

## **Library Management Team**

### **Notes from the March 29, 2006 meeting**

Attending: Karen Calhoun, Lee Cartmill, Tom Hickerson, Janet McCue, Jean Poland, Sarah Thomas, Ed Weissman.

Guest: Zsuzsa Koltay, Susan Markowitz

#### **1) Metasearch recommendation**

Zsuzsa Koltay, the chair of the Resource Discovery Systems Working Group who also chaired a task force charged to prepare recommendations on replacing the technology underlying CUL's Find Articles service (ENCompass), presented the task force's recommendations to LMT. Other members of the task force are Jesse Koennecke, Jim LeBlanc, Maureen Morris, Rick Silterra and Leah Solla. The task force undertook a literature review, solicited information from vendors and held demonstrations by vendors open to all library staff. After evaluating several products, including the possibility of using Google Scholar instead of a commercial metasearch engine, the task force identified WebFeat as the preferred option. It recommends that the Library work with WebFeat to create a "proof of concept of our metasearch solution, and if this is successful, that we implement WebFeat." There was significant enthusiasm among members of the Library Management Team although some concern was expressed about the extent to which patrons will use a Library metasearch engine. Karen and Lee will work on a negotiating plan and Karen will work with Zsuzsa and others to draft an implementation charge. Sarah thanked Zsuzsa and the task force members for their excellent report and efforts.

#### **2) Diversity**

Susan Markowitz participated in a discussion with the Library Management Team about ways to increase diversity among the Library's middle and senior managers. Susan reported that while there is a lack of diversity among holders of MLS degrees and among LIS students in the United States, we are still getting strong applicant pools for our academic searches. Among the ideas that were discussed to increase managerial diversity over time:

- put more emphasis on diversity when we do academic searches. Susan will meet with each search and selection committee to discuss how to make the candidate pools as inclusive as possible.
- develop a strategy to provide mentoring and growth opportunities for existing staff
- ensure that we provide a work environment that is welcoming and supportive of the staff we are trying to encourage and develop
- revitalize the Library Fellows program
- consider implementing a "visiting librarian program" as a tool for recruiting staff
- nominate more of a mix of senior and junior librarians for the university's leadership program

Edward Weissman