

UTK Libraries

The **BIG** Picture: Updates and Strategic Priorities

Library/OIT Faculty Senate Committee Report, 1 October 2013



- We Empower BIG IDEAS
- We are the campus main street and crossroads

Top 25 & Vol Vision Priorities

- [1] Undergraduate education:
 - “retain” and “graduate”; “diverse and well-educated”
- [2] Graduate education:
 - increase number and diversity
- [3] Research and Creative Activity:
 - strengthen capacity and productivity
- [4] Faculty and Staff:
 - attract and retain
- [5] Infrastructure and resources:
 - continually improve

Library Strategic Plan

- Teaching and Learning (1, 2, & 5)
- Research Support, Discovery, and Access (4, 5, & 3)
- Digital Initiatives, Scholarly Communication, & Technical Innovation (3, 4, & 5)
- 24-Hour Intellectual and Social Hub (1, 2, & 5)

Some of our strategic objectives

- **Develop and maintain robust facilities in support of teaching and learning**
- **Lead new initiatives in data curation**
- **Lead, partner in, and develop research initiatives and partnerships**

Some of our strategic objectives

- Provide comprehensive and efficient access to our users where they are
- Enhance collection storage for maximum efficiency and access
- Be the campus leader in continuous self-development and learning

Some of our strategic objectives

- Provide services, activities, and resources to welcome and acclimate students to the university community and to enhance the college experience
- Provide safe, secure, and inspiring spaces
- Lead and partner in campus technology innovation

Highlights of Progress and Effort

- Renovations, Facilities Improvements, Tweaks
 - Commons
 - Stacks
 - Music
 - One Stop
 - POD
 - Staff Lounge
 - Art in Classroom Row
 - Galleria wall repairs
 - Roofs
 - New processing space for special collections

Highlights of Progress and Effort

- “Re-evolution” (organizational changes)
- AskUsNow space
- 24/5 schedule
- Training
- New webpage
- New ILS

Highlights of Progress and Effort

- De-Stress and similar stuff
- Marketing
- Diversity
- PARSSL—Preserving the Academic Record of Scientific and Scholarly Literature

Highlights of Progress and Effort

- **New positions and new assignments**
 - Assessment
 - Data Curation
 - Digital Humanities
 - Electronic Licensing
 - Media Literacy
 - Communications and Marketing
 - Ag/Vet and Music Coordinators
 - Subject/LRC librarians
 - Heads of LRE, Branches and Collection Logistics, Discovery and Technical Services
- (from about 40 faculty in 2011 to about 50 now)

Challenges

- Workforce
 - New skills
 - New types
 - Succession/Retirements
 - Recruitment
 - Diversity

Challenges

- Aging Infrastructure
 - Elevators
 - Bathrooms
 - HVAC
 - Roofs
 - Windows
 - Entry/Exit doors
 - Carpet and paint
 - ADA

Challenges

- Collections
 - Storage and Retrieval
 - Discovery and Access
 - New systems and tools
 - Administrative churn

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- Friends changes
- Student fee
- Facilities fee
- Partnership on new positions
- Inflation factor

Big Picture Budget

- 2012, about 17.5M
- 2013, about 18M
- 2014, about 18M
- That is E&G money; add in R and we get close to 20M

Big Picture Budget

- The BIG picture budget can be divided into 3 BIG parts
 - 2.5% to operations
 - A little more than half of the rest to collections
 - The balance to people

People

- Will NOT be able to upgrade and remain competitive and add positions simultaneously
- Most continue our emphasis on continuous improvement in staff and faculty evaluations:
 - Must be fair & rigorous
 - Merit raises are difficult to justify if they always look like across-the-board raises
 - Continued training and support in evaluation, goal-setting, feedback, clear and open communication

People

- Three years of across-the-board raises and merit increases
- Successfully upgraded several staff positions when skills and/or responsibilities can be justified;
- will continue to look for opportunities for upgrades when merited

People

- Librarian positions increased from about 40 to about 50
- New positions—Data Curation, Media Literacy, Digital Humanities, modern political archives, marketing—to address emerging and strategic needs
- Librarian pay is very competitive

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- We predict an inflation factor of about 5% of materials budget annually in coming years, or about \$500k per year