



The Owl

“The Owl of Minerva takes flight only as the dusk begins to fall.” — Hegel

The Libraries Diversity Task Force: Progress and Promise

By Latisha Reynolds, Chair

Libraries Diversity Task Force

In the spirit of workplace unity, I will be starting a column in *The Owl* dealing with general issues of working together, building relationships, communication, and diversity. The idea for the column was inspired by the Diversity Task Force retreat that members attended this past December. DTF members will contribute and I hope that others in the Libraries will too.

This article will discuss the Diversity Task Force (DTF). When I was first asked to facilitate this group, I was a little unsure of what to expect, as were the other team members. Here is a look at the team mission, our goals, and how far we've come.

Dean Rader formed the DTF after the University administration charged her to appoint a committee to represent the Libraries with regard to diversity initiatives. The chair of that committee would also represent the Libraries on the Diversity Chairs Committee comprised of diversity representatives from the academic and service units at the university.

The DTF created the Libraries Diversity Mission Statement:

The University of Louisville Libraries fosters a welcoming environment inclusive in its understanding and integration of the dimensions of diversity, including, but not limited to diversity based on race and ethnicity, gender, disability, sexual orientation, age, religion, and class.

The University Libraries are charged with two fundamental goals: 1) to encourage the recruitment and hiring of employees who represent the diversity of our society, at all levels, including professional, paraprofessional, and student assistants; and 2) to use our collections and programs to enhance the understanding of the kaleidoscope of diversity.

The DTF also established the following goals:

- *Regularly monitor and update the unit diversity plan to ensure the Libraries are in line with the diversity goals of the University;*
- *Monitor diversity climate to determine the needs, concerns, and perceptions of Libraries faculty, staff, and students;*
- *Use the intranet, public web page, and other appropriate outlets to communicate and promote diversity goals and efforts;*
- *Partner with the Training and Development Team [and other library areas] to provide educational, inspirational, and transformative sessions on diversity.*




The DTF began with seven original members: David Horvath, Carol Kraemer, Mary Barbosa-Jerez, Melissa Laning (ex-officio), Gwendline Chenault, Don Dean and me. We have gained and lost a few members over time, but we are excited to have two new members, and are hoping to add one additional staff member.

The current members, shown above, are: Jill Sherman (new member), Mary Barbosa-Jerez, John Chenault, Gwendline Chenault, Melissa Laning (ex-officio), and me. Kathie Johnson (not pictured) is also one of our new members.

Some of the team’s recent activities and initiatives include:

- *Immigration Patterns in Louisville*, a talk given by Ron Crouch, Director of the Kentucky State Data Center, which explored trends and patterns of growth in Louisville, and discussed the growth in the context of libraries and services to patrons.
- *The Big Read*, co-chaired by Anna Marie Johnson and me, with members of DTF and the Information Literacy Team making up the Big Read Committee. This National Endowment for the Arts initiative was a successful event, including book discussions, music, films, and food, of course! The focus of the event was the book, *Their Eyes Were Watching God*. The University’s program was sponsored by Undergraduate Affairs with additional funding for activities and to purchase nearly 375 copies of the book from sponsors, including the President’s Office, Women’s and Gender Studies, and the Commission on Diversity and Racial Equality (CODRE). The book depicts life in the South for African Americans during the Depression, and explores a woman’s search for independence and true love.
- *The Diversity Film Series*, which included films on varying aspects of diversity and called upon the expertise of faculty and community to facilitate discussions. We received very positive feedback on the series and would like to do this again, perhaps with films on new aspects of diversity and more contemporary films. Attendees agreed that the best thing about the series was the opportunity to “hang out” with colleagues and informally discuss race, class, disability, and LGBT issues in a relaxed, uninhibited atmosphere. We learned about the issues as well as ourselves.



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These programs were well-attended and are the types of training and educational programs we would like to continue. It is important to point out that the Libraries overall have been doing an amazing job with diversity programming, on a limited budget.

In January the DTF submitted an application nominating Mardi Gras@ the Library and The Big Read events for a Diversity Vision Award. The winner of the award will be announced on March 17 at the University's Celebration of Diversity event. Anna Marie, Dean Rader, and I will attend as representatives of the Libraries.

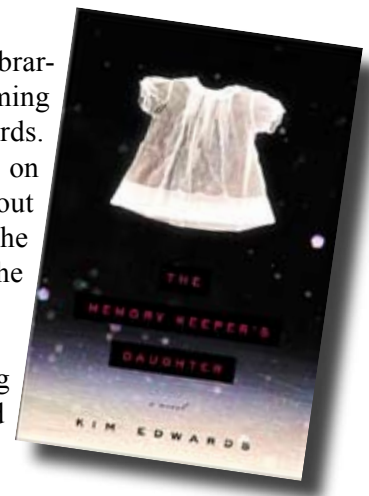
Perhaps the most significant projects that we have worked on as a team have been the Libraries' diversity climate survey and the restructuring of the residency program. The survey led to several recommendations that were discussed with members of ACC. Recommendations included the need for more structure and fairness in the process for residency/internship programs for underrepresented groups, more development opportunities for staff and faculty, more venues to discuss diversity and communicate with colleagues on issues, and more in-depth diversity training.

Although there is still more to be done to improve the Libraries' climate, the survey was an important first step in assessing the environment, understanding issues, feelings, and perceptions, and bringing topics that are sometimes discussed privately into the open.

During the year, the Residency Restructuring Committee (Melissa Laning, our leader, Carrie Daniels, and I) worked on the need for a more formal application process and structure for the residency program. We contacted institutions that have residency programs to determine best practices and restructured the program based on this information.

Kathie Johnson headed the search committee for the newly restructured Libraries' Diversity Residency position. The group conducted a national search and received many applications. I am excited to report that interviews will be held in mid-March, and the new resident is expected to start in July.

For the upcoming year the team hopes to continue to partner with others in the Libraries to facilitate educational diversity and training opportunities, including the upcoming book discussion of *The Memory Keepers Daughter* by bestselling novelist Kim Edwards. Edwards spoke at the recent Kentucky Women's Book Festival. (See photographs on page 6.) Robin Harris, one of the festival planners, contacted Anna Marie and me about doing this as a sort of "Small Read" of the book. Mary Karen Powers, Director of the Women's Center will facilitate the discussion on March 6 in Ekstrom Library. The Women's Center also provided books for students.



We are also gearing up to submit the Libraries' new diversity plan and will be asking for input from departments on diversity activities from 2007 and upcoming goals and activities for 2008 through 2010. The listing of activities will be included as a part of the upcoming plan revision.

Last but not least, we would also like to improve communication through our public page and intranet pages. I think the addition of new members will help with some of these goals and initiatives.

I am excited about the new team members, initiatives, and diversity efforts of the Libraries as a whole, and look forward to the possibilities of the upcoming year and beyond.



From the Dean of Libraries . . .

By Hannelore Rader, Dean, University Libraries

On January 25 SAALCK, the State-Assisted Academic Library Council of Kentucky, met at the University of Louisville to discuss a future meeting with JSTOR in Louisville. The group talked about the new Federation of Kentucky Academic Libraries (FoKAL) and the creation of the FoKAL Executive Committee. More of this will be discussed at the future Academic Libraries Summit, to take place at the Cumberland Falls State Park July 15-16, 2008. The draft brochure for SAALCK was discussed and will eventually be published at Morehead University.

The Library Associates Board met on February 7 under the leadership of Dick Wilson and discussed a number of fundraising ideas. An endowment for books has been created. Several new events are planned for fundraising. The group also talked about possible candidates for the library development officer. Nat Green was selected to replace Dick Wilson as chair of the Library Associates Board. Jeff Peden and Brent Baughman were selected to be co-vice chairs.

Ekstrom Library hosted the MetaArchive group meeting on February 8 under the able leadership of Rachel Howard.

On February 14 we celebrated the grand opening of the new Laura Kersey Reading Room on the second floor of Ekstrom Library. It was a most successful event, and Laura Kersey's many contributions to the university and libraries were highlighted. Photos here and on page 10 were taken by Numeriano Rodenas.

The Faculty Senate Committee on Libraries met on February 15 under the new leadership of Daniel Weeks. The group discussed library support of several new academic programs.

On February 16 Ekstrom Library hosted the Kentucky Women's Book Festival in the library's new wing, another highly successful event. (See page 6 for pictures of the event.)



Library and Department News

Ekstrom Library

Office of the Dean

Personnel News

Emily Symonds has accepted the term faculty position of Metadata Librarian. She will begin in her new position reporting to Rachel Howard on April 7, 2008.

Andy Anderson is on leave under the university's long-term disability policy effective February 4, 2008. He remains a tenured member of the libraries faculty, however the libraries have received permission to fill his line when the freeze is lifted.

Denyse Anger, Library Assistant, Kornhauser Library, resigned effective February 11, 2008. Success to Denyse with her future endeavors.

Eric Lair, Technology Specialist Senior, Office of Libraries Technology, was promoted to System Programmer III effective March 1, 2008.

Mioshi Cobble, Technology Consultant I, Library Technology, was promoted to Technology Consultant II effective March 1, 2008.

Adam Lawrence, Library Assistant, Library Technology, was promoted to Technology Consultant II effective March 1, 2008.

Digital Initiatives

Beth Corbett has been hired as the new Data Wrangler for the MetaArchive grant, starting February 25. She will be reviewing and editing database entries, quality checking image and sound files, identifying and grouping digital files in various formats, and creating Java plugins to prepare digital materials for preservation in the distributed LOCKSS-based system.

Kornhauser Library

Our dear friend and colleague, Janet Meyer, was struck and severely injured by a car while crossing Chestnut Street on her way to work on Tuesday, February 19. Two other pedestrians also were struck and injured by the driver who was cited by the police for the accident. Janet is in critical condition at University Hospital. She has already undergone several procedures and surgeries and has many more to go. It will be a long recovery. Visitors are not allowed to see her, and her family also requests that flowers and gifts not be sent at this time. However, they do appreciate the cards she's received which have been placed in her room. Please join with the Kornhauser family in keeping Janet Meyer in your hearts and prayers, as she and her family cope with her long road to recovery.

Welcome . . .

To our new crew of student workers: Donya Peppers, Duke Appiah, Elliott Paul, Elysha Marquis, Jennifer Stewart, Matthew Blandford, Nipini Sumanasekera, Pavan Kumar Putcha, Porscha Jefferson, and Sachin Kumar Gaidhane. Also, welcome back, Nick Clark.

Kentucky Women's Book Festival



Clockwise from top left: Dean of Libraries Hannelore Rader welcomes attendees to the Kentucky Women's Book Festival on February 16; book signing with Crystal Wilkinson; "The Self as Writer" session led by UofL professor Estella Conwill Majozo; Betty Winston Bayé, columnist for *The Courier-Journal* (closing session speaker) and Estella Conwill Majozo chatting between sessions; luncheon with keynote speaker Kim Edwards at the University Club. *Photos by KWBF volunteers.*



THANK YOU HAPPENINGS

“Special thanks to **Andy Clark** and **Mark Paul** for their continuous assistance with the RRS from the day to day workings to quarterly maintenance. I am very blessed to have the expertise and aid of these two fine gentlemen. and...

“Many, many thanks to **Jim Ryan** for opening up for me last Thursday morning when I needed to be off!” and...

“My thanks to **Pat Meyer** for educating me on the existence of White Pepper. This past summer I found out that I have a food allergy to Black Pepper... now try finding food with out that ingredient! Possible, but what a pain! Thanks, Pat!”

— *Alice Abbott-Moore*



“Thanks to **Lisa Ortega**, who has been very helpful in aiding patrons with the RRS. I’ve walked patrons over to circulation on a number of occasions in January and February, and Lisa always goes above-and-beyond in getting the patron their materials AND then in helping me understand the nature of the problem. She’s great. and...

“Thanks to **Jami Allen**, for her work in acquiring the grant monies needed for the Lincoln Exhibit, for facilitating the transportation and delivery of the materials and for mounting it. Jami’s work on this project has been quiet and consistent over the past few years, but she’s done SO MUCH, and the exhibit is WONDERFUL, bringing world-class attention to the Lincoln memorial this year and making the University of Louisville and the UofL Libraries a visible and important part of the celebration in the Louisville area. Many people in the libraries don’t know that Jami also teaches as an adjunct professor in the Department of History, so her contribution on this project reaches further than our unit. Please say thanks to Jami when you see her, and congratulate her on this wonderful accomplishment.”

— *Mary Barbosa-Jerez*



“I’d like to thank **Pat Waters** for keeping me above water by helping with the monographs, my problem piles, my check in, my student assistants and most of all – keeping me sane ... Thank you, Pat, for everything!!”

— *Colleen Eubank*



“I’d like to thank **Kathy Moore** who, with help from **Alice Abbott-Moore**, loaded the last of the dead periodicals from the Art Library into the RRS. Nearly 700 volumes were moved, freeing up space for journals that are still very much alive.”

— *Gail Gilbert*



“Thank you to **Erea Marshall** for anticipating every detail for the MetaArchive partners’ meeting in Ekstrom Library on February 7, from menu planning to room selection to signage. Thanks also to **Tatiana Akram** for her usual excellent assistance with the event; to **Amy Purcell** for coordinating wireless Internet access for all meeting participants; to **Alice Abbott-Moore** for being available to show off the RRS; and to **Dean Hannelore Rader** for making this group welcome at UofL.”

— *Rachel Howard, Carrie Daniels, Delinda Buie, and Dwayne Buttler*



“Thank you to these people for their help with the Kentucky Women’s Book Festival: **Justy Engle**, **Trish Blair** and **Anna Marie Johnson** for media services; **Raymond Slaughter** and **Andy Clark** for the furniture setup; **Chris Poché** for the authors’ book exhibit, and most importantly to **Dean Rader** for providing the excellent venue.”

— *Amy Purcell*





“Thank you to **Gail Gilbert** from Anna Marie Johnson, Claudene Sproles, and Leslie Farison for being so kind to take the time to read our paper and give us feedback. Your insight and your careful review improved its quality immeasurably! We are fortunate to have such a generous and wise colleague!”

— *Anna Marie Johnson*



“I would like to thank all the people who lent me a hand while I put the Kentucky Women’s Book Festival exhibit together. It was my first project as a new member of the Exhibits Committee, and I needed a lot of help finding and moving stuff. So, a big thank you to **Alice Abbott-Moore, Trish Blair, Rachael Elrod, Vicki Niehaus, and Raymond Slaughter.**”

— *Chris Poché*



“A special thank you to **Numeriano Rodenas and Karen Nalley** for all their excellent work!”

— *Hannelore Rader*



“On behalf of the Kentucky Women’s Book Festival committee, I’d like to thank **Angel Clemmons, Rachel Howard, Latisha Reynolds, and Jill Sherman** who volunteered at the festival. Each of their contributions are greatly appreciated. Many thanks to **Hannelore Rader** as well for providing the event space and printing services.

“I’d like to thank **Rachel Howard and Eric Lair** for getting my colleagues at the Law Library set up so that they can use CONTENTdm to help develop our Kentucky Legal History digital collection.”

— *Virginia Smith*



“**Latisha Reynolds** deserves accolades from her Reference colleagues for her self-less efforts to volunteer for projects and help with desks when others are out or unavailable. She keeps her humor and always has a pleasant attitude even when she gets those tough reference questions. Thanks, Latisha!”

— **Reference Dept., Ekstrom Library**



University Archives and Records Center, University of Louisville



University Archives and Records Center, University of Louisville

Images from the Newton Owen Postcard Collection, University Archives and Records Center

Library Exhibits

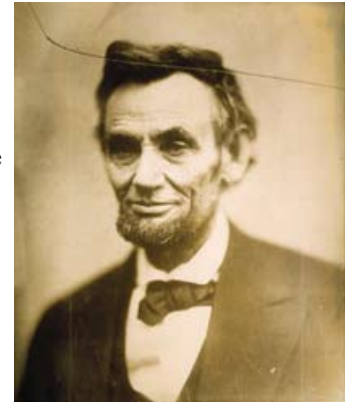
Ekstrom Library

West Wing Lobby

Forever Free: Abraham Lincoln's Journey to Emancipation

A national traveling exhibition that focuses on Lincoln's efforts to restore a Union divided by the Civil War. The exhibit was organized by the Huntington Library, San Marino, CA, and the Gilder Lehrman Institute of American History, New York City, in cooperation with American Library Association. "Forever Free" was made possible by major grants from the National Endowment for the Humanities and the Abraham Lincoln Bicentennial Commission, created by Congress and charged with planning the national celebration of Lincoln's 200th birthday

February 28 – April 2, 2008



East Lobby – Media Resources

Tarzan Around the World

Seven posters from various Tarzan movies, 1936-1957

Courtesy of the Burroughs Memorial Collection

New Wing First Floor Display Cases

Evolution of the University Libraries

and

19th century caricatures: Vanity Fair, a Weekly Show of Political, Social and Literary Wares



Special Collections

Photographic Archives Gallery

Images of Louisville

With guest curator Donna Neary, Executive Director, Kentucky Heritage Council. This exhibit based on *Louisville* by James C Anderson and Donna M Neary (F 459 .L8 A73 2001). The exhibit coincides with the National Council on Public History's annual meeting held April 10-13, 2008 in Louisville.

March 24 – May 30, 2008

Kentucky Idyll: Photographs of Kate Matthews

November 12 – March 14, 2008



Kain Rare Books Gallery

Illuminating the Manuscript Leaves

February 21 – April 20, 2008

Also available online: <http://digital.library.louisville.edu/collections/mss/index.php> .

Music Library

First Floor

Works of Peter Lieberman

Winner of the 2008 Grawemeyer Award for Music Composition

Through March, 2008

Third Floor

Recent Additions From the Collection of William M. Kearns

Laura Kersey Reading Room Grand Opening

A large crowd turned out for the grand opening of the Laura Kersey Reading Room on February 14. Among those attending were the Jim Chen, Dean, Brandeis School of Law; and Mickey Wilhelm, Dean, J.B. Speed School of Engineering (below right). Photos by Numeriano Rodenas



Thank You

*Alice Abbott-Moore
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Latisha Reynolds
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*... for contributing to this issue of *The Owl**