

## Smathers Libraries Annual Budget/Program Review: 2006 Statement of General Need

The one-line need statement is that the University of Florida Libraries have been severely and chronically underfunded relative to any reasonably comparable libraries, and this underfunding has reached the crisis stage for acquiring the collection materials needed to support the University's current teaching and research programs. The Library requests: 1) a Library materials budget increase of \$4 million (assuming this cannot be done in one year, \$1 million this year, and an additional \$1 million increase for each of the three subsequent years) to get us into the same funding neighborhood as the top ten schools had in fiscal 2005 (in FY 07 we would use \$750,000 for journals--to eliminate the need to cut -- and \$250,000 to replace some of the monograph funds transferred to journals in recent years; in subsequent years we would increase electronic subscriptions and journals as well as monographs); 2) an additional recurring \$391,375 to advance our service levels and digital initiatives; and 3) a non-recurring allocation of \$5 million (or \$1 million for each of 5 years beginning in Fiscal 07) to purchase retrospective journal backfiles and other materials that we missed owing to decades of inadequate collection budgets. With this augmented special funding, the Libraries can build the UF collections to the quality of a top-ten public university. For further detail, see the attached *Top ARL Library Expenditures*.

There are multiple different quantitative ways of supporting the underfunding assertion. One way to evaluate UF's library standing relative to top public schools is to look at our standings in the Association of Research Libraries (ARL). According to the latest published edition of statistics from the ARL (113 public & private university libraries), UF ranked 33<sup>rd</sup> in number of volumes, 80<sup>th</sup> in current journals, and 37<sup>th</sup> in total library resource expenditures.

The crisis of the moment is that collection managers must cut \$750,000 from the budget for journals during the next fiscal year. This is not an exercise in cutting back from an adequate funding base. Even before the proposed cut, UF acquires fewer journals than almost any peer. The actual deficit ranges from 80% as many as the U. Alabama to one half (U. Michigan) to one third (U. Illinois, Urbana), depending on the university chosen for comparison. Cutting back from this already minimal level of acquisitions is necessitated by the convergence of journal price increases and materials budget decreases. From 2001 to 2005, university-wide materials expenditures ranged from a high of \$11.9 million (2001) to the current \$10.7 million. During the same period, journal prices as measured by the *Library Journal* Periodical Price Survey increased from 32% to 49%, depending on country of publication and subject. For years, the Libraries have cut the purchases of books to compensate for the shrinking purchasing power of our journal budget. Those cuts have taken our book acquisition programs to extremely low levels. Without a large increase in the collection budget, the only remaining alternative is reduction of journal subscriptions.

These journal cuts and book reductions are harmful both to current teaching and research needs and to the effort to attain top-ten status among public universities. We are significantly behind our targeted peers, even before these cuts are made. **Among the top ten public universities as chosen by U.S. News and World Report, (Attachment 1) the UF Libraries are behind every school in all seven size-adjusted categories.** In the worst cases, UF spends less than half of the library resources per student or faculty or PhD field of the top school. UF as a whole is underfunded, but *the Libraries share of total university expenditures has been shrinking in both percentage and absolute terms.* For the 2000-01 fiscal year, the Libraries spent \$11.9 million on materials, or .98% of the UF \$1.21 billion expenditure total. In 2003\_04, the number is \$10.2 million, or .70% of the UF \$1.45 billion total [UF Factbook, Library Statistics]. In surveys of faculty and students taken over the last 20 years (at least six), the lack of collections is the number one complaint. Decades of funding significantly below peer universities leave UF with a large deficit to correct. Whatever the standard of comparison, a significantly increased and sustained materials budget is required to reach the top ten.

## Specific Item Discussions

### A. Materials Budget

The most crucial need is for a collection materials allocation that enables us to keep pace with journal inflation and the addition of graduate programs. There is also a pressing need for a multi-year catch-up effort, to fill collection gaps caused by years of sub-peer funding. *UF is 35% below the 2005 average materials expenditures of the top ten ARL Libraries - a difference of \$3.7 million.* Over the years, the accumulated deficit affects every aspect of library operation. The difference between UF's materials expenditures and the average of the top ten university materials expenditures, would make it possible for UF to acquire all of the science journal databases that support the initiatives in the draft UF Work Plan whereas current funding levels require us to reduce journal purchases to far below the level of our peers despite UF's larger number of research programs and larger student body. All recurring requests must be adjusted annually for inflation if progress is to be maintained. See below for a comparison with the top ten public universities in materials expenditures.

**Chart I: Top Ten ARL Public University Materials Expenditures\* in Millions**

<b>Institution</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>
U. Florida	\$11.8	\$11.1	\$10.2	\$10.1	\$10.7
U. Michigan	\$17.7	\$18.2	\$19.2	\$18.7	\$20.3
UC Berkeley**	\$15.5	\$18.1	\$16.2	\$16.1	\$14.3
Penn State	\$13.4	\$14.6	\$15.4	\$15.0	\$17.5
U. Texas	\$11.2	\$12.7	\$12.6	\$13.1	\$13.1
UCLA	\$11.4	\$13.6	\$12.6	\$12.7	\$11.8
Texas A&M	\$ 9.1	\$10.0	\$ 9.9	\$12.6	\$14.4
U. Arizona	\$10.9	\$11.1	\$11.3	\$12.6	\$11.2
Ohio State	\$13.0	\$11.4	\$11.9	\$12.6	\$NA
Indiana U.	\$10.4	\$11.3	\$12.5	\$12.6	\$13.9
U. Illinois @ Urbana**	\$11.5	\$11.6	\$11.9	\$12.3	\$13.0
<b>Average:</b>	<b>\$12.4</b>	<b>\$13.2</b>	<b>\$13.4</b>	<b>\$13.8</b>	<b>\$14.4</b>

\* Expenditures include state funds, endowments, carry-forward, one-time supplements, etc.

\*\*Neither Berkeley nor U Illinois has a health center to support with their expenditures.

Even within the university, the materials funds are not equitably distributed. Smathers Libraries support 93% of the PhD programs and 85% of the student body with 71% of the book budget. See chart below.

**Chart II: UF Internal Library Materials Expenditures in Millions**

<b>Library</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>
Health	\$2.036	\$1.99	\$1.73	\$1.85	\$1.72
Borland	NA	NA	NA	NA	\$ .18
Vet Med	NA	NA	NA	NA	\$ .02
Law	\$1.40	\$1.26	\$1.12	\$1.01	\$1.1
Smathers	\$8.43	\$7.88	\$7.17	\$7.29	\$7.6
<b>Total:</b>	<b>\$11.83</b>	<b>\$11.14</b>	<b>\$10.02</b>	<b>\$10.16</b>	<b>\$10.69</b>

### **A1. Recurring Budget Proposal to Eliminate the Current Serials Funding Deficiency and Approach**

## Top-Ten Public University Library Status

The Libraries are now engaged in a project to cut sufficient money from future serials spending to bring it in line with the current budget. The Libraries request a \$4 million recurring increase to the materials budget. Assuming this total increase is done \$1 million per year for four years, in the first year \$750,000 will be used to eliminate the need for journal cuts and \$250,000 to replace funds cut from the monograph budget over the past years. Increases in subsequent years will bring the materials budget beyond current maintenance to attain top-ten public university status.

### A2. Non-Recurring Budget Proposal to Provide Access to Back Issues of Journals

We propose the acquisition through one-time purchase of the following three major resources that support academic disciplines across the university: in support of Science, Technology, and Medicine, backfiles (electronic back issues) of journals from two publishers: Elsevier and Springer; to support the social sciences and the humanities: the Readex Archive of Americana. (See Attachment 3 for full description of content.) UF lags several of the other SUS universities which have already purchased these back issues for their faculty and students. *The libraries request \$5 million non-recurring funds over 5 years for one time purchase of the backfiles of major journals needed particularly by graduate students and faculty. This year we would use the first million to make progress on the backfiles listed below.*

Elsevier Backfiles	\$1,138,890
Springer Backfiles	266,553
Readex Backfiles	315,180
<b>Total:</b>	<b>\$1,720,623</b>

## B. Operations (non-materials) Budget

A glance at last year's comparisons with the top-ten public universities in ARL (Attachment 2) shows that UF scores *lowest* in library expenditures, *lowest* in expenditures for library materials, *lowest* in volumes held, *lowest* in volumes added (which means we aren't making any progress on volumes held), *lowest* in size of library staff, *lowest* in library dollars spent per student, *lowest* in volumes held per student, *lowest* in volumes held per PhD program, *lowest* in the ratio of library staff to students and faculty, and second *lowest* in ratio of library staff per PhD program. This dismal showing has fluctuated slightly for the past twenty-odd years, occasionally moving up with a special legislative allocation for libraries only to return to previous levels in the next state downturn. The impact of the budget shortfall on library services (which rely on staffing levels and infrastructure expenditures) is equally as destructive as the impact on collections. UF students and faculty receive less assistance than those at similar research universities. Should UF not correct the libraries declining allocation of university resources, (UF Factbook, Library Statistics) there is little the libraries can do to provide competitive library services.

## C. Expansion of Traditional Services

### C1. Proposal to Extend Library West Operating Hours

*The most widely requested change for Library West, one that is supported by students at all levels of the university and in all of the colleges we serve, is the extension of library hours.* More and more, we see other universities going to a 24 X 5 service week for their main library – open Sunday noon through Friday 10pm. Doing this for UF students would make better use of a facility in which the university has invested a considerable amount of its building money. The size of the building makes mandatory a complete shift of employees to manage the building. We will need two FTE for the main

circulation desk on the second floor where all entering and leaving traffic is managed as well as book checkout. One will be the Building Manager, the other an assistant. We will need two FTE to provide technical support and ready reference assistance for the Information Commons on the third floor. Finally, we will need one security guard between midnight and 8 am – **a total of 5 FTE**. *We request recurring \$154,000 to fund these positions, and \$10,000 non-recurring to equip their work areas.*

## **C2. Provide Retrieval Service for Faculty and Local library Delivery Service for Students.**

We have received many requests to continue the retrieval service we have provided while the main collections are in storage. However, the staff currently providing this service will be needed to staff Library West when it re-opens. We can continue the retrieval service with the addition of **2 FTE TEAMS positions** (a courier and an LTA to process additional requests), and a significant increase in OPS staff (\$24,375) to pull and scan the items. We estimate 65 hours/week at approximately \$7.50/hour (anticipating minimum wage increases again next year) = \$24,375 additional OPS, based on our circulation and retrieval statistics for faculty requesting or borrowing bound journals only. *We request recurring \$57,000 to fund these positions, and \$4,000 non-recurring to equip their work areas.*

## **D. Expansion of Online Services**

The Library is also engaged in building the digital library. The digital library provides 24 x 7 access to library resources to all valid UF students and faculty regardless of location. It integrates the many digital resources we have been acquiring with the existing collections that we have been actively digitizing and making more accessible. To make further progress in assembling a world class digital library, we are requesting new positions that would allow us to hire more staff with the needed technical skills and abilities.

## **D1. Funding an Institutional Repository for UF**

In January 2005, the UF Library Task Force on the Institutional Repository issued its [report summarizing their survey of UF's Digital Assets](#) and identifying resources needed for the implementation of an Institutional Repository. The Repository will facilitate research by providing a common access point for such things as pre/post journal articles; technical reports; bulletins; and other research assets which are not broadly published or easily preserved). During the spring and summer of 2005, the group defined specifications for metadata content (the descriptive information necessary to make searching the Repository easy) and procedures for receiving (ingest) of materials. Since Fall of 2005, the group has been charged to work on a modest proof-of-concept implementation, focusing on selected materials from the Agricultural and Life Sciences and University Administrative documents selected by the University Archivist. The implementation uses the open source Greenstone system, with Library-developed modifications. The Library has already committed the following:

- A Librarian in the Digital Library Center to be assigned to coordinate the IR activities throughout the Library, setting timelines and providing training and support for Library selection staff.
- Programming support to continue Greenstone development
- Cataloging support to provide metadata and name authority expertise
- Selection support from the Library Collection managers
- Storage space on library servers
- Ongoing oversight support from the University Archivist

The Library requests these new recurring resources to further support this initiative

- An **E-Archivist (Librarian position)** to select e-documents for inclusion in the University

Archives portion of the IR, create submission metadata for each document series, and submit the documents to the IR, develop selection criteria for the Institutional Repository, periodically survey campus offices for new publications in all formats, and work with collection managers and appropriate university personnel to identify and acquire e-documents.

- A **TEAMS position** to support the normalization and ingest of various electronic documents and materials from throughout campus for inclusion in the Institutional Repository.
- An **Instruction Design Coordinator** to assist instructors and library staff in crafting online tutorials that support use of the library's array of digital resources and provide links to these from within the VISTA/WebCT courses. As general university coursework moves to integrate the resources of course management systems with research requirements, there is an increasing need for specialists who understand both the needs of library users and the new technology which has become the preferred conduit to library resources. *We request recurring \$156,000 to fund these positions, and \$6,000 non-recurring to equip their work areas.*

### Responses to narrative questions

#### **A. Hiring for 2005-6.**

We are making a strong effort to diversify library faculty, particularly by increasing the number of younger librarians, and to recruit and retain well qualified library staff with good IT skills and management potential who will be able to move up into responsible positions within a few years. This is an issue given that many of the current faculty are slated to retire over the next five years. In fact, 90% of the library faculty in the Marston Science Library (including the current chair) will have been replaced between 2004 and 2008. During the past year we were able to hire several assistant librarians; a number have masters' degrees in relevant disciplines while two have Ph.D.s in addition to the MLS. A number of these are beginning librarians in Marston Science Library, the Documents Department, and the Cataloging and Metadata Department, but Collection Management also hired new faculty.

**Access Services Assistant Chair:** Ben Walker holds an MLS, has credits toward an MPA and a graduate degree in Higher Education and brings experience in Access Services at Southern Illinois University.

**Acquisitions & Licensing Librarian:** Jason Fleming, who will receive his MLS in August 2006, holds a BA from UF and brings substantial experience as archivist and LTA supervisor in the Acquisitions & Licensing Department where he designed and developed macro programs to enhance departmental work-flow.

**Cataloger for Asian Studies:** Hikaru Nakano holds the MLS and a Master's in Educational Technology brings experience from U Pittsburgh as Assistant Japanese Cataloger as well as expertise in Japanese, Chinese and Korean.

**Collection Manager for Psychology and Sociology:** Merrie Davidson brings her BA in Linguistics, MLS, plus graduate work in Psychology and Brain and Cognitive Sciences as well as experience as a faculty member at two college libraries.

**Digital Projects Metadata Librarian:** Jingfeng Xia holds an MLS, a PhD in Anthropology, and an MA in Archeology. He has experience as a research assistant in the Digital Libraries of Info Science & Technology at U AZ and other experience with digital projects for museums and companies.

**Engineering Outreach Librarian:** Kathryn Kennedy holds the MLS and has worked as a para-professional in the HSCL before completing her degree in librarianship and working as the librarian supervisor of the FSU London Study Center.

**Geographic and Map Librarian:** Hesham Monsef holds both master's and PhD degrees in Remote Sensing Geology and has more than 15 years experience in GIS teaching, consulting and project management.

**IFAS Outreach Librarian:** Valrie Davis worked as a library para-professional before completing her MLS then served as a library faculty member for two years in a college library.

**Inter-Library Loan Librarian:** Michelle Foss holds an MLS and an MA in French and brings experience as Access Services Librarian at the HSCL, Coordinator of fee-based services at UCF and hospital library experience.

**International Documents Librarian:** Chelsea Dinsmore holds an MLS, a Master of History and formerly worked at the Harry Ransom Humanities Research Center at UT Austin

**Reference Librarian (Chemistry and Chemical Engineering):** Carrie Newsom holds an MLS, an undergraduate degree in botany and experience as a laboratory technician in UF's Dept of Anatomy and Cell Biology as well as field technician experience in UF's Dept of Zoology.

**Reference Librarian (Physics, Astronomy and Geography):** Sara Russell Gonzalez holds a PhD in Seismology/Geophysics in addition to her MLIS degree. She brings experience as a research seismologist as well as that of research assistant, Grad Research Assistant and Teaching Assistant. She has also taught math and science at the California Summer School.

**Research Services Archivist:** Florence Turcotte holds the MLS as well as an MA in Liberal Studies and PhD coursework in Religious Studies.

## **B. Steps taken to advance the units identified two years ago as our strongest.**

The Libraries did not identify any units as our strongest two years ago. We made the point that the library is an integrated organization whose success depends upon all of the departments making their unique contributions to the end product. Since our mission is to support the University, it is necessary to acquire collections in all the areas the university researches and teaches, to catalog and process those materials so that students and faculty can identify and locate them, to provide point-of-use assistance to scholars and students with specific research needs in seven libraries approximately 110 hours per week, and to design integrated electronic structures that will enable the transparent use of multiple formats of electronic information.

## **C. Summary of faculty searches for the current year.**

We will be searching for:

Chair, Humanities and Social Sciences Services Department

Curator, Price Library of Judaica, Special Collections and Area Studies Department

Rare Books Specialist, Special Collections and Area Studies Department

Digital Projects Metadata Librarian, Cataloging & Metadata Department

Humanities Bibliographer, Collection Management Department

Digital Planning Librarian, Digital Library Center

And digital library staff to coordinate and plan for strategic digital initiatives.

## **D. Goals for advancing the unit's research agenda.**

Not directly applicable. The Libraries do not maintain a research agenda of its own. In support of the University's research agenda, the request for the Institutional Repository aims to provide basic infrastructure that can provide a new model for the dissemination of university research.

**E. Progress towards creating a diverse faculty.**

Since the summer of 2005, the libraries have hired the following library faculty:

Total Faculty Hired	13
Females	9
Males	4
White	11
Asian/Pacific Islander	2

In order to attract a greater number of candidates from traditionally underrepresented groups, we use the following recruitment practices:

1. The search committee specifically identifies minority candidates, or individuals likely to know minority's candidates, and they are notified of the search by HR.

2. The search committee seeks to identify posting or advertising resources that are likely to maximize exposure to qualified candidates from underrepresented groups.

3. The following sites are used in every search

- BCALA (Black Caucus of ALA) <<http://www.bcala.org/resources/jobs.htm>>
- APALA (Asian-Pacific American Librarians Association)  
<<http://www.apalaweb.org/jobs/apalajobs.htm>>
- CALA (Chinese American Librarians Association) <<http://www.cala-web.org/>>
- REFORMA (National Association to Promote Library and Information Services to Latinos and the Spanish-Speaking) <<http://www.reforma.org/refoempl.htm>>

4. We include the following language in all PVA's, "The University of Florida is an equal opportunity employer and is strongly committed to the diversity of our faculty and staff. Applicants from a broad spectrum of people, including members of ethnic minorities and disabled persons, are especially encouraged to apply."

**F. Ideas for incentives to encourage undergraduates to take at least 15 hours per semester.**

Not applicable.

**G. Proposals for additional substantial courses for our lower division students.**

Not applicable.