

ALL STARS: STAFF, SUPPORT, AND STRATEGY

University of Washington Libraries

**All Staff Annual Meeting
September 23, 2013**

**Betsy Wilson
Vice Provost for Digital Initiatives and Dean of University Libraries**

Good Morning! Welcome to the University of Washington Libraries 2013 All Staff Meeting. Thank you for being here today or participating through the web. This All Staff Meeting will be archived on StaffWeb after the event.

Are your pencils sharpened? Back pack loaded? It's that time of year. Wide-eyed freshman arrive on our campuses, looking younger and younger every year. It is time for President Young to address the freshman, which he did yesterday at Convocation.

The days have cooled, the mornings have darkened, and the Huskies are undefeated! We say goodbye to a summer to remember, and come we come together to mark what has been and what will be.

First, Gratitude

Many people helped put together this All Star All Staff meeting. I am so appreciative of the contributions that each made:

- Linda Ambre
- Steve Hiller
- Michael Milligan
- Amy Halligan
- Erin Quarterman
- Louise Richards
- Emily Keller
- Sion Romaine
- Jackie Belanger
- Patrick Osby
- Aimee Hirahara
- AC Petersen
- Mike Frushour
- Marty Nolan
- Many photographers
- And You!

My predecessor Betty Bengtson taught me many things, including the importance of traditions, especially during times of continual change. Betty started a tradition that is now over two-decades old. I have renamed it the "Time Flies Tradition."

As a community, we range from those newly arrived to sages with decades of experience. Regardless of when or how we arrived, we are all committed to the mission of the Libraries and the important work we do.

Now for the tradition. Would you please stand (and remain standing), if you have been with the Libraries:

- Over 40 years
- Over 30
- Over 20
- Over 10
- 5-10 years
- 1-5 years

You may now be seated. Will you please stand if you have been with the Libraries for less than a year?

I'd also like to welcome retirees from the Libraries who are here with us today. Thank you for your many years of service and for allowing us to build on your good work.

As we mark our years with the Libraries, let us remember three who are not with us today. Laurie Sutherland. Mary Whiting. Deborah Werth Kapstaefer. We remember each with fondness and gratitude.

Tradition, Teamwork, and Transformation

Last fall, we gathered together and celebrated Tradition, Teamwork, and Transformation-- a unifying theme in the history of the UW and the Libraries. I outlined the priorities that would demand our collective attention:

- Implementation of the shared integrated library system (SILS)
- Completion of OUGL Phase 1
- Salaries and compensation
- Information and instructional services
- Human resources
- Diversification of our revenue base

- Assessment and accreditation gains

With a superlative staff, expanding support, and a strategy aligned with the university, we made good progress on our priorities and “scored” many points with our users. It’s been an All Star year. We have much to celebrate. Before we do, let me remind us why we come to work each day with dedication and focus.

Our mission is clear and unambiguous:

We advance intellectual discovery and enrich the quality of life by connecting people with knowledge.

Our vision is compelling:

We are an international leader in imagining, creating, and realizing the promise of the 21st century academic research library.

Our values are inclusive and powerful:

- *Collaboration*
- *Diversity*
- *Excellence*
- *Innovation*
- *Integrity*
- *Responsiveness*

We used our strategy map to guide our work in four strategic areas:

- Research and Scholarship
- Teaching and Learning
- Engagement
- Sustainability

The range and depth of activity is so great, that I can’t begin to do justice to your accomplishments. Think of today as a highlight film, and know that behind each “score” is the work of many, many people. Our users take notice of what you do day in and day out, and go out of their way to tell me so. Two weeks ago, I received this email:

Dear Ms. Wilson,

I wish to thank you and all the people employed by the University of Washington Libraries. The library I use most often is Suzzallo and I was there just this morning. It is a place that makes me happy. That is largely due to the people I encounter. I have been using the libraries off and on for 50 years and I find the staff so helpful and pleasant. You and the staff provide such a great resource to the community and your employees interact with us in such a professional and helpful way. I hope you will extend my gratitude to all of them.

Sincerely,

Barbara Schnabel

Ms. Schnabel also sent a copy of her email to President Young, and here is what he had to say:

Betsy,

I was so pleased to read such a complimentary (and cute) note. Bravo to everyone who works in the Libraries!

Mike

Your fan club grows.

Today we'll shine a spotlight on significant highlights in each of the four strategic areas, mention some companion achievements, and conclude with a few words about the coming year. In keeping with the theme, I'll be getting some All Star assistance as we move through the morning.

Let's begin.

Strategic Area 1: Teaching and Learning

We said we would educate students for a future we couldn't begin to imagine and we would do this through partnerships and pedagogical excellence.

How'd we do?

Spotlight OUGL as a Teaching/Learning Library

All Star Amanda Hornby come on down and tell us how we did.

<Amanda Hornby described the renovation and transformation of OUGL in support of its role as a Teaching and Learning Library. She noted new features: two active learning classrooms, the Odegard Writing and Research Center, collaboration spaces, MediaScape Mobiles, writable walls, additional outlets, comfortable furniture, a glass wall on 3rd floor which creates a truly quiet study zone, and all new Mac computers in the largest lab on campus. She also detailed the support and activities provided by the Teaching and Learning Group: teaching communities, professional development, new model for OUGL and Suzzallo graduate reference and instruction assistants, the Faculty Fellows Libraries luncheon, "How do I..." tutorials assessment project, Center for Teaching and Learning partnership, and assessment and learning goals.>

Amanda, thanks to you and everyone else who helped made teaching and learning so successful this year. A special Husky All Star football to pass around to the TLG!

There are a few more successes I would like to mention in the educational realm.

HSL librarians Janet Schnall and Joanne Rich integrated informatics modules into the Nursing onsite and online curriculum at the Bachelors, Masters and Doctoral levels.

Bothell librarians broke new ground in the assessment of student learning. They worked with faculty members across 16 sections to gather work from 255 students. Along with the Directors of the UWB Teaching and Learning Center and the Writing and Communication Center, and the Associate Vice Chancellor for Undergraduate Learning, they are applying a learning rubric to the student work.

Tacoma librarians revised their Student Learning Outcomes for the Instruction Program and developed an assessment plan.

Strategic Area 2: Research and Scholarship

We said we would save users time and enhance research and scholarship by providing fast, authoritative access to and delivery of information resources.

How'd we do?

The top priority this year was the shared ILS. We had a visionary, forward thinking playbook, but the game was tougher than we anticipated. There were sacks, penalties, and interceptions, but also forward progress, first downs, and ability to call audibles.

Team work, discipline, amazing good humor, and a focus on maintaining excellent service sustained us.

Spotlight on the Shared ILS

All Stars Emily Keller and Sion Romaine, tell us how we did.

<Emily Keller and Sion Romaine presented the update in the form of a TV weather report. Their text follows.

Emily: *Thanks for that update, Carole. You usually only hear about the drug deals gone bad and when something goes right, well, it's always uplifting. Speaking of uplifting, it's been a whopper of year weather-wise, with highs and lows all over the place. And your Suzz-5 news team weather experts, an affiliate in the Alliance network, has been there throughout it all – live – bringing you late breaking updates day in and day out. Let's take a look back ...*

It started out with news that Hurricane Alma and Wunderkind Primo were coming our way. An intense 8 months began, as the Innovative Operations Group and Public Web Operations Group began coordinating projects to prepare the Libraries for migration. As the speed and strength of Alma/Primo became apparent, it began to seem like it was the end of the Millennium. Now to Sion, our correspondence live on the scene, what was it like down on the ground at that time?

Sion: *Well, Emily, talk about Y2K redux! Preparing for Alma was no different. Staff from Technical Services and Access Services and virtually all areas of the Libraries began a very intense and at times painful period of planning and clean-up. We joined forces with our colleagues in Law, other Cohort 1 libraries and the Alliance to get ourselves as ready as possible.*

Emily: *Sion, we often hear in these troubled times of it being every man for himself. What was it like?*

Sion: *Emily, it seems like these sorts of things bring out the best and the worst in everyone. People from all over the Libraries began hunkering down, taping over windows, stocking up on dot-matrix printers and hoarding barcode readers. Just look at this shot here from one of our eyewitness reporters – resorting shelves in Circ stripped bare in minutes once the news broke that Alma was coming.*

Emily: *Frightening, Sion, just frightening. Now, viewers, you'll remember that we've had some doozies hit us before, but as you can see, Hurricane Alma was one of the most serious hurricanes in recent history, hitting land on June 24.*

We've tracked the development of the hurricane in this slide here and you can see the immense build-up in pressure that everyone felt once Alma hit us. On the far right, you can see the pressure begin to drop a bit again once we were fully into Alma and slowly build up again as we began to rebuild workflows and try to figure out how Alma worked.

Sion: *Emily, one thing to remember about these sorts of events is that people tend to assume the worst will happen. And while the first few months after any hurricane are always rough, things will get better as workflows and operations are rebuilt. Things won't be the same – but we will, in time, get things rebuilt again.*

Emily: *Sion, you're absolutely right. The preparation, the planning, the rebuilding efforts -- the only reason we've been able to weather this horrific storm is because of everyone's dedication, hard work, and ability to keep moving forward under a lot of stress. You can see in this slide here that it really was a group effort that kept the water from breaching the banks. Joe Kiegel, Diana Brooking, Thom Deardorff, Jennifer Ward, Steve Shadle, Chelle Batchelor, Richard Jost, and all the other members of AOG and POG. In fact, everybody on the Libraries staff has been part of the effort to support users and move the project forward*

And now for a couple of words from our sponsors. Viewers won't want to miss the movie-of-the-week – Alma, a violent story of love – premiering next Monday night at 7pm.

[Silky voice over Primo beer commercial] That's Primo. Goes down smooooooothhh.

Well, Sion, we were initially very enthusiastic about Primo, given what we saw in the Ex Libris demonstration. Unfortunately, the way Millennium records migrated to Alma, coupled with the complexities of the Network Zone meant that users and staff alike found themselves frustrated with the Primo interface. Given the frustration users were feeling, the Libraries made the decision to postpone a full implementation of Primo to give Ex Libris more time to correct underlying defects that compromised the user experience.

Viewers will be excited to see the return of a familiar face – the new old UW WorldCat! Sources tell us that the UW Libraries and WorldCat are back together again while Primo gets some work done.

It's amazing what a little nip and tuck can do nowadays. We'll expect to see Primo back looking younger and more radiant than ever before, hopefully next summer.

In the meantime, Ex Libris will continue enhance the Alma & Primo products, and over the next 15 months the remaining 31 Alliance libraries will migrate.

And let's not forget that part of the reason we've been able to step out of our comfort zone and into the network zone is thanks not only to the very hard work of everyone on the ground, but also our senior leadership. As you noted, navigating troubled waters and rescuing the stranded therapy

Let's remember that innovation usually doesn't happen overnight and it's not generally easy. When you're in the eye of the hurricane, it's hard to see the long view. Things are usually coming at you so fast that you may only have enough time to react rather than think. Building something lasting takes time and is messy and difficult. And even more so when moving into a product that's currently under construction.

It's been a long wet drive down an unpaved road under cloudy skies - and we're still not at the rainbow yet. Our efforts to reshape how we deliver library services will reap future benefits in terms of collaborative collection development, collaborative technical services and a regional understanding of how to best serve our users.

We're going to pause now for network identification, but just remember that your Suzz-5 news team will be here to bring you up-to-the minute breaking news and forecasts throughout the year. Back to Betsy at the news desk.>

All stars often are asked to perform under pressure and in less than ideal conditions. Thank you Emily and Sion for your fortitude, good humor, and commitment to pushing us toward the goal line.

Information Services

Enormous strides were made in new and innovative services—the work of the future.

Data Services

Jenny Muilenburg and Steph Wright were our dynamic data duo. They led many advances with the Data Management Team. Jenny implemented a Data Service Communication Plan, and presented a well-attended “Data Management for Librarians: What you need to know.” Steph organized a panel on Open Data and Open Research for Open Access Week. Thanks to their fine work and knack for being at the right place at the right time, the Libraries is increasingly visible in Big Data circles.

Research Commons

The Research Commons kept on innovating with the launch of a new presentation series: Scholars' Studio: Research @ the Commons. In collaboration with the Graduate School, these interdisciplinary events highlighted graduate work in the topical areas of Citizen, Disasters, and the Pacific Northwest.

Health Sciences

Diana Loudon, our inaugural Translational Research and Collaboration Librarian, made connections within the Institute for Translational Health Sciences (ITHS) and worked with individuals and groups on topics ranging from the NIH Public Access Policy to assessing the research impact of ITHS-trained scholars to resources for Hispanic community engagement.

With a Patient Safety Innovations Program (PSIP) grant awarded by Harborview Medical Center, Amy Harper worked as a half-time Research Coordinator in the Department of Surgery to further develop *OCCAM: Online Clinical Care Algorithms and Messages*.

Information Resources

We can't offer such innovative Information Services without quality information resources in our hybrid library.

Bothell librarians added nearly 1300 ebooks to the UW Libraries' collection representing about a third of the monograph firm orders Bothell placed last year.

No more hidden collections when it comes to the Labor Archives of Washington. Staff added links and subject terms that enabled us to contribute nearly 300 additional labor finding aids to the Northwest Digital Archives. We have recently added 24 labor-related oral histories to the online portal.

The Pacific Northwest collection received several significant manuscript and paper collections ranging from Representative Norm Dicks to Magnolia Historical Society to Jim Hinkle Klondike Letters. But these materials don't sit passively in boxes. We use them to connect with our communities, enable new scholarship, and expose students to primary sources through classroom instruction.

Global Reach

We searched the world (and storage lockers) for global resources. Through a series of serendipitous events and lucky connections (think *Storage Wars*), Hyokyoung Yi brokered a gift of over 18,500 *manhwas*, Korean graphic novels. The carefully built collection palpably enhances our nationally significant Korean holdings, and will provide exciting teaching, learning, and research opportunities for the study of Korean popular culture, as well as Korean studies in general.

Through a cross-university funding coalition, Judith Henchy led the acquisition of the Robert Jones III Collection on Indochina. This significant corpus of materials was amassed by the former Foreign Service Officer during his long sojourn at the US Embassy in Saigon during the height of the conflict in Vietnam, 1966-1975.

Our ability to procure global materials is impacted both positively and negatively by economic and political forces. Acquisitions from the Near East have become even more difficult due to continuing unrest in the region. The political unrest in Egypt has disrupted monographic orders and the war in Syria has impacted materials from Syria and Jordan. Fortunately, Turkey and Iran vendors and the sole Iraq vendor are functioning.

Our Slavic exchanges improved due to changing economic conditions. Our exchange with the Latvian National Library came back with renewed energy. Our trade with the National Library of Macedonia, with our three partners in Bulgaria, and even with the National Library of Belarus quickened, and we learned from the National Library of Slovenia that UW stands at the top of their priority list of U.S. exchange partners. Our Polish partners remained consistently productive for us, reflecting the unique stability (within Eastern Europe) of Poland's economy. We sent approximately 200 boxes of UW's accumulated Baltic studies duplicate books and serials to Stanford. We are counting on reciprocation in the future, when Stanford has a surplus in areas of UW need.

Preserve, Conserve, and Freeze

We conserved, preserved and froze. We received the incredible news that the UW Libraries was awarded a \$1.25 million challenge grant from the Mellon Foundation to endow a new senior conservator position. We are thrilled to welcome our inaugural Senior Conservator, Justin Johnson, who joined us last week from the Huntington Library.

This year was noteworthy for an unusual number of insect encounters that included bedbugs, silverfish, and termites. This was truly a team effort involving Public Services,

Facilities, Communications, and Mendery staff as well as Preservation Services to “debug” books. Stephanie Lamson emerged as a reluctant but effective media darling.

Scholarly Publishing and Communication

The Libraries continued supporting several open access journals via the OJS platform, and submitted journal cost information as a further step in its participation in the SCOAP3 (Sponsoring Consortium for Open Access Publishing in Particle Physics).

Our collaboration with the graduate school on Electronic Theses and Dissertations (ETD) kept Ann Lally, Tim Jewell, and Thom Deardorff hopping.

We deepened our collaboration with UW Press as we co-hosted another “From Dissertation to Book” session; discussed how the Libraries could help facilitate availability of media materials related to Press books; and explored Demand Driven Acquisitions programs in libraries

Digital Arena

Our work in the digital arena cut across many units. We integrated Data Services and GIS Services under the ResearchWorks service umbrella. We signed on with ArchiveIt to pilot web archiving via Special Collections. We worked with Professors Michelle Habell-Pallan and Sonnet Retman to launch the *Women Who Rock Archive*. With the Simpson Center, Ann Lally and others launched the Praxis: Doing Scholarship Digitally speaker series, and we digitized over 24,000 photographs from the Sayre collection as part of the NHPRC grant received by Nicolette Bromberg

Strategic Area 3: Engagement

We said that we would engage and transform communities and intellectual life by connect people with knowledge and each other through our collaborations and global leadership.

How’d we do?

OUGL

The spaces we provide are foundational to community engagement. We worked hard to continue to transform our library spaces to meet the evolving needs of our students and faculty.

Amanda talked about OUGL as a teaching and learning place. Let me add a few more tidbits. Odegaard re-opened all floors of the library for the first time in over a year on Monday, June 24, 2013. The State appropriation of \$16.575 M provided funding to update and renovate the 40-year-old library with stellar results:

- Innovative state-of-the-art Active Learning Classrooms
- Better optimization and modernization of space.
- Collaboration in providing academic support for students
- More spaces for student collaboration
- More group study rooms and spaces
- More quiet and comfortable zones
- And new carpet! (That one's for Jill)

During the construction:

- 233 tons of debris were removed
- 92 tons of steel were installed
- 56,500 hours were worked without injury or first aid safety incident.
- The roof well was abated, demolished, re-framed with new steel, decked, skylight curb built, re-roofed and skylight installed in 3 weeks - all without one drop of rain during the summer of 2012.

The effort required a special commitment from the OUGL staff to keep all services running while they worked out of trailers during the destruction and reconstruction of the building. All Stars, indeed.

Refurbish and Renew

OUGL was not the only facility to receive a face lift. We improved a number of our units throughout ongoing Branch Refurbishment program funded primarily with Allen Endowment funds. Art, Engineering, Math, and Music collectively enjoyed new furniture, expanded electrical outlets, carpet, new equipment, and even improved views of Lake Washington.

For Tacoma, it was the tale of two buildings: the Tioga Library Building and the Snoqualmie Building. Staff spent the year moving and realigning offices, services, and collections between the two buildings. UWT Administration reprogrammed the Snoqualmie Building (former Library Building). The Snoqualmie Falls Power Company Transformer House (now called the Power House) was emptied of collections and made

available for study and special events. The Teaching and Learning Center moved into the Snoqualmie Building as part of collaborative student services.

And in all of these refurbished facilities, we continue to engage our expanding community. Thanks to those of you who attended Libraries Advancement events, provided information about exhibits and shared special news stories. Fresh off the presses. Daniel James Brown, author of *Boys in the Boat*, will be the keynote speaker for 2014 Literary Voices. An evening not to be missed.

Grays Harbor Happenings

One of the most powerful engagements was the premiere of a documentary film called *Grays Harbor Happenings: the News Reels of C.D. Anderson* at the 7th Street Theatre in Hoquiam. The documentary features amateur film shot in Grays Harbor County in the 1920's and interviews with county historians and researchers. A culmination of eight years of work to rescue and restore rare local news reels found in an abandoned storage locker, the documentary tells the compelling story of everyday life captured for future generations. Nicolette Bromberg and Hannah Palin were the true stars of the silver (and sepia) screen! While we don't have time to see the whole film today, I thought a snippet might whet your appetite.

<Video: Grays Harbor Happenings>

HEALWA

HEALWA just keeps growing. You can't have too much of a good thing. Val Lawrence was busy monitoring legislation affecting HEALWA, and as a result of SB 5206, over 20,000 additional healthcare professionals will have access to HEALWA beginning in January 2014. Tania Bardyn successfully renegotiated the 2013-2015 HEALWA contract between the Department of Health and the UW. And the first-ever HEALWA Retreat was held with key stakeholders.

Regional Medical Library

The Regional Medical Library staff continued their amazing work. They conducted 77 trainings, presentations and site visits to more than 1,170 people across the 5 states of the Pacific Northwest Region. They funded 52 awards to support a wide range of activities across the region, including innovative medical librarian roles to promote evidence-based health information; a regional symposium; professional development; community partnerships; health information services promotion; and community

health information outreach. In coordination with National Library of Medicine, the RML funded two MOUs for Health Information Resources Development to Northwest Indian College and the Seattle Indian Health Board. The MOUs are designed to encourage use of NLM's Native Voices exhibition resources and to support tribal colleges and Native health centers that contributed to the Native Voices exhibition and/or participated in the Healing Totem Pole celebration. That's quality engagement.

Spotlight on Triennial Surveys

All-star Jackie Belanger, tell us how we engaged with our users through our assessment work.

<Jackie Belanger thanked the Libraries Assessment and Metrics Team for their hard work and productive engagement this year. She highlighted selected Libraries Assessment efforts and their leads:

- *Student learning outcomes (TLG)*
- *Usability testing (Christine Tawatao)*
- *Online tutorials (Verletta Kern)*
- *Research Commons (Lauren Ray)*
- *Space assessment*
- *Reference services*
- *Collections and e-resource use (Corey Murata).*

She also reviewed a series of charts and tables detailing selected results of the 2013 Triennial Surveys. These included: 1) overall importance of the Libraries collections and services by constituency group; 2) impact of consulting librarians on undergraduate student success; 3) Libraries contribution to faculty grants and research funding success, and 4) overall satisfaction by constituent group.>

Thanks Jackie. Please share this All Star football with the all start LAMT team.

Strategic Area 4: Sustainability

We said that we would focus on sustainability on many fronts—collections, knowledge, business models, and library services. We said we would build a sustainable academic business model, which includes investing in staff.

How'd we do?

Critical to sustainability is having a plan. Over the last three years, our 2011-2013 plan has guided our work and investments. But that plan is coming to an end and we will be crafting a new three year plan.

This work will entail reassessing how we best position the Libraries for the future. The Strategic Planning Team is being lead by Gordon Aamot and it has already completed an environmental scan and will be holding follow-up conversations with key campus leaders. The Team will lead us through a review and updating of our Strategy Map, including our Mission and Vision; Strategic Directions; and Key Objectives. The process will have substantial staff involvement. We need everybody's best ideas and energy.

Spotlight on Investing In Our Staff

We would have not been able to make the progress this year without an All Star staff. The most important investment we make is the one we make in ourselves. Patrick Osby, come on down and tell us how we did.

<Patrick Osby introduced the Human Resources/Organizational Development Team and thanked them for a job well done. He described the impact of several new programs initiated by HR/ODT in collaboration with Libraries staff.

The Peer to Peer Program enabled staff to recognize a co-worker for extraordinary service and contribution. After an individual receives three commendations, they receive a Starbucks gift card. Eighty three staff have been recognized and nine have received a Starbucks "treat." The program promotes positive morale through actions; honors creative thinking and bright ideas; and puts a smile on the face of the receiver and giver.

The purpose of the Libraries new Wellness Program is to improve health and fitness, encourage Libraries-wide engagement, and boost morale. Yoga classes received the most "votes" on a wellness staff survey. Jenny Muilenberg, yoga instructor extraordinaire, volunteered her time for weekly yoga classes open to all staff.

The Wellness Walker Program kicked off on July 10, 2013. Co-captains Barbara Petite, Amber Case, Anne-Marie Davis, Jake Whitefish, and Adam Garrett planned routes and encouraged broad-based participation.>

I'd like to thank Patrick with a Husky football for his all-star leadership.

All Star Advancement

It was a banner year for raising friends and funds—a core strategy for sustainability. We said goodbye to Cyndi Asmus who retired to the fields of Walla Walla and we welcomed her successor Sheryl Stiefel. The handoff was flawless.

During the past year, we worked together to raise \$6,103,398 of which a record \$136,000 came from the Friends of the Libraries; realized bequests of \$427,500; \$1.25M Mellon matching grant; and a \$3M gift from the Allen Foundation in memory of Faye Allen. With this gift the Allen Endowment is now appropriately renamed the Kenneth S. and Faye G. Allen Endowment. 3,866 donors invested in you, and we now have 82 endowments with a combined market value of \$39.2M. Sheryl and her team are busy preparing for the next campaign, and will be counting on us all to help.

One project that will be part of the campaign is raising funds to preserve historic Husky footage. We enlisted the support of some of our favorite coaches, and here is a sneak preview of one promotional spot.

<Video: Coach Romar>

Financial Services and Budgets

Our financial services team turned in another All Star and kept us in the black. They managed 270 budgets valued at \$33 million. Two million dollars were spent from gifts and endowments and \$16 million in Millennium invoices were processed. They helped us decrease our general supply expenses by 21% this biennium, and they provided support for six grant proposals

We connected most importantly with decision-makers on our budget priorities. We focused on a clear set of requests this year:

- Hiring plan emphasizing research and instruction collaboration
- Fund library materials cost increases (\$600,000)
- Invest in facilities for reconfiguration (Sand Point as lynch pin)
- Salaries and compensation
- Student hourly minimum wage increase (\$100,000)

In June, we received very good news about the University's investment in us and the work we do:

- Inflation on information resources and hourly minimum wage increase treated as “fixed” costs with funding as requested
- \$1M for Sand Point planning
- Hiring plan approved
- Salaries increased for first time in five years

With our diversified funding portfolio, we are well positioned for the coming year.

Leading the Profession

We are a library staff that is highly productive and leads our profession. Just consider these impressive contributions over the past year:

- 13 credit courses taught
- 147 presentations at professional meetings
- 66 publications
- 14 grants
- 23 chairs of professional organization committees

Milestones

Milestones are meant to be celebrated and we have many to applaud this year. Reappointment and promotion for librarians is a lengthy process. It requires high levels of achievement, detailed documentation, a peer review process, and a rigorous review by the Dean and Provost.

We congratulate the librarians who were promoted to Associate Librarian, with permanent appointment--Michelle Batchelor, Alyssa Deutschler, Amy Harper, Emily Keller, and Lauren Ray. Congratulations to Faye Christenberry who was promoted to Librarian, the highest rank a librarian can attain.

We honored seven colleagues who retired between July 2012 and June 2013.

Cyndi Asmus
 Charles Chamberlin
 Ardis Dull
 Teresita Guerreo
 Margeret Sandelin
 Judy Schroeder

Dale Soules

We thank them for their centuries of cumulative service and all they taught us. We are fortunate that Charles Chamberlin decided to return for a 40% post-retirement employment. We will work hard to make our retirees proud as we build on their contributions.

Award-Winning Staff

Staff received many awards this year, spreading the fame of the Libraries to all corners of the university and the profession.

- Conor Casey, RUSA, John A. Sessions Memorial Award
- Faye Christenberry, Distinguished Bibliographer, Modern Language Association
- Glenda Pearson, Distinguished Librarian Awardee
- Anna Sayler, UW Tacoma Outstanding Woman Award
- Judy Tsou , Special Achievement Award, Music Library Association
- Betsy Wilson, Hugh C. Atkinson Memorial Award (whose greatest honor is working with you all)

Accreditation

All of your fine work helped prepare the University for its regional accreditation site visit on October 7-9, 2013. The University submitted a self-review of over 300 pages that addresses the criteria for accreditation and metrics of success. The Libraries is prominently featured. The self-study reflects the 2Y2D work, and represents a synchronization of planning and execution. Rich Clement, dean of Utah State University, will be the librarian on the review team, and you may see him around on those days. I am confident the UW, especially the Libraries, will shine.

Priorities 2013-2014

During the coming year, flawless execution of our top priorities will take on even greater importance if we are to fulfill our central role in advancing the University. This time next year, I am confident that I will report that we have made significant progress in achieving our top priorities:

- Complete the ILS transition and implementation
- Develop stronger ties to research and instructional programs, including collaborative ones

- Revise and finalize Strategic Plan for 2014-2016
- Participate fully in University Capital Campaign
- Continue to shape positions which will further strategic priorities, and
- Continue to invest in our staff

There is much work to be done, and there is no library staff in the country better positioned to do it. Each of you is an All Star! I wanted to give everybody an All Star UW football, but Intercollegiate Athletics said they needed to hang onto a few since they have more games to play.

So, we will do a random distribution. You each received a ticket when you came in today. Holler if you hear your number called.

<Drawing>

There are two MVP's I would like to recognize with a Husky football-- Jill McKinstry for leading the OUGL renovation and Bill Jordan for the shared ILS.

Conclusion

It is time to bring All Staff 2013 to a close. We began the morning with the "March of Time" tradition, and we end it with the "library movie" tradition.

<Video: Library Movie>

Join me in a round of applause for All Star video producers Amy Halligan and Erin Quarterman

It is my privilege to serve as your dean and to call you my colleagues. I thank you for all you have done and will do in the coming year. Congratulations on an All Star year! Let's do it again!