**Joint CCDO and Big Heads Report**

## Author Paula Sullenger

## University Texas A&M University Libraries

## Title Associate Dean for Information Resources

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## Staffing and Organizational Changes/Update

David Carlson retired as Dean of the Libraries on June 30, 2021.

Julie Mosbo-Ballestro became Interim Dean of the Libraries on July 1, 2021, then named University Librarian and Assistant Provost on July 1, 2022.

In late summer 2021 University President Kathy Banks commissioned MGT Consulting to review the University’s organizational structure and make recommendations. President Banks invited the campus community to comment on the preliminary recommendations. President Banks issued her final recommendations, the [Path Forward](https://pathforward.tamu.edu/?_gl=1*1ty3ebp*_ga*MjEyMTgxNTY1My4xNTc1OTIyMjAx*_ga_SJ5GMN0ZQL*MTY1NjYxMzk5NS4yMjUuMC4xNjU2NjEzOTk4LjU3*_ga_SWMG51T2X4*MTY1NjYxMzk5NS4xOC4wLjE2NTY2MTM5OTguNTc.&_ga=2.179649068.909515547.1656262265-2121815653.1575922201), on December 14.

There were 41 Working Groups across campus with each one assigned to hammer out the details of implementing the final Path Forward recommendations by September 1, 2022. <https://pathforward.tamu.edu/working-groups/index.html>

The centralization of major campus operations will have a great impact on the Libraries as marketing, employee relations, business operations, IT, and facilities maintenance will report to campus organizations and will have a dotted-line relationship with the Libraries. We expect that most of the people we currently have in those areas will remain physically in the Libraries but we do not yet have the full picture of how operations will work in the fall.

Working Group #14’s charge stated that the “University Libraries will become a service-oriented unit led by a University Librarian.” The main focus of this group was to facilitate the change in librarian status. Librarians will no longer have any faculty status and each librarian had until May 15 to choose between two options:

**Option#1:** The 11-month salary of Library tenure track, academic professional track (APT), and tenured faculty will move to a new academic home and be paid over nine months, allowing faculty the opportunity to earn an additional three-months summer salary through research and/or teaching.

**Option #2:** APT, tenure track, and tenured faculty members converting to Library staff positions will be moved to 12-month (one month salary added) vacation accruing staff positions with longevity pay. Faculty transferring to staff positions within the libraries will be given a five-year fixed period contract, renewable during the fifth year for the next five years. As per Section 2 of Texas A&M University System Policy 25.07, the President will be forwarding the five-year contract request to the Board of Regents for consideration shortly. The five-year contracts will only be offered to the current Library faculty who wish to convert to staff positions.

The 22 librarians who took the faculty option each negotiated with their new department what their duties will be and how much time, if any, they will devote to the Libraries. They will also be expected to integrate fully with their new department over time.

Other concerns are:

* The Libraries final budget for FY23
* The pending audit of all university endowments
* The pending space audit of all campus facilities

We are cautiously optimistic at this point and library leadership is pivoting to strategic planning and envisioning a new organizational structure to allow the Libraries to take advantage of the positive aspects that the changes may bring.

**Collection Assessment Activities**

Monographic Acquisitions reviewed our existing approval plan profiles and cancelled the ones that consistently saw 20% or fewer of the books received ever being checked out.

**Notable and Newsworthy Collection Development and Acquisition Models**

As a member of the Texas Library Coalition for United Action, we are in the final stages of a new contract with Elsevier which will reduce our annual purchase costs.

## Notable Acquisitions, Grants, Exhibits

## Special Collections/Archives

The Gulf Coast Heritage Preparedness Initiative lead by Andrea Roberts (Architecture) and Sarah Potvin (University Libraries) received $300,000 in internal funding through the TAMU XGrants. These are highly competitive internal awards and this is the first time a team with librarian members has been funded, and the only one funded this year not focused on the health sciences. This planning and pilot study will assess the feasibility of a community-based, interdisciplinary model for protecting endangered places and heritage in surviving historic Black settlements founded 1865-1930 known as [freedom colonies](https://www.thetexasfreedomcoloniesproject.com/).

Coming Out Together to Share Our History exhibition, July 12-December 21, 2021, was a collaborative exhibition between the Cushing Memorial Library and Archives and eight other community and academic partners in Houston, TX. Over 3,000 visitors viewed the exhibition, and the exhibition also generated significant media attention locally and in Houston. It was used by professors to design assignments for their courses and it also attracted many student tours. The exhibition also acted as a catalyst to establish a new endowment that supports the Don Kelly Research Collection Fellowship, as well as paid student internships.

The Don Kelly Collection Fellowship/ Internship Endowment was established on November 16, 2021. Distributions from this endowment will be used to fund a fellowship for scholarly research focusing on LGBTQIA+ which is part of the Kelly Collection and/or to fund an internship for students assisting a curator with the processing of the Kelly Collection so that it will be made accessible for research.

In late 2021, Cushing Memorial Library and Archives received a collection of some 26,700 books and periodicals in science fiction and fantasy. They are in excellent condition and most are first editions. The materials range the length of the 20th and early-21st century and add immensely to the existing holdings of Cushing's Science Fiction and Fantasy Research Collection.

## “Top of Mind” (Challenges, Issues, etc. to surface)

## Our biggest concern is recruiting for replacements for the librarians who have left the Libraries. We are also examining our existing services to determine which are essential for fall operations and which can be suspended or lessened for the fall semester.