During the fiscal year, the New Brunswick Libraries Faculty (NBLF) met 9 times: July 28, August 25, September 15, November 17, December 15/ 2006 and February 16, April 20, May 18, June 15/2007

Thanks to an improved budget and an accumulation of open discussion over the last few years, consensus developed on two important issues -- the place of the New Brunswick Libraries Faculty within the structure of RUL, and the filling of open faculty lines.

**NBLF within Rutgers University Libraries**

NBLF continued to participate intensively in RUL reorganization, devoting an entire faculty meeting (July 28 2006) to this concern. This meeting took place subsequent to the July 1 2006 reorganization of the RUL administration, which re-conceptualized the New Brunswick Libraries as reporting to a new AUL for Research and Instructional Services. Changes included the move of two faculty lines associated with the Scholarly Communication Center to the TAS unit, and the addition of one faculty line with system wide responsibility for access and interlibrary services. New Brunswick Access Services staff report to this position in the person of Judy Gardner.

Questions remain concerning gaps and redundancies in the new organization: what it means for a unit with specific campus responsibilities to report to an administrator with additional system-wide responsibilities, and the impact of responsibility for collections and facilities in New Brunswick/Piscataway being placed with other AULs. In this regard, NBLF expressed repeated interest in closer communication with Camden and Newark Library Faculty about collections, about the design of web technology for our users, and about the organization of the Libraries’ web. They suggested addressing these redundancy and gap issues in system wide forums.

**Status of Open Lines**

By August, discussion turned to the filling of open lines. The University Librarian’s Cabinet recommended the filling of four positions in New Brunswick, three of which were faculty lines. Over the Fall semester NBLF responded with the following line priorities (all four had been previously in some state of recruitment):

- AUL for RIS
- East Asian Librarian
- Social Sciences Data Librarian
- Humanities Librarian

Cabinet agreed to recruit for all positions and two have been filled as of this writing. Further, it was agreed that the position of Instructional Technology Development Librarian, which had been a priority for Cabinet, was best delayed in anticipation of the arrival of the new AUL for RIS. Clarification concerning this position is still needed regarding its responsibilities and reporting as a member of NBLF, its relationship to the system-wide Instruction Committee, potential duplication of responsibilities with the NBL instruction librarians, and its viability as a tenure
track position.

Subsequent to the start of these four searches, an Exploratory Committee consisting of Mary Fetzer, Jeris Cassel, Kevin Mulcahy, and Helen Hoffman went to work to guide the faculty in determining priorities for the remaining six (last year’s report states there are 10 open lines) open lines. They conducted a survey, which garnered 13 detailed responses to four questions, and brought out the following thematic preferences:

– broad disciplinary/interdisciplinary skills needed for liaison with multiple academic units
– flexible/multi-dimensional hires incorporating interpersonal skills and ability to engage with users
– traditional skills alongside fluency with emerging technologies & changes in scholarly communication
– technology expertise
– more middle managers leading to more involvement in RUL decision making
– reduced importance of one-on-one reference and move to more desktop services

Discussion focused especially on the importance of technology and librarian involvement in decision-making. It concluded with unanimous agreement that the next two positions to be filled should be based at the Kilmer and Douglass Libraries; both would emphasize technology, exploitation and development of multimedia resources, and flexibility of collections responsibilities.

**Librarian Vs**
Guidelines for Librarian Vs that emphasized their temporary nature and our preference for hiring on the tenure-track were addressed at our December meeting and generally agreed upon (as they were approved at the March RUL faculty meeting). Two NBLF lines are currently approved for non-tenure track personnel, and the option of three year contracts solidifies that commitment. Questions remain, however, concerning the use of faculty lines for temporary positions, how the positions are filled, and how the positions are managed, once hired.

**Information Services Group**
The budget crisis was met swiftly at the beginning of the fiscal year with severe cutbacks -- proposed by the Acting AUL for RIS and the Reference Team Leaders, and accepted by the faculty -- in voucher expenditures and faculty lines devoted to temporary librarian Vs. This primarily impacted reference and instruction services, resulting in lessened desk hours, limiting of the number of instruction sessions offered to each section, and increased movement of librarians between buildings.

Discussion continued throughout the year about the need for a stable forum and a chair for the Information Services Group; the group repeatedly reasserted this need while recognizing the exceptional challenges of the job. The position remained open, due to ongoing support issues with the position, its responsibility for service in multiple buildings, and the fact that librarians were focused on local demands because of the budget crisis. By late spring, the nomination process led to Tom Glynn becoming the Chair beginning this fiscal year, 2007-08. He began with an agenda item on meeting location and frequency, which resulted in a decision to initiate regular open meetings of the ISG Steering Group, and regular updates at the monthly NBLF
meetings.

**Other decisions made/actions taken:**
– To retain the NBL listserv for “NBL faculty lines only as determined by the AUL for RIS.”
– Scheduling meetings during vacation breaks will be avoided, though those times are available if necessary.
– Several meetings were given to discussion about the service/collections aspect of RUCore, led by RUCore team participants Rebecca Gardner, Karen Hartman, and Triveni Kuchi. This culminated in a visit from the AUL for Digital Library Systems, Grace Agnew, and other members of the RUCore team for an extensive information sharing session.
– NBLF as a body remained concerned about the use of its name as opposed to the designation of RIS, its reporting unit. A letter was drafted and sent to the University Librarian detailing our rationale for continuing the use of the name New Brunswick Libraries Faculty because it distinguishes “the system-wide all-campuses policy-making functions of the AUL for RIS position from the New Brunswick/Piscataway personnel responsibilities. . . [and]. . . allows the unit name to convey outside the library system more clearly the responsibilities of the individuals in that unit.”

Jane Sloan  
Chair, New Brunswick Libraries 2006-07  
July 12, 2007