

News Notes



UNIVERSITY LIBRARIES

OSU Libraries news for faculty & staff

6/23/10

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News

Search Committees Members Announced: Members of the three search committees working to fill the Libraries' five associate and assistant director positions have been announced by Libraries Director Carol Diedrichs.

- **Assistant Director for Planning and Administration:** Tamar Chute, chair (Spec Coll), Trisha Davis (CTSSC), Anne Fields (R & E), Donna Hobart (OAA), Ryan Langhurst (P & A), Beth Mastin (P & A), Elizabeth Polak (Univ HR)
- **Assistant Director for Information Technology:** Eric Schnell, chair (Health Sci), Nancy Helmick (IT), Sarah Murphy (R & E), Dan Noonan (Spec Coll), Russell Schelby (IT), Charlie Clay, Telecommunications and Networking/oCIO.
- **Associate Directors Combined** (for AD for Collections, Technical Services and Scholarly Communications; AD for Research and Education; AD for Special Collections and Area Studies): Wes Boomgaarden, chair (CTSSC), Amanda Gluibizzi (R & E); Dracine Hodges (CTSSC), Jennifer Kuehn (CTSSC), Predrag Matejic (Spec Coll), Tony Maniaci (CTSSC), Nancy O'Hanlon (R & E), Tina Schneider (regionals)

An Afternoon With Curt Bonk, Tuesday, June 29, Thompson Library, Room 165:

[Curt Bonk](#) is Professor at Indiana University and President of CourseShare. Drawing on his background as a corporate controller, CPA, educational psychologist, and instructional technologist, Bonk offers unique insights into the intersection of business, education, psychology, and technology. A well-known authority on emerging technologies for learning, Bonk reflects on his speaking experiences around the world in his popular blog, [TravelinEdMan](#). Bonk will be offering two programs at Thompson, and three additional free programs at Franklin University June 30.



The Thompson programs:

- **June 29, 1:30 p.m.: Active Learning with Technology: Myths, Magic, and Mucho Motivation:** Myths and debates abound about the benefits of technology integration in higher education; especially with the explosion of online course enrollments. Based on extensive research, Bonk will dispel the myths and reveal a few technology magic tricks to help instructors and course designers focus on effective teaching and learning with technology. Dr. Bonk will highlight instructional technologies and pedagogical strategies currently emerging to meet diverse student needs. Within several contexts such as face-to-face classrooms, e-learning and blended learning, he will illustrate effective applications of technology to address different student learning styles and motivation with his well known Read, Reflect, Display, and Do (R2D2) model. He will also provide dozens of active learning ideas and solutions that motivate students and creatively engage them in deeper learning experiences. Instead of relying on magic, these techniques will be based on ten motivational principles related to tone or climate, feedback, engagement, meaningfulness, choice, variety, curiosity, tension, interactivity and collaboration, and goal setting.
- **June 29, 3:15 p.m.: “The World is Open: Introducing the Heroes, Gurus, and Revolutionaries of the Shared Internet”:** In his “The World is Open” book, Bonk reviews ten technology trends he calls “educational openers” that form the basis of the WE-ALL-LEARN framework. There are thousands of people who have led the way for each one of these trends. These are the heroes, gurus, and revolutionaries of the shared Internet. In this talk, Bonk spotlights the ideas and interesting stories of a few of the heroes underlying each trend. These case anecdotes will help personalize and contextualize global technology events that are often too overwhelming and frustrating to keep track of. He also outlines some of the technology tools, resources, and services that are emerging with each opener to radically transform education. And he addresses questions about quality, openness, copyright, training, and so on that have arisen about the more free and open educational world. He also looks to the future and where this may eventually lead.

Summer Workshops in Special Collections and Archives:

TODAY: “Helping Genies, Prexy, Aggies, and More: What we do at the OSUA!” with Tamar Chute, Associate University Archivist, University Archives, Thursday, June 24, 3-4:30 p.m., University Museum, 1st floor University Hall: Ever wonder what happens on the other side of the Book Depository? What does the University Archives do? Who do we serve? How do patrons use the collections? Did you know that landscape architecture students use the Archives to redesign areas of campus? Or that a student from another university came to the Archives to study fashion from the yearbooks? Or that the Wednesday Literary Club’s 100 years of history are held at the Archives? Join Tamar Chute for a discussion about the Archives, how we collect material, what material is open to patrons and why, who uses our collections, and how we can help you serve your faculty, students, and other patrons both on and off campus.



“Touch, Act, and Re-enact: The Importance of Special Collections,” Amanda Gluibizzi, Fine Arts Librarian, Tuesday, June 29, 3-4:30 p.m., Thompson 150 A/B:

This workshop will investigate some of the Fine Arts Library’s and Special Collections’ holdings in the areas of artists’ books, photography, and video, and will explore ideas for using these materials to make them accessible to patrons. While circulating art library collections often play the part of object “stand-ins” for patrons, special collections permit



connection with the art object at first-hand, with the emphasis on “hand” fulfilling an important role, as they offer a tactile encounter with materials. As the ephemeral nature of video and performance art has become more commonly displayed, library collections offer opportunities for patrons in far-flung locations to experience the interaction with art that is intended to move, change, and respond to the viewer’s presence. Collections that focus on the immersive qualities of video, performance, and installation art enable a re-enactment of gallery or museum encounters where such artworks to take place, making important works of the past accessible to the present day and allowing viewers to understand the revolutionary nature of artworks whose descriptions might seem strange or trivial when available only via written discussions.

Seating is limited. RSVP to Beth Mastin, mastin.16@osu.edu For a complete list of the entire series of programs, click [here](#).

Executive Committee Notes, June 15:

1. Carol Diedrichs indicated that the notification of the additional \$1 million for our materials budget (shared with Health Sciences and Law) should be released to us soon. She also provided some background on the expected increases in custodial costs for the Thompson Library. Costs will increase by \$33,000 to provide the level of service we have been receiving this year including weekend custodial services. We will cover this increase from our cash reserves, and include a request for additional PBA in our budget request next year. This year we will request \$80,000 from the Integrated Physical Planning Liaison Group (IPPLG) to cover the cost of polishing the terrazzo floors in Thompson. If we can accomplish this, our annual cost increase will be \$33,000 rather than approximately \$78,000. This will alleviate future annual costs for stripping and cleaning these floors and result in cost savings over time.
2. Wes Boomgaarden noted that he and Ryan Langhurst met with Planning and Real Estate (PARE) about the Ackerman space. The Medical Center is eager to occupy the space there and wanted dates when we will vacate. PARE also recommended that we consolidate Special Collections storage now at Ackerman into a space within Building 7 (warehouse). We need to evaluate cost and security issues before moving any of this material.
3. Rai Goerler reported that the preliminary report from Internal Auditing concerning our IT systems, policies, and procedures will not necessitate any immediate action on our part.
4. Diane Sliemers distributed the May financial report, which was reviewed by the group.

5. Jim Bracken inquired about the proposal to shift International Studies collections from Stacks Tower 3 to other locations within Thompson, particular the Grand Reading Room for the reference portion of the collection. After some discussion, this proposal was approved for immediate action. More details will be included in a future *NewsNotes*.
6. The committee discussed potential uses of Thompson space for social events. Carol noted the need to extend our room use/rental policy to cover other library spaces outside Thompson Library.
7. The committee reviewed the 11 strategic plan initiatives and identified specific people, wherever possible, who will be accountable for each task listed in the metrics/milestones for an initiative. A version of the plan that includes this information will be made available online. Individuals who are listed in the plan will need to include progress reports on their tasks in their quarterly administrative reports, so that we can keep this document up to date and ensure progress on each initiative.

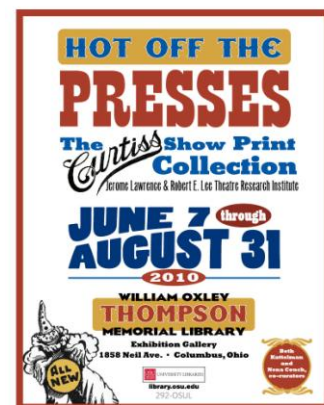


CMS Training Schedule for Summer Quarter: Please use our sign up [form](#) to register for Content Management System training sessions. Registration is required for ALL classes. Space is limited to 14 participants per session.

- **Introduction to the CMS:** covers how to use the CMS to create pages and a short portion on the navigational structure. Each session includes significant hands-on practice time. This class is REQUIRED in order to create pages using the CMS. Located in Thompson 149.
 - Tuesday, June 29, 2-4pm
 - Wednesday, July 21, 10am-12pm
 - Thursday, August 12, 10am -12pm
- **Carmen Library Link and Subject Pages:** covers the Carmen Library Link (CLL) editor and the connection from that system to the CMS for the creation of Subject pages using Carmen Library Link widgets. This session will also cover the changes to the CLL editor, so even those using it for a while are encouraged to attend. Located in SEL 390
 - Wednesday, July 21, 2-4pm
 - Thursday, July 29, 10am-12pm
- **Open Lab:** Come with your questions and/or work with helpers standing by, it's up to you. If you have a particular question, please share it on the registration form so we can be prepared to answer it. These require registration so we can be sure to have enough helpers.
 - Wednesday, July 21, 2-4pm (in SEL 390)
 - Thursday, July 29, 10am-12pm (in SEL 390)
 - Tuesday, August 24, 2-4pm (in THO 149)

"Hot off the Presses: The Curtiss Show Print Collection," Thompson Gallery:

This exhibition documents the Curtiss Show Print Collection, a remarkable record of the beautiful letterpress work done by the company for its show business clients. The more than 1,200 printing blocks, as well as photographs, correspondence, job tickets, ledgers, and colorful print materials tell not only the story of the show printer, but also the history and legacy of traveling companies in the early to mid-20th century. Yes, ladies and gentlemen, you'll see posters, window cards, heralds, tickets, ads, letterhead stationery, and much, much more. Want to know what entertained America "back then"? Step right up and see the exhibition!



University Announces Merit Compensation: In this economic environment, we're pleased and feel fortunate that University announced the Annual Merit Compensation Process Guidelines. A merit pool of 2.0% is available and will be distributed according to our "Compensation Guidance," which follows:

FROM: Carol Pitts Diedrichs, Director of University Libraries

SUBJECT: University Libraries Criteria and Process for Salary Increases

General Criteria

The Libraries' annual salary increases follow the University guidelines that require that increases must be based on performance, market, and/or equity considerations. Salary increases are primarily established by performance. Faculty and staff who are determined to need an increase based on internal equity are evaluated and given equity increases, as appropriate, throughout the year. Market may be considered for specific positions which are difficult to recruit or retain. The Libraries may use bonuses as a means to reward individuals.

All faculty and staff are to receive a performance evaluation at least annually. The distribution of ratings is library-wide, not broken down by division or department. Only 10% of faculty and 10% of staff, library-wide, should receive the highest "outstanding" rating.

Process for Faculty Salary Increases

Faculty are evaluated on three areas of performance: librarianship, service, and research and publication. The evaluation process begins with each faculty member's requirement to complete the Faculty Annual Report (FAR) and submit copies to the immediate supervisor and the Procedures Oversight Designee (POD). The due date for untenured faculty is February 1, and March 1 for tenured faculty. Faculty who fail to submit a FAR will not be eligible for a salary increase.

The supervisor prepares a draft evaluation letter for each faculty member and forwards the letter(s) to the appropriate Assistant Director for discussion and approval.

The supervisor meets with the faculty member and discusses the draft evaluation.

Substantive changes proposed by the faculty member are discussed with the AD, and a final letter of evaluation prepared. The final evaluation letter is sent to the faculty member, with copies to Human Resources and the appropriate Assistant Director. Supervisors must supply a written evaluation to the faculty member supervised and to the Assistant Director in a timely manner. (Note: If a FAR has been submitted and an evaluation has not been prepared by the immediate supervisor, the appropriate administrative office will prepare an evaluation based on information in the FAR for use in determining a salary increase).

Faculty performance, as documented in the FAR and supervisory evaluation, is a key part of the salary decision process. The Libraries' Executive Committee determines the distribution of salary increases to faculty based on the accomplishments documented in these reports and their relative strengths and weaknesses compared to all Libraries' faculty. Faculty with no evidence of an active research/publication agenda cannot receive the highest rating, no matter how exemplary their performance in other areas.

Faculty who are promoted in academic rank receive a set percentage increase that is centrally funded. Faculty who are promoted also receive an additional percentage salary increase from the Libraries at the highest percentage rate.

The requirement for Faculty to pursue research and publication is taken very seriously. Unassigned Professional Time (UPT) is granted in order to provide support for this and other tenure-track requirements, and the inability or unwillingness to take UPT does not reduce or obviate the need to meet the requirement. On the other hand, if UPT is taken and the record of research/publication and/or service is not consistent with the amount of time taken, this fact should be reflected in the annual review and consequently may negatively impact the faculty member's salary.

All faculty receive written notification of the salary increase from the Director of Libraries. Faculty who were not eligible for a salary increase receive written notification with supporting rationale.

Process for Staff Salary Increases

Library Administrative and Professional (A&P) and Civil Service staff are evaluated on their job performance in areas of: quality service, dependability/accountability/ownership, cooperation/interpersonal skills, communication, analysis/problem solving/decision making, learning and development, job knowledge, (additionally for those who supervise, performance management and leadership). The evaluation process begins when each staff member is required to complete a self evaluation and submit a copy to the immediate supervisor

The supervisor prepares a draft performance review for each staff member and forwards the review to the appropriate Assistant Director for discussion and approval.

The supervisor prepares a final performance review for discussion with the staff member, with a copy to Libraries' Human Resources. Supervisors must supply a written performance review to the staff member and the Assistant Director in a timely manner. (Note: If a self review has been submitted and a review has not been prepared by the immediate supervisor, the appropriate administrative office will prepare a performance review based on information in the self review for use in determining a salary increase.)

Staff job performance, as documented in the performance review, is a key part of the salary decision process. The Libraries' Executive Committee determines the distribution of salary increases to staff based on the accomplishments documented and their relative strengths and weaknesses compared to all Libraries' staff.

All staff receive written notification of the salary increase from the Director of Libraries. Staff who were not eligible for a salary increase receive written notification with supporting rationale.

Culture Shaping: What about timekeeping for those days?: If you're non-exempt, meaning you're paid in an hourly fashion, you will be paid for the entire day from when you arrive until your leave, including lunch. Non-exempt staff should complete the timekeeping adjustment for that day and submit to their supervisors for entry into Work Force. Currently, we're planning on a start time of 8:30 a.m. and an end time of 5 p.m. If the staff member were there during these hours and has lunch there, the total time would be 8.5 hours. If possible and appropriate, we're asking staff to work with their supervisor to adjust their schedule to avoid overtime for that week.

If you're exempt, meaning you're paid in a monthly fashion, there are no changes or paperwork needed.

Sunday Funnies Commemorative Stamps First-Day-of-Issue Ceremony, Friday, July 16, 10:30 a.m., Ohio Union Performance Hall, 1739 High Street:
Presented by the United States Postal Service and The Ohio State University Billy Ireland Cartoon Library and Museum.

People



Passings

- It is with great sadness that we report the passing of **Linda Baum Kennedy**. Linda's long history at the OSU Libraries began as a library assistant in the Undergraduate History and Reserves area in 1968. She moved to the Acquisitions Department in 1971, where she worked in positions of increasing responsibility. She was a member of the Monograph Acquisitions Dept. for many years, before moving to the Continuation Acquisitions Dept. a few years before her retirement in 1998.

Those of us who knew her remember Linda's in-depth knowledge of technical services. She had a fierce attention to detail, was a very productive worker and an excellent trainer. Although small in stature, Linda was a major presence in technical services for many years.

Linda passed away June 21 after a long fight with cancer. Calling hours are for family members. A funeral, to which the public is welcome, will be held Friday, June 25 at 11 a.m. For more information, contact the Oliver-Cheek Funeral Home, 420 W. Main Street, Ashville, Ohio, (740) 983-6414. (*from Marsha Hamilton*)

- We extend our condolences to **Sue Collins**/Interlibrary Services whose father, Earl Steiner, passed away June 21. Sue's dad was a graduate of Ohio State, served in the U.S. Army during the Korean War, and resided in Piqua, Ohio. An obituary can be found at:
<http://obit.jamiesonandyannucci.com/obitdisplay.html?id=799355&listing=Current>
- **Charles Cole**, who was a past member of the Friends Board who had a great passion for the Libraries' book sales, passed away June 18. A profile of Charles was included in the Columbus *Dispatch*:
<http://www.dispatch.com/live/content/life/stories/2010/06/22/historian-noted-citys-early-days.html?sid=101>

Personnel Report *Provided by the OSU Libraries Human Resources Department*

To comply with University procedures, employees applying for listed vacancies must complete a Promotion/Transfer Request (form 8931, Rev 9/97) during the week of the first listing of the vacancy in the University Personnel Posting (green sheet). To ensure awareness of all vacancies which have been posted, applicants should consult the weekly green sheet rather than relying on the listing in NewsNotes Online and are encouraged to attach a resume and/or other supporting documents to the form. Prospective faculty and staff applicants who are absent during the 5-day posting period and wish to apply should see Toni Morrison-Smith.

Library personnel can also review university employment opportunities at:

www.jobs.osu.edu



**Recent Additions to the Collection
Subject of Exhibition at OSU's
Billy Ireland Cartoon Library &
Museum**

*Billy Ireland Cartoon Library & Museum
27 West 17th Avenue Mall,
023L Wexner Center
Through August 20*

From an 1806 James Gillray engraving to an editorial cartoon that helped Nick Anderson win the 2005 Pulitzer Prize, the range of materials added to the Billy Ireland Cartoon Library & Museum during the past five years is remarkable. Selected examples are celebrated in the exhibition **What's New? A Sampler of Recent Acquisitions** at The Ohio State University's Billy Ireland Cartoon Library & Museum through August 20.

(Graphic by James Gillray, 1756-1815)
*A Great Stream from a Petty Fountain; -or-
John Bull Swamped in the Flood of New-
Taxes:-Cormorants Fishing in the Stream.
May 9, 1806. Hand-colored engraving.
Published by Hannah Humphrey, London.
Purchased with assistance from the William
J. Studer Endowment in 2008).*



“In recent years we have acquired an astonishing assortment of rare and interesting materials,” said Lucy Shelton Caswell, Professor and Curator of the library. “Gifts, bequests, and deposit collections have enriched our holdings considerably. The materials in the exhibition are really just a small sample of what has been added. We have also been fortunate to make several outstanding purchases with the assistance of the William J. Studer Endowment, which honors the retired Director of University Libraries. Visitors will enjoy the variety of more than two centuries of cartoon-related materials that are showcased in this exhibit.”

The cartoonists whose work is exhibited are a who's who of cartooning. Among those included are Lynda Barry, Eldon Dedini, derf, Will Eisner, Lee Lorenz, Trina Robbins, Jeff Smith, Jeff Stahler, Garry Trudeau, and Bill Watterson as well as older work by artists such as Richard Felton Outcault and James Montgomery Flagg. *Parental discretion is advised when visiting this exhibit as some materials are adult-oriented.*

Flora in Fashion

*Campbell Hall, Snowden Galleries
1787 Neil Ave.*

Access to the Snowden Galleries in the Geraldine Schottenstein Wing is easiest through the arched entrance from the north side of the building.

Hours:

Wednesday and Thursday:

11 a.m. – 6 p.m.

Friday and Saturday:

12 – 4 p.m.

Also open by appointment

The exhibit celebrates the beauty of botanical images, and the value of botanical materials in artifacts of dress and adornment. Flowers, plants, ferns, vines and leaves, have long served as the design inspiration for textiles, garments, hats, gloves, shoes, purses, jewelry and buttons. An amazing array of plant fibers, stems, woods, nuts, fruits and berries provide substances from which clothing and accessories are fabricated.