

Fall 2023 All-Staff Notes

8/17/23

The All-Staff Meeting recording can be viewed at this link:

<https://umssystem.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=ecf49002-2694-4e02-9416-b06101723388>

About 90 University Libraries staff were in attendance, half in Ellis Auditorium and half attended through Zoom.

Welcome – Deb Ward, Vice Provost for Libraries & University Librarian

- Deb Welcomed all in attendance.
- Big things have happened over the summer: refurbishment of study spaces in Ellis Library, there's been lots of hiring to bring more capacity to the Libraries staff, and the Husni Project Team just hit the milestone of 100K items processed!

New Hires, Introductions and Upcoming Postings – Deb Ward and Kathy Peters, Assistant Director for Business Services

- Kathy read the names of our new staff members since the Jan. All-Staff meeting. (see attached Power Point slides for names)
- Whether staff are brand new or have been here for many years, I want to emphasize that our staff provide so many benefits to users that we could use the entire meeting to recap them. Many of you represent the first contact users have with the Libraries, and your welcoming attitude is vital to our reputation. Others of you work in the background, providing essential functions that make it possible for materials to be accessed by our users. Thanks to all of you for your work every day.
- Librarians are Non-Tenure Track Faculty here at MU. They are held to academic standards similar to faculty who teach and do research. They have their own performance evaluation tool, and their own group, MULAC – LIB/ ARCH Council.
- Last year, we had three librarians go through the promotions process: Chris Pryor to Librarian IV, John Henry Adams and Jennifer Walker to Librarian II.
- Deb read the names of the new librarians and asked them to stand if in attendance. (see attached Power Point slides for names).
- Deb announced the upcoming postings we will place this year. (see slides)

Advancement News – Matt Gaunt, Director for Advancement

- Matt acknowledged the sudden passing of our dear friend and Librarian, Sandy Schiefer.
- Matt reported about the donations received for Sandy Schiefer's tribute bench that will be placed in the Reynolds Journalism Institute.
- The libraries will supplement whatever additional funds are needed to make this bench a reality.
- Library staff are encouraged to donate if they feel so moved.
- <https://www.millardfamilychapels.com/obituaries/Sandra-Lynn-Schiefer?obId=28433766>
- To honor Sandy's life, and to give those that miss her a place to gather and share memories, a MU tribute bench is planned for a quiet, shaded spot in Peace Park, close to The Missourian offices and Journalism Library. Donations of any size are appreciated and can be made online at the Friends of the Libraries Give Direct page, https://mizzougivedirect.missouri.edu/Item.aspx?item_id=392.

- When making your gift, please check the box that reads: “This gift is a tribute to a friend or loved one.” Be sure to note that this is for the Sandy Schiefer tribute bench in the box that reads: “Please share with us why you are giving.” If you run into an issue while making your gift, reach out to Nick Raines at 573-882-9168, or nraines@missouri.edu.
- Thank you for helping to create this lasting legacy on our campus, where Sandy was a student, spent the heart of her professional career, and touched so many peoples’ lives.

Operational Teams – Deb Ward

- With so many new members to University Librarians, Deb reported on the various operational teams and noted membership in those groups.
- Communication happens through these structured channels, and anyone is also welcome to email Deb directly for matters of concern.
 - LMT - Library Management Team
 - Division Heads
 - Connections Team
 - Space Planning Committee
 - Staff Advisory Group
 - MULAC – MU Librarians and Archivists Council
 - Executive Committee
 - Promotions Committee
 - Welfare and Professional Development
 - Administrative Affairs, Policy and Nomination Committee
 - MULSA – MU Libraries Staff Association

Staff Raises and Budget News – Kathy Peters

- Kathy reported on staff raises, thanked staff for participating in the merit increase process and implementation of the performance progress tool, noted effected dates for increases and relayed that salary letters will be distributed soon.
- Kathy shared the increase in Libraries GRA as well as Library Acquisitions GRA. (see slides for details).

Space and Facilities Reports –

- HSL Update – Chris Pryor, Associate University Librarian for Health and Specialized Libraries
 - The timeline has shifted about a month from the intended start date and Chris is waiting to get a report on an updated completion date as a result.
 - It’s important to stay flexible with projects like this as they rarely go exactly according to original plan.
 - All HSL staff phone numbers should remain the same and if you need to connect with someone from HSL Circulation, Ralph is working on campus in Ellis.
- West Stacks Update – Jeannette Pierce, Associate University Librarian for Research, Access and Instructional Services
 - Shelving staff have been working hard to remove materials from the West Stacks and have made a lot of progress this year.
 - Thanks to UMLD, Cataloging, and Selectors for their ongoing contributions to this effort.

- Our next stage will be to focus on making space for materials that need to stay on site like Juvenile, Dewey, oversized to 4East, and titles that selectors designated to remain in Ellis.
- Ellis Library Improvements – Kathy Peters
 - Kathy showed picture comparisons between the old and new spaces including The Grand Reading Room ceiling, Room 202 tables and Cast Gallery entrance, individual study room upgrades, new pictures of the Digital Media and Innovation Lab including its new sign and the lighting fixtures in Information Commons 2.
- Student Experience/ Student Success Task Force – Deb Ward
 - Deb reported on the Student Experience Task Force which is a renewed idea to bring Student Success offices into Ellis and offices from Jesse to the Student Success Center.
 - This would relocate Administration to room 52, Digital Services to 4th floor - Recorded Sound, and Circulation will be modernized with the central service desk in the Colonnade.
 - The project is still in its visioning phase and requires a few criteria to be confirmed before it can proceed:
 - Deemed feasible by Campus Facilities and PGAV Architects
 - Sufficient funding identified
 - Approval by University Administration
 - Approval by Board of Curators
 - We will know more in a few weeks.
 - Deb will make herself available to discuss with divisions and departments as the planning progresses.

User Satisfaction Survey – Assessment Team Representatives; Jeannette Pierce and Caryn Scoville, Information Services Librarian

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- The Assessment Team found the number of substantive comments notable, 1083 comments.
- Assessment Team can share reports by status (faculty, student staff), library, and area of study.
- user satisfaction with collections, satisfaction with instructional services and satisfaction with librarians and staff were reported in this presentation.
- Relevant and useful quotes were pulled out and mentioned.
- This information will be shared with relevant groups across campus.
- (see slides for more detail)

Communication Report – Shannon Cary, Communications Officer

- Shannon reviewed the Marketing Team members.
- The User Survey Communications Plan was outlined:
 - It will be posted on the library website, gateway announcement, newsletters and social media
 - Provost newsletter
 - Show Me newsletter
 - Infographic for annual report
 - Targeted messages to specific user groups about changes made

- Newshub posts when changes to services/resources are made due to survey results
- The “About Page” on the Library website has been renovated.
 - <https://library.missouri.edu/about/>
- Shannon shared some Instagram reels
 - <https://www.instagram.com/mizzou.libraries/>

Looking Ahead – Deb Ward

- We will fill vacancies, plan for renovations, communicate with users, make headway on Assessment & Visioning for the Libraries, continue to tweak our systems and provide excellent services this year.
- Reminder Complete Compliance training by Sept. 8th.

Questions

- There were a few questions relating to salaries.
 - Kathy affirmed that the average salary increase was 3%
 - For those who would like feedback on how to obtain a higher increase, please bring up these concerns with your supervisor at the annual review or anytime throughout the year.
- Deb asked for additional questions on the Student Experience Plan and mentioned that this is the beginning of many conversations we will have on the topic.