

Collections Services Council Minutes: March 7, 2023

Minutes: Liladhar R. Pendse

Present: [Stacy Reardon](#), Elliott Smith, Becky Miller, Hannah Tashjian, Jo Anne Newyear-Ramirez, Tim Vollmer, Naomi Shiraishi, Scott Peterson, Liladhar R. Pendse, Jesse Silva, Osman Celik, Jianye He, [Mark Hemhauser](#), Chan Li

DEIBJ in Collections [Recommendations by Library Unit](#) (10am)

- Still time to make comments

Jo Anne added comments to the document Recommendations by Library Unit. Jesse mentioned that the group discussed prioritizing the recommendations, provided we proceeded with these specific recommendations. Jo Anne recommended that at the end of the document, some recommendations can be perhaps handled at a later date as these seem to be more complicated. Selector Liaison Manual should include subject-specific guidelines (?); CDLG, Beth, and the people they report to should consider these recommendations. We might **undergo another budget reduction** pending campus directives. Jo Anne also mentioned that one recommendation, like hiring diverse selectors, is essential, but the HR director should be involved. HR Director/Chief Diversity Officer Jay Lomeli will be chairing the LEIC Subcommittee on Outreach and Recruitment, which has begun meeting as of January. The subcommittee seeks to develop recommendations/practices for all library recruitments (Elliott).

Partnering with libraries doing civil rights work is a **strategy** and may not be anything we have to discuss. The implicit bias is an HR matter, and we should talk to Jay, our new HR director. Jo Anne stated that leveraging the Gobi titles recommendation has been enacted since Fall 2022. We should probably not collect in areas that do not directly correlate with curricular needs. Jo Anne asked if we could use the Libvoices list to spur conversation on that list instead of creating a separate interest group around the DEIB work. Please see the rest of the comments here:

[https://docs.google.com/spreadsheets/d/1Y4YE2c9p1QB-](https://docs.google.com/spreadsheets/d/1Y4YE2c9p1QB-UNQB4alkNNBCf6ntyjhjvpJPbLUUEpM/edit#gid=0)

[UNQB4alkNNBCf6ntyjhjvpJPbLUUEpM/edit#gid=0](https://docs.google.com/spreadsheets/d/1Y4YE2c9p1QB-UNQB4alkNNBCf6ntyjhjvpJPbLUUEpM/edit#gid=0) Jianye He suggested that perhaps the councils such as AHC can serve as a venue to advance the conversations about DEIB in collection development, and also to discuss specific projects associated with DEIB issues. Hannah mentioned that CSC is also actively pursuing documenting damaged fragile documents. Stacy Reardon asked as follows because recommendations are so extensive, and some are relatively easy to implement short term, but some recommendations are weightier and will require more time to implement. Is there a timeline for their implementation so that these do not get lost over time? Jo Anne mentioned that not all of the recommendations can be implemented, given the complexities of these issues. Jo Anne said one way to deal with it would be to define recommendations to prioritize and discuss with our colleagues. And then rest can be put in the “parking lot.” The situation is dynamic, and things could come up in the future, so

we might have to re-prioritize and recalibrate (?) recommendations based on the situation.

- Review and discuss comments (see above and the [document](#) for relevant comments)
- Next steps and timelines--

Jesse asked members to review the document and invite the groups to discuss the recommendations. Jo Anne suggested, as an example: PSC and LIT as some groups to have a venue for conversations. Jo Anne and Jesse found out in their meeting with the LDO that the May 5th meeting will focus on collections fundraising. And Jo Anne and Jesse are meeting with them again? The projected date is January 2025, and Jo Anne is excited and surprised. Digitization, collections, preservation, and special collections, scholarly communications will be part of these conversations, including data collection to enable fundraising for the right areas. Jeff is raising the transformative agreements awareness with the campus. Jo Anne recommended involving Beth in these conversations. Hannah commented on the implicit bias recommendations given the news around the Anthropology library and concerns that are being expressed around their collections being lost in the shuffle. So, how can some of these issues or collections still exist, and can we address the issues of implicit biases surrounding the mergers? See the SF chronicle article that alludes to losing access to some parts of the collections. Jo Anne expressed her disagreement with the reporting in the SF Chronicle article. That there are ways to find these collections. Already MAIN has inherited previous collections, and these are accessible. Per Jo Anne, it is an ongoing process and conversation; as the Library, we can educate and guide them with facts. The instructions division could take the lead on educating the audience given their mission. Jo Anne mentioned that Jesse had done a lot of analysis and research concerning how these Anthropology collections are represented in the system. Jo Anne suggested that the duplicated in Main books can be left where they are in Anthropology. The question of the space is vital to understanding the dynamics of the current situation with the Anthropology library. Once that is clarified, we can discuss and address the collections issue.

- Continuing [GreenGlass Working Group Report](#) Discussion (10:30a)

The group presented last month, and Jesse asked if there were any additional comments. Jo Anne was stuck with case one about identifying unique and rare items. Case one is to her is concerned about the security of rare collections that are currently present in stacks. Given the different users that come in to use the collections, it is important to ensure the security of these items. Chan Li mentioned that Hannah has already evaluated 200+ titles for their condition, and if these are rare, then we are planning the next move to secure these items and move them out of general stacks. Selectors should be involved in providing feedback on possible digitization and preservation issues. Jo Anne recommended that since the project of protecting these 200 titles has been in motion, we should discuss and formalize the process. To Jo Anne, securing means-- these are in

monitored space. Room 65 is not secure to that end. EAL has its vault like Bancroft, but the rest of the libraries do not have these vaults (?), so securing access must be a priority. Jo Anne recommended inviting Kate Donovan to the conversations since she is the AUL for special collections. Jo Anne suggested that the group write a proposal and share it with Salwa and Lynne. Chan told that before we approach the library IT, it is better to bring the process recommendations to the CSC.

Elliott asked--are there any plans to expand the preservation projects to subject libraries? Chan clarified that this methodology is reusable to other libraries. The most time-consuming part is to pull the books off the shelves and evaluate their physical condition.

Mohamed recommended that it would be good for individual selectors to get training on using greenglass and then define the lists in their areas of responsibility based on their expertise. Once these lists are done, Hannah can guide the project (?). Jo Anne disagreed that enlarging the project's scope might be counterproductive and evoke some backlash from the selectors for creating extra work for them. Jo Anne recommended we look at it as a pilot for subject libraries.

Case 2: Jo Anne mentioned that case 2 is a part of the vision refresh and will be discussed during the following year. It should be put in the parking lot. Jo Anne recommended using CHOREO insights as a tool for identifying potential partners. We could do a zoom session for all selectors to learn about case study 1. Chan asked about the timeline; many are busy with the serials reduction project. Jesse suggested May as a potential date. The Greenglass group agreed. Chan will work on a draft of the Case 1 project expansion.

Announcements--

Jo Anne mentioned that on Thursday, Jo Anne will talk to LIBR about the campus consultation process and how the library will approach the serials reduction project. Campus consultation will end on May 12th, and the reductions will be communicated to the campus and vendors. Tim asked about LIBR's reaction to this project in addition to space modifications.

- Serials Reduction
 - How's it going?

Stacy shared AH departments process and that they are having meetings this week and next week to finalize the list. AHC has color coded their lists in order of priority. Elliot informed about their divisional processes with serials reductions process.

Jo Anne mentioned that Hannah had questions from a journalist [Gregory Arena from Integrative Biology](#) about a preservation processes within the library with these huge collections. Jo Anne congratulated Hannah for her excellent answer to that journalist?

- Serials Reduction and Reallocation Group Update
 - [Developing a reading list for re-allocation](#) Suggestions welcomed
- Collections Vision Update---Jesse noted aspirational value of this document.