



▪ Josiah Kaboga	Safety Team
▪ Madison Nieuwenhuizen	Safety Team
▪ Ilda Okanovic	Safety Team
▪ Maure Smith	Safety Team
▪ Ashley Snyder	Safety Team
▪ Angelina Thao	Safety Team
▪ Jara Anderson	HSL Circulation
▪ Ellen Thieme	Journalism Library
▪ Gabriel Harman	Circulation
▪ Danielle Schieber	ILL
▪ Emma Fernandez	Reference

- Our Safety Team has received more CPR and emergency procedure training.
- Reminder to review the renewal website <https://renewal.missouri.edu/> for COVID guidelines.
  - Employees – report to your supervisor and they will submit a form if you are a close contact and a separate form if you have tested positive.
    - Then Sheryl Cullina will get in touch with the employee to discuss protocols and determine a return to work dates based on vaccination status, booster status, length of time near exposed individual etc.
  - Students and student employees self-report through a different form on the renewal website.
    - HR COVID Support team members will reach out to students for protocol decisions.
- Masks for guests and students will be available at the entrances to Ellis.
  - Any PPE requests need to go through [MLibraryAdmin@missouri.edu](mailto:MLibraryAdmin@missouri.edu) email
- MO minimum wage increase
  - We are on a 5 year incremental increase for the minimum wage; resulting in a \$12.00 minimum wage.
  - LMT is considering increasing a minimum wage along with the state standard this Jan.
  - Please wait for more direction from Kathy as to if/when we can announce the wage increase.

#### **FOLIO IMPLEMENTATION - Corrie Hutchinson, Associate University Librarian for Acquisitions, Collections and Technical Services**

- See slides from Corrie's presentation.
  - FOLIO Go-live date is June 1, 2022, that will give a month of overlap before we discontinue Sierra on June 30, 2022.

#### **SPACE UPDATE – Deb Ward**

- Archives is open in Ellis Library. Thanks for the Open House!
- HSL door is installed and controlled by University Hospital Security.
- Windows and masonry project is proceeding as planned.
- Cast Gallery planning continues.
  - A partial wall will go up to separate the gallery from the rest of the room.
  - We will see a gradual approach to installation as we work out logistics and financing with Campus Facilities and the Visual Studies faculty.
- Shannon created a Space Survey to inform Master Planning and has received 64 responses since August.
  - This data will allow us to consider how our services will be impacted during the space changes we would like to make.

- We are moving forward with preparing for our West Stacks Project and have completed the application for the NEH (National Endowment for the Humanities) grant.
  - Spring semester collections review continues so we can maintain materials in the best places.

#### **WEST STACKS PROJECT – Jeannette Pierce, Associate University Librarian for Research, Access & Instructional Services**

- See slides from Jeannette’s presentation.
  - The Grant Proposal has been submitted to NEH with a matching donor portion and we will be informed April 30, 2022, if we receive the grant.

#### **ADVANCEMENT UPDATE – Deb Ward for Matt Gaunt, Director for Advancement**

- University Libraries fundraising goal for FY22 is \$2M.
  - We have 1.37M raised so far including 1M from an estate gift.
- West Stacks fundraising is a high priority for Advancement.
  - This is the first of four years of that fundraising project.
  - Our goal is to raise \$2.2M by end of Sep 2025.
  - If we are successful with our NEH challenge grant application for \$500,000, our fundraising goal will be reduced to \$1.7M.
  - To reach that goal we will need to raise an average of \$425,000 each of the four years.
  - We’ve also received verbal commitments for a little over an additional \$100,000.
- Donors appreciate University Libraries
  - Note from recent year end gift: “Because I probably learned as much in Ellis Library as I did in my classes at Mizzou.”

#### **BUDGET & EXPENDITURES FY 22 - Kathy Peters, Fiscal Officer**

- See slides from Kathy’s presentation.
  - FY 21 reduced operations expenditures budget by 6.36% due to COVID closures and withholdings.
  - FY22 operations expenditures projections are better and reflect a positive change from FY21 of 1.37%.
  - We have received additional support from the Provost office as well as System campuses to support FOLIO implementation and shared collections databases.

**Q&A** - Place questions in the chat or email Jacqueline. They will be answered in the meeting until 3pm and by a response at an upcoming SAG meeting or through an All Staff email after that.

- **Q:** It was asked if we have funding support from System campuses for our shared resources.
- **A:** Yes, the FOLIO implementation funding is additional, but they are also funding shared databases in the meantime.
- Additional questions were encouraged via email or chat for response at a later time.

#### **PRESENTATION: Forecasting Trends for the New Year & New Collaborations 2022 – Guest SISLT**

**Faculty: Jenny Bossaller, Denice Adkins, Jason Alston, Cindy Dudenhoffer**

- **Jenny Bossaller – Health and Wellness Engagement with Users**
  - 90% of library workers believe that libraries should partner with the Mental Health community and one trend is for libraires to hire Social Workers.
  - **Resources:**
    - Hall, K., & McAlister, S. (2021). [Library Services and Resources in Support of Mental Health: A Survey of Initiatives in Public and Academic Libraries](#). *Journal of Library Administration*, 61(8), 936-946.

- Brewster, L. (2009). [Reader development and mental wellbeing: The accidental bibliotherapist](#). *Australasian Public Libraries and Information Services*, 22(1), 13-16.
- **Denice Adkins – Libraries Bridging Inequality**
  - International Federation of Library Associations <https://trends.ifla.org/> trends report shows that the increase in technology is what will create the inequality. Denice includes that inequality also exists because COVID has reduced mental & physical capabilities and resources.
  - **Resources:**
    - Neuman, S. B., & Celano, D. C. (2013). [Don't level the playing field: Tip it toward the underdogs](#). *Education Digest*, 78(7), 50-54.
    - Zhou, E., & Adkins, D. (2016). [The role of the school library in college access and choice](#). *Library & Information Science Research*, 38(4), 336-343.
- **Jason Alston – Diversity and Libraries and Fellowships**
  - Dissertation research can be found at: <https://scholarcommons.sc.edu/etd/4080/> Answers the question, what makes a good diversity program from the diversity resident's perspective. *Library Diversity & Residency Studies* <https://digitalcommons.lsu.edu/ldrs/>
  - **Resources:**
    - Alston, Jason. "Recommendations for Diversity Residency: Summary of a Mixed Methods." *Library Diversity and Residency Studies* 1, 1 (2020): 15-21. doi:10.31390/ldrs.1.1.04. <https://digitalcommons.lsu.edu/ldrs/vol1/iss1/4/>
    - Velez, LaTasha. "Practical Strategies for Onboarding New Residents." *Library Diversity and Residency Studies* 1, 1 (2020): 22-28. doi:10.31390/ldrs.1.1.05. <https://digitalcommons.lsu.edu/ldrs/vol1/iss1/5/>
- **Cindy Dudenhoffer – New Technologies in Libraries**
  - Virtual and augmented reality applicable to wayfinding is accessible through library service apps and VR (Virtual Reality) experiences build empathy faster than traditional reading. AI (Artificial Intelligence) and machine learning affects libraries collections and quantum computing can process in multi-dimensions. Applying that technology to information finding creates an infinite amount of information transfer and storage. <https://www.media.mit.edu/projects/alterego/overview/>
  - **Resources:**
    - O'Donnell, P. & Anderson, L. (2021) The university library: Places for possibility. *New Review of Academic Librarianship*, DOI: [10.1080/13614533.2021.1906718](https://doi.org/10.1080/13614533.2021.1906718)
    - <https://www.tandfonline.com/doi/epub/10.1080/13614533.2021.1906718?needAccess=true>
    - Choi, J. R., Straubhaar, J., Skouras, M., Park, S., Santillana, M., & Strover, S. (2021). Techno-capital: Theorizing media and information literacy through information technology capabilities. *New Media & Society*, 23(7), 1989–2011. <https://tinyurl.com/2p8skyxi>
- **POLL**
  - Jacqueline administered a poll that asked four questions:
    - What trend excites you the most?
    - What trend do you want to learn more about?
    - What trend do you find most challenging?
    - How would you like to engage with SISLT faculty?

- Most responses favored panelists presenting at a SAG meeting. Other ideas from the chat were: Percipio continuous learning and Live Sessions, Have Dr. Alston work with appropriate committee(s) for diversity fellowship - great idea to do one around different abilities
- **Question Answer for the Panel**
  - **Q:** Dr. Alston, do you have an example of a good diversity fellowship in a library?  
**A:** UNC Greensboro has a good program. Give yourself at least a year of planning before advertising the position.
  - **Q:** Any thoughts on ownership of materials? I.e. libraries becoming subscription agents instead of owners...  
**A:** Panelists noted that SISLT faculty involved in collections may be best to answer this.
  - **Q:** Would also love to hear more about "professional" and "paraprofessional" hiring trends in academic libraries  
**A:** Panelist Dr. Alston noted that his research focuses on diversity and hiring, and he has not seen much about paraprofessional hiring. Identifying the literature gap and have more research and articles published about diversity and paraprofessional hiring would be a good start. His journal is going to collect articles regarding the idea of "The Great Resignation;" why some are leaving the field.
  - **Q:** On the last presentation: How do you balance a commitment to privacy with how AI and machine learning are being used especially by vendors in new products? For example, if an ILS or discovery vendor uses circulation transactions and/or e-resource downloads/views to train a recommendation engine, is that a violation of patron privacy?  
**A:** Cindy noted that she wished we lived in an opt in culture instead of opt out culture and she thought it was okay as long as there was no patron data attached to those findings but also noted it was a slippery slope. Cindy recommended a book *AI Ethics*. <https://mitpress.mit.edu/books/ai-ethics>
  - **Q:** I'm curious about possible organizational changes. Since we've found we can do more from a distance, how do we identify what MUST be local (both materials and services) and whether we could gain efficiencies by organizing some things across multiple institutions.  
**A:** Jenny replied in the chat that there are issues of fairness to consider. She acknowledged that we could complete a lot of work remotely and noted the idea of shared office space. However, the fairness factor could result in resentments if some librarians are favored because they are more physically visible.

#### **CLOSURE** Deb Ward

- Deb thanked everyone for attending and thanked the panel for presenting with these fresh ideas. She noted we will have some more related programming at a future SAG meeting. Best wishes for a healthy and productive spring semester!

#### **FULL CHAT**

13:48:30 From Jacqueline Eiben to Everyone:

- 🔍 WELCOME - Deb Ward, Interim Vice Provost for University Libraries
- 🔍 NEW STAFF & HR UPDATE - Kathy Peters, Assistant Director
- 🔍 FOLIO IMPLEMENTATION - Corrie Hutchinson, Associate University Librarian for Acquisitions, Collections and Technical Services
- 🔍 SPACE UPDATE – Deb Ward

? WEST STACKS PROJECT – Jeannette Pierce, Associate University Librarian for Research, Access & Instructional Services

? ADVANCEMENT UPDATE – Deb Ward for Matt Gaunt, Director for Advancement

? BUDGET & EXPENDITURES FY 22 - Kathy Peters, Fiscal Officer

? Q&A - Place questions in the chat or email Jacqueline. They will be answered in the meeting until 3pm and by a response at an upcoming SAG meeting or through an All Staff email after that.

? PRESENTATION: Forecasting Trends for the New Year & New Collaborations 2022 – Guest SISLT Faculty: Jenny Bossaller, Denice Adkins, Jason Alston, Cindy Dudenhoffer

14:01:13 From Jacqueline Eiben to Everyone:

?AGENDA WELCOME - Deb Ward, Interim Vice Provost for University Libraries

? NEW STAFF & HR UPDATE - Kathy Peters, Assistant Director

? FOLIO IMPLEMENTATION - Corrie Hutchinson, Associate University Librarian for Acquisitions, Collections and Technical Services

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? PRESENTATION: Forecasting Trends for the New Year & New Collaborations 2022 – Guest SISLT Faculty: Jenny Bossaller, Denice Adkins, Jason Alston, Cindy Dudenhoffer

14:07:41 From Jacqueline Eiben to Everyone:

<https://www.umsystem.edu/ums/hr/tmr/flexible-work-arrangements>

14:12:24 From Jacqueline Eiben to Everyone:

[www.renewal.missouri.edu](http://www.renewal.missouri.edu)

14:12:56 From Jacqueline Eiben to Kathleen Peters(Direct Message):  
from Cindy

14:12:58 From Jacqueline Eiben to Kathleen Peters(Direct Message):

Jacqueline, Kathleen Donelson is now in ILL (not Circulation) She moved from Circ to ILL. Not a big deal, but I want to make sure this is correct on most places.

14:13:39 From Jacqueline Eiben to Cindy Cotner(Direct Message):

I messaged Kathy know in case she can adjust her announcement.

14:14:22 From Cindy Cotner to Jacqueline Eiben(Direct Message):

Thank you!

14:19:46 From Kathleen Peters to Jacqueline Eiben(Direct Message):

Thanks, Jacqueline. I listed Kathleen in the wrong department. Darn it. I'll follow up with Cindy.

14:20:20 From Matt Gaunt to Everyone:

My apologies to everyone. Jade and I need to join another meeting.

14:29:12 From Rachel Brekhus (she/her) to Everyone:

public access catalog to go live 6/1?

14:30:12 From Denice Adkins to Everyone:

That's super-interesting!

14:30:32 From Taylor Kenkel (they/them) to Everyone:

There will be no OPAC; only unified discovery through EDS when we go live.

14:31:00 From Jenny Bossaller to Everyone:  
Are all non-Ebsco databases integrating easily?

14:31:00 From Anne Barker to Everyone:  
Do we have a timeline for public communication re FOLIO?

14:32:04 From Rhonda Whithaus to Everyone:  
Many non-Ebsco databases are already integrated with EDS. Their competitor, ProQuest, is the primary provider not included.

14:32:07 From Corrie Hutchinson to Everyone:  
We don't have a timeline for public communication and have much work in this area. We will need a team and plan on how to inform users of the loss of the OPAC and preparing for the downtime needed to sync our data in late May.

14:52:01 From Denice Adkins to Everyone:  
@Kathy, just to clarify, other campuses are contributing to support our system-wide database purchases?

14:55:04 From Anne Barker to Everyone:  
Thanks to all of you doing all this heavy lifting: budget, FOLIO, planning, etc.

14:55:04 From Denice Adkins to Everyone:  
Matt Martens, are you still here?

14:55:21 From Tammy Green to Everyone:  
ILL Lending, thank you!

14:55:53 From Kathleen Peters to Everyone:  
ILL Lending...yes. Thanks for the clarification, Tammy!

15:02:29 From Rachel Brekhus (she/her) to Everyone:  
Novel Cure: <http://merlin.lib.umsystem.edu/record=b10676386~S8>

15:03:00 From Denice Adkins to Everyone:  
<https://trends.ifla.org/>

15:03:26 From Jeannette Pierce to Everyone:  
International Federation of Library Associations

15:08:15 From Jason Alston to Everyone:  
<https://scholarcommons.sc.edu/etd/4080/>

15:09:05 From Denice Adkins to Everyone:  
Library Diversity & Residency Studies <https://digitalcommons.lsu.edu/ldrs/>

15:12:26 From Jacqueline Eiben to Jason Alston(Direct Message):  
30 Seconds remaining

15:14:32 From Denice Adkins to Everyone:  
wayfinding helps would have been useful for me when I first visited Ellis Library 20 years ago....

15:15:03 From Rachel Brekhus (she/her) to Everyone:  
wow, VR for wayfinding could be the thing that finally helps navigate this mazelike place!

15:15:50 From Rachel Brekhus (she/her) to Everyone:  
...and the empathy part...wow!!!

15:16:18 From Denice Adkins to Everyone:  
Sarah Howard told us young children have difficulty understanding that puppets aren't real, so there you go....

15:16:29 From Jenny Bossaller to Everyone:  
Puppets are real.

15:16:51 From Denice Adkins to Everyone:  
Awwwwww!

15:17:29 From Ashley Granger to Everyone:

VR is incredibly realistic - my SIL is using a rollercoaster program to try to get over her fear. It has unlimited potential everywhere, in education, fitness, etc.

15:17:47 From Jacqueline Eiben to Cynthia Dudenhoffer(Direct Message):

30 Seconds remaining

15:18:27 From Jacqueline Eiben to Cynthia Dudenhoffer(Direct Message):

15 seconds remaining

15:20:59 From Denice Adkins to Everyone:

Yeah, that's all pretty creepy

15:22:20 From Monique Fugate to Everyone:

Is this the MIT LAB's website Cynthia is speaking of? <https://www.ll.mit.edu/>

15:22:52 From Corrie Hutchinson to Everyone:

Thank you! Lots of food for thought.

15:23:09 From Anne Barker to Everyone:

Thank you!

15:23:46 From Monique Fugate to Everyone:

I'm split

15:23:56 From Cynthia Dudenhoffer to Everyone:

MIT Media Lab. <https://www.media.mit.edu/projects/alterego/overview/>

15:24:03 From Jeannette Pierce to Everyone:

Hard to choose! Looking forward to taking a look a look at these readings!

15:25:04 From Corrie Hutchinson to Everyone:

But please, no mind control. :)

15:25:49 From Cynthia Dudenhoffer to Everyone:

They call it "thought control". Totally different!

15:26:12 From Corrie Hutchinson to Everyone:

OH! That makes it totally okay then.

15:26:32 From Denice Adkins to Everyone:

Please know that you don't HAVE to engage with us ... it's what you have mental and time resources for!

15:26:59 From Monique Fugate to Everyone:

SAG and Percipio continuous learning and Live Sessions

15:27:06 From David Merz to Everyone:

Sounds like a plan for us at SAG.

15:27:07 From Rachel Brekhus (she/her) to Everyone:

Have Dr. Alston work with appropriate committee(s) for diversity fellowship - great idea to do one around different abilities

15:27:42 From Jason Alston to Everyone:

I'm game for that Rachel. Now I am based in Kansas City but can definitely do Zoom things and can come to campus w notice

15:27:43 From Kelli Hansen (she/her) to Everyone:

Yes, that would be wonderful!

15:27:43 From Jenny Bossaller to Everyone:

I would love to work with people on wellness initiatives.

15:27:45 From Corrie Hutchinson to Everyone:

^second

15:27:53 From Ashley Granger to Everyone:

As staff and not faculty, I'm not sure how to work on things like this with faculty and I'd like that opportunity

15:28:20 From Noël Kopriva (she/hers) to Everyone:

I like what Ashley said...

15:28:27 From Amanda Sprochi (she/her) to Everyone:

Dr. Jase, do you have an example of a good diversity fellowship in a library?

15:28:27 From Rebecca Graves to Everyone:

Any thoughts on ownership of materials? I.e. libraries becoming subscription agents instead of owners...

15:28:34 From Monique Fugate to Everyone:

Mental Health is interesting for the Safety and Security Team and Diversity that both Jenny and Jason had touched on.

15:29:00 From Noël Kopriva (she/hers) to Everyone:

Would also love to hear more about "professional" and "paraprofessional" hiring trends in academic libraries

15:29:09 From Amanda Sprochi (she/her) to Everyone:

I would say that that's a great example!

15:29:32 From Rachel Brekhus (she/her) to Everyone:

(Ashley, and I hope you noted that Dr. Alston was specifically saying staff should be involved in designing and working with diversity fellowships). Also I echo Rebecca Graves' idea: library ownership vs rental of materials

15:29:51 From Rachel Brekhus (she/her) to Everyone:

(sorry residencies)

15:30:47 From Taylor Kenkel (they/them) to Everyone:

On the last presentation: How do you balance a commitment to privacy with how AI and machine learning are being used especially by vendors in new products? For example, if an ILS or discovery vendor uses circulation transactions and/or e-resource downloads/views to train a recommendation engine, is that a violation of patron privacy?

15:32:59 From Anne Barker to Everyone:

I'm curious about possible organizational changes. Since we've found we can do more from a distance, how do we identify what MUST be local (both materials and services) and whether we could gain efficiencies by organizing some things across multiple institutions.

15:33:50 From Denice Adkins to Everyone:

@Noel, I just did a review of academic library hiring stuff for a colleague, and I didn't find much about academic library hiring practices at all. There may be more in ACRL Statistics, but that's a paid product that I didn't have access to.

15:33:57 From Jenny Bossaller to Everyone:

Good question, Anne. Me too. And also what is fair - because when only a few people have to work at work it's bad for morale.

15:34:17 From Jenny Bossaller to Everyone:

That's from a project I was just working on about teamwork.

15:34:53 From Monique Fugate to Everyone:

A Succession plan must be in place in the Great Resignation

15:36:38 From Denice Adkins to Everyone:

@Taylor, vendor policies are super-important, and my students in Intro to IT are always surprised to learn that they have to pay attention to these things....

15:37:53 From Rachel Brekhus (she/her) to Everyone:

we don't own it but I buy for philosophy, sooooo

15:37:58 From Monique Fugate to Everyone:

<https://mitpress.mit.edu/books/ai-ethics>

15:38:34 From Cynthia Dudenhoffer to Everyone:

Monique found it!

15:39:00 From Taylor Kenkel (they/them) to Everyone:

It is a slippery slope, which is why I asked 😊 and what vendors mean by things like “AI-powered” or “Analytics” often obfuscates (intentionally) what those things rely on.

15:40:03 From Anne Barker to Everyone:

We’re doing a lot cross-institutions, e.g. Corrie’s work on FOLIO with others. I was thinking some of whether cataloging/acquisition could be done for all MERLIN from one institution, or could liaisons be shared across campuses.

15:40:22 From Jenny Bossaller to Everyone:

yeah, Anne - so many efficiencies!

15:40:23 From Cynthia Dudenhoffer to Everyone:

Agreed, Taylor. “AI-powered” just means there is data-mining going on. Read the fine print!

15:40:33 From Jason Alston to Everyone:

Thank you for having us!

15:40:37 From Kimberly Moeller to Everyone:

Thanks for joining us!

15:40:39 From Kelli Hansen (she/her) to Everyone:

Thank you for your presentations!

15:40:42 From Jenny Bossaller to Everyone:

Thank you! Would love to join you again.

15:40:48 From Denice Adkins to Everyone:

@Anne, this also gets to the question of what we actually NEED to do and what we can give up in libraries

15:40:50 From Jeannette Pierce to Everyone:

Thanks for these presentations!

15:40:53 From David Merz to Everyone:

Thank you all for your presentations!

15:40:56 From Anne Barker to Everyone:

Good to hear from all of you!