<p style="text-align:center">CUL Strategic Plan Progress Report August 2014</p>

The planned renovation is a major factor driving many goals, and should be considered as we prioritize goals and consider new projects.

<u>Space</u>

Assess the use and distribution of space in DeGolyer, ensuring that we move all our materials no more than we have to in conjunction with proposed renovation. (4.5)

Actions in progress

- Measurements completed; various internal collection shifts completed or in progress. Projections for future include not only anticipated DeGolyer growth but also transfer of selected materials from Fondren (stacks, periodicals, cage, storage).

Assess the use of spaces in the Hamon Library, including shelving needs, user spaces, etc. Plan reorganization of spaces for 25th anniversary of the Hamon in 2015. (4.1, 4.2, 4.3, 4.5)

Actions in progress

- Stacks measurements have been updated.
- Shifting of bound periodicals is completed.
- Weeding projects were implemented in early December, targeting the Limited Access collections, unprocessed gifts, BSC books and archival materials.
- Pages added to the Hamon wiki facilitate documentation and communication for the weeding projects.
- PDC Project Request submitted, scoped to redesign the Hamon Library entrance lobby and adjacent office and work areas.
- Upgraded and switched most public computers in Hamon Library to more robust load for SMU student, faculty, and staff use. Added enterprise and specialized software.

Participate in space planning and renovation planning activities for the Fondren Library Center. (4.1, 4.2, 4.3,)

Actions in progress

- User groups and sub-committees including Hamon Library staff members formed to provide information needed by architects and construction teams for design phase and budget cost estimates.

Leverage FLC Renovation public space and service planning discussions to reimagine the entry and lower level public spaces of Hamon Arts Library. (4.2)

Continue study for offsite storage. (4.4, 4.5)

Actions in progress

- Exploration of SMU-owned warehouses completed with cost estimates. This option was explored and is cost prohibitive.
- SMU Libraries representatives visited UNT off-site storage facility. Off-site storage task force formed. Discussions underway on possible cost models. Draft of storage document is being prepared for a possible January 2015 start date.

FLC projects being considered outside of the renovation:
  o FLC 2nd floor link – carpet, furniture – carpet is installed and furniture has been ordered.
  o SMU Press demolition.
  o FLE 323 –carpet, furniture, hardware.
  o First floor Classrooms – New furniture requested for those rooms. These are university classrooms. Equipment is funded by the Tech fund. Replacement is based on age, age by eligibility. Further discussion is needed.
  o SIC basement walls removed – reconsidered due to construction and code considerations.
  o FLE 322 wall removed.

Services

Examine the possibilities of further harmonizing Circulation policies across CUL. (1.4, 5.1)

Actions in progress

- In August, Hamon and FLC Access Services staff launched cross training between the two libraries.
- Each circulation supervisor has been cross trained to staff the circulation desk of the other library, in cases of emergency.
- Training documentation and training check lists for Hamon Library and Fondren Library have been shared.
- Access polices governing food/drink, loan periods, photography/filming, and study room use, between the two libraries have been shared.

Develop a plan to reduce the number of public service points in Hamon Arts Library and to consolidate print and AV circulation desks. (4.1, 4.2)

Actions in progress

- PDC Project Request submitted in January.
- Preliminary meeting with PDC Project Manager to discuss the goal of combining the two service points.

Investigate uses of a 3D printing service in Hamon Library through engagement with Meadows faculty and CUL (2.1, 2.2)

Actions in progress

- The Information Commons Technology Coordinator is chairing a task force to investigate the feasibility of 3D printing. They met during the 2013 summer and fall semester, identified faculty members interested in 3D printing, and reviewed other sources of 3D printing on campus. The task force is preparing their final report.

Increase access to Meadows' music recordings in legacy formats, including open reel tapes and cassette tapes, through development of a program of preservation and digitization. (1.3, 2.5)

Actions in progress

- Curated set of Meadows' concert recordings sent to preservation vendor (George Blood) for digitization. Funding to support the work was awarded to Hamon through a FOL Grant.

Explore the viability and cost of implementing a streaming video service. (1.4, 2.1, 2.2)

Actions in progress

- Designated SRRS staff members obtained a cost estimate for streaming video services from Digital Campus. Digital Campus and Kanopy streaming video services were set up in summer 2014; Promotion will take place during academic year 2014-2015.

Collections

Create collection development policy that is aligned with curricular needs and the changing landscape of scholarly publishing. (1.1)

Actions in progress

- Draft introduction is written and proposal awaiting approval for liaisons to assist by filling in templates for their subject areas.

Ensure that collections are weeded to the extent possible and arranged in such a way as to facilitate renovation and collection moves. (1.4, 4.1)
  o The General Collections Subcommittee convenes to identify and prioritize collections projects related to the renovation. (1.4)

Actions in progress

- Ongoing. The subcommittee identified a number of collections that need to be weeded and additional weeding projects have been identified subsequently by the Dean, including: the Cage, SIC (basement, monographs, and periodicals), microforms, government documents (print and microform), VHS and DVD, reference, maps, ISEM, Deweys, and selected portions the LC monographic collections (i.e., A's, E's, H's, Z's, as well as indexes, abstracts, and serial titles). Small working groups, often including people outside the subcommittee, have been appointed to work on each project.

- **ISEM:**
  Materials from ISEM were transferred to Fondren in June. ISEM monographs and serials have been shelved, ISEM periodicals are still being shelved.
- **Cage:**
  Materials left in Cage need to be moved to DeGolyer or Fondren general collections.
- **Indexes, Abstracts, and Serials and Z weeding:**
  Weeding decisions have been made by liaisons, The Stacks Manager has 20+ lists in B-U and Z's to weed.
- **Dewey's:**
  Decisions and weeding in the 500's and 600's are ongoing and were moved to the top of the weeding priority list this week.
- **Microforms:**
  The Head of Collection Development completed decisions about microform weeding, but it was decided that weeding the print materials is higher priority right now for renovation.
- **Journals:**
  The Head of Collection Development is analyzing Science Periodicals for withdrawal decisions based on online holdings; a similar project will be started shortly for Fondren Periodicals.

Actions completed

- VHS/DVD collections, reference collection, A's, Dewey 0's, Cage, JSTOR and Project Muse journal titles.
- Provided reports that supported this effort.
- Browsing Collection:
  As a part of streamlining processing by outsourcing and eliminating a position in Technology Services, evaluated the usage of the Browsing Collection and made a decision to discontinue special handling of these materials and housing them in a separate space. The Library Catalog New Titles list is being promoted by SRRS on a regular basis.

Increase use of ShelfLister for improved inventory control, gathering unified data about misshelved items, damaged items, cataloging problems, etc. (1.4)

Actions in progress

- Support provided by resolving cataloging problems identified and sent to PIT/cataloging staff.

Conduct an overall assessment and explore the feasibility of weeding and reclassifying selected Dewey holdings for potential consolidation with LC classified collections. (1.4)

Actions in progress
- The Head of Collection Development requested a report on Dewey titles that have not been checked out in the last 10 years. The liaisons object to weeding all such titles and have indicated a preference for selective weeding instead.

- Support provided for the reclassification of Dewey titles by creating LC call numbers when absent and reclassification of Dewey titles that circulated in the past 10 years.

Actions completed

- Provided reports that supported this effort.

Finish integrating and shifting all FLC Dewey collections into the West stacks. (1.4)

Actions completed

- done

Review reference collection to identify titles for deselection or replacement by electronic equivalents. (1.3, 1.4)

Actions completed

- Done. The liaisons weeded the collection, and the Head of Collection Development and the Head of Research Services prioritized titles that we wish to purchase in electronic format. We are now in the process of purchasing these titles as the budget permits.
- Reference titles ordered/activated in Serials Solutions as requested by collections.

Identify and implement strategies for assessing print monograph collections; identify materials that are candidates for deselection, retention, or offsite storage. (1.3, 1.4)

Actions in progress

- The print journals have been identified as a top priority for offsite storage; the Deweys (especially Science Deweys), maps, and portions of DeGolyer's collections are also candidates for storage. The Government Information and Social Sciences Research Librarian has identified portions of the government documents collection for deselection, The Media Collection staff member has identified about 1200 VHS titles that can be withdrawn, the JSTOR titles have all been weeded, many print reference titles have been weeded and some identified for replacement by electronic resources, and many large segments of our print and microform collections are in the process of being weeded.

Actions completed

- Provided reports that supported this effort.
- VHS weeding is done.

Weed Hamon Arts Library reference collection, including indexes. Replace index tables with open seating tables combined with comfortable seating in the Reference area. (1.4, 4.1)

Actions in progress

- Weeding of reference collection began in summer, 2013, continuing at a slower pace during the academic year, with plans to recommit in summer, 2014.
- Indexes removed from tables; tables removed.
- New tables and upholstered seating have been ordered with donor funding.

Actions completed

- Cataloging staff supported activities by updating/deleting bibliographic records.

Continue to refine public version of gift collections chart so that it is easier to read. Updates are added as received and priorities are driven by unit submitting. (1.4, 1.6)

Hidden Collections – Continue work on G. William Jones records (authority clean up, bib records clean-up, creation and population of MFHD records with actual holdings data). (1.4)

Actions in progress

- G. William Jones records moved to Voyager database and suppressed. Plan created to clean up and un-suppress records. Awaiting decision from Hamon Library with approval to proceed.

Plan for RDA implementation by training staff and implementing the new standards in line with documentation and implementation guidelines by the Library of Congress. (1.4, 6.3)

Actions completed

- Implemented use of RDA for original/complex cataloging of monographs.
- Appropriate training has taken place.
- Catalogers are currently creating or editing RDA records, except for music formats because major changes are still expected in the RDA standards for those formats.
- Systems (Voyager, Summon, etc.) are set up to work correctly with RDA records.
- Designated cataloging staff serve as resource for other catalogers using RDA,

Plan for a future migration to a next generation library system to replace Voyager.
- Create a plan and prioritize the data clean-up in Voyager in preparation for a future migration. (1.4)

Actions in progress

- An inter-departmental, inter-library data clean-up task force has been formed to prioritize and complete data clean-up projects.
- Several reports have been run and various staff are working through them.

Allocate funds for materials in consideration of renovation.
- Collection development will prioritize print collections for replacement by electronic products in order to withdraw print collections. (1.4)

Actions in progress

- Many reference titles have already been identified and prioritized; some science monographs may be replaced with ebook collections; and many print indices, abstracts, and continuations in SIC have been identified for replacement with existing or new electronic resources.

Actions completed

- Report criteria developed and reports executed to aid in identifying titles available as e-books from ProQuest, serial runs in the stacks.
- Indexes, Abstracts, and Serials weeding decisions allowed liaisons to identify print collections to replace with electronic products. Products not yet purchased include more Web of Science back files (have recent quote, deadline end of Sep. 2014).

Expand the scope of the demand-driven acquisitions plan and promote it more broadly in FY2014. (1.1, 1.2, 7.4)

Actions in progress

- Additional funds have been allocated to the DDA budget. Promotional strategies are under development.
- Ebooks on EBL and ebrary will be promoted as part of a broader promotional campaign for e-resources. Promotional tools include faculty newsletters, This Week at the Library, Facebook, Twitter, digital signage, etc.
- DDA e-book collection expanded by adding EBL as a provider, in addition to Ebrary.
- EBL is now our default ebook and DDA provider, ebrary is also still available for titles not available on EBL. We are also testing DDA for streaming video using the Kanopy platform.

Evaluate and possibly change the focus of the SMU Digital Repository as a strategic technology that reflects the research priorities of SMU while serving the broader scholarly community. (1.7, 2.2, 2.3, 2.4, 2.5, 3.2, 4.6)

Actions in progress

- Responsibility for the DR has been officially transferred to the Scholarly Resources and Humanities Research Librarian, who is updating the DR policies and procedures. He is working with partners in the Law School, Guildhall, Center for Presidential History and various colleges to increase DR content.

Implement an Electronic Resources Management system (ERM) to enhance management of electronic resources and better understand electronic usage. (1.1)

Actions in process

- Key staff in SRRS and Technology Services met and identified a strategy to gather and upload the licensing details for approximately 80% of our electronic resources. Licensing and contract details for additional resources will be uploaded as these agreements are renewed.
- Cost data population for e-journals, entering non-COUNTER usage data, entering retrospective e-resource data from ERLine into ERM, planning for entry of contract data.
- Reconciling issues with some cost data and usage statistics.

Actions completed

- Cost data populated for databases, contacts populated, most recent usage data loaded, historical usage data sent to Serials Solutions for population, procedures for entering new orders in ERM documented.

Identify materials in the Bywaters Special Collection that are in need of improved access.
  - Process and catalog the Paul van Katwijk music collection in Bywaters Special Collection and highlight it for use to the curriculum. (1.3)

Evaluate concert recordings of the Meadows School and Voices of Change in obsolete formats in order to identify the most pressing needs for intervention. (1.3)

Actions in progress

- Curated set of Voices of Change recordings sent to preservation vendor (George Blood) for digitization. Funding to support the work was awarded to Hamon through a FOL Grant.

Create finding aids for the E.G.Eisenlohr Collection and the Diana Church Research Collection on Texas Artists in Bywaters Special Collections. (1.3)

Remove a group of recently identified nitrate films from the vault of the Jones Film and Video Collection in Hamon Arts Library and rehouse at an appropriate institution. (4.5)

Mat approximately 120 works of art on paper by Merritt Mauzey. (4.5)

Review VHS collection to identify titles that are candidates for conversion to DVD format and that are eligible for conversion under copyright law. (1.4)

Actions completed

- Done. Summer 2014.

Financial

Raise funds to support priorities. (8.5)

Actions in progress

- Approved funding priorities from the Unbridled Campaign include: raising $10 M for the Fondren Library Center renovation and endowing key positions such as the Dean and Director of CUL - $3 M, Director of the DeGolyer Library - $1 M and the University Archivist - $1 M.

Actions completed

- Secured $1 M in commitments for the Archives of Women of the Southwest endowment.

Expand CUL donor base by 25%. (8.5, 8.7)

Continue to seek transparency in financial issues wherever possible. (7.1, 7.2)
- o Develop programs to communicate budget issues to staff as needed. (7.1, 7.2)
- o Assure that budgeting and expenditures for acquisitions funds are transparent to all involved; provide training for collections staff as backup to AD SRRS. (6.3, 8.4)

Continue to utilize all funding sources properly and effectively. (8.3, 8.4)

Actions in progress

- Plan is in place to allocate indirect acquisition costs to underutilized restricted funds.

Outreach

Strengthen the subject liaison program. (3.4)
- Develop standard liaison job description to include expectations for outreach. (3.6)

Actions completed

- Done.

- o Provide training and support for liaisons to be active partners with faculty in addressing information literacy proficiencies in the new University Curriculum (3.5, 5.8)
- o Devise strategies to promote the role of the liaison librarians to faculty.

Actions in progress

- A standard template that liaisons can use to send regular updates to their assigned academic departments is being developed.

Continue outreach to campus programs including the Academic Bridge Program, the Center for Teaching Effectiveness, the Altshuler Learning Enhancement Center, the Master of Liberal Studies program and the Residential Commons. (3.6)

Actions in progress

- User Experience Librarian has met and established working relationships with a number of departments such as ALEC, Bridge, Engaged Learning, and the Residential Commons. Head of Research Services met with CTE staff to identify possible areas of collaboration.

Use new technologies to communicate collections, services and events to the SMU and outside community. (3.6)

Actions in progress

- CUL Twitter account launched (@SMUCUL) as a new means of communication to SMU and the outside community.
- Equipment and software for CUL's first interactive digital exhibits project ordered during fall 2013.
- Equipment and software for digital exhibits has been used to great effect and continues to be developed.

Actions completed:

- The Meadows Digital Wall and the big digital signage at Umphrey Lee have been added to our list of digital signage we use to advertise.
- Digital signage installed at Hamon Arts Library during fall 2013.
- New titles list in the Library Catalog is being promoted via This Week at the Library.

Continue redesigning and upgrading all the CUL websites, adding and improving services, and reorganizing content, with the mobile website being top priority. (3.3, 5.6)

Actions in progress

- Work is in progress on upgrading and using responsive design on the DeGolyer sites.

Actions completed

- Hamon website upgraded to SMU responsive design template and implemented in February 2014.
- Deployed new responsive design across the CUL website.
- Mobile library catalog upgraded to a version that supports most of the functionality of the desktop website.

Test and offer virtual desktop access to several major campus systems (including Voyager) (in partnership with OIT) in order to streamline procedures and provide access to systems remotely during renovation or disaster recovery. (2.2, 2.4)

Actions in progress

- Some enterprise software previously installed on individual PCs (staff and public) is now being offered via apps.smu.edu. Matlab, SPSS, and SAS are examples of software being offered.
- Voyager modules and OCLC Connexion were installed on apps.smu.edu during fall 2013 and are being tested by Voyager team members; Pharos Remote also installed and is being used in production by participating departments.

Work with OIT to assess and plan for the impact of the new Technology Replacement Fund procedures on CUL. (2.2, 2.3, 2.4)

Actions completed

- CUL replaced 80 instructional and primary computers and in so doing received the benefit of $53,120 from the Technology Replacement Fund in 2013-2014. In 2012-13, 59 computers in CUL were replaced using Technology Replacement Fund.

Implement engaging programs to invite prospective new Friends members and effectively market CUL to the community. (3.6, 3.7)

Market and track the success of the alumni portal to provide access to selected new electronic resources in partnership with Alumni Relations. (5.6)

Develop plans for a Friends of the Library event in Hamon Arts Library in FY14. Schedule a YOL event in Hamon Arts Library. (3.6, 7)

Actions in progress

- Plans underway for exhibit reception that includes special tours for FOL.
- Develop and publish a "centennial" DeGolyer guidebook/coffee table book in 2015. (3.7)

Actions completed

- Plan is in place for Friends to co-sponsor Eisenlohr exhibit reception at Hamon Arts Library in April.
- "Are You Close Enough: SMU Libraries as Learning Spaces" (meta-exhibit) coordinated by the YOL Committee in November, 2013.
- Participate in the selection of the entries in the centennial publication, "100 Treasures of SMU Libraries." (3.7)

Continue the work of the Marketing Advisory Group in order to standardize the professional image of CUL and to provide marketing support for CUL. (3.7)

Actions in progress

- Progress continues. The Group has expanded its membership and its support has grown in to new areas (such as Facebook and Twitter).

Develop a comprehensive communication plan for the CUL renovation project and effectively communicate plans and updates to all CUL constituents. (4.)

Actions in progress

- Communication plan is in the works and will be revised to communicate the new scope of the project.
- New renovation web pages are underway and further communication elements will be added as the project progresses.

Solicit outcomes on collection access and collect user feedback through social media, etc. (1.2)

Maximize opportunities provided by the 2013 Year of the Library platform. (3.6, 3.7)

Actions in progress

- Campus Engagement Committee created to continue YOL momentum.

Actions completed

- Completed.

Plan celebration for Hamon 25 year anniversary. (3.6, 3.7)

Culture/Staffing

Provide targeted staff training and development opportunities. (6.3)
   o Assistant Deans to assess and implement specific training needs for each division (6.3)
   o Provide training session for student supervisors.

Actions completed

- Completed – student supervisor training session completed Fall 2013.

   o Provide training session on CUL travel policy and procedures.

Actions completed

- Travel policy edits completed. Two training sessions were held February 2014.

   o Complete. Student Employee handbook and distribute to all new student employees.

Actions in Progress

- Not Done. Will likely be discussed when Student Employee Committee is set up.

   o Support management development opportunities for supervisors.
      ▪ Offer a discussion forum for managers.

Actions in progress

- Not Done. Plan to call meeting Fall 2014 to investigate topics managers would like to discuss.

  o Continue to support managers to complete at least two or more courses in HR Manager Orientation program.

Actions in progress

- In Progress/ongoing.

Enhance internal and external customer service. (5.4)

Actions in progress

- Consistent wearing of badges and CUL shirts has created a greater team environment and makes customers aware of who to ask for help.
- Investigate effective customer service training and provide for all CUL staff. (5.4, 6.3)
- Establish best practices for patron referral in circulation and reference. (4.5, 7.5)
- Simplify and rewrite policies for circulation, interlibrary loan, and Map Library; make policies readily available to public on the website and to staff via Inside.SMU. (4.5, 7.5)
- Document and clarify internal policies and procedures in DeGolyer. (7.3)

Develop and maintain a culture of open communications within the library. (7.1)

Actions completed

- CUL distributed an in-depth survey to employees soliciting feedback on the new Performance Review form, which itself was designed to improve open communications within the organization. Survey responses being reviewed prior to releasing aggregated results, and may direct further improvements to the form.

Foster a culture of assessment within the library.
  o Develop a robust data collection and assessment program. (7.5)

Actions completed

- Established SAS connectivity to Voyager's Oracle database for assessment purposes and improved data reporting capability. Completed SAS programming for updated circulation report to improve upon current circulation report query structure, so that all data are accounted for and all necessary groupings are subtotaled so that no additional manual subtotal calculations are required by the circulation managers.
- Data collection processes and templates improved. Annual financial data template solidified and cataloging template was refined to match categories being tracked. Gate counters installed at DeGolyer and gate count template established. Stacks maintenance and PIT coordinated to ensure the capture of all withdrawals during

weeding efforts, for barcoded and non-barcoded items, as well as the ISEM close. Began requesting raw data spreadsheets from all data reporting constituents, rather than already-aggregated data.

- Assessment Committee was formed in April 2014 and began meeting monthly as of May 2014. Next steps include establishing the essential elements of a formal assessment plan.
- Evaluating software options to enable in-depth assessment of CUL processes.

Promote and support CUL's role in institutional effectiveness and assessment. (1.7, 5.8)

Actions completed

- CUL reps met with SMU Accreditation director on multiple occasions regarding development and implementation of pre- and post- measurement of student learning outcomes capabilities, as a potential model for other departments.
- Institutional goals were set ahead of the 2014-2015 academic year in order to enable student learning measurements for the library instruction program and tied these goals to SMU strategic goals.
- Initiated proposals and program participation in external assessment initiatives. Head of Research Services is leading a campus team in the ACRL Assessment in Action program, and Director of Assessment is representing SMU on the GWLA Student Learning Taskforce.

Identify and track measurable metrics to enable process improvements and to enable marketing of strengths and improvements to users. (3.6, 3.7, 7.5).

Actions completed

- The AiA and GWLA initiatives provide external support for developing new assessment metrics and gaining access to SMU registrar data from courses that have library instruction, such as grades and status for students in those courses, to link library instruction activity to student outcomes and institutional outcomes.
- Began development of improved data collection forms for SRRS librarians to streamline data logging of instruction, consultation and outreach and better enable data driven demonstration of value. New form will enable multiple new metrics to be tracked.
- Discovered prior literature connecting library expenditures and number of librarians to increased graduation rate and increased retention rate, improving CUL's ability to make budget requests.
- Promoted the use of Qualtrics survey software, purchased campus-wide by SMU in FY2014. Utilized for new Employee Performance survey, as a delivery tool for the AiA Flipped Instruction initiative, and Friends of the Library member feedback, among others.
- Various initiatives by User Experience Librarian, along with collaborating librarians and support staff to measure and improve the CUL website usability, with improvements implemented in summer 2014 of the redesigned website.

Assess staffing needs and related budget requirements in light of strategic goals. (6.2, 6.4)

Actions in progress

- Ongoing; working with HR and Budget Office on new personnel approval guidelines.

Actions completed

- As a part of the 2% budget cuts, three CUL staff members retired and one additional staff member was moved from Technology Services to SRRS. Technology Services outsourced processing of firm book orders and made streamlining changes in handling approval books and browsing books as part of the cost-cutting measures. Changed the processing for in-house and outsourced binding of materials for the Hamon Library to maximize efficiency in handling these materials.

Complete revision of performance review form/process. (6.5)

Actions completed

- Completed spring 2014.

Enhance employee engagement. (6.4)

Actions completed

- The inclusion of more members on the MAG and the participation of other staff in CUL events and services makes staff feel more invested in CUL's work.

Provide opportunities for staff involvement in renovation planning.

Actions completed

- Completed - Approximately 75% of all CUL staff involved in at least one subcommittee. 90% of SRRS and Dean's office staff involved in at least one subcommittee.

Implement new performance review form/process in order to help set expectations and provide opportunities for constructive dialogue between supervisor and employee.

Actions completed

- Done.

Raise employee salaries to be competitive with those in other SMU divisions. (8.1, 8.2)

Actions in progress

- FY 2015 is the third year of requests. Cumulative (FY 2013, FY 2014, FY 2015) additional salaries and benefits of $202,500.

Fill Head of Collection Development Position and other SRRS positions as needed. (6.1, 6.2)

Actions completed

- Completed - Head of Collection Development position filled by internal transfer. Head of Research Services filled, Head of Access Services filled, LSV, Stacks Manager filled; Science Research librarian filled by internal transfer but now open; Humanities Research Librarian filled. Received approval to fill ILL Librarian.

Assess the User Experience Librarian position. (6.6)

Actions completed

- Completed - Position filled.