

CCDO/TS Big Heads 2021 ALA Annual Report

Authors: Dracine Hodges, Associate University Librarian for Technical Services

University/Institution: Duke University

Date: 14 June 2021

Budget Update (Optional)

Based on direction from the University, our collections strategy for **FY22 is focused on cutting ~\$1M from the university-allocated collections budget every year for the next 4 years**. Our spending cuts to date have largely come from reductions to firm orders, and through halting new subscriptions and other large purchases. For FY22, we will be focusing on subscriptions, aiming for at least \$1M in savings through redefining our deals with Elsevier and Wiley. To support decision making and prioritization, we are creating three working groups:

- *New Deals*, (begun last fall) working to renegotiate our package deals with major publishers. The work of this group is our top priority for savings for FY22.
- *Areas of Special Focus* (begun in January 2021) working to document DUL's current areas of special focus and assess their impact; consider the total cost of ownership for collecting in those areas; and set to make recommendations regarding priorities, options for reducing spending, and ways to provide additional support for the total cost of ownership.
- *Collaborative Collections*, a still-developing group that will be jointly formed with membership from both Duke and UNC, which seeks to define the landscape and lower barriers to engage on opportunities to build collections with other institutions and consortia (e.g., with UNC-CH, TRLN, IPLC) to ensure access to comprehensive collections in areas where distributed completeness will collectively meet our patrons' needs.

Staffing and Organizational Changes/Update

Like other organizations, we experienced significant attrition over the course of the last year. This included the recent departure of Jeff Kosokoff as the Assistant University Librarian for Collections Strategy. Some positions will not be filled. However, **Duke's hiring freeze has thawed** and we have proceeded with several recruitments including:

- Japanese Studies Librarian
- Head, Resource Description
- Serials & E-Resource Acquisitions Librarian
- Monograph Acquisitions & Processing Associate
- Project Archivist (term)
- Head, Collections Strategy

We are developing a **plan for a nearer normal reopening in the fall alongside continued options for hybrid staff work arrangements** which the [University is encouraging](#) with an eye towards recruitment and retention. It is possible that some services, such as library takeout (which inspired an award-winning [viral earworm](#)) and seat reservation, developed in response to COVID-19 may continue in some iteration.

Local, National, International Partnerships

- **Anti-Racism Roadmap** - In 2020, as part of [Duke University's efforts to address systemic racism](#), DUL issued a [Statement of Commitment](#) to anti-racism. A Racial Justice Strategy Task Force was appointed to plan library-wide events and draft an anti-racism roadmap—both focused on moving from commitment to action. The Task Force led a [21-Day Racial Equity Habit Building Challenge](#), completed a staff survey on racial equity in DUL, developed a DUL [Anti-Racism Roadmap](#), and created a Report Recommendation Transparency Tool. Moving forward, focus will be given to overseeing the implementation of the Anti-Racism roadmap, helping coordinate DEI training for library staff, initiating the collection and sharing of relevant data about DUL, conducting environmental scans, leading library-wide community reflections, and proposing additional library-wide DEI goals and operational strategies. Each division of the DUL has specific, measurable DEI goals that connect to the Anti-Racism Roadmap and DUL Strategic Plan. We report out on those goals in our annual reports. Links to further information about [DEI initiatives in the DUL](#) are available on our website.
- **TRLN Discovery Enhancements**
 - Earlier this year, **TRLN institutions began indexing variant forms of names from the LC Name Authority File for its shared discovery layer.** Staff at Duke and other institutions are excited about this collaborative effort coming to fruition. Rich Murray, Duke's principal cataloger described it best, "it's a real game changer for our users, especially those who are searching for resources in non-Latin scripts but who may not be familiar with or "fluent in" LC romanization. One of our Inclusive Description goals is to improve access to our metadata for all users, and specifically those for whom English may not be their first language, and this is one giant leap in that direction. For more information, check out this [blog post](#).
 - Last fall, the TRLN Discovery Development Team **created a solution to overlay or remap subject headings identified as problematic by users with preferred terms.** They created a simple configuration file to capture the problematic term and the preferred term being mapped to it. When a new term is added to this file, each institution re-processes their records using the subject heading to make the change visible to end users. You can find the full write up of the process and list of overlaid terms [here](#).
- **FOLIO** - Duke is continuing a phased implementation and migration to the FOLIO Library Services Platform. Last summer, we successfully implemented the ERM module and supporting apps. We are currently making final configurations in order

to launch the Courses app (course reserves) this summer. We have also begun FOLIO 101 courses which are meant to introduce staff designated to become FOLIO superusers. You can learn more in our latest [FOLIO@Duke newsletter](#).

Special Collections/Archives

- Duke was recently awarded a \$349,178 National Endowment for the Humanities grant for the digitization, cataloging, and transcription of Duke University's [Behind the Veil \(BTV\)](#) oral history collection of 1,200 analog master recordings and over 3,800 supplemental materials, including photographs and project files, to current digital standards. The collection, which illustrates African-American life in twenty Southern communities under Jim Crow, will be published in the Duke Digital Repository.
- The Andrew W. Mellon Foundation is supporting a new initiative developed by the Student Nonviolent Coordinating Committee (SNCC) Legacy Project (SLP), the Center for Documentary Studies at Duke University, the Duke Libraries, the New Georgia Project, BYP 100, and the Ohio Voice with a \$630,000 grant which aims to document how today's activists built their social and political movements. Find out more on how this [Intergenerational Collaboration Makes History](#).
- Exhibitions have been closed and/or canceled most of the last year because of the pandemic. However, staff prepared and launched a new exhibit this spring open to Duke Students, Faculty and Staff by appointment only. The exhibit, [James Van Der Zee and Michael Francis Blake: Picturing Blackness in the 1920s](#), highlights two African-American photographers.

"Top of Mind" (Challenges, Issues, etc. to surface)

- ❖ Sustainable collections development across multi-year budget reduction
- ❖ Staff collaboration, productivity, and equity in a hybrid model
- ❖ Keeping our commitment to DEIA mission central
- ❖ Space for physical collections growth and preservation; we need a new module for the high-density repository