

ACADEMIC AFFAIRS LIBRARY
ADMINISTRATIVE BOARD OF THE LIBRARY
(Elected by the General Faculty)
2000-2001 ANNUAL REPORT

MEMBERS: John Hammond, Chair (1998/9-2000/1); Anne MacKay Coble (2000/1-2002/3); Alice Cotten (1998/9-2000/1); Beth C. Holmgren (2000/1-2002/3); William M. Kier (1998/9-2000/1); James L. Leloudis (1998/9-2000/1); Gregory B. Newby (1999/00-2001/2); Roberta A. Owen (1999/00-2001/2); Karl E. Petersen (2000/1-2002/3); Richard W. Pfaff (2000/1-2002/3); Lillie L. Searles (1999/00-2001/2); James Seay (1999/00-2001/2); Thomas A. Stumpf (1998/9-2000/1); Brent W. Wissick (1998/9-2000/1); *Graduate Student representatives:* Paul Delamar (2000/01), Lora Holland (2000/01); *Undergraduate Student representative:* Antoinette Grier (2000/01); *Ex officio:* Linda Dykstra, Robert Shelton, Joe A. Hewitt

MEMBERS LEAVING DURING PAST YEAR: Howard E. Aldrich, Chair (1997/8-1999/00); Lucia Binotti (1997/98-1999/00); Louise A. Dolan (1997/8-1999/00); Dorothy Verkerk (1997/8-1999/00)

NUMBER OF ANNUAL MEETINGS: Four

REPORT PREPARED BY: John Hammond and Joe A. Hewitt
Reviewed by Board.

CHARGE: Shall advise the University Librarian on the administration of the University library system; formulate, together with the University Librarian, the basic policies governing the acquisition of library materials and the use of such materials; allocate, with the advice of the University Librarian, the book funds which are not specifically designated; submit to the Chancellor, through the University Librarian, its advice on the establishment or discontinuance of library service units outside of the general library building; review the University Librarian's budget request; and report annually to the Faculty Council.

Overview of Activities

The failure of library materials budgets to keep pace with the growth of electronic resources and with rising prices for journals and other print materials increasingly threatens the Library's ability to acquire the broad and deep research collections that support scholarship. In 2000/01, the Library is again relying on substantial one-time funding to supplement insufficient recurring allocations. Even as materials allocations present a growing challenge, the Library made a substantial investment in its services. With the restoration of funding for the Undergraduate Library renovation through the Higher Education Bond Referendum, the Undergraduate Library closed at the end of the fall term and its collections, services, and personnel were successfully relocated to Davis and Wilson libraries. The Library has instituted additional security measures in Davis Library in light of the extended hours and larger number of users. The Library also created and filled the new position of Coordinator for Instructional Services to expand

the Library's instructional programs and to implement innovative services. By reallocating positions internally and redefining several vacancies, the Library was better able to deploy its human resources to meet changing demands and emerging needs. Low librarian salaries continue to make recruitment of skilled staff difficult, despite last year's welcome tuition-based salary increases. The Library realized an extremely successful year in terms of development, and benefited from the Lockwood-Greene campus wiring project sponsored by ATN.

Ranking

Last year's rankings from the Association of Research Libraries showed a slight decline in the Library's position in 1998/99 from 17th to 18th place among ARL's 111 member libraries. The 1999/00 index is not yet available, but preliminary data suggest that the Library will maintain its standing in at least several of the five component categories (Volumes Held, Gross Volumes Added, Current Serials Subscriptions, Total Library Expenditures, and Total Professional and Support Staff) used to derive the overall ranking. However, total expenditures, which are more heavily weighted in the indexing process, declined by 2.3% from 1998/99.

Although not worrisome by itself, the 1998/99 drop on the ARL index could be problematic if permitted to continue as a trend. Reductions in the materials budget would certainly have a negative impact on UNC-CH's standings and, more importantly, on the Library's ability to support the students, scholars, and researchers who rely on our historically strong collections.

Materials Budget

In terms of overall budget, the Library held its own in 2000/01 following a year marked by substantial cuts. The outlook, particularly for the accession of library materials, nevertheless remains precarious. In recent years, the number of volumes purchased by campus libraries has fluctuated, based largely on the availability of one-time funds:

| Year | Vols. Purchased |
|------|-----------------|
| 1995 | 63,414 |
| 1996 | 63,560 |
| 1997 | 73,030 |
| 1998 | 60,746 |
| 1999 | 70,029 |
| 2000 | 60,744 |

Non-recurring funding is again playing a critical role in 2000-01. State continuing appropriations for the year represent an increase of \$293,508 (or 5.6%) over the previous year for the Academic Affairs Library. This is a permanent increase based on enrollment change and the permanent allocation of 1999/00 reversion funds to the materials budget. At the same time, the Library is relying on one-time funding of \$718,217 from a variety of sources in order to maintain the mid-90s accession rate of approximately 63,000-64,000 volumes. This level allows the Library to acquire serials and monographs which meet the highest priority teaching and research needs. It does

not allow in many cases for the purchase of deep research collections to support both existing and emerging programs beyond the core level. Continuing increases in scholarly communication costs coupled with the growing cost of access to information in electronic format, both described below, threaten the Library's long-term ability to build the collections which distinguish a top-ranked research university.

The Library now spends more than \$1.5 million annually to license access to electronic resources. This represents an important value-added service to students and faculty, who are able to take advantage of powerful search engines and who now have the ability to access selected research materials at any time from locations outside the library, including the home, office, and lab. However, these information resources require substantial added investment and present a serious threat to print collections. In only a few cases have electronic publications actually supplanted their print counterparts, and in nearly all instances, electronic versions involve significant add-on costs to the price of print subscriptions. This increase in price has long been the rule with indexes, abstracts, and serials. As online monographs make their appearance, we expect them to become an added cost center as well.

The Library is further hampered in its ability to purchase materials by a continuation budget that no longer includes an inflationary increase. This is especially problematic given the skyrocketing cost of certain journals, especially those in the sciences, as detailed in last year's Board report. The departmental science libraries, the Health Sciences Library, and the Law Library have been especially hard hit in this regard, with certain titles increasing in price by 80% or more in just a few years. In light of this continuing inflation, the projected state budget shortfalls for the upcoming year are a cause of particular concern.

Services to undergraduates

Passage of the Higher Education Higher Education Bond Referendum in November, 2000, enabled the Academic Affairs Library to proceed with the renovation of the Robert B. House Undergraduate Library. The comprehensive renovation will create a state-of-the-art teaching library designed to support student learning and to prepare undergraduates for today's information-rich academic and work environment. House Library closed at the end of the Fall semester and its collections, personnel, and services were successfully relocated to Davis and Wilson libraries following a detailed transition plan. Construction in the House facility is expected to begin this spring and to last approximately eighteen months. Davis Library has taken on the Undergrad's normal 24-hour operating schedule for the duration of the renovation period. In light of the extended hours and increased traffic, the Library implemented new security measures in Davis, including stationing a guard at the front desk, with a second guard roaming the stacks in evening hours. Closed-circuit television monitors have been placed at the front and rear entrances, and emergency intercoms with a direct connection to the Circulation Desk are being installed at two locations on every stack level.

In September, the Library welcomed Lisa Stimatz as Coordinator of Instructional Services to support the Library's mission to teach users to find, evaluate, and interpret

information and to assist users in the development of lifelong learning skills. Among the Coordinator's initial activities was a review of current instructional programming, the implementation of a training program for library instructors, and the expansion of instructional services to previously underserved constituencies, including international and transfer students. In response to growing concern over students' inability to access library resources, the Coordinator is overseeing the development of a Web-based tutorial and course-related information literacy modules, and an expanded program of instruction for first-year students.

Internal Reorganization

- The Library redefined several positions and reallocated vacancies in order to improve and enhance services. Reallocated positions have come principally from the Cataloging Department, where new technologies, streamlined procedures, and increased use of vendor services have resulted in considerable efficiencies, including the elimination of nearly the entire cataloging backlog. Among the changes being implemented are the following:
- Three administrative positions have been redefined and the incumbents promoted in recognition of increased management responsibilities. The Senior Associate University Librarian is now the Deputy University Librarian; the Library Personnel Officer is now the Director of Library Personnel; and the Library's Head of Fiscal Services and Facilities is now the Director of Financial Planning and Administrative Services.
- Two positions were redefined following retirements in 2000 and recruitment is underway. The position of University Bibliographer and Head of Collection Development is now the Assistant University Librarian for Collections and Resource Services, with greater administrative, budgetary, and leadership responsibility. The position of Associate University Librarian for Special Collections and Planning has been converted to Director of Library Digital Publishing, assuming management of the Library's *Documenting the American South* digitization project and responsibility for developing related initiatives.
- To strengthen its Web presence, the Library is recruiting for the new position of Web Development Coordinator. Two vacant positions have been reallocated to a Web Design Group reporting to the Coordinator, and several existing positions will be assigned half-time.
- Recruitment is underway for librarians to head the library of the School of Information and Library Science and the Music Library, and for a new Instructional Projects Librarian who will report to the Coordinator for Instructional Services. Planning for a new librarian position with responsibility for Geographic Information Systems is underway.

Development

The Library closed FY 2000 with more than \$3.3 million in gifts, its second-highest year ever and the fourth largest total among the schools and fund-raising units on campus. This total includes several planned gifts, including one from Cedio and Melba Remig Saltarelli, Class of 1957, which is of a size to name the rare book exhibit area in Wilson Library the Melba Remig Saltarelli Exhibit Room. The House Library campaign added

substantially to the total dollars raised. Members of the Friends of the Library Board in particular made significant commitments.

Planning for the Library's ambitious \$35 million goal in the upcoming campaign was a major activity for the development program. Peggy Myers joined the Library as Associate Director of Fundraising on January 2, 2001, and will concentrate on major gifts. A donor relations coordinator is also being added to manage stewardship of the Library's 136 named funds. This personalized attention is critical to attracting repeat giving.

Friends of the Library programs included the spring book sale, various talks by campus and off-campus speakers, and the 68th annual Friends of the Library meeting at which novelist Gail Godwin, Class of 1959, spoke. Friends membership remains at about 2,000 donors, although we hope with effort to increase the number of members this year.

North Carolina Literary Festival

Following the successful 1998 North Carolina Literary Festival, sponsored by the Center for the Study of the American South, the Library and the Friends of the Library agreed with the libraries and friends groups at North Carolina State and Duke universities to collaboratively produce this event on a regular basis. The festival will rotate among the campuses, with the first to be held at UNC-CH on April 5 and 6, 2002. The festival's broad goals are to encourage reading and writing among North Carolinians and to spotlight the literature produced in and about the state through readings, discussions, signings, workshops, performances, and exhibits, as well as through a virtual festival conducted online. The Library hired Caroline Martens as North Carolina Literary Festival Director in January; she will oversee all aspects of the 2002 festival.

Computer Networking and Infrastructure

During 2000/01, construction began in Davis Library as part of the ATN-sponsored Lockwood-Greene project. This initiative is intended to rewire the campus for current data communications standards and will accommodate growth in connectivity and bandwidth for the next decade. The Davis Library phase, when completed by August, 2001, will provide for the replacement of all existing network connections in Davis, and for many new connections in faculty and graduate student carrels, group study rooms, and open seating spaces in the library. Over 2,300 network connections will be available in Davis as a result, and future networking will require far less investment in infrastructure.

Phillips Hall was also included in this phase of the project, resulting in a significant upgrade in network connectivity for the Brauer Math/Physics library. Other Academic Affairs libraries that have benefited from earlier phases of the construction include the Kenan Chemistry Library, the Music Library, the Geological Sciences Library, and the Biology Library (Botany and Zoology Sections). The next phase of the project will include Wilson Library; planning should begin in fall, 2001, and construction within two years.

The Library has also been a leading participant in pilot projects for the implementation of wireless technology on campus. Wireless connections are now available in Davis Library in the Taylor Reading Room of the Reference Department, in the Class of 1991 Study Area on the second floor, and in the seventh- and eighth-floor stack levels. Wireless network cards for laptop computers are available for checkout from the Circulation Desk. In Wilson Library, wireless connections can be made in the Reading Room of the Rare Book Collection; wireless cards for checkout to students will be available there soon. The Undergraduate Library, before its closing, also had wireless connections which served not only the Library, but also helped to provide connectivity in the Pit and at the Daily Grind. Since the closing of House Library, these areas are being served by transmitters located in the Student Stores and Lenoir Hall.

Campus planning

The Library and the Library Administrative Board, along with many others, continue to monitor campus planning proposals with great interest. During the year, it was decided that plans for the renovation of the Health Sciences Library, included in the November bond package, would go forward as planned. The University will also soon begin advance planning for a combined biological and health sciences library as part of a new science complex. Construction of a Digital Multimedia Instructional Center was approved as part of the bond referendum; this facility will include a new Music Library.

Board Activities

In addition to advising the Library on operations and issues affecting faculty, the Administrative Board of the Library provided its approval in September, as outlined in the Faculty Code of Governance, for the Library’s state-allocated collections budget. The Collections Committee also reviewed and prioritized research fund requests, and the Board, acting on behalf of the Collections Committee, approved the expenditure of \$8,500 from the Pogue fund for the purchase of a collection containing letters and documents by and about poet Carl Sandburg. The Board is preparing to review a report, now being written by the Library, on the status of the departmental libraries. In many cases, the agreement between the Library and individual departments is poorly understood or appears to be inequitably administered. In addition, developments such as the emphasis on interdisciplinary studies and the growing availability of electronic resources may call for re-examination of the basic arrangement under which the Academic Affairs Library supplies the collections budget, staff, and technical processing for departmental libraries, while the departments provide space, movable equipment and furniture, and operating supplies.

Librarians’ Salaries

Salaries of librarians at UNC-CH improved slightly in 2000/01 with the addition of funding for librarian raises. Below are salary and rank comparisons with other ARL libraries for Beginning, Median, and Average salaries in 1999/00 and 2000/01. Statistics for specific peer and counterpart institutions in 2000/01 have not yet been released.

| | 1999/00 | | 2000/01 | |
|-----------|------------------|----------|------------------|----------|
| | Rank | Salary | Rank | Salary |
| Beginning | 65 th | \$30,000 | 41 st | \$33,000 |

| | | | | |
|---------|------------------|----------|------------------|----------|
| Median | 85 th | \$42,050 | 74 th | \$46,000 |
| Average | 80 th | \$44,869 | 73 rd | \$48,631 |

The Library experienced a 30% loss of funding from positions vacated by retiring librarians in 1999/00. In addition, replacing those librarians proved expensive; many of these positions require subject specializations, management skills, instructional expertise, and technological competencies unheard of a decade ago. Since Library salaries compared so poorly in national rankings, it was decided not to list salary minimums in vacancy announcements in 1999/00. As a result, applicant pools are smaller and we are increasingly concerned about recruitment, realizing that we regularly compete with other colleges and universities at the national level in order to attract and retain skilled librarians. Three librarian vacancies were readvertised after the first round did not yield successful candidates. The Library has resumed listing minimum salaries in vacancy announcements and hopes that this may yield different results, especially since rankings are somewhat improved.

Recommendations for actions by Faculty Council: None