University of Arkansas Libraries Diversity Committee Meeting– 9/18/2012

Present: Jeff Banks, Chair, Mary Gilbertson, Joshua Youngblood, Stephanie Freedle, Kate Dougherty, Martha Parker, Luti Salisbury, and Jennifer Rae Hartman

Diversity Goals
Banks presented revisions and additions to the Libraries’ diversity goals.

- An item for surveying and developing the Libraries’ and Special Collections (especially the Rare Books Collection) was added. This item is derived from the Libraries’ Strategic Initiatives and Goals statement.
- An item for establishment of a Diversity Research Award was added.
- Banks reported that, in accordance with Objective 1 (establish membership from the Libraries on university-level committees dealing with diversity), he had attended the annual Diversity Award committee meeting the previous day.
- In accordance with Objective 4, Dean Allen, Jeff Banks, and Martha Parker will be attending the National Joint Conference for Librarians of Color.
- In accordance with Objective 6, we expect to promote the Libraries’ diversity efforts through library publications such as *Quiddity*, art exhibits by artists from underrepresented groups, and outreach.
- Salisbury asked about plans for specific actions to achieve these objectives. Banks noted that, while specific actions are difficult to link to university goals and will not be spelled out in this document, the Libraries will meet these objectives through planned activities such as the Diversity LibGuide and committee and conference attendance.
- Dougherty asked if there are plans for supporting two resident positions at a time in the future. Banks noted that this is the case, due to the helpfulness of the cohort in reducing isolation and improving the overall experience for librarians-in-residence.
- Banks asked for Youngblood’s input regarding the rare books element of the objectives, and Youngblood supported the idea.

Diversity Research Award
Banks presented a draft document describing a new Diversity Research Award, and noted that Gilbertson had submitted edits.

- Salisbury asked how “extensive use” of library resources would be determined. Banks noted that the student would need to explain their research process, and Youngblood noted that this might also be inferred via review of the project.
- Gilbertson suggesting adding journal articles as an eligible project type, as some students publish prior to graduation.
- Banks and Dougherty suggested adding GIS projects/maps as an eligible project type.
- Banks will review the draft document and compare it against the Multicultural Center’s standards, boilerplate language, and listing of dates and deadlines to ensure that the draft is complete.
- Salisbury asked about the evaluation process and who would be conducting the evaluation. Banks noted that it has not yet been determined whether library faculty or a
cross-campus group would be involved. Salisbury suggested that nominating faculty members should recuse themselves from the process. More information on the evaluation committee and process will be added to the draft document when available.

- Salisbury asked what the associated reward will be. Banks indicated that, judging from other University awards, it will likely consist of a certificate and gift card. All nominees may receive something, with the winner receiving more.
- Parker asked how much time the committee has to work on the draft document. Banks said that nominations may begin as early as November, and that the Libraries could begin promoting it to faculty. The award will likely be presented in May at the Diversity Awards ceremony.
- Salisbury asked what department will be funding the award. Banks noted that it would not necessarily be the Libraries.
- Hartman noted that the award program is fluid and in process and that the Libraries should try to keep as much control over it as possible. Salisbury and Dougherty were in agreement.
- Hartman also noted that the publication process can take an extended amount of time. As such, the draft document should be edited to say that a nominated research project should have been completed (rather than published) within the past twelve months.

**Diversity LibGuide**

Parker presented a new photo in the Diversity LibGuide, and asked for group input regarding using that image or taking a new group photo. The consensus was to take a new group photo at a future date.