LFPA Spring Assembly
April 21, 2011

Present:

Welcome new members:
- Angie Rathmel
- Miloche Kottman
- Elspeth Healey
- Roberta Woods
- Tara Wenger
- Michele Lubbers

Announcements:
- Elections for LFPA seats on LFPA Exec and Committees coming soon. Watch for announcements
- LFPA supports the work of LOSDC (Libraries Organizational & Staff Development Council)
- Template for LFPA Committees – Unanimously agreed to try this this year

Brief Remarks by Dean Haricombe
- Warm welcome to new members
- Recognition of those promoted or tenured in the past year
- Whitney Baker – ALA Award for her research
- ALA award to LOSDC for staff development
- Julie Petr and Amalia Monroe-Gulick presentation at ACRL
- Poster session by John Stratton at ACRL
- Consultants will be here May 16-18
  - Invitations have been sent
  - Meeting with DC Exec to discuss before they arrive
  - Take recommendations in context of strategic initiatives at KU
- Scenerio-based planning sessions offered by Deb Ludwig and Jen Church-Duran
- Mentorship committee-LFPA members (faculty and unclassified) should contact Lorraine if you are interested in chairing or serving
• University strategic planning underway- Four working groups have met and offered recommendations. See http://www.provost.ku.edu/planning/ for more information.
• University strategic initiatives being reviewed
• Thank you to Biziwe Tembe for coming to KU
  o Biziwe will be sharing what she has learned about how we work at an event to be held soon
  o Respecting Differences panel discussion about Apartheid and South Africa held on April 15
• Denise Stephens is leaving KU in June to go to the University of California
• Keith Russell – There was a conflict with the LFPA meeting; Webinar on e-science initiatives at ARL being held simultaneously with Fall Assembly.
  o Webinar will be available online from the ARL website
• Searches for new positions
  o Head of Integrated Technologies
  o Instructional Design Librarian
• Hoping to get permissions to recruit
  o E-science librarian
  o Metadata librarian
  o Distance Education librarian
  o Data librarian

Changes to Code and Bylaws
Unanimously decided to send the following changes to a vote by the Assembly:
• Unclassified added as a member of Dean’s 5th year review
• Substitute “LFPA” with “LFA”
• Remove Dean’s Council from document, as it no longer exists

Committees on hiatus: Discussion about draft language
Q. What happens at the end of the first year of hiatus?
A. Recommendations are brought to the Assembly. Recommendations might include: another year of hiatus, a revised charge, or recommendation for removal of committee.

Q. If the Executive Committee-elect is to do this, does that mean that we have to have elections and committee reports done by June?
A. Yes. Could be done at joint meeting of incoming LFPA Exec and outgoing LFPA Exec. Exec liaisons should bring information back to Exec during the year so this isn’t a surprise.

Q. Timing: When would recommendations be made?
A. Recommendations may be presented to the Assembly at the following Spring Assembly or during a special meeting of the Assembly.

SMcE: Exec wouldn’t have to consult Assembly in a meeting, could be in Exec’s report. Concerned that this language is very broad. Some LFPA committees are required by the
university and with this wording LFPA Exec could put ANY committee on review. (Result: Language about “appointed” committees added to draft.)

Comment: We may not know at the beginning of the fiscal year when a committee would be needed.

Moved by Ada Emmett and seconded by Deb Ludwig to send amended draft changes to a vote: Unanimously approved.

Denise Stephens: Research Measurement
- RGS and Provost’s office: Conversations around research engagement
- Activity Insight (created by Digital Measures) – Tool selected to track research activity and measure research engagement. Can mine HR information, annual reports, personal productivity web site.
- Digital Measures hosts the system/program
- KU’s data (owned by KU) will be hosted off-site by Sun Microsystems. KU reserves the right to take this data back.
- Each faculty member will have an interface into the system so that the information can be updated at any time.
- No particular format needed, system can translate to a standard format
- Conversations about how data will be managed will be held in the future
  - Are you required to participate?
  - Are there consequences if data is not current or correct?
  - Who can edit this information, besides the faculty member?
  - How will this system interface with HR systems or Blackboard?
  - May be able to plug into faculty evaluations by students in the future.
  - On-line by next fall
  - Who is the owner of this service? Steve Warren, so far
- The Libraries will be putting together a structure in this system that applies to library work

Q. Has this system be implemented when the library was a part of the system? (George Gibbs)
A. Yes, but not all of the system may be implemented (e.g. Milwaukee, Wisconsin and River Falls, MN are examples)

Comment: We’re not alone in being unique; a traditional academic model may not fit other groups on campus as well.

About the new system:
- Works with bibliographical systems like Zotero and EndNote
- Level of customization will be at the departmental level
  - These customizations can be made in 5-10 days by the vendor.
Not clear whether there will be a charge for this work.

- System is capable of multi-lingual data (Unicode); question about how reports will represent Unicode content.
- May be able to feed into grants management structures here at KU. Templates, etc.
- Dedicated Digital Measures representative that is assigned to work with KU. No general Help number.
- Data provided to Denise has been put in a CSV format. This format can be easily migrated into this system.
- Large Data Sets: Faculty activity over many years
- Some reports will be able to be run by individual faculty
- Departments can determine which reports are available

Q. Connection to KU ScholarWorks – Can data from the Digital Measures tool be mined?
A. Technically, yes, but may not be allowed by policy. Comment: May mine information from other sources (Scopus, etc.) and import into the tool. Faculty member can select template for how their data is organized.

- Unit may designate staff to input data, or individuals may input data themselves
- In the long term, system may import historical data
- Connection to DEMIS (KU statistics)
- Initially limited to Faculty, not other staff
- Access will vary depending on the role; most will only see their own information (except for public web pages generated by the system)
- “List of Experts and research interests” may be one result of this system

Report: KU Libraries Faculty Research Profile 2006-2010 (see PowerPoint on staff Intranet)

Three Phases:
Phase I: Reviewing and mining administrative sources
Phase II: Librarians articulate research interests through Survey Monkey questionnaire
Phase III: Develop a custom online form to enable librarians to enter research outputs

Gender – 68% female, 32% male
Average Years of Service-17
Number of faculty-51 librarians
Years of post-MLS experience:
  47.5% - 15 years or less
  52.5% - 16 years or more
Tenure-39 of 51 tenured,
Years to get tenure-Average of 5 years
Ranks-
  Assistant (18%)
  Associate (59%)
  Full (23%)
Average distribution of effort (using 2009 data):
  Professional responsibilities: 75%
  Research: 7%
  Service: 6%

List of 19 functional categories describing work done by librarians

List of challenges

Research Productivity:
418 research units total reported from 2006-2010:
  • 193 Conferences and proceedings
  • 54 Scholarly reports and monographs

As a faculty, KU librarians make more presentations than they write scholarly articles and that research output tends to be collaborative (multiple authors, presenters, etc.)

Respectfully submitted,
Marianne Reed, LFPA Secretary