

Library Council Meeting  
Minutes  
April 25, 2019  
Room 2902, Killam Library  
10:00am – 12:00pm

Present: Gwen MacNairn (Chair), Melissa Rothfus (Secretary), Carol Richardson (Recording Secretary), Alice Stover, Brian Lesser, Courtney Bayne, Creighton Barrett, Donna Bourne-Tyson, Erin MacPherson, Gail Fraser, Heather MacFadyen, Helen Wojcik, Jackie Phinney, Jan Pelley, Joe Wickens, Joyline Makani, Karen Chandler, Kirsten Huhn, Lachlan MacLeod, Leah Unicom, Linda Bedwell, Linda Clark, Lindsay McNiff, Marc Comeau, Mark Lewis, Marlo MacKay, Melissa Helwig, Michelle Paon, Morning Star Padilla, Robin Parker, Roger Gillis, Sai Chua, Sandy Dwyer, Shelley McKibbin, Dr. Teri Balsler, Provost & Vice President Academic (guest), Jennifer Murray, Senior Institutional Planner and Project Manager, Planning and Strategy (guest), Becky Morrell, practicum student (guest), Kelsi Godin, practicum student (guest), Yifan Liu practicum student (guest)

Regrets: Allison Fulford, Amanda Sparks, Anne Matthewman, David Michels, Dominic Silvio, Elaine MacInnis, Geoff Brown, Hannah Steeves, James Boxall, Janet Hathaway, Julie Marcoux, Karen Smith, Michael Moosberger, Mick Bottom, Sarah Jane Dooley, Sarah Stevenson

*Dalhousie University is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq. We are all Treaty people.*

1. Adoption of Agenda

The revised agenda was adopted as circulated.

2. Approval of the Minutes (from Mar 21, 2019)

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The Minutes from the March 21, 2019 meeting were approved with corrections incorporated into version 2 posted prior to the meeting.

3. Business Arising (from the Minutes)

3.1 Provost update

Thank you to all Council Members for changing our meeting date in order to accommodate Dr. Teri Balsler's visit.

4. Highlights from the Senate Report – Jackie Phinney

The Senate Report (attached) covers two meetings, March 25 and April 22, 2019.

5. Reports to Library Council (previously submitted)

- Ann Barrett	- Janet Hathaway	- Michelle Paon
- Anne Matthewman	- Janice Slauenwhite	- Sandra Dwyer
- Donna Bourne-Tyson	- Marc Comeau	- Sarah Stevenson
- Elaine MacInnis	- Marlo MacKay	

Michelle Paon – Correction to the Sexton Library Report

The Nova Scotia Community College will not be sending a practicum student to the Sexton Library as previously reported.

### Sabbatical Special Leaves for 2019-2020

Robin Parker and Allison Fulford will be taking a 6-month leave from July-December 2019. Heather MacFadyen and Creighton Barrett will be taking a one-year leave from July 2019-June 2020. It was noted, this will impact who is eligible to be Chair and Secretary for the 2019-2020 Library Council.

6. Insync Survey Data: What Dal Libraries are doing well (early highlights) – Linda Bedwell  
Last month Linda received the Insync Report and the raw data. A selection of seven very positive responses from the Insync survey were read out loud by individual Council members.

Linda is working with Lachlan MacLeod to analyze the data received so far. Last month at Library Council, Linda showed data corresponding to items that were not meeting the needs of our users. This month, she showed the positive items.

The top 4 ranked items that were scored 6 or above for both importance and performance:

- #1: I can get wireless access in the library when I need to (this was important to most user groups)
- #2: I feel comfortable asking for help in the library
- #3: Library staff provide accurate answers to my enquiries
- #4: Face to face help

It was noted, most respondent groups only scored wireless above 6 for both importance and performance. It is obvious from the results that staff care about our students and faculty, and the services we give, and we should use this to advocate for changes in the areas that are not currently meeting their needs.

7. Presentation & Discussion – Dr. Teri Balsler, Provost and VP Academic

Highlights of Dr. Teri Balsler's presentation:

- She has been touring around the various Faculties meeting as many people as possible. Learning more about the university, hearing from people and what they do at Dalhousie. This is her 27<sup>th</sup> meeting so far.
- The main intent of these meetings is to get a better sense of what it's like being at Dalhousie, for the people on the ground, in the classrooms, in the libraries, in the clinics and in the labs. She is not assuming she knows just because she was an academic at another university. And she doesn't want to forget what it means to be an academic.
- Been in senior leadership roles for more than 10 years but hasn't stopped teaching and hasn't stopped being involved in the scholarship that she does, just not at the same level. It's critical that senior leadership do not stop being involved and engaged in what they did in the first place, that got them into the academics.
- It's important to get involved and stay connected to the academic world.
- Wants to get people's insight and input before generating the new Strategic plan. Part of her job is to be responsible for the planning process and move the university forward. What should we be thinking about and what is important to Dalhousie?
- Read the 100 days of listening which Dr. Richard Florizone, former Dalhousie President created. From that document came the Dalhousie Strategic Priority Projects. As the report was finalized, the top outcomes for each project were listed. These were organized around the teaching and learning partnerships. There is a lot of good work that has been done and it's the first time the strategic plan held people accountable (e.g. annual reporting). There is an intent to use this plan as a roadmap. At the highest level, over the last 5 years, there has been an increase in fundraising, new partnerships, transformation of the physical campus and headway made in diversity and inclusiveness. There is still more to do in many aspects of the life at Dalhousie. It was noted, we are known positively for the work the university has completed.
- We have come this far, where do we need to go next?

- Faculty, students and staff have a lot of talents and we need to celebrate and support them.
- What's next? Finalizing the report from the 2014-18 Strategic Plan and then thinking about what's next.

What does it mean to be strategic?

How do we, as a unique university, address the challenges that are facing all universities?

What is our strategy as a university? What is our role?

- Challenges facing higher ed globally
  - Massification of higher education - more learners, expansion of higher ed internationally
  - Diversification - wider range of learners
  - Globalization - everywhere, expectation of global engagement
  - Personalization/individualization - self-paced learning, MOOCs, student expectations
  - Skills focus/changing nature of work - questions about the relevance of university degrees
- Multiple jobs and career changes: life long educational needs (the new normal is for millennials to jump jobs at least 4 times over their career).
- Employability now means a need for constant adaptability – so the question becomes, what is our end goal and our end product?
  - Focus on “soft skills” or capacity for self reflection, cultural awareness.
  - 75% of long-term job success depends on these skills.
- Overall, we are being challenged to do things we've never before been asked to do:
  - teaching new ways
  - supporting students in new ways
  - more admin requirements
  - more systems and technology to learn
  - grant funding harder to get
  - tighter budgets
- Creativity is needed:
  - new ways to bring in revenue
  - new models for curriculum
  - new ways to address diversity
  - new ways to approach research
  - new ways to operate
  - new ways to work together
- An overall strategy is needed.
- Next steps:
  - Maintain focus on current priorities
  - Timing
    - January-April 2019: listening and discovery
    - May-June 2019: identify, debate, and discuss emerging priorities
    - July-TBD: confirm strategic directions and high-level priorities
- Emerging themes/areas
  - Climate and Culture - internationalization and global engagement, collegiality and being diverse, community engagement.
  - Relevant and Modern - new modes and models, online presence and access.  
What would improve teaching support? What would improve research support?  
What does it mean to be research focused?
  - Long Term Sustainability - operational, financial, and physical.

Save the Date:

Planning Retreat and End of the Year Gathering is on 22<sup>nd</sup> May 2019 from 1:00pm-5:00pm in Room 170 (CHEB).

Go to BrightSpace site under Provost, Faculty and Staff engagement to give further suggestions and feedback.

Questions/Comments:

- As the university records manager, looking at the infrastructure and strategic planning in regard to information governance within the administrative efforts on campus, I think that having the School of Information Management and being a leader in the academic community means that how we keep our house is really important. We've done the steps in the last year to create things like a records management policy and would like to see more of that from a strategic perspective. How do we maintain this moving forward? Do we want to see Dalhousie as a leader in this area and be at the forefront of it?
- You mentioned some statistics around generations of new learners and how they are transitioning into the employment market, but you didn't touch on how they enter that market. Students are leaving the university with the burden of debt and no easy or fast solution. How, through some of these initiatives, does that factor into the economic sustainability of not overburdening them with cost.
  - This is an interesting area. What is our physical face to face capacity with enrollment? The core traditional degree won't go away anytime soon and why should it because it's not a non-success thing. How do we add to that, leveraging the fact we have the expertise and other means of accessing learning, other ways to document learning that doesn't have to be traditional. It's revenue that gets added on as it were, and it allows faculties to be more entrepreneurial depending. That also adds to faculty workload and feeling burnt out and overwhelmed and just one more thing to think about with new technology. The Provost needs to ensure success with faculty, staff, students and programs. Long-term sustainability is critical. Anything we do we need to make sure we have the programs in place to be successful. How can we build an overall revenue budgets that do not build on revenue as a goal. How do we ensure quality and respect to faculty, staff and students? We have to cut costs but need to look at things that do not involve more workload capacity.
- What would the university be like if one of the strategic long-term goals was to reduce student debt? What does it look like if we graduated students with excellent education and very little debt?
  - This means shifting what it means to be a university and changing that culture. If we change our goal, we need to know how we can achieve that goal. What are the consequences, and can we live with this?
- Recognizing international credentials is a tricky business. Is there potential from the university when partnering with online courses, that we could think about our service model, so we don't have to put that onus on our students?
  - It's a mindset shift. Faculty have an attachment to their expertise (my teaching, my subject). When textbooks were first introduced, there was a resistance from faculty to use textbooks but now that sounds silly. This is now happening in the online content. How is this different than using someone else's textbook? It's not really. Maybe this is the university's job to verify the learning from and providing of external content. We still have a role to play as a faculty and we are still keepers of knowledge and have a role to play as experts. Recognizing higher learning, we need to make the process easier for students. There are things we can learn from other areas of the world and we need to reach out and not ignore them.

- Going back to our discussion about levels of student debt, with students thinking they can jump through the hoops, get a degree and then go get a job. These things have been tied together as a sequence. The shift in how learners are looking at the job and the university has to be connected differently. The fact is that they are paying for an education.
  - We have to recognize students are working now and the availability of funds is not sufficient for them to just be fulltime students.
- We need to shift our thoughts to accommodate students that are not coming in as fulltime students. They work summer jobs or maybe a part-time job throughout the year. Many of our students have a fulltime job because tuition is high and they are doing their degree part-time. Core courses are only offered during weekdays. Maybe we need to shift the hours we work. Some students are here taking evening courses because they are working 9am-5pm.
  - Think of it as learner populations. Getting away from the student who is 9-5 fulltime. We need to change our mindset and think about when we can provide access to an education for all our students.
- Decolonizing the university - when we make a big shift are the other goals met?
- Talk about changing student needs - is there any part of the plan to reach out to students and ask them what their struggles are and what they would like to see happen?
  - There is a task force established for international students and a planning process to reach out and partner with students, faculty and staff to see what that looks like as partners. It's just a small group of people but we need to find a better way to involve people and contribute. A lot of ideas and knowledge are out there. It is critical to find ways to increase the engagement. There are limitations in how we get to share these ideas.
- Would caution against using data on why millennials are changing careers to employers and why they are unwilling to invest in training for their employees. The ultimate goal of a business plan is to accumulate wealth over time. If there is no investment in employees, then they leave at the next opportunity. They will move from job to job to get a better rate of pay.
  - The university is not a business and universities are not good at being risk tolerant. We need to change our culture by shifting away from altruism. There is a book called *Generous Thinking* by Kathleen Fitzpatrick. about higher education and generous thinking, it's not a competition. It's about how to create a community that is more collaborative.
- Research as a focus - faculty have to obtain tenure and promotion and some of those models in terms of outputs are very locked down. To what extent do we support doing research with the outputs not being your traditional journal article or monograph? To what extent is this rewarded in incentives for faculty and students who want to step outside the traditional boundaries but don't want a backlash?
  - This is critical and essential and thinking about shifting what we reward. We are now metrics and numbers focused and tend to reward "traditional" research (researcher driven) versus having a broader sense of what constitutes valid scholarship and defining its value based on the impact it has rather than just the numbers it generates. For example, looking at scholarship as a continuum.
- Give us your own thoughts on what it means to be a research university, from people looking at it from Dalhousie, Canada or outside Canada.
  - It's hard to know what it feels like not to be at a research focussed university. It's something that is infused throughout everything that we do. It's the expectations for our students and for our faculty. It's about the idea of generating and discovering our knowledge, whatever that is. There is an expectation and a privilege. It's a culture. There has to be a system that supports, in terms of flexibility in the workload, e.g. help with teaching or help with research. There are expectations but where is the balance? There is a different feeling about being a truly research focussed university. Dalhousie seems to be instead a balanced research and teaching focused university.

- We have been talking about issues impacting millennials, diversity, and decolonizing but being indigenous and one of the very few millennials in the room, I want to speak for myself.
  - Just learning what it means to involve people without overstretching them is a challenge. There is a visibility and a validity, and we need to pay attention to both.
- Organization not being risk tolerant – that can be understated. Can anything be improved or changed and are we serious about strategic change? Do we want to change, or do we want to be pragmatic? If it's the former, it has to come with a complete shift in our culture of taking risk e.g. labour, financial and other risks. To not live in a crisis, control-oriented mode and to say we are going to take some risks. We may fail but at least we are honest about it.
  - We know where we need to go and some of it comes down to the challenges. We have this idea of being forever, but it doesn't need to be forever. You can say that Maritimers are not risk takers and struggle with change. We want to bring innovation but cannot do that without risk tolerance. Nothing has to be perfect, we just need to try and build this into the plan in case it doesn't work out. Our goal is long term sustainability but not through permanence.
- Recognizing that a lot of learning happens outside of the classroom, we are seeing pressure on our study spaces for students. This is from data collected from surveys run by Student Services that students are in need of more study spaces (quiet spaces and spaces to meet, in order to learn outside of the classroom). What can we expect in terms of space renewal?
  - It's important to discuss but I don't know the best way to get there. I know it's important to the students. What is the future of the learning spaces? How will it shift and be adaptable? How do we be flexible about the future? When you walk into a classroom at a public school, you know it's a space for learning but the classroom at a university does not feel welcoming or inviting. The space needs to match the learning.
- Having librarians be part of the decision-making process is important in terms of promoting lifelong learning. The libraries work with students and introduce them to resources they are not familiar with. PhD interests are becoming multidisciplinary. What they did in their undergraduate education is not what they are doing at the graduate level. They are looking at the information differently. We want to be anywhere we can be, to promote reading our resources, not just finding them. Students still say they value books even with the presence of online resources.
  - Trying to bridge the student experience is central to learning.
- Faculties are getting a positive response. Interactions with students and faculties show they are adaptable to change. Observations show it's the top levels of administration that are inhibiting the risk-taking behaviour and protecting their territory more so than faculty members. It was suggested to take the same ideas and speech from the faculty level to the administration level.
  - Part of the conversations with the Dean's Council is to start to talk about these things at that level and Dr. Balsler is working closely with the VP Finance & Administration to get involved. With the Dean, there is a need to have balance or distinction between independence and autonomy. Faculties have been acting as though they are independent and making independent decisions, but they are not, they have autonomy. It's really important to think collectively as well as protectively.
- Thinking in terms of faculty members being fairly conservative about teaching at different hours, we have ways to connect and reach our students (whether it be an email from them very early in the morning while we are sleeping - they know we would not respond right away).
  - Being able to reach people at different times may be valuable.
  - The idea of having a partner university on the other side of the world would support this.

Thank you and please contact Dr. Balsler with any further comments or questions.

## Senate Representative Report to Library Council

April 2019

This report covers two Dalhousie Senate meetings that took place on March 25th, 2019 and April 22nd, 2019. Both occurred in Theatre A of the Tupper Medical Building, with videoconferencing to Saint John and Truro. In light of the fact that two Senate meetings have taken place since the last Library Council meeting, this report will summarize the major highlights from both of those meetings.

### Presentations: Steps to Make Diversity and Inclusion a Reality (standing agenda item)

Sara Abdessamie started the March meeting with a presentation on accessibility on campus, as she represents the Dalhousie Accessibility and Inclusion Society. She explained that the goals for the society are to collect data on current state of accessibility services at Dal, advocate for improved accessibility and accommodation services at Dal, and ensure that the student voice is heard. She noted that Dal is doing great things to facilitate accessibility, and recent survey data shows that students would like additional things addressed (like more awareness among profs for what services exist). Next steps include work on a more accessible website, and working with professors to increase awareness of services.

In April, Jacqueline Gahagan (Health Promotions) presented on LGBTQ2S+ students, faculty, staff and allies. She began by acknowledging the great work Dalhousie has done to date on equity, diversity and inclusion across the curriculum. She noted that there is a lack of trust in education and healthcare institutions, and this can correlate with minority stress and erasure. The presenter posed the question about what we can do on campus and in our communities, and one strategy she described is the Lavender Door Project proposal, which suggests that in order to advance equity, diversity, and inclusion at our institution this initiative will work with academic leaders at Dal to serve as a key resource hub for teaching and learning on this issue. Moving forward they will try to initiate a LGBTQ2S+ studies certificate/degree at Dalhousie, and she suggested that Dal consider having a Canada Research Chair in this area.

### Motions:

In March, the following motions were put forward:

*THAT the Senate approve the change in name of the Dept. of Earth Sciences to the Dept. of Earth and Environmental Sciences as a result of the merger of the Department of Earth Science and the Environmental Science program.*

MOTION CARRIED

*THAT Senate approve the definition of a student as presented and recommend this definition to the Board of Governors for approval.*

Proposed definition: "A Dalhousie student means a person registered in or enrolled at Dalhousie in any academic work or placement for a program that leads to the recording and/or issue of a mark, grade or statement of performance in a university-recognized student information system"

Background: There has been a student experience gap at Dal for many years. A large number of students come to Dal for non-credit programs or professional development, and think they're students but don't have access to a number of services. Therefore, a working group was formed to determine which learners at Dal should be recognized as students. The result of this motion passing would be that individuals in non-credit programs would officially become included as "students". Professional development students remain mostly unaffected, along with for-credit students who would remain unaffected.

MOTION CARRIED

In April, the following motion was put forward:

THAT Senate approve of the Research Centres and Institutes Policy as presented

Background: Dalhousie already has 2 policies that oversee our research centres and institutes. The policies provide clear structure, accountability and transparency for groups wishing to establish themselves as a centre or institute. The current policies feed through the Senate office. The new policy provides guidance in numerous areas including equity, diversity, and inclusion in research programs. The new policy would allow the transfer of the policy's administrative tasks to the research office, and it will enable long-term coordination with other institutional-based research programming. Stewardship and administration will be handled by the research office, but Senate will maintain the decision-making regarding policy decisions for a centre/institute.

MOTION CARRIED

Reports (Highlights):

The following report was presented at the March meeting:

*President's Report:* Dal recently observed an international day of racial discrimination. There has been an overall increase in undergraduate applications by 7%, and offers are up by 8.9%. The new federal budget will see increased funding for a variety of areas and skills developments that affect Dal. The President's office was recently engaged in a session focused on developing a deeper understanding of African Nova Scotian community.

The following reports were presented at the April meeting:

*Chair of Senate Academic Programs and Research Committee:* 2 Projects are currently underway. One projects will focus on embedding equity, diversity, and inclusion into the curriculum, and faculties are generating ideas for a forum in November where some speakers will talk broadly about curriculum change that supports this. A 2-day follow-up workshop will happen in May. The second project discussed is an internal decision making review.

*Chair of the Senate Planning and Governance Committee:* A report on academic freedom for non-bargaining unit members will be brought forward to Senate soon.

*Alice Aiken, VP Research and Innovation:* Senator Aiken gave a presentation that opened with a reminder that we are currently within our Impact Together strategic direction initiative (2018-2023), and that we have grounded our strategic direction goals within the UN's sustainable development goals. These goals are: Increase international collaborations, double the number of Ph.D students, increase research productivity and funding, and monitor alignment with the UN's sustainable development goals. Noteworthy launches this year include: 'Dal Innovates', and the 'Nova Scotia Integrated Health Research and Innovation Strategy' to turn Nova Scotia into an academic health sciences research unit. 'Research Nova Scotia' was established, and some major research awards this year at Dal include: 11 New Canada Research Chairs, 8 new Frontiers in Research Fund awards for early career researchers, and multiple awards from the Social Sciences and Humanities Research Council and the Canadian Foundation for Innovation. Recent projects include working on growth and collaboration with Mitacs. Senator Aiken closed by reminding Senate that we are now fully online with the ROMEO research portal, and we have also launched UNIWeb for the faculties.

Respectfully submitted by Jackie Phinney

April 23rd, 2019



Highlights for Library Council, April 2019

**Kellogg Health Sciences Library:**

- **Graphic Medicine Collection:** A new graphic medicine section has been added to the collection. Graphic medicine refers to illness or health narratives in the form of comics that can be either fiction or non-fiction materials. As an approachable medium, graphic medicine can provide insight into a wide variety of health and medical scenarios, told from both the patient and healthcare provider perspective. There are only around 30 titles so far, all in print form in Halifax and Saint John.
- **Liaison duties for Medicine during sabbatical leave:** Liaison librarians met to discuss the instruction duties for Medicine while Robin is on leave for six months commencing July 1. Everyone chipped in to help out and the duties have been distributed around. Hopefully we will have additional help with reference and research consultations when we hear about our YCW position.
- **Systematic Review Intake Form:** Robin is spearheading the drafting of a new intake form for systematic review requests that will assist as a planning and workflow document for both requesters and searchers.
- **Interns:** The incoming Kellogg interns are Conor Falvey and Becky Morrell starting with us on Wednesday May 8th. We took our outgoing interns Kristy Hancock and Brian Jenkins out for a Thank You lunch at Efendy.
- **Practicum students:** The Kellogg has a number of practicum students with us this spring: Dan Phillips and Conor Falvey MLIS students and next month we will have a student part time from NSCC.
- **Mock interview presentation:** Our graduating interns have upcoming interviews so we hosted a mock interview presentation to help them prepare and to provide feedback and advice.
- **Faculty of Medicine Continuing Professional Development Webinar Series:** On March 28th Jackie and Robin gave a webinar for this series, on managing your research identity and monitoring your scholarly output. This session will be archived on their website so it can be re-watched later.
- **YCW External Reviewer:** Young Canada Works put out a late call looking for external reviewers for early graduate applications. Having been a past YCW supervisor I put my name forward and reviewed 18 applications from middle–western Canada.
- **CADTH event:** This event went off very well with around 35 attendees at the session.

**Scholarly Communications:**

- **Scholarship@Dal Libraries Series:** Melissa R. kicked off the spring series with a presentation on: *Avoiding Predatory Publishers*.
- **UNIWeb:** Setup and configuration continues with UNIWeb. An extensive list of revisions to the schema have been sent to Proximify. Merran Carr-Wiggin has been hired for a six month term to assist with UNIWeb implementation. She has been in for some initial training and a series of key meetings but officially will start on May 21. The UNIWeb team has gone out to speak with a number of faculties and groups in the past month and have a number more scheduled for the coming weeks.
- **DalSpace metrics:** Significant progress has been made on item level metrics and total IR metrics. To implement this to the live instance requires some downtime so it will be scheduled for 28<sup>th</sup> April when systems are scheduled to be down anyway.

- **ITS Project Website review:** The Scholarly Communications Team will review the 133 viable ITS project websites in the coming months to evaluate content on specified criteria.
- **SciVal and SCOPUS training:** Training sessions took place on April 16 with a good turn out of around 15 people in each session. Unfortunately the session for Administrators was cancelled April 15 due to weather/flight difficulties for our speaker, Guillaume Warnan. This session and some others will be scheduled for a later date.
- **Technical issues:** A meeting was set up with Brian Lesser, our new Manager of Operations in ATS, to discuss Scholarly Communications technical issues. Brian also attend our most recent Scholarly Communications Team meeting to discuss many technical areas of common interest.
- **Glovin Essays:** Roger worked with the department of Advancement on an e-book project -- a collection of essays by students who have won the Irving and Jeanne Glovin Award  
<https://digitaleditions.library.dal.ca/glovinawards/>
- **Bibliometrics consultation with the Faculty of Computer Science:** The Dean of Computer Science and the Associate Dean Research CS met with liaisons and scholarly communications team members and the UL to discuss issues around rankings and bibliometrics.
- **OER working group:** This group met to discussion next steps and hopes to get a student representative from the Dal Student Executive to join the discussion in the coming months. The group was inspired by student union speakers from UPEI and StFX who presented at the CAUL OER Forum.
- **Historic Nova Scotia:** Roger is once again spearheading grant applications in support of a digital humanities project, in partnership with many cultural heritage organizations and other academic historians: Historic Nova Scotia. The goal is long term sustainability for the project with sights on a three year funding plan  
<https://historicnovascotia.ca/>
- **Advancing Open (CARL-ORWG):** Final planning for this day and a half participatory event on May 6 is underway. Registration is at a healthy number and at this point stands around 70 participants. Our keynote speaker is Juan Pablo Alperin, Assistant Professor in Publishing Studies at Simon Fraser and Associate Researcher with the Public Knowledge Project.

Respectfully submitted,

Ann Barrett

## **Report to Library Council**

**Anne Matthewman – April 2019**

### **AUL Learning and Teaching**

The team met in mid-April and we looked at our progress on the Bridge Strategic Plan. Many of the initiatives are ongoing and we will continue to support them. Areas to expand on include data and algorithmic literacy and extending liaisons with other departments outside of the Libraries, such as the Writing Centre. Team members will be presenting at various conferences coming up including the CLT conference and DLI Quebec. They are also involved in the upcoming Research Bootcamp.

#### **ADAC:**

ADAC met on March 27<sup>th</sup>. There was a presentation by Suzanne Sheffield and Brad Wuetherick from CLT on promotion of faculty for regional and national teaching awards and fellowships. Dalhousie lags behind other U15 members in promoting faculty for awards and in the number of faculty who have received national awards. The Council also heard about the results of the Diagnostic English Language Needs Assessment (DELNA) testing in the engineering department. The test administered this year to first year students, measures reading comprehension and speed, and English language competency.

### **Dunn Law Library**

Stephen Murray recently put together a display on food law and ethics to tie in with other Dalhousie libraries' displays on the Canada Food Guide.

Our summer student, Annaliese Benoit, starts on May 6<sup>th</sup>. She will be working on a number of projects with Hannah and Mark as well as helping out on the circulation desk. This will include continuing work on digitizing and creating a portal for the Rare Book Room materials.

One of our summer projects will be targeted shelf-reading and weeding. Staff members are currently identifying areas to be completed.

Conference season is coming up for law libraries as well. Linda, Hannah, and I will be attending the Canadian Association of Law Libraries Conference to be held in Edmonton in late May. I will attend the American Association of Law Libraries conference in Washington in July.

## University Librarian Highlights for April

I am sharing some highlights from the CNI Meeting in early April in St. Louis, below. CNI videotapes many sessions and provides slides for all – great resource on a wide range of topics.

### Importance of Academy-Owned Infrastructure

“Recent developments in the scholarly communication landscape — particularly the acquisition of several platforms that have supported the open-access dissemination of academic work by major corporate interests — have led a number of institutions to think seriously about what has been called “academy-owned infrastructure.” This infrastructure, however, is often far more complex and expensive to develop, much less sustain, than any single institution can manage. And this fact runs us headlong into a key aspect of the crisis facing higher education today: that scholars as individuals, and our universities as institutions, are far more likely to understand ourselves as being in competition with one another than as working in collaboration. As I argue in *GENEROUS THINKING: A RADICAL APPROACH TO SAVING THE UNIVERSITY* (Johns Hopkins, 2019), changing this mindset and the institutional structures that derive from it may be the single most important step we must take if we are to save our institutions from the forces that are undermining its operation. This talk will approach the future of academy-owned infrastructure, then, through ways of thinking about sustainability beyond the technical, and beyond the financial, focus on the social connections and commitments that underwrite the work necessary to keep collective, not-for-profit forms of scholarly infrastructure running.”

[Interview with Kathleen Fitzpatrick in \*The Chronicle of Higher Education\*](https://www.cni.org/news/video-kathleen-fitzpatrick-on-generous-thinking) (Feb. 26, 2019) and see her keynote here: <https://www.cni.org/news/video-kathleen-fitzpatrick-on-generous-thinking>

### Student Well-Being and Casual Video Games

Opposite of experiencing mental health issues is not the absence of mental health issues, it is positivity – PERMA <https://www.authentic happiness.sas.upenn.edu/learn>

Johns Hopkins Library-based research demonstrated that playing a casual video game such as Candy Crush, Sushi Cat2, Bejeweled, TETRIS, or Bookworm is more effective than just browsing the web (social media, etc.) for five minutes, as a way to restore equanimity after a stressful situation. It provides positive engagement, distraction, and a sense of accomplishment. Even more positive effects for students without a social network; substitutes for a friend giving a pep talk. Also effective for combatting negative thoughts or addictive impulses. Jigsaw puzzles in the Library can also serve a similar purpose and include some engagement with others. The video games are promoted in the Library on a large data visualization wall. Some work being done now to add multi-player casual games (12 Orbits is one) to the Wall, to get the effect of community as well as the other benefits.

### Other Noteworthy Sessions

- Collective action for cooperative infrastructure - IOI (Invest in Open Infrastructure) -- Open Platform Initiative; Mapping Scholarly Infrastructure
- Yale Data Security
- Montana State U Analytics and Privacy – Ethics <https://www.lib.montana.edu/privacy-forum/>
- Dryad and California Digital Library partnering for research data publishing, new Institutional pricing and branding, login via ORCID and an institutional ID; should be about \$3000 US for Dal. How does this work to complement FRDR and Dataverse for dataset deposits? Will be compatible with OJS. Signing up as a member before they go live will save time with the set up and branding. June 2019.

**AUL Library Services & Head, MacRae Library  
Highlights for Library Council  
April 2019**

**Library Services**

**Access Services** – On April 23<sup>rd</sup>, the access services staff from across the Dal Libraries came together for a series of presentations. The topics included eBooks (G. MacNairn), Records Management (C. Bayne), Relais Revealed! (J. Wickens) and IT Highlights (M. Bottom). The topics chosen were the result of recommendations from the internal service point assessment. Thank you to Sandy for her role in organizing this event.

**Assessment** – Phase 2 of the Killam Space Assessment was conducted. A big thank you to the many staff who regularly distributed new question slips and gathered up the completed slips. Over 600 questions slips were completed, and 12 "touchstone tours" were conducted. Planning and design of Phase 1 of the Sexton Space Assessment was completed and faculty interviews have begun. Data from several other assessment projects are "in the hopper", and reports will be completed in the next several months.

**GIS & Data Services** –The launch of the Chris Hadfield's space photograph collection took place on April 11<sup>th</sup> on the new data visualization wall and was a huge success. Thank you to Caitlin Cunningham and James Boxall for the work that went into this project and to Marlo for her assistance in organizing the event and related promotions. This collection and event resulted in significant attention from local and national media.

**LibCal** – The new Events calendar was successfully launched in early April and is currently being used for promoting Research Bootcamp. In addition to promoting events, this new calendar allows us to manage registration for events and will be a central location for all Dal Libraries events.

**LiveHelp** – Erin MacPherson will be stepping down from her role as LiveHelp Coordinator for the Dal Libraries and Sarah Jane Dooley has agreed to take on the role. Sarah Jane and Erin have been working on a plan to transition the leadership for the upcoming Fall. A very special thank you to Erin for the leadership she has provided in this role since taking it on in the Fall of 2015.

**MacRae Library**

**Night Owls** – The Night Owls experience at the MacRae was a success! Night Owls at the MacRae started on March 17 and ran until April 17. The Student Success team on campus also organized a late night snacks and wellness session for one of the evenings. Exams ended on April 18<sup>th</sup> for the Faculty of Agriculture.

**Presentation to CCRCE Librarians** – Erin and I have been invited to present to the library staff of the schools in the Chignecto Central Regional Centre for Education. They asked us to present on the topic of “The Research Skills Students Entering College Need” at their PD day on Friday, April 26<sup>th</sup>.

**Staffing** – Shannon Fox has returned to work with us til the end of May to provide support in Access Services while Jolene Reid is on medical leave. Sherree Miller also continues to provide support on a casual basis.

**Young Canada Works Grant** – we were successful in obtaining matching funds for a Young Canada Works Grant to support work in the archives located at the MacRae. The hiring process is currently underway for this 16 week position.

**Other Notes:**

- I had to withdraw from the Academic Leadership Certificate program but plan to enroll in the next cohort of the program.
- I served on the Renewal Committee for the AUL Learning & Teaching.
- I chaired the AUL/Heads meeting on March 25<sup>th</sup>.
- I worked with the team writing the Mold section of the Disaster Management Plan.
- I participated in the Provost’s Engagement session for the Faculty of Agriculture on April 5<sup>th</sup>.
- I reduced my Halifax days to one per week in recent months due to my mother-in-law’s illness and recent passing. Thank you to everyone for your understanding and support during this difficult time. I will return to 2 days per week starting in May.

# **University of King's College**

## **Library Council Report**

April 2019

### **Library**

Library Assistant Whitney Cant has resigned to accept a position at another library. Her job will be posted soon.

The Library's student assistants are finishing their last shifts of the academic year this week. A student has been hired to work as a full time Library student assistant through the summer.

Although Dalhousie Libraries closed at 9 p.m. on April 8 due to weather, King's Library stayed open. Ordinarily, the University and Library close when Dalhousie University has a weather-related closing, but this was an anomalous situation, and because it was close to the end of term, King's administrators hoped the Library would remain open.

The Library started extended hours for the examination period on March 24, staying open after normal closing hours as a study hall until 2 a.m., staffed by a professional security guard. Extended hours will end April 24, the last day of King's exams, and the Library will begin its summer hours (9 a.m. to 5 p.m. Mondays through Fridays) that day.

### **University**

The Foundation Year Programme final lecture for 2018-2019 was delivered on April 8 by Dr. George Elliott Clarke, Professor of Literature at the University of Toronto, former Canadian Parliamentary Poet Laureate, and honorary Fellow of King's Haliburton Literary Society. His topic was "Now that you have the foundation, what do you intend to build (intellectually)?" Clarke told the students that throughout their lives they would be faced with moral and ethical questions they may not even be able to conceive of now.

King's Contemporary Studies Program held its 25th anniversary celebration, a summit organized by CSP Director Dr. Dorota Glowacka, featuring alumni-led panel discussions and a student conference.

I am serving on the School of Journalism Director Selection Committee.

### **Archives**

The School of Journalism is taking down some of their older websites. The Archives will be involved in preserving them.

- Janet Hathaway

Report to Library Council  
Janice Slauenwhite  
Manager, Financial & Physical Resources  
April 2019

#### Financial

- Completed year-end wrap-up
- Will be attending a consultation session (April 26<sup>th</sup>) related to the Student Employment Program funding received through the VP Student Services Office
- With Donna, met with the Provost & VP Academic, VP Finance & Administration and the Assistant Vice-Provost, Planning & Strategy regarding our multi-year budget plan

#### Facilities

- Continue to participate in meetings regarding people counters.
- Attended a start-up meeting regarding the refresh of the Archives & Special Collections Reading Room as well as the 5<sup>th</sup> floor atrium hallway
- Will be part of the evaluation team reviewing the bids on the tender for compact shelving in Archives

#### Other

- Attended Disaster Management Plan Team meeting
- Attended Libraries Working Group on Records Storage Recommendations meetings
- Attended the Mental Health & Wellness Session organized by the Libraries Health & Wellness Committee
- Attended the launch of the Chris Hadfield Space Photographs Collection
- Attended the Office of Sustainability annual celebration



- Brian is the new Manager of Operations for our department. This position oversees our core infrastructure, instructional technology architecture, statistical computing and data support.
- Michelle McDonald will be covering Brian's old role until it can be filled permanently.
- Ahmed Mahdy will be the new Systems Administrator (Jason's former position). He begins on April 29th.
- We still have one Help Desk position and one Developer position to fill.
- We had a kickoff meeting with Dal Analytics and NSCC to discuss what both our schools are doing with Brightspace analytics. We had a productive discussion and we're going to look to expand the group to other schools in the region.
- We received a one-time allocation of funds to renew the Audio Visual systems in twenty of our most poorly equipped rooms. That work will take place this summer. For context, last summer was an extremely busy summer with 8 room renewals. We're taking different approaches now, making better use of vendors to allow for more work to be done.
- We're having a significant planned server outage on the 28th. You can read more at <https://blogs.dal.ca/libraries/2019/04/outages-on-sunday-april-28/>
- One of the results of the outage will be significantly more storage for our SAN which is necessary to support our work with Archives on the Archivematica platform.

Marc R. Comeau

Director, Academic Technology Services

Report to Library Council from Marlo MacKay, Communications Coordinator  
March 21–April 25 2019

- Met with the Disaster Management Team.
- Provided the President's Office with a report of Dal Reads activities during the academic year.
- Worked with Gwen to complete the layout and editing on the fifth edition of the GIS newsletter, *Layers*.
- Met with Courtney to discuss promotions for Records and Information Management Month.
- Attended the mental health wellness in the workplace workshop presented by staff from HR.
- Media relations, promotions, preparations and set-up related to the Chris Hadfield Space Photographs Collection.
- Met with Sarah Davis and Marc Comeau on some ATS-related communications.
- Met with Brian Lesser, Chad O'Brien, and Les Johnson to discuss Top Hat related communications for faculty.
- Met with the Senior Leadership Team.
- Met with Melissa Helwig to work on a template for library events in the new calendar tool.
- Met with the committee for the renewal of the AUL for Learning & Teaching and participated in the interview process. The other committee members were Donna Bourne-Tyson, Michelle McDonald, Sandy Dwyer, Melissa Helwig, Mark Lewis, Michelle Paon, and Elaine MacInnis.
- Met with Donna for regular six-week check-in.
- Attended a PD session hosted by Dal's C&M team, presented by John Hope from the legal department on the legal implications of communications and marketing.
- Met with Cynthia Holt of CAUL to discuss the Cochrane announcement.

## Report to Library Council

April 25, 2019

Michelle Paon, Interim AUL Resources & Head of Sexton Library

### Associate University Librarian Resources

- Disaster Management Response Plan team - The “Fire” module team presented its draft revisions. A small team also met to work on revisions to the “Mould” section of the plan.
- Faculty of Graduate Studies Faculty Council meeting - presentation by Dal Legal Counsel John Hope on conflicts of interest in the academic setting (e.g. supervisor/graduate student relationship, parent serving on hiring committee for their child, etc). He emphasized that conflicts should be declared up front so that we can identify ways to mitigate their impact. In the coming months, John will present this talk to various faculties on campus.
- I attended a very interesting half-day presentation: “Academic Vital Signs: Aligning Program Reviews with Institutional Priorities” that featured a speaker from the Educational Advisory Bureau (EAB). He presented case examples of the types of initiatives that can help departments to better meet their university’s strategic goals (e.g. develop online versions of popular courses for the shoulder seasons)
- Congratulations to Kirsten Huhn and Concordia colleagues on the publication of the following paper:  
Giffin, M., Huhn, K., & Harland, A. (2019). Temporary book storage using a document management company. *Collection Management* 44(1): 46-68.  
<https://doi.org/10.1080/01462679.2018.1564102>
- Resources Management Librarian Heather MacFadyen will be on Special Leave - July 1, 2019 to June 30, 2020.
- After more than thirty-eight years with the Dalhousie Libraries, our valued Resources team member Alice Stover will retire at the end of June 2019. Heather, Sandy and I have been meeting with the Resources Managers to discuss the upcoming transition.

### Head - Sexton Library

- Under Allie’s coordination, the Sexton team has completed the appraisals on the Oberlander serials and non-English monographs. Gift cataloguing of the donation comes next!
- Sexton Library Space Assessment - Team members Amanda, Sarah Jane, Gina, and I worked with Assessment Coordinator Linda Bedwell and Brian Lesser to prepare faculty interview questions and recruit faculty members. As of April 19th, we had conducted four interviews. In addition, I conducted phone interviews with Heads or AULs of engineering or architecture libraries at five comparator universities, with several more to be completed.
- Participated in a meeting with Faculty of Architecture & Planning Dean and staff, Mike Moosberger and Courtney Bayne re. department photo archive, records management, and archival issues.
- On April 25<sup>th</sup>, President MacKinnon will launch the Emera ideaHUB, a Sexton campus incubator and makerspace that will connect Dalhousie faculty and students with external stakeholders.
- Allison Fulford attended the Black Excellence in STEM Conference, and the Engineering Capstone Conference.
- Sarah Jane Dooley and Sarah Davis welcomed visitors to the Dal Libraries table at the National Engineering Month displays at the Central Library on March 30th.
- Sarah Davis will attend APLA 2019 as a presenter with the Dal Libraries RDM team for the session entitled: “Research Data Management in the Atlantic Provinces: Current Practices and Attitudes”.
- In mid-June Sarah Jane Dooley will present a paper at the American Society for Engineering Education Conference - Engineering Libraries Division in Tampa, Florida. The paper is entitled: *Designing a Reference Training Course and Cultivating a Community of Practice: Utilizing the LMS for Staff Training and Development* and will be published in the conference proceedings.
- At the upcoming Dal Teaching & Learning Conference, Sarah Jane Dooley & Chad O’Brien (CLT) will facilitate a workshop entitled *Collaboratively Creating Successful Courses: A Learner-Focused Design*.
- The Sexton Library welcomed Coast Guard librarian Danielle MacKinley as a visitor to campus in early April. She was visiting a variety of campus Learning Commons facilities.
- Allison Fulford will be on Administrative Leave from July 1, 2019 to Dec. 31, 2019.
- We thanked SIM interns Samantha (Sam) Adema and Courtney Vienneau for their contributions to the Libraries at an end-of-term social that featured chocolate cake and lemon meringue pie!

- In the coming weeks, the Dal Libraries will welcome several new arrivals to the Sexton campus:
  - Cassandra Larose has accepted the position of Evening & Weekend Supervisor. She has held previous positions with Dalhousie's Student Affairs Office and Carleton's MacOdrum Library.
  - Student Yire Joo, enrolled in the NSCC Library Technician program, will begin a practicum placement at the Sexton.
  - Graduate student Liz McElroy will begin a SIM internship at the Sexton.

**NSIS Librarian:** Participated in the April NSIS Council meeting.

## **Report to Library Council**

**Sandy Dwyer**

**Director, Libraries HR & Access Services**

**April 2019**

Ahmed Mahdy was the successful candidate for the SIT2 Systems Administrator position. He has a Bachelor Computer Science and experience working as a Software & Hardware consultant for Coca Cola (Egypt) and he previously was employed at Kraken Digital Asset Exchange. Ahmed will start in his new position on Monday, April 29, 2019.

Cassandra Larose was the successful candidate for the Library Services Supervisor (Evenings/Weekends) C5 Sexton Library. She has a BA in Psychology and is currently working on her MLIS part-time. Cassandra has library experience from Carleton University and for the past 3 plus years was the Administrative Assistant in the Office of the Vice-Provost, Student Affairs here at Dalhousie. Cassandra started in her new position on Monday, April 22, 2019.

Merran Carr-Wiggin was the successful candidate for the Research Information Systems Coordinator. She has a BA Drama, a BFA Acting and is graduating this spring with her MLIS from University of Alberta. She has experience working at Edmonton Public Library and as a Research Assistant at U of A. Merran will officially begin her position on May 20, 2019.

The Help Desk Technician T7 posting closed on April 15, 2019. We are in the process of putting together the search committee and screening the resumes.

The System Developer SIT2 position to replace Margaret Vail was posted and closed on April 22, 2019.

David Ryan's position covering a staff vacancy was extended until the end of April. Shannon Fox has returned to the MacRae library to cover a sick leave there until end of May. Omar Al- Qatami will move from part-time hours to full-time hours to continue to cover a sick leave at the Kellogg Library until the end of August.

We have 3 teams, a total of 20 participants, for Spring Into Action this year.

The new hiring system, People Admin, replacing Career Beacon, will go live on April 29, 2019 for staff positions. This system will also be used for academic recruitment but this will be phased in at a later date. I attended the training for staff recruitment on April 9, 2019 and both Janice Slauenwhite and I are attending the training for academic recruitment on May 6, 2019. I encourage hiring managers to attend the appropriate training sessions as they become available.

Library Council Report: 25 April 2019

AUL Research | Head of Killam: Sarah Stevenson

## **AUL Research**

Research Data Management Dalhousie Team:

The team welcomes Jaq-Lin Larder from the Research Office. Jaq-Lin is replacing Sarah Laing who has left Dalhousie for a new position.

RDM survey: This is currently on-hold pending a revised submission to Research Ethics.

Portage Policy group: I have joined the Dataverse North Policy Working Group. The Dataverse North Policy Working Group will draft policy recommendations that can be adopted in whole or in part by Canadian Dataverse providers. Policy recommendations may fall into the following areas:

- Collection and retention policies
- Authorization and use policies
- Long-term preservation policies
- Policies related to data exchange and interoperability
- Policies related to managing identifiers including DOI and ORCID
- Take-down policy
- Governance models

I attended the undergraduate Environmental Science honours seminars. All of the projects involved some element of data management/sharing or reuse. Kirsten and I have met with the honours coordinator for next year about the library workshops for this group and including data management topics.

Erin MacPherson and I had a discussion with three representatives from NSCC about the Dal Dataverse, our educational and outreach work at Dal.

The Bridge Strategic Plan is now complete. Marlo is preparing the final copy in an attractive brochure format. Thank you to all involved with the process and providing feedback.

## **Head of Killam**

Attended FASS Council on April 9. Dominic is attending morning session of the FASS retreat today. The session is focussing on Equity, Diversity and Inclusion (EDI) in the classroom: relationship between professors/instructors and students, and facilitating respectful class discussions, particularly with respect to EDI.

Killam MLIS interns:

Julie Marcoux and I have received 21 project proposals covering a wide range of assessment, collection and instruction activities. Carol Richardson has been instrumental in putting together the

intern orientation schedule. Julie put her Excel wizardry to work and has designed a spreadsheet to help monitor project planning and completion.

Selected meetings & events:

- Computer Science Dean and Associate Dean Research re bibliometrics March 26.
- Data visualization wall – outreach planning meeting March 27.
- LIPCC meeting March 27.
- External reviewers for the Department of French External Unit Review. March 27.
- Mental Health & Wellness in the workplace workshop (Janice MacInnis & Justin Snow) March 29.
- Killam intern farewell dinner April 12.
- Induction of Chris Elson (Chair, French Department & King's Carnegie Professor) as Chevalier dans l'Ordre des Palmes académiques on the evening of April 15th. Dignitaries included Kareen Rispal, French Ambassador to Canada. FASS Dean Frank Harvey was emcee for the event, and expressed the condolences of the Dalhousie-King's community to Ambassador Rispal for the fire burning at Notre Dame Cathedral in Paris that evening. Dr Elson was recognized for his dedication to French language, philosophy and culture.
- Chris Hadfield Photo launch April 11.

Respectfully submitted,

Sarah Stevenson