's Wordplay literary festival in May.

**Anna Hulseberg** taught NDL 201: Reading Workshop. She attended the Library Technology Conference and the Minnesota Library Association's ARLD Day. She co-authored a poster session, "Librarians as Undergraduate Student Advisors," for the American Library Association Annual Conference (presented by Michelle Twait). Also with Twait, she conducted a survey exploring librarians' experiences as academic advisors. She served on the Library's Outreach & Promotion committee, the Faculty Development Committee, First Term Seminar Program Advisory Committee, and the search committee for the College's VP for Finance, Treasurer & CFO.

**James Nickras** served on the planning committee for the 2019 Upper Midwest Region WMS User Meet-up at Augsburg University in Minneapolis. He also served as the facilitator of the License Manager Roundtable Discussion at this event.

**Jeannie Peterson's** professional accomplishments continued to revolve around her role as the office manager within the Library. Aside from her daily routines of payment of bills, managing the budget, remitting student payroll, working with statistics and surveys, reserving rooms, and general maintenance of the library, she also served on internal and external committees on campus. Continuing to work on the Staff Enhancement Committee for the library, Jeannie assisted in planning annual safety drills for library staff and patrons as well as promote staff development opportunities via campus' speakers and presentations. She also served on external committees such as the Safety & Health Committee for the sixth year, as well as the monthly academic administrative meetings. Jeannie also attended Employee Enhancement Days, WE Fitness programs, and the GWiL conference.