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April 2002: Counting the Cost: Human and Financial Resources

Dacus Library

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Focus

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Counting the Cost: Human and Financial Resources

As part of our ongoing effort to define the future of library services for Dacus, nothing is more important than the subject of the year's last *Focus*: human and financial resources. This is not to minimize other areas. All have substantial impact and value, of course. But human resources, fully trained faculty and staff combined with adequate financial resources, make or break a library's effectiveness; and in turn, they strongly impinge upon a student's college success.

The challenge facing us in human resources is to "provide a library faculty and staff equipped with the skills required to keep pace with changing user needs, master new and more complex technologies and adapt to an ever-changing work environment," as the library subcommittee's report stated. In order to do this, we are re-examining all faculty and staff positions with an eye to the future. What we do today may not be what we'll be doing tomorrow. We must be prepared to move where the work flows. We will be looking more toward in-house workshops and speakers who can be brought in to help augment faculty and staff training. We are also looking at reworking our mentoring process to be sure all faculty and staff are well acclimated to any new changes or redirection of work.

We also recognize that automation, whether that means digitization of materials or the virtual library in all its complex, confusing

and, at times, incomprehensible glory, will force us to change what we do tomorrow. Future library tasks might include some responsibilities which many of us have not done before. Flexibility will be key to meeting these challenging opportunities.

Financial resources are likewise critically important. As mentioned in a previous *Dean's Corner*, libraries are the financial black holes of university funding. We have a myriad of expenditures, extremely high average annual increases, and very little, if any, revenue. If this were not bad enough, performance funding, often the real energy behind university funding, has no measure for library effectiveness or need.

Dacus faculty and staff understand this only too well. One reason we created the Library Advisory Board was recognition not only of the importance of financial resources, but also our understanding that no good library can rely exclusively on its annual support. Dacus has come into this ball game late but already we have staked out an important claim on the territory: grants have been awarded, community help solicited, and goals and objectives set. We know, for example, that this area of the future must expand, and considerably. Our Library Advisory Board does not replace our Friends group but expands its scope by going after larger funding for book and non-book sources. Further, we understand that success in external fundraising is

dependent on library faculty's effectiveness, working in conjunction with our university advancement. Our success is critical, not to us alone, but to all who use our services now, as well as anyone who will use them in the future.

In addition to fund-raising effectiveness, we must also continue our good progress during annual budget hearings. Whatever else we do with external fund raising, it will never replace the annual budget, of course. Dacus has made enormous strides in its funding in the last few years but we still have much to do.

Unfortunately, automation in all its modalities does not mean that fewer dollars are required. In many ways, it will mean more funds are necessary owing to format delivery. Some of this has been accounted for by shifting dollars from one area to another, but additional funding will also be needed.

One reason for the increases is the ever-growing body of information. For example, although the library houses almost half a million volumes, the **average age of our collection is more than thirty years old**. This means that our collection contains more older materials than newer ones. While we add about 7,000 volumes a year, it's not uncommon for a library our size, serving a population of 6,000+, to be adding about 20% more annually. This does not mean we need to add

8,500 volumes a year just for the sake of it, but that in order to keep up with new courses added, with new bodies of knowledge discovered, we need to be buying more materials than we are now.

Further, our periodicals budget is among the smallest of all those in our sector. We must continue efforts to increase our spending in this critical area. Earlier I wrote about high annual inflationary increases, and it is here that we are hit the hardest. Since 1997, for example, our periodicals budget, with **no new titles**, has increased an average of 8% **annually**. Our *minimal* annual increase must equal this amount if we are to continue to offer exactly what we have right now. If we are to grow at all in new areas of research, we'll have to increase more than the 8%. This year alone, our serials and periodical budget increased 13%, *and that with no new titles!*

Counting the Cost

At times our financial tasks look formidable. Any new course offered at Winthrop often falls in an area where we obviously have limited resources. This means yet more new materials are needed, and that translates into more funding. Either we find new dollars, or we rob a Peter we are now funding to pay for the new Paul that has recently been added. It's not a good idea to begin a new course with no library resources on hand for students to use.

While no library resource area I know is decreasing in costs (indeed, over the last ten years library materials have increased 145%!), Dacus has used innovative and creative ways to fund its current offerings. By reallocating some funds and discontinuing little-used areas, we have been able to make substantial gains without substantial increases. We will continue to do that annually, but we have made so

many already, we are not optimistic that many more options remain.

The future looks exciting for Dacus and for library resources in general. Libraries have never existed in what could be called "The Age of Halcyon Budgets." But by using our ingenuity, and by relying on steady, ongoing help from the administration, Dacus will continue to succeed. It really doesn't stop there, either; we can still use your help. If you don't think so, just give us a call and we'll gladly tell you how!

Mark Y. Herring
Dean of Library Services



Book and Philosophers' Clubs Planned for Fall 2002

Antje Mays, Head of Monographs Acquisitions, announces plans for book and philosophers' clubs to begin in the Fall semester. Contact Antje at maysa@winthrop.edu if you have any questions or want more details.

Café Biblos

Dacus Library's book club, **Café Biblos**, will be launched at the start of Fall Semester 2002.

We will read a provocative book that will be chosen during the summer. Brainstorming discussions are invited at this Study Day's Book Sale & Festival.

You are invited to the Book Club brainstorming session at 12:30 p.m., April 24, 2002, on the Dacus Library front lawn. Bring your ideas for book suggestions, themes, or anything else if you're interested in being in the ultra-early planning stages!

Café Sophia

Where has the passion for knowledge gone? Do you love to sit around and talk about intellectual matters but don't know where to turn? No Philosopher's Café in Rock Hill? No problem! **Café Sophia**, a new discussion group devoted to discussing scholarly topics and current events, will be launched in the start of Fall Semester 2002.

Why the name *Café Sophia*? Critical thinking, a crucial skill identified by our campus community, spans across all areas of practical living and scholarly knowledge. The Greek term *Sophia* means "Skills in matters of common life, sound judgment, intelligence, practical wisdom, etc., as attributed to the seven sages." [Definition from A Greek-English lexicon / compiled by Henry George Liddell and Robert Scott. Oxford : The Clarendon Press, 1940 (1958 printing)] We will meet on a regular basis and discuss a given theme. Meeting places can be El Caribe, Java City, a table at Thomson Cafeteria, etc. We will discuss provocative issues including current events, ethical dilemmas, areas of scholarship, and more! Come discuss knowledge without grading pressures, over a cup of coffee or a nice leisurely meal!

Brainstorming discussions are invited at this Study Day's Book Sale & Festival at 1:30 p.m., April 24, 2002, on the Dacus Library Front Lawn.

Meet the Staff



A fourteen-year Dacus veteran, **Sandra Douglas** is well-preserved. Rather, make that preserves our materials quite well. Sandra takes our bookish tatterdemalions and makes them presentable once more. Recent grants have enabled Sandra and our Technical Services head to get hands-on learning in New Orleans and Atlanta. When the job is too big for us, she ships it out for further work, repair or reconditioning. When not giving tender loving care to our books and other materials, she is the guardian for her grandniece and nephew, or caring for the elderly in her church and neighborhood. If there's any time left over, Sandra can be found gardening.

Ann Thomas lends her helping hands to Interlibrary Loan. Most days you'll see her toiling behind the Reference Desk where she's been for nearly a decade and a half, keeping our thousands of book and article requests in order. Ann enjoys the music scene and you can catch her attending the latest concert. In fact, you may have seen Ann at any one of these concerts: Creed, KISS, Garth Brooks, Brittany Spears, Third Eye Blind, Aerosmith, No Doubt, Dave Matthews, and Bruce Springsteen. It's sort of hard to think of Ann as a head-banger, but there you go! A little known fact is that Ann is an excellent marks...er.. person. You can score her one on the copperhead she nailed with her rifle. Needless to say, when this Ann(ie) gets her gun, the rest of us hit the deck.



Charlene Drummond spends most of her days aiding the maintenance of records for all our periodical formats: electronic, microform, paper and newspapers. She also supervises students in the Serials department, runs interference for the Head of Serials, and sorts through literally thousands of pieces of mail each week. When not doing library work, she is active in her church (she organized her church library with the help of her church youth group) and may be seen visiting various malls and improving the economy. Charlene has been gracing Dacus with her presence since 1989.



Jannifer Tucker has numerous acquisitions and has not yet purchased one company. Rather, she is the lively animus behind book-ordering at Winthrop. Jannifer makes certain that we not only get the books that faculty order, but we also get only one copy of said books. If dealing with 7,000+ orders were not enough, then there is the delightful problem of the thousands upon thousands of gift books that come in and must be checked against the collection. When not making acquisitions, Jannifer enjoys coaching her church's girls league basketball team, serving as the director of her church's junior and high school-age youth group, and doodling in ceramics. Jannifer has been spreading her fame at Dacus since 1993.



Dacus Focus

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*Mary Rose Adkins, Editor
<http://www.winthrop.edu/dacus/>*

Musical Chairs at Dacus Library



After extending the national search for a Coordinator of our Library Instruction Program, we found the best candidate right here at Dacus Library. Anyone who has observed **David Weeks** in the classroom knows he is an excellent choice for the position. Many of you may know David in one of his former roles at Dacus Library, for David is truly our utility ballplayer. David came to Winthrop in 1998 as the Interlibrary Loan Librarian, and last summer transferred to the Government Documents position. We are delighted that David has now accepted this new role to work with our library instruction program. In his new position, David will be reviving the program, and we will once again be able to handle all of the requests for classes. So if you are planning library assignments for your students, call David Weeks and schedule a class to ensure that your students are familiar with the library. The need to understand that everything they need is NOT always on the Internet.

Of course with David's move, the vacancy shifted to Government Documents. Since **Jackie McFadden**, our newest reference librarian, has mastered all of the intricacies of interlibrary loan, we convinced her to jump into that quagmire known as Government Documents. Jackie has been at Winthrop almost a year and has done a great job with her present position responsibilities. If government documents are in your students' future, contact Jackie McFadden and she will be happy to provide assistance.

Both David and Jackie are currently splitting their time between their old and new positions. We are excited about these changes at Dacus Library and are now eagerly anticipating some new blood with the last vacant chair remaining in the Interlibrary Loan position.

Susan Silverman
Head of Public Services

Book Sale and Festival April 24 12 Noon - 8:00 p.m.

It's time for a new Winthrop tradition: **If it's Study Day, it's Book Sale Day!** Beginning with this Spring's Study Day on April 24, 2002, we will have the Biggest Book Sale ever, combined with a Winthrop Festival.

The festival will be on the Dacus Library front lawn. Come join us for this feast of books, music, art, useful items for sale, career advice, readings by Winthrop authors, literary discussions, a chance to have fun with knowledge and discuss philosophy,

current events, and more! Samples of the books for sale will be available on the lawn and the rest will be in the library Book Sale Room on the ground level. Signs and directions will be posted.

Prices

Hardbacks and Recordings: \$1.00
Paperbacks: \$.50;
Magazines: \$.10;
Software: \$2.00.
Between the two Dacus Library Book Sale Festivals scheduled each year,

several smaller, shorter book-sales will be held on a monthly basis.



If you would like more information or would like to volunteer at Dacus Library's Book Sale and Festival, please contact Antje Mays at maysa@winthrop.edu.

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