

RUL CABINET  
 University Librarian’s Cabinet Meeting Minutes  
 October 13, 2015

Present: Agnew, Askew, Borisovets, Boyle, Cohn, Fredenburg, Fultz, Glynn, Golden, Just, Maloney, Yang

Agenda/Topic	Discussion/Issues	Decision/Action	By Whom/By When
<p>1. University Librarian’s Report – Maloney</p>	<p>Deans Council: Rutgers will have Giving Day on December 1, 2015. Will check to see if Libraries can be involved; it’s a social media fundraising campaign to get support.</p> <p>Rutgers PhD in Higher Education program is sponsoring the “Inaugural Presidential Lecture on Higher Education: Jonathan R. Alger” on November 2, 2015 at Alexander Library.</p> <p>The CIC Leadership program will be here in the spring of 2016. Accept five from each school; very competitive; university-wide. Need to let them know if there is something in the Libraries we want the CIC leaders to see.</p> <p>Diversity Hiring – half of the salary is paid for three years plus some development funds. Regular tenure track positions. Can make the case for underrepresented positions.</p>		
<p>2. Review the Combined SWOT Document and Begin Discussion of</p>	<p>Combined SWOTs: The group discussed the combined SWOT and agreed that it is a good</p>	<p>PlanCo will also be reviewing and will</p>	

<p>Priorities - Maloney</p>	<p>representation of the environment. Some comments included:</p> <p>Strengths: There is more need for data collection and indicators need to be utilized more broadly across the Libraries. Each University has its own strengths; need to meet unique needs of each University and have independent, successful libraries, while benefitting from being part of a system. Need a way to manage when a local need takes priority over the system's need, and find a way to work together. If you want to move quickly, the UL needs to be involved.</p> <p>Weaknesses: There is more shared agreement on the weaknesses.</p> <p>Opportunities: Need to consider the cost of investing in outside opportunities, such as VALE.</p> <p>Threats: Perception of the Libraries is not a threat; there is a difficulty to support the needs of four distinct Universities; there is disconnect between what we do and what the University administration thinks we do.</p> <p>Priorities: Prime entry for the five priorities each unit submitted; combined for commonality; local flavors within each priority but fit each overarching concept. Take the input, step away from it, and think about priorities. Need to have priorities around internal decision making.</p> <p>Cabinet members' priorities:</p>	<p>provide input.</p> <p>Yang will post an edited document to the Sakai site with revisions.</p> <p>Cabinet members should share the results with their units, and let Fultz know how many people participated in the exercise.</p>	
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	<p>Agnew: Need to get our special collections digitized, preserved, and made accessible at a faster rate than before</p> <p>Fredenburg: Staffing needs need to be addressed; need to restructure to streamline decision making and support workflow.</p> <p>Just: Student experience (space, services, and virtual spaces, with a focus on undergraduates).</p> <p>Cohn: Develop and implement a strategy to develop and fund health sciences resources.</p> <p>Borisovets: Undergraduate user experience is critical; our largest group.</p> <p>Golden: How to provide the services demanded by students; respond to their needs; very strong customer-service focus.</p> <p>Yang: How to help both students and faculty succeed through collection development; looking at the mix of degree programs we provide and provide resources appropriately. Provide as broad a base of access as possible.</p> <p>Askew: Services, spaces, access and communications – Dana’s top five priorities fell into those areas. Top is building out Dana third floor – 22 years in the making. Buildings are University assets. Promotion and marketing of resources and services; maintain clean and</p>		
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	<p>healthy buildings, which is space.</p> <p>Boyle: Overall, the user experience; having the core of user services; for our special and unique items, providing appropriate care and access.</p> <p>Glynn: Services; continue to provide excellent reference and instruction.</p> <p>Maloney will present the following priorities for 2017:</p> <ul style="list-style-type: none"> <li>• restructuring to streamline decision making and workflows;</li> <li>• improving undergraduate support;</li> <li>• investigating our role in advanced research support;</li> <li>• addressing preservation and use of Special Collections.</li> </ul> <p>Internal discussions regarding immediate priorities will continue.</p>		
<p>3. Discussion of Process for Librarian Increases – Maloney/Fredenburg</p>	<p>Faculty Compensation Program process will begin shortly. Awaiting specific information on allocations and calendar for process. Will be forwarded to units as soon as received. Separate pools for tenure track and non-tenure track faculty.</p> <p>Each unit should begin developing recommended criteria for merit increases as well as elect Peer Evaluation Committee. Committee must have at least 3 members: 1 non tenure track and 2 tenured. Criteria for merit</p>		

	increases should be forwarded to AUL or Director who will forward to University Librarian.		
4. Budget Update – Maloney	Small group will be meeting to discuss RCM; you will hear more.		
5. Announcements	<p>Agnew: Internal audit is auditing us for our IT security procedures; tied in with the mandate from the university that we will not be brought down again.</p> <p>Askew: Home Movie Day: Rutgers will be held at the Dana Library on Saturday, October 17, 2015 at 1:00 p.m.</p> <p>Yang: Yang and Smulewitz are working on restoring access to OCLC FirstSearch WorldCat.</p> <p>Cohn: An Open Access Symposium will be held at RBHS Newark on October 20 and in Piscataway on October 21; encourage all to register and attend.</p> <p>Boyle: Wear purple on Thursday to protest bullying.</p> <p>Ron Becker is the 2015 winner of the Roger McDonough Librarianship Award.</p>		