DIVERSITY IN THE US ARL LIBRARY WORKFORCE

by Kaylyn Hipps, Managing Editor, Web Content, ARL

To thrive in increasingly diverse scholarly and learning communities, research libraries need a diverse workforce of professionals, especially leaders. Although there appears to have been some modest progress toward the goal of diversifying the professional research library workforce over the past 20 years—demonstrated by increased percentages of minority librarians and minority managers, including library directors—ethnic and racial minorities remain underrepresented among ARL librarians.

Each year, the ARL Salary Survey collects and publishes data on the number of ethnic and racial minorities in a range of professional positions in US ARL university libraries. This article uses data from the 1985–86 and 2005–06 Salary Surveys in an attempt to identify changes in the distribution of minority professionals in ARL libraries.[1]

The professional workforce in US ARL university libraries has become somewhat more diverse over the past two decades, although it has not kept pace with the nation's growing diversity. From 1985–86 to 2005–06, the percentage of librarians in US ARL university libraries who are minorities increased from 10% to 13%, the percentage of library directors who are minorities grew from 2% to 5%, and the percentage of all managerial librarians who are minorities rose from 7% to 9%. In comparison, the US Census Bureau reports that minorities made up approximately 30% of the country's population in 2000 and that percentage was expected to remain stable through 2005.[2]

As might be expected due to the overall increase in minorities as a percentage of total librarians, every job category except "Other" experienced growth in minorities as a percentage of the total. The greatest increases in minorities occurred in the job categories

of Subject Specialist (from 14% to 20% minority), Functional Specialist (from 7% to 13% minority), and Department Head (from 6% to 10% minority).

A comparison of the distribution of positions held by minorities in US ARL university libraries with that of whites shows signs of change as well. The distributions of job types within the minority librarian population and within the white librarian population are more similar to each other in 2005–06 than they were in 1985–86. The job categories that differed the most in 1985–86 in terms of their concentration within each population were Cataloging and Department Head: 26% of minority librarians worked in Cataloging while only 16% of white librarians did so and, conversely, only 13% of minority librarians were Department Heads while 22% of white librarians held this position. In 2005–06, the differential in the Department Head category has narrowed quite a bit: the percentage of minority librarians who are Department Heads remains at 14% but that of white librarians has fallen to 19%. And in 2005–06, only one job category has a differential wider than Department Head: 19% of minority librarians are Subject Specialists while only 11% of white librarians hold that position.

In the past 20 years, US ARL university libraries have seen a large overall decrease in numbers of Catalogers (a 30% decline from 1985–86) and an even greater increase in Functional and Subject Specialists (a 286% increase and a 45% increase, respectively). However, the overall decrease in Catalogers does not explain why a higher percentage of minorities than whites have shifted out of cataloging. And while both populations have shifted toward Functional Specialist positions in similar quantities, the increase in Subject Specialists is seen largely in the minority population. The overall redistribution of the professional

workforce in ARL libraries does not entirely explain the redistribution of the minority workforce.

While the distribution of positions within the minority and white populations appears to be growing more similar, differences certainly remain, especially in managerial positions. In 1985–86, 23% of minority librarians held managerial positions (from Department Head on up through Director) and 37% of whites held managerial positions. In 2005–06, the percentage of minorities in managerial positions remains at 23% while that of whites fell to 33%—there is less of a gap between the two but there is a gap nonetheless. It will be interesting to track this comparison over the coming years; Stanley Wilder notes that ARL libraries have been reporting more minority "new hires" in recent years[3]—consequently, if the libraries retain these employees, there should be a growing pool from which to promote minority managers.

[1] Although the group (and number) of ARL member libraries reporting Salary Survey data has changed somewhat since 1985, this analysis is concerned with the librarian population in ARL libraries as that membership stood at any given point in time; in this sense, this is not a statistically pure study. Additionally, this analysis is limited to university libraries in the US because those are the only ARL member libraries that report data by ethnicity/race categories.

[2] US Census Bureau, "Annual Estimates of the Population by Sex, Race, and Hispanic or Latino Origin for the United States: April 1, 2000, to July 1, 2005," (Washington, DC: US Census Bureau, May 2006), http://www.census.gov/popest/national/asrh/NC-EST2005/NC-EST2005-03.xls.

[3] Stanley J. Wilder, *Demographic Change in Academic Librarianship* (Washington, DC: ARL, 2003): 34.

A NOTE ABOUT MINORITIES' SALARIES

The average salary for all professionals in US ARL university libraries is currently 9% higher than that for minority professionals ($62,487 compared to $57,488). This gap has widened considerably since 1985–86, when it was 1% ($29,470 compared to $29,084). Some of this growing differential may be due to differences in years of experience: the current population of minority professionals is skewed toward the low end of the years-of-experience curve, while the 1985–86 population was skewed toward the high end. Geography could also explain some of the difference: minority professionals in ARL libraries are disproportionately distributed around the US and salaries differ significantly by region. But geography and years of experience do not appear to explain the difference in salary entirely. For more on this topic, see Martha Kyrillidou, "Salary Trends Highlight Inequities—Old and New," *ARL Bimonthly Report*, no. 208/209 (Feb./April 2000): 11, http://www.arl.org/newsltr/208_209/saltrend.html.

DISTRIBUTION OF PROFESSIONALS IN US ARL UNIVERSITY LIBRARIES, 1985–86 AND 2005–06

	Minorities and Whites within Each Position				Positions within Minority and White Populations			
	1985–86		2005–06		1985–86		2005–06	
	Minority	White	Minority	White	Minority	White	Minority	White
Director	2%	98%	5%	95%	0%	2%	1%	1%
Assoc./Asst. Director	5%	95%	6%	94%	3%	5%	3%	6%
Branch Head	9%	91%	10%	90%	7%	8%	5%	7%
Department Head	6%	94%	10%	90%	13%	22%	14%	19%
Subject Specialist	14%	86%	20%	80%	14%	10%	19%	11%
Functional Specialist	7%	93%	13%	87%	5%	7%	22%	22
Reference	11%	89%	14%	86%	19%	17%	19%	17%
Cataloging	16%	84%	17%	83%	26%	16%	12%	9%
Other	10%	90%	8%	92%	13%	12%	5%	7%
TOTAL	10%	90%	13%	87%	100%	100%	100%	100%

Calculations made using data from: *ARL Annual Salary Survey 1985* (Washington DC: ARL, 1986): Tables 16 and 19; *ARL Annual Salary Survey 2005–06* (Washington DC: ARL, forthcoming): Tables 21 and 27.

OVERVIEW OF ARL DIVERSITY INITIATIVES

ARL initiatives to promote diversity in the research library workforce include the following:

Leadership and Career Development Program (LCDP)
http://www.arl.org/diversity/lcdp/
The LCDP is an 18-month program to prepare midcareer professionals from underrepresented groups for increasingly demanding and visible leadership roles in research libraries. The Medical Library Association partners with ARL in this initiative by supporting the tuition of a professional staff member from a medical library.

ARL ANNOUNCES NEXT OFFERING OF LCDP

The ARL Leadership and Career Development Program (LCDP) was launched in 1997 to prepare midcareer librarians from underrepresented racial and ethnic groups to strengthen the skills needed to take on leadership roles in ARL libraries. Over the course of four LCDP offerings, 80 librarians have completed the program and a large percentage of them have either been promoted within their libraries or taken new positions with significantly expanded responsibility.

Building on this positive experience, the focus of a newly designed program for 2007–08 is two-fold: (1) to provide meaningful exposure to and experience with the strategic issues that are challenging the research library community and (2) to prepare professionals of color for leadership roles in ARL libraries.

A selection committee will review nominations and applications to identify librarians and other professional staff from underrepresented racial and ethnic groups (as defined by the US Census Bureau) who: have 3–10 years of professional post-MLS experience; show potential for leadership in a research library; are currently working in an ARL member library or have a strong desire to work in an ARL library; and are interested in and able to commit to developing a project on an issue related to scholarly communication; public policies affecting research libraries; or the library role in research, teaching, and learning.

The program dates are January 2007–June 2008. Applications are available on the ARL Web site and are due on September 30, 2006.

For more information, please contact Jerome Offord Jr., ARL's Director of Diversity Initiatives, at jerome@arl.org or visit http://www.arl.org/diversity/lcdp/.

Initiative to Recruit a Diverse Workforce
http://www.arl.org/diversity/init/
This initiative provides a stipend of up to $10,000 for graduate study in library science to attract students from underrepresented groups to careers in research libraries.

To date, a total of $235,000 has been awarded in stipends to 41 MLS students.

A new grant from the Institute of Museum and Library Services supports an expansion of the initiative to support candidates with backgrounds in applied and natural sciences and information technology.

Career Resources
http://www.arl.org/careers/
ARL Web resources that promote diverse participation in careers in research libraries include:
- Position Announcements
- MLS Graduate Student Résumé Database
- Research Library Residency and Internship Database

National Diversity in Libraries Conference
http://www.librarydiversity.org/
The next conference—to be held October 1–4, 2008—will be hosted by the Kentucky Library Association and the Southeastern Library Association and supported by the libraries of the University of Kentucky and University of Louisville.

For more information on these initiatives, see http://www.arl.org/diversity/ or contact Jerome Offord Jr., Director of ARL Diversity Initiatives, jerome@arl.org.

ARL SALARY SURVEY HIGHLIGHTS
by Mark Young, Statistics Liaison

The forthcoming *ARL Annual Salary Survey* reports that ARL librarians' 2005–06 salaries are outperforming inflation again after lagging at the start of the new millennium. The combined median salary for US and Canadian ARL university libraries rose to $57,074—a 3.3% gain over the past year. This kept pace with inflation in the US, where the Consumer Price Index (CPI) rose 3.2%, and outperformed inflation in Canada, where the CPI increased 2.0%. The median nonuniversity library salary increased to $76,083; that 2.8% increase was half as large as in 2004–05, and the lowest rate of increase the nonuniversity median has seen since 2002–03.

Median *beginning* salary increases have slowed after some sharp jumps in the late 1990s and early 2000s. After increasing by $984 in 2004–05, the median beginning professional salary for university libraries increased by $936 in 2005–06 to $37,920. ARL nonuniversity libraries saw their median beginning salary jump to $38,673, and increase by more than 11% after three consecutive years of relative stagnation.

The Canadian dollar has rebounded significantly against the American dollar in recent years, and that trend continued in the current fiscal year, as the exchange rate used to convert Canadian salaries into US dollars rose to Can$1.24971 = US$1, the strongest the Canadian dollar has been since the 1993–94 survey.[1] Canadian university libraries recorded a median salary in US dollars of $56,474, more than 7% greater than last year, and only 1% less than the US universities' median of $57,173. The last time the Canadian median salary converted to US dollars exceeded the US median salary was in 1996–97.

The New England, Middle Atlantic, and Pacific regions had the highest average salaries in the United States. The gap between salaries in private US ARL university libraries and those paid in publicly supported US university libraries increased to 6.9%. Libraries with more than 110 staff have the highest average salary, $65,878, compared to $62,974 for libraries with between 75 and 110 staff. Libraries with staff of 22–49 professionals paid an average salary of $61,355 and those with staff between 50 and 74 paid $59,459. The difference in salaries between the highest paying size cohort and the lowest paying cohort is $6,419, about 8.8% smaller than last year's gap of $7,041.

The gender gap in ARL university salaries still exists, even though ARL university libraries have remained approximately 65% female since 1980–81. The average salary for men at all ARL universities was $63,984, while women's salaries averaged $61,083—95.5% of the men's average salary, compared to 94.8% in 2004–05. Average salaries for men surpass those of women in 18 of the 27 job categories that ARL tracks, the same as in 2004–05. As in past years, women average more experience in almost all of the categories in which they average higher pay, but there are other categories in which women on average have more experience and lower pay, such as Assistant Director, Functional Specialist, and Subject Specialist. This pattern is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in eight of the ten experience cohorts, despite the fact that women comprise 70.5% of minority staff. The average salary for male university library directors (49 men out of 112 directorships reported) surpassed that of female directors by 1%.

The ARL Annual Salary Survey 2005–06 *is available for $70 to member libraries and $145 to nonmembers (plus shipping and handling), and is available on standing order. To order online, visit http://www.arl.org/pubcat/order/. For more information, contact ARL Publications at pubs@arl.org.*

[1] This is the monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2004–June 2005.

ARL ACADEMIC LIBRARIANS, FY 2005–06*

	Men	Women	Combined
Total Filled Positions	2,935	5,061	7,996
Average Salary	$63,984	$61,083	$62,148
Average Years Experience	17.0	17.2	17.1
Total Number of Minorities**	278	641	919
Minority Average Salary**	$58,711	$56,957	$57,488
Minority Average Years Experience**	13.8	14.8	14.5
Total Number of Directors	49	63	112
Average Salary of Directors	$169,856	$168,146	$168,894
Average Years Experience of Directors (filled positions)	31.6	31.1	31.3

*Excludes law and medical libraries. **United States only.*   *Source: ARL Annual Salary Survey 2005–06 dataset.*

The Future of Librarians in the US Workforce

by Martha Kyrillidou, Director of Statistics and Service Quality Programs

The Institute of Museum and Library Services (IMLS) has funded the University of North Carolina (UNC) at Chapel Hill to lead a once-in-decades project: "A National Study on the Future of Librarians in the Workforce." ARL is one of several partners collaborating with UNC–Chapel Hill School of Information and Library Science on the study. The two-year study began in 2005 and attempts to:

- identify the nature of anticipated labor shortages in the library and information science field over the next decade;
- assess the number and types of library and information science jobs that will become available in the US through retirement and new job creation;
- determine the skills that will be required to fill such vacancies; and
- recommend effective approaches to recruiting and retaining workers for these jobs.

The project aims at providing better tools for workforce planning and management, a closer match of labor demand with supply, and improved recruitment and retention of librarians. The IMLS national study is expanding and enhancing available information on the library workforce in a rigorous and comprehensive way, across different types of libraries and other organizations. The main findings, predictions, and recommendations are broadly disseminated through the project's Web site.

Research libraries are collaborating on this project in several ways. The ARL Annual Salary Survey 2005–06 collected additional demographic data from member libraries and analysis of this data will contribute to the ongoing discussions within the project.[1] ARL's Martha Kyrillidou is participating in the Statistical Advisory Board for the study and is contributing to the survey design, methodology, and data analysis. In addition, Carla Stoffle (University of Arizona), Gary Strong (University of California, Los Angeles) and John Price Wilkin, (University of Michigan), serve on the Project Advisory Board. As part of the IMLS study, a series of literature reviews have been created focusing on work-force issues in different types of libraries, including academic librarians in the current workforce. Various white papers summarizing opinions regarding work-force trends within different types of libraries have been written as well.

One of the study's white papers examines university libraries and is based on the opinions of an expert panel.[2] The paper highlights the assumptions that the librarian's role will continue to be key in an information-rich environment and that "a business climate surrounds all libraries in whatever size university, since the change of viewing information as a commodity has put a monetary value on both the information and the human resources working with it."[3] The paper discusses such workforce issues as culture, staffing, recruitment and retention, staff development and training, career paths, organizational development and leadership, changing constituencies or communities, innovation and collaboration, and globalization. The paper concludes:

> …this white paper has been written to show the varied viewpoints of the committee from university libraries, and as such reflects everything from very positive visions about the future of the profession to more beleaguered or sober realizations that the profession as it has been does not have a rosy future. It is probably a safe assertion that there are varying degrees of agreement about every statement in the white paper, but perhaps that best demonstrates the challenges ahead as university libraries look in to the crystal ball and determine their plans for that future.

The workforce study will conduct a series of surveys this fall—both at the institutional and individual level—collecting extensive and hard-to-compile information. The sponsors, researchers, and partnering organizations would like to encourage participation in these data-collection activities. For more information on the "Future of Librarians in the Workforce" study, including its research documentation described above, see the project Web site http://www.libraryworkforce.org/.

[1] For earlier analysis based on ARL data, see: Stanley J. Wilder, *Demographic Change in Academic Librarianship* (Washington, DC: ARL, 2003); Stanley J. Wilder, "New Hires in Research Libraries: Demographic Trends and Hiring Priorities," *ARL: A Bimonthly Report*, no. 221 (April 2002): 5–8; Stanley J. Wilder, "Demographic Trends Affecting Professional Technical Services Staffing in ARL Libraries," *Cataloging & Classification Quarterly* 34, no. 1/2 (2002): 53–57; Stanley J. Wilder, "Generational Change and the Niche for Librarians," *Journal of Academic Librarianship* 22 (1996): 385–386; Stanley J. Wilder, *The Age Demographics of Academic Librarians: A Profession Apart* (Washington, DC: ARL, 1995); also, see special issue of *ARL: A Bimonthly Report*, no. 208/209 (February/April 2000), http://www.arl.org/newsltr/208_209/.

[2] The university library panel's composition was: Rosann Bazirjian (University Librarian, University of North Carolina at Greensboro Libraries), Doris R. Brown (Associate Vice President, Teaching and Learning Resources, DePaul University), William Welburn (Associate Professor, School of Information Resources & Library Science, University of Arizona), Ann Wolpert (University Librarian, Massachusetts Institute of Technology Libraries), and Peter Zhou (Assistant University Librarian and Director of East Asian Library, University of California, Berkeley).

[3] "IMLS Task Force on Future of Librarians in the Workforce—University Librarians," December 8, 2006, http://libraryworkforce.org/tiki-download_file.php?galleryId=18&fileId=59.

INTERNATIONAL DIMENSIONS

INTERNATIONAL DIMENSION OF DIGITAL SCIENCE AND SCHOLARSHIP: ASPIRATIONS OF THE BRITISH LIBRARY IN SERVING THE INTERNATIONAL SCIENTIFIC AND SCHOLARLY COMMUNITIES

by Lynne Brindley, Chief Executive of the British Library

The memberships of ARL and the Canadian Association of Research Libraries met together May 17–19, 2006, in Ottawa to consider the International Dimension of Digital Science and Scholarship. ARL President Brian E. C. Schottlaender, University of California, San Diego, and CARL President John Teskey, University of New Brunswick, convened the meeting that brought together librarians, faculty, scientists, and other researchers with extensive international experience to exchange their views on ways that research libraries could be most responsive to scientists, scholars, and students working together across borders.

The program feathered keynote remarks from Lynne Brindley, Chief Executive of the British Library, and Deanna Marcum, Associate Librarian for Library Services at the Library of Congress. The complete text of these papers along with slides from other speakers at the meeting are available on the ARL Web site http://www.arl.org/arl/proceedings/148/; excerpts follow below.

Research is internationally competitive and our best universities jockey for the best research talent at all levels and in all disciplines. Arguably what has made research libraries great in the past will not alone make them great in the digital environment of today and the rapidly evolving information context in this early part of the 21st century. We see a picture of ever more rapid innovation, mostly happening outside libraries and driven from the commercial sector; a picture of confusion and contradiction in the range of business models that are emerging and being experimented with; and new demands from discerning and empowered users. Such a challenge is an exciting opportunity for LIS to play new roles and define a new future. There is, in any case, no choice but to change, and change quickly if we wish to remain relevant for the future.

The challenge for libraries in the 21st century, as now only one part of a great diversity of alternatives, is to find new ways to add value and remain relevant in this rapidly changing, confusing, and competitive environment. While the distant future for libraries is not clear, it is timely for libraries to challenge some historic assumptions and ask some fundamental strategic questions.

Technology is turning on its head our assumptions about our value; it is challenging the roles of all accepted players; and it is enabling increasingly promiscuous users with different and higher needs to have a much wider choice to fit their digital lifestyles.

All of this of course will be well known and familiar territory to you in your own institutions.

To help unpick some of the opportunities and methodologies emerging for international scholarship in the digital world, I would like to look at some specific projects being undertaken at the British Library (BL) and identify broader lessons and wider possibilities for us all as we look ahead.

British Library: International Profile and Activities
The British Library is located in a global, multicultural city, with a mission and funding to make a major contribution to the national economy and to the social and cultural enrichment of Britain's citizens. Our strapline is "the world's knowledge" and our vision states that "we exist for anyone who wants to do research—for academic, personal or commercial purposes."…

Our readers come from around the world and the top 15 countries of origin for readers are: eight countries in Europe, the US, Canada, Israel, Australia, India, China, and Japan.

Approximately half our Web visitors, researchers, and library professionals, access our site from overseas, a similar pattern to that of users of the online catalogue.

The usage patterns reflect the particular historic strengths of our collections from the Middle East, Eastern Europe, South Asia, and North America. Our content strategy is currently out for formal consultation[1] and as the world changes we envisage strengthening our content acquisition, increasingly digital, from China, India, Anglophone Africa, and selectively South America.

…

International Digital Scholarship Projects
Let me share with you two of our current, high-profile, digital scholarship projects, which to my mind exemplify the potential to contribute, through collaborative activity, to changing the shape of scholarly and research activity. Both involve the digital reuniting of physically dispersed material across continents and libraries: both have political sensitivities and involve activities well beyond simple digitisation.

The Codex Siniaticus Project[2]
The Codex Siniaticus is the oldest surviving bible, produced in the middle of the fourth century, and an extremely important landmark in the history of the book. The codex was preserved for many centuries at the Monastery of St. Catherine but now just over half of the original book survives, dispersed among the monastery, the British Library, Leipzig University Library, and the

National Library of Russia in St. Petersburg. Due to the extreme age and fragility of the codex, none of the holders of the different portions is able to allow access to the manuscript, beyond display in a glass case.

We are now undertaking—with St. Catherine's, the other holders of the manuscript, and leading international scholars—a major project to reproduce the entire codex in digital form, employing cutting edge technology and advanced scholarship to achieve a virtual reunification of the different manuscript parts. Biblical scholars in Germany and the UK are leading a new transcription of the text; multispectral imaging is likely to enable differentiation of different scribes and correctors of the manuscript and therefore potentially challenge the dating and accepted interpretations of biblical history; an internationally distributed TV documentary, high-quality facsimile, conference, collection of scholarly essays, and exhibition are all planned.

Our view at the BL is that it is plain we must adopt a portfolio approach to digitisation, with a range of publicly and privately funded initiatives.

The International Dunhuang Project[3]
The International Dunhuang Project (IDP) has been running for over 10 years and represents collaboration between the British Library and libraries in China, Russia, Japan, and France. It focuses around the manuscripts, paintings, textiles and other artefacts dating from 100 BC to 1200 AD found in the Library Cave at Dunhuang and at numerous other ancient Silk Road cities in the late 19th/early 20th century. The material was dispersed to museum and library collections worldwide, making access for scholars difficult. Priority has been given to conservation and cataloguing work, but digitising the manuscripts began in 1997 with the aim of bringing together collections in virtual space. In this way, Silk Road material is becoming increasingly available to scholars and the general public alike. The IDP has created an essential scholarly resource with local centres in London, Beijing, St. Petersburg, Kyoto, and Berlin, with Chinese, Russian, German, and Japanese versions of the Web site being maintained locally as well.

Mass Digitisation Projects
These, perhaps, are two "wow" examples of the art of the possible to change the face of scholarship in the digital age. But there are many more examples, from the BL and from all of your own endeavours.

At the other end of the spectrum are initiatives to create an enormous critical mass of materials for research and scholarship. Gale's international programme to digitise all pre-1800 texts in English, Early English Books Online, is facilitating new research. With funding from the National Science Foundation (NSF) and working with the University of California, Riverside, we have digitised our 18th-century newspapers and will make them available online; with funding from the UK government's Joint Information Systems Committee we are digitising our 19th-century newspapers. We are working with Microsoft on digitising out-of-copyright books and are starting with 19th-century English novels, a corpus which is likely to surface new leads for researchers on material long-neglected in the print world. Optical character recognition and online searching will facilitate new kinds of research, previously impossible.

As should be expected while we redefine ourselves in the digital age and develop new and more effective patterns of international working, there will be political issues, which we need to consider and tease out.

For example, as some of you may be aware, Jean-Noel Jeanneney of the French National Library has raised concerns about Google's potential influence on global culture; that the creation of an immense database of content from the United States will taint the future generation's interpretation of history and culture, as more people rely on the Internet to learn about the world. In an article in *Le Monde* entitled "When Google Challenges Europe," he warned of "the risk of a crushing domination by America in the definition of how future generations conceive of the world."

While welcoming (publicly, again in *Le Monde*) the BL's joint digitisation programme with Microsoft—since in his view it diminished the risk of a Google monopoly—nevertheless he saw the BL/Microsoft deal as an act of "anglo-saxon solidarity" with a big American enterprise and, as such, counter to the close cooperation with the European national libraries who are working towards the development of the European digital library.

Our view at the BL is that it is plain we must adopt a portfolio approach to digitisation, with a range of publicly and privately funded initiatives. Thus we remain committed to CENL, TEL, and other European initiatives, and to working collaboratively with other libraries in Europe, as well as to similar initiatives in North America.

I have used these examples—from the iconic to the large scale; from externally funded public good projects to commercially funded, subscription-based programmes; from BL-focussed to globally collaborative projects—to indicate the potential contribution our great libraries have to richly enhance and change the face of humanities research and scholarship.

Are there general lessons and points to make? Almost certainly as libraries we can and should do more together to promote and create greater awareness of what is available for scholars already. Almost certainly we are only at the beginnings of trans-border digital join-up of relevant parts of our collections.

There is certainly a lot more scope to engage at a discipline level internationally on what projects might really make the most impact on scholarship of the 21st century and a question for discussion is how we might better do this, despite the differences in mission, funding, governance, and national priorities?

Lessons: Different Roles in STM and Social Sciences

What has been covered so far would appear to offer profound and growing opportunities in the digital space to play an increasingly critical role in underpinning 21st-century research in the humanities.

But what is equally clear is that there are very different trends in the different disciplinary areas that are suggesting different roles in STM [science, technology, and medicine] and social sciences. This is strongly recognised in "Redefining the Library, the British Library Strategy 2005–2008"[4] and our proposition in each broad area is different.

In STM, we have a critical role to play in the digital preservation of the record of science, and we are working closely with the Koninklijke Bibliotheek (the National Library of the Netherlands) that is leading the European task force on Permanent Access to the Records of Science. We are also working closely with peer bodies in government and quasi-governmental bodies in the context of the UK's 10-year science strategy on the development of a route map for e-infrastructure for research. We have a clear mandate to engage with the new forms of publishing and particularly with the open access and subject repository movement, in the development of tools for virtual communities, and to ensure join-up with data repositories and the creators of e-science.

There is quite clearly a role for the national library vis-à-vis questions of quality assurance in the Web environment, in navigation, and in facilitating seamless access across repositories. In terms of the British Library's role of supporting innovation we have a particular responsibility to ensure support for those small and medium enterprises that do not have the same access to rich and deep collections of digital science as do researchers with well-funded university libraries. As a national library we also have responsibilities relating

> *...there is potential for global impact if we can coordinate our efforts effectively [in] the digitisation of 19th-century printed books via the Google Library Project and the digitisation of newspapers....*

to the public's understanding of science and its engagement with major issues. Arguably there are different forms of international engagement, focussed more on technology partnerships and collaboration both with public and private sector partners, e.g., bioinformatics institutes, research funders, data repositories, digital library and digital preservation experts.

In the social sciences the BL strategy is explicitly one of collaboration, particularly at the national level to ensure greater join-up and exploitation of resources that are often difficult to find—so-called grey literature and its migration to the Web environment. We are also key providers of datasets and archives but again our aspirations are largely UK-focussed. Our strategic approach to opening up our rich resources to social science scholars is to develop small teams of disciplinary experts to expand our relationships with key partners and ensure long-term join-up of digital preservation efforts.

Reaching out to Scientists and Scholars to Advise on the British Library's Agenda

The British Library does of course have a range of formal and informal mechanisms to connect it to scholars. As has already been mentioned, its international relation-ships with libraries and international professional bodies, and with those engaged in digital library developments is already extensive. Being a national library, rather than a research library with a focused university constituency, however, makes direct connection with scholars a more complex business.

…

At the British Library our direct scholarly engagement is primarily with the UK base of scholars, even though we recognise that the international community is the recipient and beneficiary of much of the resulting endeavour. In a recent wide-ranging report on UK-USA research collaboration and strengthening transatlantic research partnership, undertaken by Sir Gareth Roberts, encouragement has been given to the Library of Congress and the British Library to work ever more closely together to facilitate such relationships, particularly through better coordination and systematic digitisation of primary and secondary resources of interest to the humanities and social sciences, and through exchange of scholars. Initial priority is likely to be given to our respective archives of newspapers and sound recordings. This newly emerging bilateral model might offer a practical model to make tangible progress.[5]

Reflections

The essential question for all of us is how can research libraries be most responsive to the international dimensions of scholarship when contributing to the creation and support of international digital resources? What broader lessons can we take from the experience and activities of the BL?

My first observation would be that we are all at very early stages of recognizing the potential to support international digital scholarship. Our projects are exciting, groundbreaking in some cases, but also feeling their way, in terms of what can make a real difference to the highest quality research activity. A first step might well be the creation of greater international awareness of what is available, better mechanisms for feedback on the usefulness to scholars of what has been created, and suggestions for future priorities.

Second, I think that we need to recognise that research libraries are going to play very different roles depending on the needs and behaviours of different disciplines. Most of our international digital scholarship work has been focused so far on the humanities and the opportunities afforded by opening up legacy collections, joining up dispersed collections through digital scholarship projects. Our roles in support of STM and social sciences are likely to take on very different manifestations.

Third, most of our relationships with scholars and researchers are institutionally or perhaps at best nationally joined up. Of increasing importance is the joining up of relationships with other resource providers—data services, software developers, other cultural bodies, such as archives and museums. How do we prioritise these possibilities and which will have the most impact on the quality of global research? How practical is the joining up, particularly given differences in mission, funding, governance, and national priorities? What is the realistic balance between planning and opportunism?

Fourth, international efforts in digital library developments and digital preservation are well underway and our task professionally is to ensure that we share best technical and professional practice to ensure that we do not reinvent wheels, that our particular efforts contribute most appropriately to these enormous global challenges and that interoperability is sought.

In conclusion, without boundaries of physical space, the hegemony of institutions is disrupted. The very concept of institution is downplayed in the digital world—with beneficial effect—making institutions less formidable and enabling cross-institutional study. Indeed—so far as our users are concerned, institutions are entirely irrelevant in the digital world. Our convergent interests are around a shared network space—and yet historically we have focused our efforts within our own institutional and national domains. There are opportunities for joining up our thinking about digital scholarship internationally that will significantly benefit users and require us to think much more creatively, outside our institutional and national boundaries.

As a practical starting point, two particular areas come to my mind where the ball is already rolling and where there is potential for global impact if we can coordinate our efforts effectively: the digitisation of 19th-century printed books via the Google Library Project and the digitisation of newspapers where we are making a substantial commitment through a £2 million publicly funded programme to deliver 2 million digitised pages of 19th-century newspapers (in addition to the 1 million pages of 18th-century newspapers we have already digitised under the separate Burney newspapers project).

Working together across international and institutional boundaries to develop a critical mass of digitised material could provide the necessary key for expanding our roles in the digital world. Not only would the end product be of immense scholarly value, accessible to all via the Web, but in the process we would begin to untangle some of the procedural, cultural, and regulatory difficulties inherent with the new possibilities digital has given us.

For instinctively—researchers, scholars, libraries, Internet surfers alike—we sense the potential digital gives us to make the world's knowledge available to all—wherever in the world it is physically held. Our challenge is how to make this a reality. We need to be listening to our users to ensure we meet their needs.

We need to be developing new skills and technologies to deliver added value to our scholarly communities—and sharing that good practice. We need to recognise the difficulties in international collaboration and work together to surmount them.

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1   British Library Content Strategy, http://www.bl.uk/about/strategic/contentstrategy.html.

2   The Codex Siniaticus Project, http://www.bl.uk/onlinegallery/themes/asianafricanman/codex.html.

3   The International Dunhuang Project, http://idp.bl.uk/.

4   "Redefining the Library, the British Library Strategy 2005–2008," http://www.bl.uk/about/strategy.html.

5   For a fuller account of plans regarding UK-USA research collaboration, see Deanna Marcum's remarks "International Dimensions of Digital Science and Scholarship: Enhancing the Potential for Research Collaboration among Academics," *ARL: A Bimonthly Report*, no. 246 (June 2006): 10–13, http://www.arl.org/newsltr/246/marcum.html.

INTERNATIONAL DIMENSIONS OF DIGITAL SCIENCE AND SCHOLARSHIP: ENHANCING THE POTENTIAL FOR RESEARCH COLLABORATION AMONG ACADEMICS

by Deanna B. Marcum, Associate Librarian for Library Services, Library of Congress

Under the theme for the ARL/CARL program—International Dimensions of Digital Science and Scholarship—I have been asked to talk about what the Library of Congress in the United States is doing to abet research across national borders. I am delighted to do that because a report has just come to me about collaborative work—work that involves the Library of Congress and indicates what can be done.

In July of 2005, the Foundation for Science and Technology, an organization in the United Kingdom, organized a meeting at the Royal Society. The meeting featured a report containing information that a British group had busily been gathering in both the UK and the United States. Members of the group had met in Washington, DC, with senior staff in a half-dozen of our largest federal research-funding agencies—the National Institutes of Health, the National Aeronautics and Space Administration, the Department of Energy, the National Science Foundation, the Department of Agriculture, and the Department of Homeland Security. These agencies support research and development, largely in science and technology, with budgets that in 2005 collectively totaled 56.7 billion US dollars. The British group also met with presidents and provosts of a dozen large US universities represented in our Association of Research Libraries.[1]

The British group also met with UK counterparts of the Americans it had visited. The group gathered information from research universities, government departments, research councils, and others in the UK that support research.

What was the group looking for?

I'll get to that, but not before I describe something else it did. The group engaged a British research firm to make a study described as "bibliometric analysis." That means, first, that the analysts identified research papers that researchers in the US and researchers in other countries, particularly the UK, had authored jointly. Then the analysts discovered a couple of things about these collaborative papers. They found that, in the previous five years, collaborations of researchers in the United States with researchers in the United Kingdom had grown faster than US collaborations with researchers in any other G8 country. They also found that publications jointly authored by researchers in the UK and the US had what the report called "a significantly greater impact factor" than did papers produced by researchers in only one country or the other. The measure of "impact" in the study was the average number of citations to each paper by other researchers.[2]

Well, you will say, that's to be expected, which, in fact, is what somebody in the British group declared. After all, researchers who have the "resources and motivation to overcome difficulties in collaboration over a distance" tend to be the strongest scholars and scientists, so of course their papers will be most often read and cited by others. Moreover, international research projects are likely to be larger than others, and papers about them will attract more citations because of their more prominent profiles.

In response to that, the bibliometricians refined their analysis. They looked at papers in a couple of major scientific journals in which only the most prominent researchers could be expected to publish. And they discovered that papers in those journals that were jointly authored by researchers in the UK and the US, received two-to-three times more citations, on the average, than papers in the same journals by UK authors only. "Therefore," they concluded, "UK–USA collaboration does appear to add value, with collaborators combining their talents to achieve benefits they could not have done alone."[3]

Similar analysis involving papers by researchers in other countries further showed "that UK researchers are not alone in having US co-authors listed on a high proportion of their most highly cited papers." That is because US expenditure on research and development accounts for 37 percent of the R&D expenditure of the entire world. The group reported that "the introductory phase of our study confirmed that the USA, as the world's largest research economy, is the preferred partner for international research partnerships and makes a significant contribution to the leading-edge performance of collaborating nations." US funding helps researchers from abroad take part in top-level projects—and helps the projects attract top-level foreign researchers. Thus everybody wins. The British group concluded that international collaboration with the US on research is to be encouraged.[4]

The British group then went to work on recommendations about how to make the UK's international research partnership with the US grow. The group summarized its recommendations in a report drafted just last March. Promoting transatlantic research, said the group, does not require "expensive artificial incentives to collaborate." Instead, it could be achieved with a modest degree of help to overcome "the natural obstacle [of] distance," in the report's words, and such "artificial ones," as "lack of information, different funding systems," and "outdated perceptions."[5]

In fact, in some areas, the report noted, significant cooperation between scientists in the UK and the US already exists: "Special agreements are in place to secure

strong cooperation" in research for defense, homeland security, and other "sensitive and strategic fields of research." However, the group found that researchers in transatlantic projects have difficulty getting funding agencies in their respective countries to provide bilateral support. Projects dependent on funding from both sides are in danger of what the group called "double jeopardy." Consequently, the group recommended the establishment of protocols between UK research councils and US funding agencies to help researchers of both countries who want to collaborate "in areas of shared priority."[6]

Such an agreement was signed last November between the US National Science Foundation and the UK's Economic and Social Science Research Council. The foundation also has announced an agreement with a German funder for cooperative work in chemistry between US and German researchers. To support more international collaboratives, the foundation has instituted a program called "Partnerships for International Research and Education."[7]

Also, the Engineering and Physical Science Research Council in the UK and its Department of Trade and Industry are collaborating with the US Department of Energy and our Sandia National Laboratory in an exchange program for postgraduate scholars engaged in research on hydrogen technologies. The Economic and Social Sciences Research Council in the UK is collaborating with the Social Science Research Council in New York to fund scholarly exchanges between the two countries. And approximately 100 researchers from the UK are receiving postdoctoral fellowships to work at laboratories at the National Institutes of Health in the US. NIH also funds a Health Science Research Scholars program, which enables postgraduate students from the US to do biomedical research at Cambridge and Oxford universities. The British group's report calls for more programs "to assist the inward and outward mobility of new and young researchers."[8]

Also of great importance, the British study recognized that technologies for digital reproduction and Internet access can give a boost to research collaborations. In the words of the report, "The extensive digitization programmes currently underway, together with the development of efficient search engines, etc., will considerably enhance the potential for more research collaboration…between academics in the UK and the USA," and in fields besides engineering and science. Research links created between Cambridge University and the Massachusetts Institute of Technology are cited by the report as examples of how, in its words, "large

The British report calls for more digitization of both primary and secondary sources to "underpin collaborative research."

infrastructure projects and others in the arts, humanities, and social sciences are being shared across the network to good effect."[9]

Conversely, however, the study also found that international collaboration is now "hindered by the lack of research materials available in digital form."[10] That may seem odd to those of us familiar with all the digitized books and other electronic resources available on the Web from the Gutenberg and Perseus projects; the "Making of America" project of Cornell University and the University of Michigan; the "American Memory" project to which many of you have contributed at the Library of Congress; the JSTOR aggregation of digitized scholarly journals; and the digitization projects at the University of Virginia, the University of Toronto, and most if not all of the rest of the Canadian and American libraries represented in this room, along with many large libraries elsewhere in the world. But you also know that none of us has digitized more than a fraction of the totality of our collections.

The British report calls for more digitization of both primary and secondary sources to "underpin collaborative research." The need would be not just to build internationally usable collections but also "to build effective and sustainable virtual research communities." The British study group believes the following:

While a variety of digitization projects are underway in both the UK and the USA, there has hitherto been little coordination between them. There is an opportunity to build a truly colossal and cross-searchable transatlantic database that would open up many exciting new avenues of collaborative and comparative research.[11]

Perhaps that is what we will eventually get from such mass digitization projects as the Google Book Search library and the Open Source Initiative, in both of which several of you are involved. These projects will digitize at least parts of libraries in the UK and Europe as well as in Canada and the US. And work to facilitate scholarly use of digital aggregations is going forward in such organizations as the Digital Library Federation, which now includes two British institutions in its primarily American membership.

However, the report was talking of projects to digitize materials needed to support specific international projects of research.

Moreover, the report points to a major omission in all this: the national libraries in the United States and the United Kingdom—that is, the Library of Congress and the British Library—though engaged with each other informally in such international ventures as the Internet Preservation Consortium, have "no formal links" for collaboratively facilitating transatlantic scholarship.[12]

What exactly does this mean? It means, explains the report, that much more could be done to develop scholarly exchange programs in the two national libraries, primarily by "developing a critical mass of resident fellows," and by "enhancing creative interaction between visiting scholars and research-active curatorial staff." Also, the report says, both the British Library and the Library of Congress are "well positioned through their national roles and professional skills to link into other research libraries, archives, and data centers in their respective countries."[13]

The report also notes, however, that new collaborative work is beginning.

With encouragement from funding organizations in both the UK, and the US, including our National Endowment for the Humanities, several things are happening:[14]

National libraries around the world, working with colleague institutions in each of their countries, will need to collaborate on developing a workable new system based on access to content rather than access to description.

- The Arts and Humanities Research Council and the Economic and Social Sciences Research Council, both agencies of the UK, have agreed to provide funds for as many as 20 British scholars each year to spend up to nine months doing research in the Library of Congress. The program began in April with six existing award holders and will become fully operative next year.

- The Library of Congress will absorb space and curatorial costs for the visiting British scholars, who will be encouraged to interact with other scholars from abroad in the Library's Kluge Center, which accommodates a program for enabling senior scholars and postgraduate fellows to use the library's resources.

- The British Library has agreed to develop its own center for visiting scholars, and to organize workshops for and exchanges of scholars on research topics about which the two national libraries have major collections.

- The Gatesby Charitable Foundation in the UK will provide a substantial grant to refurbish two floors in one wing of the Jefferson Building of the Library of Congress as a center for scholars from the UK.

- Through the Joint Information Systems Committee in the UK, funding is being provided for a five-year collaboration by the Library of Congress, the British Library, and other organizations to digitize resources for scholars, beginning with newspapers, sound recordings, official records and publications, and other resources of a documentary nature.

The Arts and Humanities Research Council in the UK intends to support an academic program both to inform and to encourage the digitization work. Bruce Cole, the chairman of the US National Endowment for the Humanities will lead the US side of a transatlantic steering group for the overall initiative, and Clive Field of the British Library will chair the joint digitization activity.[15]

The British Report shows how digital technology and Internet access are helping to open new possibilities for the facilitation of scholarship by libraries. But to take full advantage of the technologies, libraries must consider changes in major areas of traditional activity. Let me touch on two such areas: collection development and bibliographic control.

In the area of collecting, most if not all of your libraries are investing increasing proportions of their budgets in digitizing parts of their own collections, and in acquiring access rights to electronic databases, digitized journals, and other virtual resources. In addition, numerous academic libraries are developing digital repositories for preserving and providing access to scholarly products created electronically by their own faculty members in research and teaching—repositories of the kind pioneered by MIT in the DSpace model, which several other institutions also are using. At the federal level in the United States, another kind of digital-collection repository is in development [NIH Policy on Enhancing Public Access to Archived Publications Resulting from NIH-Funded Research] that may soon get a new legislative boost [Cornyn-Lieberman Federal Research Public Access Act of 2006, S. 2695].…In Canada as well, the Canadian Institutes of Health Research are in the process of developing a new policy on "Access to Products of Research."[16]

…

An additional area in which change is coming to facilitate scientific research and general scholarship is the area of bibliographic control. If national libraries, under the impetus of new policies and new legislation, do, indeed, assume responsibility for building repositories of scientific research and other scholarship produced with public tax dollars, we will be compelled to devise new approaches to providing and guiding access to the contents. We will need a new access structure, focused on delivery, not of catalog information, but of content, itself.

…

The Library of Congress was instrumental in putting the current structure of bibliographic controls in place.

The library has continued to play an active role in the organizations that govern international cataloging policy. And on a daily basis, we have provided bibliographic information to libraries around the world. New technology now gives us new opportunities to expand access again, and national libraries such as ours must again take responsibility for developing structures that will facilitate research.

…

Our catalogers actually had started reconceptualizing their role before I arrived. In fact in the year 2000, during the library's bicentennial celebration, our cataloging managers convened an international symposium to consider bibliographic changes for the digital era. Subsequently our Acquisitions and Bibliographic Access staff members have been working on a new strategic plan and laying groundwork for changes we will need.

We realize that millions of items among our special collections are hardly accessible even now because we can provide the public no more than cursory bibliographic descriptions of them. They will be further out of public sight as researchers turn more to Internet search engines than to our catalog. And now that we can provide content electronically, we must give priority not to describing but to delivering it.

I have found that making even small changes in the bibliographic system at the Library of Congress can produce tremors across the country. And I have no desire to throw out quickly a system that we, ourselves, have done so much to put in place.

National libraries around the world, working with colleague institutions in each of their countries, will need to collaborate on developing a workable new system based on access to content rather than access to description. Difficult work lies ahead—work that must be done thoughtfully and carefully.

The questions we collectively face go far beyond the two areas of change that I have described. In the broader framework of library transition, I have been thinking about such additional challenges as the following:

- How can a library such as mine—traditionally viewed as a "library of last resort"—translate that collections concept for the digital environment in which everyone is a publisher?

- How important is it to preserve and provide access to the popular oral-history collections that every group, at least in the US, seems to be generating?

- How do we allocate resources between needs for traditional preservation and demands for digital preservation?

- As institutions that have been deeply committed to the humanities, social sciences, and cultural heritage, what should be the role of our libraries in supporting research in the sciences in the 21st century? For example, how do we work with research centers and scientific laboratories to see that large data sets and other resources for science are maintained appropriately?

- Recognizing that managing digital preservation for the long term will take a collaborative effort, how do we develop the models of governance and funding required to make such collaboration successful?

- Finally, but far from least, how do we retool our staff members, many of whom are quite senior and expert in their fields, to work in the digital information environment?

On all of these fronts, we must work together to find the next steps. Service to scholarship, in the sciences as well as other areas, internationally as well as domestically, will be increasingly required of us as the future unfolds. If we can adequately adapt our services and programs, that future will be wonderfully productive.

This article represents excerpts from the keynote address delivered by Deanna Marcum at the 148th Membership Meeting of ARL, held in collaboration with the Canadian Association of Research Libraries. Dr. Marcum's paper in its entirety may be found on the ARL Web site http://www.arl.org/arl/proceedings/148/marcumkeynote.html.

[1] Gareth Roberts, "International Partnerships of Research Excellence, UK-USA Academic Collaboration," draft manuscript, March 2006: 2.

[2] Ibid., p. 3.

[3] Ibid., p. 4.

[4] Ibid., p. 4–5.

[5] Ibid., p 5.

[6] Ibid., p. 6–7.

[7] Ibid., p. 7–8. The areas of mutual concern are described as "Cyber Infrastructure/e-Social Science and Human and Social Dynamics." The German funder is the Deutsche Forschungsgemeinshaft (DFG).

[8] Ibid., p. 12–13.

[9] Ibid., p. 16.

[10] Ibid., p. 9.

[11] Ibid., p. 9–10.

[12] Ibid., p. 9.

[13] Ibid., p. 9.

[14] Ibid., p. 10.

[15] Ibid., p. 11.

[16] Canadian Institutes of Health Research, "Invitation to Provide Advice and Suggestions for CIHR's Policy in Development—Access to Products of Research," http://www.cihr-irsc.gc.ca/e/30948.html, accessed May 13, 2006.
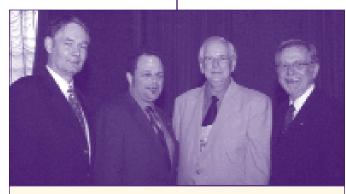
ARL ACTIVITIES

Kaylyn Hipps, Managing Editor, Web Content

ARL AND CARL MEMBERSHIPS CONVENE IN OTTAWA

One hundred and ten ARL member representatives attended the 148th Membership Meeting of ARL, May 17–19, in Ottawa. The meeting was held in collaboration with the Canadian Association of Research Libraries (CARL). ARL President Brian E. C. Schottlaender (California, San Diego) and CARL President John Teskey (New Brunswick) introduced the program on the "International Dimension of Digital Science and Scholarship." Meeting participants were also hosted for a reception and tours by the Library and Archives Canada in the Gatineau Preservation Centre and by the Canada Institute for Scientific and Technical Information, in association with the Library of Parliament, in the Canadian Parliament. Papers and slides from the well-received speakers are posted on the ARL Web site http://www.arl.org/ arl/proceedings/148/.

The Presidents and Executive Directors of ARL and the Canadian Association of Research Libraries (CARL) gather during the 148th ARL Membership Meeting. Left to right: Tim Mark, Executive Director, CARL; Brian E. C. Schottlaender, University of California, San Diego, and ARL President; John Teskey, University of New Brunswick and CARL President; and Duane Webster, Executive Director, ARL.

Introductions & Salutes of ARL Directors

At this meeting colleagues introduced the newest ARL member library representatives: Silvie Delorme (Laval), Vickie Williamson (Saskatchewan), and Ian Wilson (Library and Archives Canada). In addition, the following directors were saluted by colleagues as this was their last meeting as a ARL member library representative: Camila Alire (New Mexico), Lynn O'Leary-Archer (Southern California), David Bishop (Northwestern), Stella Bentley (Kansas), Claude Bonnelly (Laval), Althea Jenkins (Florida State), and Linda Mathews (Emory).

The Politics of Research Library Leadership Addressed by Research Library Leadership Fellows

Librarians who participated in the ARL Research Library Leadership Fellows program drew on their recent experience to lead lively discussion sessions on the "Politics of Research Library Leadership: Mission, Identity, Constituency." The fellows led discussions on the following four topics: Creating Value: Society, University, Library; Inside Out: Measuring Success for the Research Library; The International Imperative; and Restrategizing the Provision of Bibliographic Services. Background

papers for each of the sessions appear on the ARL Web site as part of the meeting proceedings.

RLG & OCLC Discuss Their Coming Together

A report on the highlights of the Membership Meeting would not be complete without thanks to the leadership of RLG and OCLC for agreeing to participate in a briefing on the plans for the coming together of those two important organizations. Jim Neal (Columbia) and Jim Michalko (RLG) and Betsy Wilson (Washington) and Jay Jordon (OCLC) described the goals of the respective Boards, the timelines for next steps, and responded to questions from the assembled community.

October 2006 Membership Meeting & Forum

Mark your calendars for the next ARL Membership Meeting to be held in Washington, DC, October 17–19, 2006. The meeting will be followed by an optional one-day forum on Friday, October 20, on the theme "Responses to The Privatization of Scholarship: Policy Issues and Practical Strategies." Save the dates and watch for more information on plans for both events.

ARL RECRUITS FOR TWO KEY POSITIONS

ARL is recruiting to fill two key positions. The first is a new senior-level position—Program Director for Research, Teaching, and Learning. A key element of ARL's new strategic plan is a commitment to promote and facilitate new and expanding roles for ARL member libraries to engage in the changes affecting research, teaching, and learning. This is a stellar opportunity for a talented and creative person who brings relevant experience and a commitment to collaborative leadership. A position description is on the ARL Web site at http://www.arl.org/rtl/positiondir.html.

The second recruitment is to fill the position of Program Officer for Information Technology Services. This position creates, manages, and expands the Information Technology Support (ITS) capability and supports the computing needs of the Association. A position description is on the ARL Web site at http://www.arl.org/arl/ITposition.html.

ARL Transitions

Florida State: William Summers was named Director of Libraries effective May 10, 2006. He replaces Althea Jenkins, who announced her retirement March 30, 2006.

Kansas: Lorraine Haricombe, Dean of Libraries at Bowling Green State University in Ohio, was named Dean of Libraries at Kansas, effective August 1, 2006. She succeeds Stella Bentley, who retired in late April 2006.

New Mexico: Camila Alire retired as Dean of University Libraries on June 30, 2006. She plans to remain active in the profession. Fran Wilkinson, Professor of Librarianship and Associate Dean of University Libraries, is serving as Interim Dean while a search is conducted.

Southern California (USC): Marje Schuetze-Coburn was named Interim Dean of USC Libraries effective June 1, 2006. Schuetze-Coburn's appointment coincides with the university's reorganization of the Information Services Division into two separate departments: the USC Libraries and Information Technology Services. These announcements followed the decision of Jerry D. Campbell, previously Dean of the University Libraries and Chief Information Officer, to assume the presidency of the Claremont Theological School. Schuetze-Coburn served previously as the Associate Dean for Faculty Affairs for the University Libraries, Associate Executive Director of the Special Libraries and Archival Collections (SLAC), and the Feuchtwanger Librarian.

Wisconsin–Madison: Ken Frazier will take a leave from his position as Director of Libraries to serve as Interim Chief Information Officer for the campus, effective July 1, 2006. Edward Van Gemert, currently Deputy Director of Libraries, will become Acting Director.

ARL Staff Transitions

Richard Groves assumed a new role as Customer Relations Coordinator, Statistics & Measurement, effective June 1, 2006. He was previously Research Assistant, Statistics & Measurement.

Kaylyn Hipps became Managing Editor, Web Content, effective June 15, 2006. She was previously Editorial & Research Associate.

Martha Kyrillidou became Director, ARL Statistics and Service Quality Programs, effective June 1, 2006. She was previously Director, Statistics & Measurement Program.

Dru Mogge relocated to Delaware at the end of May 2006 and continues to serve as ARL's Program Officer for Internet Services while ARL recruits to fill her position.

Mark Young assumed a new role as Statistics Liaison, effective March 13, 2006. He was previously Research Assistant, Statistics & Measurement.

Other Transitions

Council on Library and Information Resources (CLIR): Nancy Davenport stepped down as President of CLIR at the end of her term, June 30, 2006. Susan Perry, CLIR Director of Programs, was appointed Interim President, effective July 1, 2006.

Digital Library Federation: David Seaman announced his resignation as Executive Director at the end of 2006; a search for his successor is underway.

National Commission on Libraries and Information Science: Trudi Bellardo Hahn resigned as Executive Director, effective June 30, 2006.

National Digital Information Infrastructure and Preservation Program (NDIIPP): Mary E. Rasenberger, who has served as the Policy Planning Adviser for Special Programs in the US Copyright Office, was named Director of NDIIPP on May 24, 2006.

US Government Printing Office: Bruce James announced in April 2006 his intention to retire from his post as Public Printer of the United States upon the selection of a new Public Printer.

Honors

Prue Adler, ARL Associate Executive Director, Federal Relations and Information Policy, received the 2006 L. Ray Patterson Copyright Award: In Support of Users' Rights at the ALA Annual Conference in New Orleans on June 26, 2006.

Nancy M. Cline, Roy E. Larsen Librarian of Harvard College at Harvard University, was named the 2006 winner of the Hugh C. Atkinson Memorial Award.

Paul Ginsparg, physicist and arXiv.org founder, received the 2006 Paul Evan Peters Award, presented by CNI, ARL, and EDUCAUSE on April 3, 2006, at the CNI Spring Task Force Meeting.

Ernie Ingles, Vice Provost and Chief Librarian, University of Alberta, was named the winner of the 2006 CARL award for Distinguished Service to Research Librarianship.

Timothy Mark, Executive Director of CARL, received the CARL Award of Merit at the 2006 Annual General meeting of the association on May 16, 2006.

Jerome Offord, Director of Diversity Initiatives at ARL, was elected to the Executive Board of the Black Caucus of the American Library Association, effective June 25, 2006

Herbert Van de Sompel, who leads the Digital Library Research and Prototyping Team at the Research Library of the Los Alamos National Laboratory (LANL), was named the first SPARC Innovator.

ARL

ARL CALENDAR 2006

http://www.arl.org/arl/cal.html

July 12–14	ARL/ACRL Institute on Scholarly Communication *Los Angeles, CA*
July 17	LibQUAL+® International Workshop *London, UK*
July 24–25	**ARL Board Meeting** *Washington, DC*
September 25–27	Library Assessment Conference *Charlottesville, VA*
October 17–19	**ARL Board & Membership Meeting** *Washington, DC*
October 20	Responses to Privatization of Scholarship: Policy Issues and Practical Strategies: An ARL & SPARC Forum *Washington, DC*
December 4–5	CNI Fall Task Force Meeting *Washington, DC*
December 6–8	ARL/ACRL Institute on Scholarly Communication *Durham, NC*

ARL MEMBERSHIP MEETINGS 2007 & 2008

May 23–25, 2007, St. Louis, Missouri

October 10–12, 2007, Washington, DC
Note New Dates

May 21–23, 2008, Coral Gables, Florida

October 15–17, 2008, Washington, DC
Tentative Dates

246

International Dimensions of Digital Science and Scholarship

Lynne Brindley, British Library 6

Deanna Marcum, Library of Congress 10

June 2006