

OCALD Membership (Virtual) Meeting Agenda

June 8th, 2023, 1:00 p.m. to 3:00 p.m.

Introductions – Ann Raia, Chair

- Attendance and provide institutional updates posted here:
<https://docs.google.com/document/d/1O9vV2giPhfrOR4IrqdZdR6WM5-g3DU0XtiluW56eR7Q/edit?usp=sharing>

Members

Shannon Leaper, Northwestern Oklahoma State University
Ann Raia, Oklahoma City Community College
Pamela Louderback, Northeastern State University-Broken Arrow
Victoria Swinney, Oklahoma City University
JJ Compton, Oklahoma Christian University (OC)
Jason Dupree, Southwestern Oklahoma State University
Sheila Johnson, Oklahoma State University-Stillwater
Jon Goodell, Oklahoma State University-Center for Health Sciences
Habib Tabatabai, University of Central Oklahoma
Andrew Soliven, Rose State College
Michael Jones, Northeastern State University
Emily Patterson Harris, Langston University
Angela Sample, Oral Roberts University
Lynn Wallace, Oklahoma State University-Tulsa Library
Joy Summers-Ables, University of Oklahoma Health Sciences Center
Sandra Thomas, Southeastern Oklahoma State University
Maria Haeflinger, Family of Faith Christian University
Tony Hardman, Oklahoma Panhandle University
Bob Pickering, University of Tulsa
Elaine Regier, Oklahoma State University-Oklahoma City

Advisors and Guests

Tracey Romano, Oklahoma State Regents for Higher Education
Brittany Blake, Oklahoma State Regents for Higher Education
Lisa Haldeman, Tulsa Community College (attending for Paula Settoon)
Chuck Austin, Library Coordinator, Oklahoma State University: program presenter

Approval of minutes of last meeting – Elaine Regier, Secretary

There were no objections, and the minutes from the April meeting were approved.

OSRHE Report – Dr. Robert Placido

Tracey and Brittany reported for Dr. Placido and said that there will be many things to report at the next meeting.

ODL Report – Natalie Currie – no report

OCALD Executive Committee Report – Ann Raia

The committee reviewed the agenda for today's meeting.

The survey to confirm new executive committee members will remain open until 5:00 p.m. The new team members technically start at the end of today's meeting.

New Executive Committee Members:

Ona Lou Britton-Spears – Connors State College – Chair Elect

Suzanne Rooker – Redlands Community College – Secretary-Treasurer

Andrew Soliven – Rose State College – Junior Member-at-Large

Ann thanked Elaine for taking minutes through two terms as Secretary. Ann remains as Past Chair, and Jon rolls off. Lynn takes over as Chair, and Victoria continues as Senior Member-at-Large. Ann also thanked Dana for serving as Member-at-Large.

Guest Presentation – Thinking Like a Supervisor: A Socratic Approach to Supervisor Training – Scheduled for 1:30 p.m.

Chuck Austin, Library Coordinator, Oklahoma State University

Chuck trains student workers to be supervisors and uses the Socratic Method of training. This involves the use of guided questions to help them learn what they already know. Many of the students are terrified about acting as supervisor. They talk about concerns and complete an activity. Discussing an average day reveals a list of work tasks, and they discover that enjoying work is not on the list. Further discussion leads to questions about the importance of each task they do, effective ways of completing the tasks, and how sustainable the process is. Using the Socratic Method helps these student workers to gain ownership of what they do. He mentioned what Betty Crocker did with an instant cake mix. All that was needed was water. By including instructions to add an egg, people felt like they had truly participated in making the cake.

Jon Goodell shared a link about the cake.

[A Creativity Lesson From Betty Crocker | Psychology Today](#)

Chuck also discussed interviewing. We tend to hire people like us, but we need those who will cover our blind spots. Before interviewing, consider what you are actually looking for and what you should be looking for. Then ask guiding questions and make it more like a conversation. Ask about long-term plans and how this job fits. Ask what the last three managers would say is the greatest weakness. He will share a list of possible questions to include in an interview.

He recommended listening to Celeste Headlee. She is an interviewer with NPR and PBS and has done a TEDx Talk. Her book is *We Need to Talk: How to Have Conversations That Matter*.

Chuck also leads perception management training and is working on a module about bystander intervention.

Jon recommended a book about work culture by Ben Horowitz, *What You Do Is Who You Are: How to Create Your Business Culture*.

[What You Do Is Who You Are: How to Create Your Business Culture: Horowitz, Ben, Gates Jr., Henry Louis: 9780062871336: Amazon.com: Books](#)

Jon also shared information about a presentation at the Canadian Association for Information Science.

[Epistemic Injustice In Library Work: A Case Study Of Patron-perpetrated Sexual Harassment | CAIS2023](#)

Chuck hopes to have some Zoom training sessions in the future. He is passionate about what he does and enjoys sharing what he has learned about supervising. He has visited other libraries to lead sessions with their students.

Committee Reports and Discussions

- By-Laws, Joy Summers-Ables – no report
- Cooperative Library Services and Standards, Jason Dupree – no updates
- OK-Share, Nancy Draper – Ann reported for Nancy. The committee is still discussing updates and will work on gathering statistics. Nancy is willing to continue as chair unless someone else would like to do so.
- Website updates, Elaine Regier – She will submit February minutes again with the April minutes.
- Cooperative Collection Development & Resource Sharing, Victoria Swinney – Anyone interested in AM products should contact the company directly. Let Victoria know about any other products for our group to review. OSRHE has limited resources for additional products. Ann mentioned that under the new contract, access is provided to MasterFILE Complete, which is an upgrade.
- Archives, Jenny Duncan – Ann reported that the physical archives agreement is complete, and the MOU was approved and signed. It is a three-year agreement. Next year the committee can begin discussing digital archives. An additional section on the OCALD website can be requested, and if both parties agree, the MOU can be posted there.

Salary Survey Update – Victoria Swinney

Victoria shared the results of the salary survey. She used the IPEDS categories for respondents by highest degree: Associate's degree, Bachelor's degree, Doctor's degree professional practice, Doctor's degree research/scholarship and professional practice, Master's degree, and Medical schools and medical centers public. Most respondents were from community colleges.

The report shows entry level and average salaries by librarians, other professionals, hourly and annual staff, and student assistants as halftime annual and hourly. Average salaries are also divided by the highest degree offered at an institution.

ACRL recommends showing the number of full time employees per 1000 full time enrolled students. Overall, academic libraries in Oklahoma number 2.12 librarians per 1000 FTE students. However, looking at the numbers based on the highest degree offered, librarians number 0.95 for a bachelor's degree up to 3.3 librarians for a research/scholarship and professional practice doctoral degree per 1000 FTE students.

The data can be divided in other ways as well. Let Victoria know of interest in other ways to look at the data. She encouraged those who haven't responded to the survey yet to do so.

OLA Report and Advocacy Report – Dana Belcher

Dana shared her report with Ann. OLA has a new partnership with OUSLIS that will involve mentorships. Ann will share some links to register as a mentor.

The OLA conference is set for March 6-8, 2024, in downtown Tulsa at the Hyatt Regency. Registration costs will be higher, at around \$250. This increase is due to the increase in expenses. Dana encourages academic librarians to participate by presenting at the conference or sending content ideas.

There is likely to be an increase in the cost of membership dues.

SB 322 (Previously SB 521)

EBSCOhost – K12 filtering: Donna Liss contacted Ann about the filtering. She is aware of the bill. EBSCO will remove the filtering if it becomes law. She may be contacting librarians to get permission to remove the filtering.

Dr. Jarrett Jobe, Governmental Relations at OSRHE, shared information with Ann about the bill. The deadline for SB 322 is June 10. If the governor does not sign or veto, it becomes law.

Announcements/Institutional Updates - In addition to oral reports, please add institutional update summaries to <https://docs.google.com/document/d/1O9vV2giPhfrOR4IrdZdR6WM5-g3DU0XtiluW56eR7Q/edit?usp=sharing>

Ann Raia, Oklahoma City Community College

- Filled the two vacancies in Circulation and are fully staffed.
- New inventory of over 200 laptops and 50 hotspots to meet more student needs.
- Working with Verizon to get a better rate on hotspots to increase the number available.
 - Check with MobileBeacon and mictatech.org.
- Working on a new strategic plan to go into effect Fall 2023.

Jon Goodell, Oklahoma State University-Center for Health Science

- Investigating Faculty Activity Report systems.
- Working on print weeding and inventory this summer.
- All staff recently participated in HR' Clifton Strengths Finder workshop and a library strategic planning mini-retreat.
- Open Medical Librarian position at Cherokee Nation campus:
<https://okstate.csod.com/ats/careersite/JobDetails.aspx?site=8&id=15744>.

Sheila Johnson, Oklahoma State University-Stillwater

- FOLIO will replace ExLibris as the catalog system. FOLIO is an Open Access product. Implementation seems to be going well for now and will be complete by December. Over the next three years, it is expected that about \$5 million will be saved. The Library of Congress is also going with FOLIO.
- The subscription to EndNote will be discontinued. Individual subscriptions will still be available. Zotero is the open source replacement for EndNote.
- As a result of moving staff around the library, there are fewer catalogers and only two full-time people in acquisitions. This will allow them to expand the special collections. They are working on a flexible classroom to work with special collections with archival drawers and space to hang art work from the collections. They will be able to host more traveling exhibits. This project will start soon.
- The library has a defibrillator, and they randomly ask students if they know where it is. The plan is to add one on each floor and provide annual training.
- The provost has approved the installation of a dispensing machine with NARCAN. They are waiting for legal counsel to review the plan. More training will be provided.
 - Jon shared a link about Naloxone. [Lifesaving Naloxone \(cdc.gov\)](https://www.cdc.gov/naloxone/)
- The library will begin closing at midnight due to the low number of people taking advantage of the overnight hours.

Habib Tabatabai, University of Central Oklahoma

- Todd Lamb, JD, is named as the next UCO President. Please see the press release here <https://www3.uco.edu/press/prdetail.asp?NewsID=31634>.
- Initial HLC feedback, after the site visit on April 17-18, 2023 is very positive. Writing team includes a library member.
- Second Metadata Justice Symposium is scheduled for July 20, 2023. Please see full information here, <https://library.uco.edu/mjoklasymposium>. Registration will open June 15, 2023. The symposium's keynote speaker will be **Suzette Chang**, who has served as an educational team member at the Metropolitan Library System, Sam Noble Museum, the City of Guthrie, and most of all, she is the founder/CEO of [Thick Descriptions](https://www.thickdescriptions.org/), a grassroots organization that disrupts traditional educational methods with anthropology and named after the anthropological term "thick description," which refers to the practice of providing cultural context and meaning to human actions and behavior. The organization

stresses the importance of thick descriptions as they reach beyond a group or stereotype assigned to a person and shows that people are more than just categorizations. Please ask your staff to consider submitting a [proposal](#).

- ShareOK partners' governing body will meet at UCO on Monday, June 13, 2023 to develop a stronger framework for continued operation.

JJ Compton, Oklahoma Christian University

- New President began on May 1, Dr. Ken Jones.
- New Provost named, starts in July, Dr. Brian Starr.
- JJ has a new MOU to be Interim Director through August, will determine hiring/vacancy when new Provost begins.
- North Institute for Teaching and Learning has a new Instructional Designer, Jacob Carr.
- About to complete circulating materials inventory.
- Just signed a contract with MIT's D2O <https://direct.mit.edu/books/pages/direct-to-open>.

Jason Dupree, Southwestern Oklahoma State University

- Reduced summer operating hours based upon declining gate count and increases in online courses. We've steadily reduced our operating hours over the past 2 or 3 years during the summer. This reflects a similar pattern with declining computer lab usage on campus. The university converted one of our largest computer labs into a new suite of faculty offices.
- We are hosting a workshop in our Stafford Archive for the Sage STEAM Camp on June 14th. These workshops are meant to engage campers in integrated, hands-on STEAM experiences with the goal of exciting campers about STEAM opportunities and careers. We'll be introducing some activities on what it is like running an archive and explain what an archivist does in their daily work.
- We'll be hosting the summer COIL Workshop, "Spacing Out: Avoiding burnout, managing stress, and improving student engagement," on July 21 from 9am to 3pm. Attendees will be offered a tour of the archive facility.

Lynne thanked Ann for her service. Lynne will be in touch about meeting dates and possible ideas for what to accomplish during the next year.

The meeting adjourned about 2:50.

Respectfully submitted,
Elaine Regier

Additional Institutional Report Summaries – as submitted on Google Doc

Michael Jones, NSU

- We are hosting two faculty research/writing retreats later in the summer, one in Tahlequah and one in Broken Arrow. These are co-hosted with our Center for Teaching & Learning.
- We have two open positions at our Tahlequah campus: Technical Services Director and Health Sciences Librarian. These should be posted next week.
- NSU has a new president, Dr. Rodney Hanley, who will begin Aug. 1.
- Dr. [Carla Swearingen](#) has been named Interim Provost and Vice-President for Academic Affairs.

Lynn Wallace, Oklahoma State University-Tulsa

- Closed our Part-time Librarian position that was open---unfilled, will reopen for another round of searches soon.