

December 22, 2017

Dr. Darlene Juschka (Chair)
Council Committee on Academic Mission (CCAM)
University of Regina

Dear Dr. Juschka:

Re: Academic Unit Review – Library Response

Thank you for the opportunity to meet with you and the members of CCAM on September 29, 2017 and for your follow up letter of October 31, 2017.

Below is a brief overview of actions the Library will undertake to address the items identified in your letter. We agree with the recommended timeline -although it is rather tight, we believe it is workable. The Library will renew its vision and will focus on action rather than reflection. In our view, a complete overhaul of the current [Library Strategic Plan 2015-2020](#) is not recommended as it aligns with the overarching goals and objectives identified in the [University Strategic Plan 2015-2020](#), *peyak aski kikawinaw Together We Are Stronger*.

The Library held an all employee event on September 21, 2017, facilitated by Dr. Louise Greenberg (Johnson Shoyama Graduate School of Public Policy). 47 employees attended. All employees were invited to identify their top 2 choices from the 4 themes identified for the event. The 4 themes identified in the [Provost Response to the University Library External Reviewers' Report \(12 July 2017\)](#) are:

- People & Leadership
- Budget & Fund Development
- Collections & Users
- Emerging Technologies & Digital Scholarship

Teams were created for the 4 themes, based on employee responses. All employees were notified of their team prior to the event and were asked to consider the following questions:

- What are the reviewers and the Provost telling us?
- What do we need to change internally?
- What will our story be in 10 months?

Potential achievable actions that cut across all library departments and units were identified and referred to the Library Leadership Team (LLT) for further consideration, development and action. All ideas generated during the event were recorded and transcribed to facilitate future planning.

1. **Faculty and Student Engagement Initiative:** This theme dovetails with work previously identified by Librarians' and Archivists' Council (LAC). LLT will take this priority item to LAC for discussion and to identify next steps. The LAC Library Initiatives and Programs to Engage Faculty and Students (LIPEFS) Working Group will be assigned to take a lead role in this area. The Working Group's Terms of Reference are available [here](#). In addition, the recommendations set out in the report titled [The Liaison Librarian Program: Trends and Opportunities](#), available on the University's repository oURspace, will inform the activities of the Working Group specific to the Library Liaison Program.
2. **Budget Information Presentation:** LLT will investigate ways to provide budget and expenditure information on the Library Intranet, and will ensure there is time for employees to ask questions at general meetings, including LAC and weekly all employee 'Huddles' as key examples. The Library will explore best practices in crowdfunding and will explore opportunities with External Relations starting in 2018.
3. **Library Collections and Space:**
 - The Head, Library Technical Services and Collections and the Associate University Librarian (AUL), Teaching, Learning and Research, will prepare a "Wall Walk" to chart progress on the Library weeding project. The Wall Walk is one way for the Library to publicly report on its progress going forward.
 - The Head, Library Technical Services and Collections and the AUL (Teaching, Learning and Research) will investigate options for addressing the Government Publications collection, located on the main floor, Dr. John Archer Library.
 - The collection is being systematically weeded and consolidated. This will also provide additional seating space for students in front of the windows on the 3rd, 4th and 5th floors of the library building.
4. **Review of existing Teams, Committees and Working Groups:** LLT will review the list of current active teams, committees and working groups. In concert with the LAC discussion on faculty and student engagement, there will be a review and restructuring of library teams, committees and working groups, including clarification on their accountability and alignment within the Library's [organizational structure](#).
5. **Communication:** The Library will develop a communication plan in 2018.

The Minutes of LAC Meetings and Staff Huddle Updates are posted to the Library Intranet, and are accessible to all library employees. Starting in 2018, library departments, units, teams and working groups will present updates on their activities on a regular basis, highlighting activities and priority action items. Follow up summaries will be provided via e-mail, with information saved to the T:\Drive for wider accessibility.

Archives and Records Management

The Library does not agree with any recommendation to transfer the administrative responsibility for the University's Records and Information Management Program to University Governance and the University Secretary. However, if the recommendation is to work collaboratively with the University Secretary, then we are in agreement and we are already doing so. The [RIM Policy](#) was approved by the Board of Governors in 2009. The administrative responsibility for the program was assigned to the Library at that time.

Indigenization Initiatives

While the External Review Team did not make any recommendations for Indigenization in their [report](#), this is a priority for the Library. The Library is currently engaged in a number of initiatives in this regard. Key examples include:

Where Makers Meet - Michele Serada Call For Artist Residency: This is a recent collaborative venture between the Faculty of Media, Art, and Performance (MAP) and the Library. The 5-month residency will begin in January 2018. Additional information on the Artist in Residence collaboration is available on the [MAP website](#).

Aboriginal Art: Within the President's Art Collection's holdings are a small but significant collection of Indigenous artworks from across Canada, including work by artists identifying as Inuit, Anishinaabe, Metis, Cree, Lakota, Saulteaux, Ojibwa, Kwakwaka'wakw, Haida and more. In collaboration with the Office of Indigenization, efforts are being made to include examples of important Indigenous work in public spaces in each building on campus. During the fall 2017 semester, a Student Research Assistant was hired to collate, research and write texts about selected Indigenous artworks. This has greatly improved our understanding of these holdings, the results of which will be available for students, visitors, staff and the general public to access on a forthcoming online Campus Art Guide. On display within the Dr. John Archer Library are several important Indigenous artworks, including Keith Bird's monumental hide paintings, *The Clans* (2009) and *Spotted Thunderbird Healer* (2010), and three tapestries commissioned from the Sioux Handcraft Co-op by Bernice Runns, Marjorie Yuzicapi and Martha Tawijaka. All of these works will be included on the online Campus Art Tour, drawing audiences to the Dr. John Archer Library from on campus and virtually. The online tour is scheduled to be unveiled in time for Congress 2018.

Collaboration with the Aboriginal Student Centre (ASC): The Library provides on-site services in the ASC on a regular basis. The Librarian for Indigenous Studies and a Library User Services Assistant provide specialized services to the ASC and the students it serves. This initiative facilitates the development of new collaborative opportunities between the Library and the ACS.

University Library and First Nations University of Canada Library: The Library and FNUniv Library have built a strong collaborative relationship since the early 1970s. The full description of the various services, support systems and activities the Library currently engages in with FNUniv Library is described in detail in the internal report titled [University of Regina Library and First Nations University of Canada Library: Collaboration and Opportunity \(January 25, 2016\)](#).

In closing, I would like to thank you and CCAM for your support of the Library, and for the opportunity to meet with you. I look forward to meeting with you again to provide an update on the Library progress on these, and other initiatives.

Sincerely,

A handwritten signature in black ink, appearing to read "Brett Waytuck", with a horizontal line drawn through it.

Brett Waytuck
University Librarian