

DIVERSITY PLAN
UNIVERSITY LIBRARIES
2011-2012 PROGRESS REPORT

GOAL 1

Provide an environment that fosters diversity and multicultural perspectives through the libraries' collections and public programs.

Strategy 1

Incorporate diversity and multicultural perspectives into the libraries' collections.

***Tactic 1:* Acquire library materials that support teaching, research, and outreach in areas related to diversity and multicultural perspectives.**

***Measure:* Monitor acquisitions.**

***Result:* Currently statistics representing the total number of items related to diversity and multicultural issues that were acquired by the Libraries in 2011-2012 along with circulation statistics of those items are not available. However, the selection of just a small number Library of Congress Subject Headings (*Cultural pluralism, Multiculturalism, African Americans, Hispanic Americans, Women, and Indians of North America*) reveals that the Libraries has continued to acquire a significant number of diversity-related items. In 2011-2012, eight hundred fifty-one (851) items were added with just the six selected subject headings alone.**

***Tactic 2:* Provide access to these materials through the libraries' website, the on-line catalog, circulation services, and an environment conducive to study.**

***Measure:* Monitor on-line access and circulation statistics.**

***Result:* Bibliographic data on all items acquired in the 2011-2012 academic year are accessible via the Libraries online catalog. As mentioned above, circulation statistics for the total number of diversity-related items is not available. However, of the eight hundred fifty-one (851) items discussed above, a number of them did circulate for a total of 134 instances of items being checked out for use.**

***Tactic 3:* Publicize library materials related to this goal through appropriate media.**

***Measure:* Document publicity.**

***Result:* In conjunction with the African-American Read-In on February 6, 2012, a selection of books in the collection that relate to Black History was designated and relocated to a display area in the New Books section on the main floor of the library. As part of the publicity for the event, the flyers and the "What's New at the**

Libraries" announcements included information highlighting this special selection of published works by African-American authors.

Strategy 2

Incorporate diversity and multicultural perspectives into the libraries' public programs.

Tactic 1: Sponsor public programs that demonstrate and encourage teaching, research, and outreach in areas related to diversity and multicultural perspectives.

Measure: During the academic year 2011-2012, the University Libraries co-sponsored, along with the Center for Arts & Humanities and the Bookstore, a series of lectures in recognition of the Civil War sesquicentennial, hosted in Special Collections & Archives. Individually, the lectures in this series also illustrated specific areas of diversity within the larger context of the Civil War: Alabama women during the war (October 6, 2011; Harriet Beecher Stowe and her anti-slavery novel *Uncle Tom's Cabin* (January 19, 2012); the diversity of views expressed in Civil War era publications (February 16, 2012); and, similarly, the diversity of views found in the personal correspondence of Civil War soldiers (March 22, 2012).

Result: Approximately 300 individuals attended the lecture series.

Tactic 2: Promote these programs through appropriate media and partnership with other campus units.

Measure: The Auburn University Libraries and the Center for Arts & Humanities cooperated in publicizing the programs, with the center taking the lead. The means of publicity included direct mailings to interested individuals, press releases, and posters placed in strategic locations in the Ralph Brown Draughon Library.

Result: Approximately 300 individuals attended the lecture series.

Tactic 3: Provide access to selected public programs through Auburn University's Digital Library.

Measure: The University Libraries' System Department recorded all the lectures, edited them, and made them available to the public in Auburn University's Digital Library at <http://www.lib.auburn.edu/discoverauburn/>.

Result: The Auburn University Libraries' Digital collections received more than 800,000 hits during 2011.

GOAL 2

To foster diverse candidate pools for available positions in the Auburn University Libraries.

Strategy 1

Develop and implement recruitment and retention strategies for staff, faculty, and students from underrepresented groups.

***Tactic 1:* Participate in ALA and ARL Diversity Programs, including the Dr. E.J. Josey Spectrum Scholar Mentor Program, the Initiative to Recruit a Diverse Workforce, the Career Enhancement Program, and the Leadership & Career Development Program.**

***Measure:* Participation tracked. Program participants surveyed regarding experiences.**

***Result:* Auburn University Libraries sends librarians to attend the Association of Research Libraries meetings. The Libraries also support the ARL diversity programs and the Dean of Libraries attends events. The chair of the Libraries' Recruitment and Diversity Committee attended several diversity-related events at the 2011 Annual ALA Conference and reported back to the committee.**

***Tactic 2:* Incorporate best practices from the literature and from other successful programs into the Library Residency Program.**

***Measure:* Library Residency Program planned and implemented.**

***Result:* The Library Residency Program guidelines underwent revision during the 2011-2012 academic year and are approaching final approval in June 2012. The Libraries have requested funding for a residency at every opportunity, but the requests have yet to be granted.**

***Tactic 3:* Provide positive experiences for student workers through informal mentoring.**

***Measure:* Student employees anonymously surveyed regarding experiences.**

***Result:* Peer-to-peer training is provided. No formal assessment is made of these experiences. However, staff supervisors do monitor student satisfaction with peer-training via informal means (conversations, observation, etc.).**

***Tactic 4:* Provide additional advancement opportunities for library staff.**

***Measure:* Track employees promoted. Track participation in training and educational programs.**

***Result:* On March 6, 2012, the Libraries provided staff an hour long information webinar on the Library Support Staff Certification Program (LSSC), a national**

certification program that allows library support staff to demonstrate their competencies and be certified by the American Library Association (ALA). The presentation explained the value of this certification to library support staff, employers, and library users. Attendees also had the opportunity to have their questions answered by program staff members. Seven staff members attended the webinar.

Tactic 5: Emphasize importance of civility in the workplace and foster positive working relationships to create an environment that promotes diversity.

Measure: Conduct ClimQual survey to gauge diversity environment.

Result: Further discussion and investigation into the ClimQual survey revealed that this instrument would not meet the needs and goals of this tactic and the general intent of the Libraries' Recruitment and Diversity Committee for gauging the diversity environment. Investigation will continue into an alternative method of assessing the environment. Once such an assessment is made, the data will be used to develop additional measures that promote civility and positive work relationships.

GOAL 3

Provide and participate in a system of education and training focused on effectively managing and leveraging diversity for faculty and staff.

Strategy 1

Include multicultural and diversity perspectives in libraries training.

Tactic 1: Assure, through the Human Relations Specialist and those who teach the Career Ladder courses in the Libraries, that multicultural and diversity perspectives are represented and respected within training, including outside of Career Ladder courses as well. Staff should receive encouragement to earn the M.L.I.S. degree via distance education. If possible, this encouragement might include at least some financial support and flex-time or release time.

Measure: Annual review of career ladder courses and other training

Result: During the 2011-2012 academic year, Human Resources did not offer any career ladder courses or other training relating to diversity since none of the staff was eligible for career ladder promotions.

Tactic 2: Encourage attendance by Libraries faculty and staff in Lecture Series initiatives (described above). Library faculty is also encouraged to engage in publishing and research relating to topics relating to diversity.

Measure: Document ways in which Libraries faculty and staff were encouraged to attend, Track Participation

Result: Library faculty and staff are encouraged to attend and/or participate in the Lecture Series via e-mail communication sent by the Libraries' Executive Assistant/Business Manager, the Head of Special Collections and Archives, and by the chair of the libraries' Recruitment and Diversity Committee. Release time was given to attend.

Strategy 2

Participate in University training programs for faculty and staff related to diversity. The Libraries will also create in-house publicity about University training programs available to staff and faculty relating to diversity.

Tactic 1: Have all supervisors in the Libraries attend diversity-related training conducted by Human Resources, and extend it to all faculty and staff in the Libraries.

Measure: Training participation tracked

Result: During the 2011-2012 academic year, Human Resources did not offer any diversity-related training.

Tactic 2: Encourage Libraries faculty and staff to attend and/or present at the annual Best Practices conference sponsored by ODMA

Measure: Document ways in which Libraries faculty and staff were encouraged to attend; Track participation

Result: The Annual Diversity Best Practices Conference did not take place during the 2011-2012 academic year.

GOAL 4

Build and strengthen partnerships with diverse communities, businesses, and civic and community organizations to support diversity and multiculturalism in the university and in external communities.

Strategy 1

Build and strengthen partnerships to support diversity and multiculturalism within the profession of academic librarianship.

Tactic 1: Partner with professional associations and organizations in librarianship to support diversity and multiculturalism within the profession at the state, regional, and national levels.

Measure: Partnership developed and program(s) implemented and documented.

Result: Auburn University Libraries sends librarians to attend the Association of Research Libraries meetings. The Libraries also support the ARL diversity programs and the Dean of Libraries attends events. The chair of the Libraries' Recruitment and Diversity Committee attended ARL and other events at the 2011 Annual Conference in New Orleans, Louisiana. The Libraries funded travel to diversity related conferences and gave appropriate release time. In early 2012, two members of the Libraries' faculty went to Birmingham to make diversity-related presentations related to the Alabama Library Association.

Tactic 2: Develop a partnership with one or more foreign libraries to host an international librarian at Auburn University.

Measure: Partnership developed and program(s) implemented and documented.

Result: Currently the Libraries are working with the University to insure quality information services in international campuses under consideration and to support the work of students and faculty working outside the United States. On two separate trips, one of our librarians met with librarians in Europe to discuss partnerships in archiving electronic departments.

Tactic 3: Develop a partnership with one or more libraries of Historically Black Colleges and Universities to host a librarian at Auburn University.

Measure: Partnership developed and program(s) implemented and documented.

Result: The opportunity did not arise in 2011-2012 to implement this tactic.

Strategy 2

Build and strengthen partnerships to support diversity and multiculturalism within the community of Auburn University.

Tactic 1: Partner with on-campus multicultural organizations and the Office of Diversity and Multicultural Affairs to support diversity and multiculturalism at Auburn University.

Measure: Partnership developed and program(s) implemented and documented.

Result: Dr. Paulette Dilworth met with the Libraries' Recruitment and Diversity Committee on October 4, 2011 to discuss events sponsored by the ODMA and how the Libraries might participate and/or co-sponsor diversity-related events. After discussion with Dr. Dilworth, it was decided that the Libraries would co-sponsor and

host the first African-American Read-In in early February. In partnership with ODMA, the Libraries did plan and host the Read-In on Monday, February 6, 2012. The event was well-attended and lasted for approximately one hour.

Tactic 2: Ensure that the Libraries continue to be represented on the Diversity Council.

Measure: Partnership developed and program(s) implemented and documented.

Result: The chair of the Libraries' Recruitment and Diversity Committee attended the Diversity Council meetings on September 28, November 15 and April 11. Another committee member attended as the Libraries' representative for the council member on February 28.

Strategy 3

Build and strengthen partnerships to support diversity and multiculturalism within the communities of the City of Auburn, counties in the region (especially Barbour, Bullock, Lee, Macon, and Wilcox Counties), and the State of Alabama.

Tactic 1: Partner with minority businesses and community organizations to support diversity and multiculturalism in the City of Auburn and in external communities.

Measure: Partnership developed and program(s) implemented and documented.

Result: The opportunity did not arise in 2011-2012 to implement this tactic.

GOAL 5

Develop and execute a comprehensive diversity communication plan.

Strategy 1

Through multi-media forms, promote diversity as a core value for AU Libraries.

Tactic 1: Continue to ensure that diversity is reflected in all of the Libraries' outlets such as web, brochures, newsletters, magazines, videos, etc.

Measure: Document inclusion of diversity within Library publications

Result: The Libraries administrator of Marketing and Public Relations makes every effort to reflect diversity in all of the libraries' public relations media.

Tactic 2: Disseminate the college diversity plan and promote it among all Library faculty and staff.

Measure: Diversity Plan circulated.

Result: The Libraries' diversity plan is available in PDF format via a link on the Recruitment and Diversity Committees' page on the Libraries website at <http://www.lib.auburn.edu/diversity/>