

>> Please stand by for realtime captions.

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>> Good afternoon, everyone. Welcome to the meeting. Once again, we are going to give you a couple of housekeeping reminders before we get started. You can still download slides and handouts at our meeting webpage. In the center of the page at the top click on the big banner and it will take you to our page. You can get the agenda, slides, and handouts. If you have questions or comments, type them in the chat box. At the end of each presentation, we will relay the questions to the presenters. We are recording the entire meeting and we will send everyone who registered to attend a link to the recorded archives, slides, handouts, and events survey. If you need to zoom in, click on the full-screen button and it will expand your view and once you were done with that, hover to the top of the page and click on the blue bar and you will return to the default you. Finally, keep tweeting with us and follow along and with that, we will handed over to Mary Clark to get us started.

>> Good afternoon, everyone. And welcome to the program on succession planning. I am Mary Clark from the Library of Virginia and I will be your host today. Robbie will monitor the chat feature and take notes on your comments and questions. We are going to save all of those questions until the end of the session. Stay tuned if you have a question early on in the program.

>> I would like to introduce our presenters today. Paige is the Lebron Jan at the Dallas Public Library. She has been with Dallas Public Library for 11 years. She began as a children's librarian. She is the chair of the library's employee advisory Council morale and were committee. She was a member of the Texas Library Association's arrangement committee. She is a 2006 MLS graduate.

>> Julie is head of library and learning services and political science librarian at the University of North Texas libraries. Her research interests include succession planning and civic engagement and political participation among college students.

>> Jennifer is a subject librarian at the University of North Texas Library for several social science disciplines including anthropology, criminal justice, public administration, and social work. She coordinates her libraries funding resources and outreach to the non-. -- Nonprofit community. Student success and library instruction and inclusive library services. I will now turn the microphone over to Paige who tells us what happens when there's no succession plan.

>> Hi, everyone and thank you for attending. I guess I'm the government documents librarian and I was thrown into this a couple of years ago. I'm going to tell you about what I learned and how I made things a little better. My slides are in advancing. There we go. No succession plan, how I adapted into a new role with little training. So how I began in this journey, October 2016 I was moved from my previous position as a children's librarian at one of the branches and given the opportunity to move downtown to the central library. I was given the opportunity of being the government documents librarian. The previous government documents librarian had retired about six months or so before. Was left on my own there. Also, the previous manager, my first day was his last day. So I was left with finding how to make my way in the world of government documents and finding what would work for me. Some of the challenges that I was faced with, I had to jump right in and figure out a lot of things on my own. I think that has made me a better librarian in that aspect. I had a lot of help through some other library staff that new a little bit about the golf docs but not as trained as some of the other ones. The regional representative was at Texas Tech. He was a lot of help to me in the long run. People from GPO, a lot of listserv's and a lot of learning things on my own. I have been able to make my way through it. I have found a lot of help in the long run. So starting in my role after the previous coordinator retired, my very first day here I was given a brief overview of what the government documents collection was about. I was given a tour of the government docs at that time. We had collection on the public floor as well as a large collection and limited access. They explained where the collection was going and how the

collection had not been maintained in 30+ years. That was a challenge in that aspect. I was given a binder with some notes about the federal depository guidelines in some localities. I was given the name of the regional coordinator at Texas Tech and explained a little bit about the disposal list and how that process works. And then the next day, my manager was gone. I had to figure things out from there. Like I said, the government document collection was at least 30 years with no maintenance. There were a lot of things that had been superseded and that needed to be weeded and we have been ongoing dealing with that. My experience I think could have been a little bit different if I would have had more time with possibly the previous gov docs coordinator if I would have known ahead of time that I was going to be put in that position. I could have gotten some insight from her. Maybe I would have had a better understanding of what the weeding process was like and what exactly we were dealing with with the gov docs . Besides just throwing myself in their. But that is how I did that. So my experience with how I have been able to deal with this process with pretty much no training or without knowing a lot about the government documents, I have become very familiar with the guidelines and the webinar through at the LP Academy are lifesavers I have viewed many of those and gotten through where I am. I had lots of advice from the regional representative at Texas Tech. He has made several visits here and has given us guidelines on what to do with this overwhelming collection. And representatives from GPO have made trips to Dallas and given us some insight as well. They helped us analyze our collection and that is in -- when we decided to pursue an all digital collection and go out of the physical documents. We are working on that process at this point. And maybe some things that would have been different would've been helpful to have in place if I was going into it. I wish I would've had time with the previous coordinator in time to learn more about what was going on and understanding more of the collection so that I can know what I was dealing with. I didn't have that, so I learned to adapt. Some of the tools that I have use, like I said I mentioned the FDLP Academy. If you are world catalog for a lot of our old materials that don't have numbers and that is a lifesaver. Our volunteers are a godsend. We have tons of items on the list and we could not make it without our volunteers. Our volunteers are wonderful. And then the trainings I have attended, I had the opportunity to attend the GPO conference this past October. I did some networking and got advice on that. That is a great, I am on several listserv's and I've been networking with people and that has been helpful in that aspect. And so where I am now, like I said I have been in this position for about 1.5 years. I have figured out what's going on with this collection and what the world of gov docs is. Many webinars, many Google searches, many conferences later, I am finding my way in this gov docs world. I have met a lot of great people , a lot of fellow gov docs and people who have a love for gov docs . They have been able to give me some advice on what to do. I have learned to adapt. I have learned to go with the flow sometimes. I have been given a lot more responsibility. I have been put in charge of a lot of our volunteers that have been helping us. That in itself has been a great opportunity and it has made me a better person and a better librarian. This was not an actual asked for experience, but it has been a great opportunity and a rewarding experience. The people I have met and some of the things that I hope to accomplish in the long run, like I said, we are transitioning out of the physical documents and going towards an all digital work. Were trying to figure out what sort of web presence we want to have and we are looking at revamping the website and what sort of services we want to provide online for our customers. We are a public library and we have to be open to all sorts of questions related to things. We are also getting ready for our renovation within the next two years. My role will be transitioning to something different and gov docs will not be my focus is much. I am looking forward to whatever the future holds in that aspect. I have gained a new understanding and a new importance for what gov docs can provide to people and what the difference, even simple things like how to find out when food is left over and can expired you can use gov docs for that. I have a new understanding for the resources. The power of networking is unbelievable. I have met so many great people and have been offered a lot of great advice. Everyone wants to see our overwhelming collection at DLC. So come and see us before we get rid of it . It has helped me be a better

person. Like I said, a better librarian and some of the things I would like to deal a little bit better with his our volunteers. I have learned a lot, but I still need more instruction on how to supervise volunteers. I am getting there and I hope to figure out what the future holds for our gov docs digital collection. We are slowly transitioning to finding new homes for things. If you want something, we probably have it. But that is how I landed in the role of government document ordinator from children's services to the drastic change at gov docs. I have learned a lot and I've had a great time on this journey . That is my story. I guess now I will pass the ball on to Julie and Jim. If I can find them.

>> There we go. Thank you for listening.

>> Can you guys hear?

>> You are a little faint.

>> Can you guys hear me?

>> Yes, you sound good.

>> So this is Jen and I'm here with Julie. We met in 2009. I actually worked for Julie. She has been my mentor since then and has helped prepare me to mentor newer librarians. Because it's an area we were both curious about and felt that so important in library were, we decided to do research on the topic of mentoring and ended up conducting on succession planning. We wanted to learn how was happening in libraries. Today were going to talk about what we learned from that research and share a few recommendations with you.

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>> I would also like to add that I was the government documents librarian for about five minutes. So we started our research several years ago we will start here with their own definitions of mentoring and succession planning for a baseline. We noticed some overlap with succession planning and begin discussing how well the topics complement each other. Are there any organizations that use mentoring and their succession plans and they wondered if those programs were more are less successful.

>> The topic of succession planning is all ready covered extensively in library literature. Our research focuses on how it affects this plan. In particular, succession planning and developing leaders, managing change have the greatest impact on our research. We recommend this book to anyone looking to include succession planning and their organization. During the research phase we communicated a lot with Paula Singer gave her time and feedback generously. This is an extension of their work with an emphasis on mentoring.

>> With those definitions in mind, we have a pole. Were curious if you have them in your organization.

>> [Poll being taken.]

>> As we prepare for the poll, if you look to the right side of your screen, you will see the word participants and the word chat and there were little arrows to the left of them. If you can collapse those sections, you will be able to see that on the right-hand side of your screen without any other distraction.

>> I'm ready to open the poll. Please go ahead and select an answer and then click on submit at the bottom .

>> Just a little bit of time remaining. The poll is closed. Bear with us while it compiles. You should be able to see the results now on the right side.

>> It looks like the majority of people have neither or have not answered. It looks like if you have mentoring programs.

>> Yes. Thank you for running that for us.

>> That is kind of what we expected to discover. That is pretty typical. So, when we started our research we had some questions in mind. Who is responsible for succession planning in the library? How could mentoring enhance that and what are the challenges involved with succession planning? Why don't more libraries doing? Could this be applied to other areas? We conducted a review of higher education and library literature and distributed a survey and collected responses from libraries. Our survey had 25 questions including we asked for demographic information of what type of library, what size library,

whether there are managers, administrators, librarian and staff members are succession planning and there were two independent variables. There were two special questions within that questionnaire. We felt responsive to those two questions would help direct the rest of the answers. Those questions were whether or not the library had a succession plan. And whether or not the library had a mentoring plan. The rest of the questions were created with succession planning our mentoring in mind. We asked things like my library has employees who possess the skills. Or my library provides support that improves my skill set. We asked for respondents to reply. Strongly disagrees through strongly agree and we included I don't know.

>> The survey was distributed to several library lists and then the author forwarded it to her clients as well. We did get 230 complete responses. We will discuss some of the trends that we observed in the data that we got.

>> We just wanted to show you the breakdown here. Our survey respondents, a great percentage Republican academic librarians. And as far as the size of the library, medium-size library was the majority. Relatively, [Indiscernible] disperse. And here is our total responses by position. A good number of them were library administrators. And then I'm going to spend a little more time on this slide. I will give you a little more information about our findings. And some of them were [Indiscernible] given what the literature states, the benefit of implementing succession plans within organizations. Survey responses indicated that organizations with succession plans in place are more likely to have leadership vacancies for over 12 months than those who do not have succession plans in place. Individuals interested in leadership are likely to seek employment outside of their organization when no succession plan is in place. Our total respondents, 57%, says they frequently look for work outside their library when no succession plan compared to 14% and the organization with a succession plan.

>> Succession plans with libraries that have them, they may indicate greater transparency within an organization. And transparency can lead to greater engagement. Therefore employee retention which is a benefit to the organization. For those who have mentoring programs, one of the hallmarks of mentoring is having staff or mentees with a long-term career goal or aspirations. 50% responded libraries with mentoring plan stated they have been asked their career goals. Receiving challenging assignments is another indicator. 33% said that they frequently receive challenging assignments. It goes down from there. And those were the groups of mentoring programs.

>> And then, 9% of our respondents had both a succession plan and a mentoring plan. I want to look at those numbers in detail. Compared with the 49% who do not have a succession plan or mentoring plan and their library. The comparison show a likelihood of greater engagement on the part of the organization and staff members with the succession plan and mentoring plan in place as opposed to those with neither. Our survey results show a general -- are generally predictable. There was some discussion between Jan and myself where we [Indiscernible] the percentage of individuals to sometimes look for leadership roles outside the library would be higher in succession planning or mentoring groups however, bias could be one explanation to the answers given.

>> So that gives you some highlights of our respondents. I'm going to pass it back to Jen to talk about our research questions.

>> So, who bears responsibility and really, the short answer is everyone. Managers and administrators of the obvious answers. The successors themselves or the mentees, everyone can participate and should participate. Longtime employees can help to identify knowledge and skill gaps and to bring those gaps to the attention of others within the organization to assist with the succession planning process. For plans to really work there needs to be support from all levels of the organization. There needs to be two-way communication so the organizational leaders are familiar with the career aspirations of individuals within the organization. When leaders know the career goals of their staff, they should use this information to provide opportunity for professional growth. The professional organizations are important to acknowledge in this section. They can play a key role in succession planning because they

provide formal or informal mentoring for employees to help fill some of the gaps that as page mentioned, they were crucial for her. Sometimes is not within the organization. Sometimes it's outside in other networks where succession planning really comes into play.

>> So, head to's mentoring and hand succession planning in the library? Evidence suggests that mentoring is beneficial not only for the mentor and the mentee, but the entire organization benefits. Mentoring will boost confidence and that's correlated with increased compensation for mentees and greater job satisfaction and an increased understanding of the organization. That directly contributes to a succession plans by taking on greater responsibility including leadership roles. The mentor is also likely to see benefits. Those can include career revitalization, social recognition, personal satisfaction, development of leadership skills. Our survey supported but we found in the literature that libraries that have succession plans and mentoring and place are more likely to have employees ready to step into leadership roles. Knowledge sharing, less turnover, [Indiscernible].

>> One of the challenges involved, some elements of been touring that should be included in a succession plan are asking people to identify their career goals and aspirations. This is a crucial aspect. The information should be to assign tasks the challenge people and cultivate skills and experience. Mentees to be asked to self inventory their skills and information can be used to identify who is good at what and plan accordingly. Providing sponsorship or coaching for more experienced professionals and then there should be an element of trust between the mentee and mentor and advocacy on the half of the mentees by the mentors. With all of those factors in mind, time can be the most challenging aspect. You have to have the time to entertain and implement these ideas. There is a time investment at the beginning to implement a plan and there should be time invested in maintenance periodically. The individuals and their goals and aspirations may change as well over time. For mentors, there can be a large time commitment as the aim of the been touring to help the mentee get promoted or achieved tenure or to become oriented to the organization. That can be a big time commitment. In some cases, maybe the mentor provides periodic or occasional advice when asked. Or gives guidance only for a few hours a month. So getting mentors invested is another challenge. It is important that the mentors recognize the value of mentoring their colleagues. If mentors don't believe what they're doing has value, they are less likely to be fully invested. Folks really have to get on board with paying it forward.

>> And recognize that they're investing precious time and they may lead the organization. They do it anyway because they care about the individual and the profession and their helping to prepare the professional. The other big challenge, resources and time necessary to do it need to be allocated by those at the top. People need to be given the freedom to engage in mentoring.

>> Mentoring should be for all employees and not just librarians. And depending on the size of the organization, that could be giving the staff hours that need to be invested. So it helps said the benefit is recognized and the return on investment for the organization.

>> When succession planning and mentoring are applied to other areas besides management, Paige's presentation was a great example of this. It can be used to group employees for special jobs. They come from other fields and need to learn a whole new skill set. Expertise can be shared to help employees view those new and specialized jobs. Been touring and succession planning can be applied to any area of the library where special skills and expertise are learned slowly over time. Beginning with gov docs or catalogers . Student employees can be guided by mentors who help them with their aspirations and require them with assignments to help facilitate professional growth and who abdicate -- advocate on their behalf.

>> By providing mentoring training challenging assignments and promoting leadership skills to all employees, you raise the level of everyone. All employees are impaired -- prepared for change either for leadership roles or possibly to take on specialized tasks. So when there is a retirement or an emergency succession planning situation, you have employees that are somewhat more prepared to step into their new roles.

>> Mentoring should be a central component to succession planning. They can facilitate leaders being identified and prepared in other key roles within the library. This study combined with literature provides evidence for adopting mentoring plans to enhance succession plans with leveraging existing mentoring plans to support efforts to maximize benefits and minimize resources.

>> Organizational mentoring that facilitates the organization reaching strategic goals and meeting staffing needs is one type of mentoring plan that directly support succession planning. Any organizational mentoring plan should be available to everyone including support staff. Identifying the competencies the key position seven common with the intent of building these up within all staff is a great place to start. This can increase the diversity of the leadership roles in the organization and then mentoring can be used not to just prepare leaders but support employees with specialized skill sets to make sure they are suitable successors to help or replace them if they leave the organization.

>> Mentoring network. Having a mentoring culture and a formal plan within your organization is ideal. In many organizations that is just not possible. Creating a network of mentors for yourself can help ensure that you are receiving and giving professional support. You should have mentors from outside the organization regardless of whether your organization supports mentoring or not. Even if you have mentors inside the organization, one of the roles mentors fulfill is providing emotional support. It's important to have someone outside of the organization for that type of role.

>> We highly recommend the book we mentioned on our recommended reading slide. There's a book called strategic relationships at work creating a circle of mentors and peers for success. The circle of mentors is important to have because it means you have different mentors for different stages in your career in different situations. From within your situation you might have a mentor that helps you understand how to get promoted. Outside the organization, you may have mentors with whom you served on committees or colleagues in other organizations to do the same type of work that you do. One of the key concepts of the circle of mentors is that you will have mentors who are seniors, peers, and newer to the profession. These different perspectives are valuable in different situations. So professional associations can be a great way to build mentor networks. The more active you are on list serves and committees, the more people you meet and engage with. Social media can be a great way to cultivate that network. You can make connections and create developmental networks through which you can both mentor and be mentored toward.

>> We just provided some reference to things we thought were especially important for people who are looking to implement mentoring or succession plans within your organization. For us, we would love to hear from you by email later for not able to answer questions now.

>> This is Mary. I just want to thank Paige, Jen, and Julie for a great presentation. The chat has been quite enthusiastic. I would like Robbie to go ahead and walk us through that if she would.

>> We do have a few questions. The first question is asking what would've been the most helpful content to have in a succession document.

>> Thanks, Susan for your question. I think maybe some information regarding the cataloging process. The previous gov docs coordinator had her own system of doing things. We had to figure things out as we were going along. So maybe some insight into that would have been useful. Reasoning for keeping some of the documents that she did would have been useful. Things would've made more sense in the long run. And then specifically, people who to ask like specific names and contact info and if she loved, who would be the person to contact rather than finding things out myself. That is some of the things I think would have been helpful. Thank you for your question, Susan.

>> When she left her previous job, she left a manual. I did the same thing when I left my previous job. She has been -- Suzanne mentioned she has a lot of files to go. I inherited a chair that had a cardigan sweater from like three predecessors still on it. You never know what you're going to find in gov docs office. One of the beautiful things about gov docs people. [Laughter]

>> Kathy Hale notes that they have procedure manuals that provide up-to-date information on everyday types of activities so supervisors and administrators have a better idea of what people do on a day-to-day basis. That is a great way to keep track of individual tasks for people. They have an internal website dedicated to policies and procedures and documentation. If anyone comes in, they shouldn't be left in the dark but they have to be able to find that site.

>> She agrees with all that Jenna Julie had mentioned, but she struggles with how to accomplish that in a very small library with very few staff. Do you want to add anything to that?

>> Sure.

>> I think this is where the mentoring network are so important. Having to have other mentors from outside the library, I'm thinking particularly in your case, other document librarians in your state, but also if there are other libraries close to you you guys can share some of that burden which is not the greatest word but when you're in a small library you can share some of that. If you not relatively close to other libraries, you can rely on your state library association for some of those tools to help you there.

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>> I'm going to put in a plug for Steve. He's one of my mentors. Steve noted his new resource guide for those that are interested in American Indian specifically documents. Way to go Steve.

>> I was thinking of you just than.

>> Beth Williams is sitting next to me noted there trying a pilot program in their library. They are looking to expand it outside the library. On that note there is a robust mentoring program that originated in our office of faculty success. It has been dedicated to implementing and making successful libraries.

>> Hi, Beth Williams. You all have done so much research. We've discovered the commonality of expertise is much less important than we originally thought. I wonder if the literature reflects that in any way. At the outset I was concerned with getting people connected with someone who could pass on key information that was central to their role in the library. But in fact, that was much less important than just connecting people period. Any thoughts or insights or recommendations would be helpful.

>> I will just say that the literature does echo what you are saying and that there are a lot of articles that report that mentoring relationships often do not work out. The commonality of expertise is less important than the connection or the willing parties and the chemistry between the two individuals.

>> I think also what you're talking about is the culture of the library there. That is hard to navigate when you are a new person. It is not like a catalog or couldn't introduce me to the culture of the new library. You know?

>> I would be interested to hear what you're doing to open up your mentoring outside of your library. And get your information.

>> I agree completely that a force relationship doesn't work. For those who were thinking about this, the tiny amount of wisdom I have on the subject is to just rotate people on a regular basis. Where problems exist, they do not exist for long and that can sometimes help. So I'm happy to talk off-line, outside of the department.

>> I just want to add in conversations I've had with the mentoring group in our library, it is less about the knowledge and more about the relationship. So many of the season librarians are talking about what they are learning about the younger librarians that are not necessarily in their areas or divisions and that is enriching for both sides.

>> People are noting that if you do leave behind a manual, include usernames and passwords. We had a conversation about that this morning here as well.

>> Paige, I think several will be reaching out about how to move to a digital only depository. So heads up for those comments and questions.

>> Amy Quinn said she makes a point of calling any new selective succumb into her area. Just as a way to reach out and offer help and extend a helping hand.

>> Patty says she did all of her training by phone. That is still a means of communication. So don't forget, it is still there.

>> Several that are talking about digital depositories. Again, you might need to have a program on that. And Alice from Houston is asking Paige if she has figured out how to deposit microforms. Alice, if you're not on gov docs to get on and search the archives.

>> Rachel is saying, most librarians don't have local opportunities for mentorship. A few opportunities to meet and mingle are diminishing. We need to work nationally on a network for a place to share all resources but also groups like [Indiscernible] are losing mentorships she says she's asking how do we revitalize the network amongst ourselves to foster in new people.

>> What would make it useful and how can we get people to participate? That is a great point. It hasn't always been successful.

>> Hello, I had a response to what Rachel was just posing. I think that yes, it's true that [Indiscernible] and perhaps the ALA, I'm not sure on that but it has been reduced in size. It's almost a little bit like the depositories have reduced in size. I think we're seeing a stabilization and part of it has to do with the quote unquote profession I know this was a DLC function, but the ALA documents Roundtable for a moment because it's a good deal. Cheap membership dues and the network is extensive. I think one thing that I have learned, it's an interesting thing, really. Awards are part of mentorship and succession planning. If you have a series of awards like ALA does and I'm sure AA double L and probably your state equivalent dies, those highlight work within the field. You've also got to have a committee of people to do the awards. That gets you reading even more widely about people's accomplishments. If you can have an award system that starts with the quote unquote the student worker, we've got a scholarship for students. We have ALA emerging leaders and we've also got lifetime achievement awards. I think all of that plays into this ecosystem of succession planning.

>> Thanks, Cass.

>> And then to wrap up, were nearly out of time. Several mentioned they have formal and informal mentoring programs within their institutions. I think if everyone stopped to think about it they probably realize they have a mentor whether they know or not.

>> And then as alas no, Amy Quinn has put in information about microfilm disposal. I believe we will have a future program on that.

>> I'm turning it back over to Mary.

>> Again, I just want to thank everyone for participating and for the chat and for the involvement of the Council year. What struck me is mentoring and succession planning can start with something as simple as having a working accurate manual and extend all the way to something as formal as practice for tenure and future achievements. I would like to continue this conversation in the fall if anyone else is interested. With that I will sign off and again, thank you everyone for tuning in. For those who are far away, remember, these programs get us all together and talking at the same time so thank you.

>> We will be back in 15 minutes for our final open session.

>> [Session will resume in 15 minutes. Captioner on stand by.]

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>>> Welcome to what we call the open session. This is the last session of the spring 2018 virtual meeting. We thank everybody who has come into participate by viewing the sessions and listening and participating in the chat. It has been a good meeting this year and much appreciated. It is customary that at the open session we spent some time reviewing any recommendations that counsel made to GPO last fall. We will do that. After we go through those, we will go into the open forum section which is pretty much wide open. If you have questions or concerns, please send them through the chat. Council members will participate in such conversations here in the room. After we spent some time on

that, we do have some announcements to make. We will do a quick recap and then the closing. So that is our agenda for this session.

>> After the October 2017 Council meeting here in Arlington, the meeting we do in the fall, Council developed three recommendations to send to our colleagues in the government publishing office. We will go through those. And Kelly is supposed to give me a dirty look when she notices I'm not advancing the slides properly. Thank you, Kelly. The first recommendation, Council recommends the library services and content management division explore using 542 to find the copyright status of government publications. This recommendation grew out of our concern that we should try to do as much as possible to clarify and punctuate that federal government publications, especially those through the federal depository Library program, the electronic ones, are open access and public domain that you can download and use and promotes. We think that adding appropriate information in the marked record will make it easier to identify. It is another factor to get that information out there. We recommended specifically using Mark field 542. Our colleagues at GPO nodded their heads at that and said but wait, there's other Mark Fields too. Let's look at Mark field 506 with restrictions on access and mark 540 which has to do with terms governing use and reproduction. Those might have implications as well. And so our colleagues in technical services consulted with other federal agencies. What are you guys doing out there in these matters? They put together some information and thoughts about how to do that. They are going ahead as I understand it, they will be using Mark 542 and other fields as appropriate. The hope is by the start of the next federal fiscal year, October 1, those fields will begin to be populated in cataloging records. So that is prospective, retrospective will probably next cancel may need to revisit that. We will see how that goes. GPO will be moving ahead with this recommendation .

>> The second recommendation, as Kelly looks at me, there we go the slide advanced. The second recommendation, explore options for making the presentations agreeable to the public. At our in person meeting in October which happened on Friday morning, we talked about this a little bit. In our estimation, the Council's estimation, we were thinking that making those agreements public would help to actually market the program. It would help to acknowledge the commitment that the preservation Stewart's make in becoming a preservation Stewart and making that commitment and taking especially good care of material and preserving it for the future. Seeing the agreements with help other institutions understand and appreciate what the commitment is and what is involved in participating. And also, just being able to browse through the various Stewart agreements might actually help you identify a particular gap are things that are not being covered yet. There may be other ways of getting that, but those are a good way of doing that. So that was the reasoning from GPO. GPO looked at that and said, you know, that is a good idea of. So they checked with the preservation Stewart's, are you okay with this? In the memorandums of understanding the initial ones, it was not included and everyone said sure, that's fine. If you go to the partnership page at GPO .gov you can click in there and drill down and find that agreement. They are now public. Thank you, GPO.

>> Got at that time, Kelly. Recommendation number three. The Council recommends the GPO explored new or additional methods to enhance retrieval and access of archived FDLP webinars and webcasts. Those of you who have used and benefited from and enjoyed the FDLP Academy have, I'm sure encountered, clicking into that page and seeing the long, long, long list of webinars available for you to go and view. The list was getting long enough and unwieldy enough that it reached the point at make good sense to find ways to tag these and organize them and make them searchable. Then you can get to what you want a little more conveniently. I refer to this recommendation as the drowning in your own success recommendation. That is basically what was happening. We had accumulated so many webinars in the FDLP Academy. It turns out that while counsel was contemplating making this recommendation, we learned that GPO had all ready started looking at this and thinking about how they could reorganize those. It involves things like subject tagging. You can parse things and search for things. Also some of the older webinars were in a video format that needs to be converted to MP4. The reorganization and

renovation of the FDLP Academy is going ahead. And GPO agreed, again they were all ready beginning to work on it, and GPO responded to the recommendation saying, yes, we are going to do this. Those were the three recommendations and all three are moving ahead. Before our proceed to the commendations, let me ask counsel if anyone in the room has additional comments or anything to make? Everybody is shaking their heads. We will proceed.

>> It is customary that depository library counsel will issue commendations and basically say thank you to people who need to be thanked for the work they've done on behalf of all of us. We had a list and did have a list of commendations after the fall conference. Number one, [Name unknown] the former director of the office in the title 44 modernization effort. She got that ball rolling for us. There is not a person on counsel who will ever forget the June conference call in 2017 where Lori said, oh by the way guys, take a look at title 44 and come up with some recommendations on chapter 19. Oh, yes. We will do that. Yes, thank you, Lori. That got the ball rolling. And she even agreed to bring counsel to Washington in August last year for a one day in person meeting to take a deep dive into title 44, chapter 19. With working together there plus all of the information coming in and the comments and suggestions coming in from the community, we could develop our recommendation. She not only gave us the task but the support to do the job.

>> The library community. You guys really came through. When the call went out, we need your comments, we need your suggestions about title 44, especially chapter 19, you guys came through. The comment form was used well over 120 times. Some folks clearly know they're title 44. They wrote long, long comments. Others just wrote, almost a single line like this is the problem, fix it. We really appreciated all of the comments to key men. The recommendations that the depository library counsel made were very much rooted in what the community was suggesting. House committee on administration. We want to give them a shout out. They did their homework on what became the current bill. They had stakeholder meetings. They held three hearings. They invited two council members, Beth Williams and Selena McDonald to testify in those areas. Lori Hall testified at the hearings. They really listened and we ultimately ended up with a bill that addresses the federal depository library program which we were all hoping for. I am just going to add a little bit of a personal note here. Parenthetically this is Jim Shaw speaking and not necessarily chair of counsel. Everyone should know that the house committee was operating under regular order. In other words, normal procedures and processes for a congressional committee to work. It was a wonderful thing to see. I will just say, I sure wish things worked under regular order more frequently than they do nowadays. The bill that was recorded, every member of the committee sponsored both Republican and Democrat. I'm going to step away and get back to being Jim Shaw chair of the depository library counsel. The keynote speakers at the fall Council meeting, one of the things that is a disadvantage to being on the counsel is because we are really wedded to counsel business. We often don't get to get out in here the keynote and see the community presentations. Uniformly the word that we got back about the keynote speakers was wonderful. They did well. We wanted to acknowledge that. Everybody came away with something to think about. Accommodation to Lori Hall. She is superintendent of documents who has been steady and cheerful even as she stares at her workload potentially going and her crew going way way up depending on what happens with HR feet -- HR 5305.

>> [Captioners Transitioning]

>>Before I move on, I need to make some -- does anyone in the room have anything to add? I guess I am doing okay. Here we go, before we actually open up everything, I would like to make an announcement. Laura Cole was able to give us the names of the next cohort, colleagues who will join Depository Library Council June 1. These are three-year appointments. It is a real commitment on the part of our colleagues and their institutions. To have us participate and we want to acknowledge that. First of all, two colleagues in the room here, Bobby Sizzle and Yvonne Williams began their terms as to fill an incomplete terms that were vacant and they graciously continue on. Thank you, very much. Applause is

in order. Our three brand-new members, beginning June 1, [Name unknown] the librarian at the University of Minnesota Twin Cities. Stephen parks, the Mississippi State Librarian. Marianne Ryan, Dean of libraries at Loyola University of Chicago. Those three colleagues have agreed to join June 1. I imagine Marianne at Loyola is still coming down from there run at the NCAA tournament by June 1, I'm sure she will be fully engaged. Thank you, all of you, for participating. It is a commitment. We appreciate the work you do. And with that, I would like to just open up the floor. If you have questions or concerns you would like to convey, please send them through the chat window. If we have things inside the room, please turn your Mike on. I'm going to mute mine and give people a chance to jump it -- in, if they wish.

>> We have some kudos for the FDLP coordinators . Thank you. Type in your questions.

>> Okay, I've been a library for well over 30 years, I know librarians are not actually quiet individuals, despite stereotypes.

>> This is Lori Hall. I just want to update you about one or Council recommendations . For those of you who may have missed the earlier presentation or update session on Wednesday. As of April 9, I saw a draft of a public release about the copyright statement. Be prepared and probably in the next couple of weeks, song -- will post something to the news alert. We will be looking for comments on that recommendation. Be prepared to be looking for that news alert. We will want your feedback.

>> I guess it really is Friday afternoon.

>> Okay, can someone from GPO describe the situation where the donation clause in section 1742 might be used other than how it is currently being used when a library leaves after offing -- offering their collection to a regional?

>> This is Lori. We are looking at it and we will be back in a second, when we think about it more.

>> This is Cindy. Thank you for the question. This is one we have been pondering, when we first saw that. I am not sure that we really have an answer. I'm waiting for the report language to see if there are - - is additional information that can be gleaned from that.

>> Okay, does DLC read the use of the word [Indiscernible] to indicate GPO will use the Federal Register for regulation instead of chapter 19 authority?

>> This is Jim Shaw. From the DLC perspective, indeed HR 5305 does grant GPO some rule-making authority, which would be via the Federal Register and the public comment -- no it's not. I'm going to let Beth take over.'s back this is --

>> This is Beth Williams, as I read it, not representing the entire Council . That it would be a process that is similar to the rulemaking process that's outlined under the [Indiscernible] future act but not published in the Federal Register. It would be like a parallel and eight rule-making authority that would look very much like the process that executive agencies have to follow. Because it's not an executive agency, it would not be in the [Indiscernible]. I think there will be more information about this that comes out of this [Indiscernible].

>> Thank you, Beth. That's why it pays to have law librarians on Council . Yes, Beth and Cindy both mentioned something that's very important to remember. That report, the committee report that we are waiting for, we are hoping it will clarify and establish intent more clearly about sections and how things are -- the committee expect things to be interpreted on the fly.

>> We have several folks that have expressed that they need the FDLP exchange ASAP. Anthony wanted to say something.

>> This is Anthony Smith GPO. I want to reiterate Monday, I think we are in the same place. But, the goal is, right now, two get through the authority to operate. We are at the tail end, here folks. I want to remind you of that. As soon as we can get that authority to operate, I will be able to -- or we will it will probably come from Kelly, we will communicate more clearly states, we will have a better idea. We want to have any more dependency -- external dependency that we don't control. It will primarily be our schedule internally, once we get through that process.

>> [Indiscernible] University of Washington can you tell us about the authority to operate process? To whom does GPO go to for that authority?

>> Yes, sure . There's a whole set of documentation we have to provide. A lot of it has to do with purity - security and I just had a visit this morning from our I.T. office. They will be conducting penetration testing. There will be up and test, they will hit our site to see if there are vulnerabilities. As I mentioned Monday, we are in the platinum standard environment and that was done purposely, to bring us -- modernize and bring us up to date as much as we possibly can. It's a [Indiscernible] compliant, hosted environment. We are -- that does not let is off the hook with regards to the application itself. The application itself also has to be tested. But, I think we will be in good shape. To answer your question, the main activity that will need to happen is the penetration testing that our I.T. folks will arrange. Does that help?

>> A couple questions about the 542 marked field will it also be included in the [Indiscernible] records?

>> Yes, this is Lori Hall. That's where it will reside in all of the records. I shouldn't say all of the records but the majority of records that get distributed. There are some details about which records will probably not have it, which would be something like the historic shouts list records or the brief bids. And all the other marked records that we've distributed it will be in those marked records. Fong might correct me , but I think that is what we were deciding.

>> Does this mean we have to go back in our catalog records and updated all or is that done for us?

>> We are doing going forward, all the records after the specific date we decided to go live will -- we will not go back retrospectively.

>> Are there other questions from the audience or from Council?

>> Maybe donate our superseded 2017 [Indiscernible] to our local library -- library? I would normally ask regional but I thought I would ask now.

>> This is Lori Hall. Once it is superseded you can pretty much dispose of it or give it to another library, if you want.'s --

>> Another question, if GPO does RPO an older documents will be then add the 542 and related field for copyright at the same time?

>> If Geo -- of GPO does RPO on older records was a then add the 542 at the same time?

>> This is Lori Hall. I'm going to need to refer that to Fong. I'm not sure that she is listening. I will take note of that. She is not listening. I will get that answer from Fong.

>> Are there any other questions?

>> Do we have any file DLC conference previews ?

>> One of our leaders from LPS responded about the 542. Once the plan is implemented, in general we will add the 542 20 new and adapted records. We have discussed options for globally updating our records with the standardized 542 field.

>> Thanks, Stephen.

>> This is Jim Shaw. All DLC conference previews are in Lori's handwriting, contemplating sessions. All digital depository programs, a follow-up, we had a session this week about comprehensive collection. I will follow up with more information on how that relates to discards in the national collection and how it's all sitting together. -- 15 together. There is more interest in succession planning, this is in Lori's handwriting. I can say for Council , we have a conference call scheduled in May and we decided this morning, the major agenda item is getting together our Council session ideas for the Fall Conference. That's about what we have now. If someone is lurking out there with an idea -- underserved populations as well, thank you folks that's why it takes more than one person. Underserved populations, more follow-up with that.

>> The discussion question was posted, you might not have seen it, it's further up. Does anyone keep all of the paper, everywhere I worked we only kept a few years, it is it an issue with present fiction -- it could be an issue was presentation. -- With presentation.

>> Hello, this is Blaine McDonald University of Maryland. I think I know it was one library keeping everything and they have no intention of getting rid of them. My impression is that a lot of law libraries are retaining all the volumes they receive. It's not a universal rule. That's been my impression.

>> Yes, there are law libraries that have Federal Register in print. My law libraries preservation steward for the Federal Register and there are others that when they have the space, they keep the print. For a long time, especially for older than the 1980s, you couldn't get it in a database, there -- family went back to the 90s, I think. A lot of law libraries kept copies of Federal Register's. Those days are gone but a lot of us still have them.

>> This is Jim Shaw. In the chat box we have been reminded that the completely digitized federal register collection is on government fell, 1936 until present. That was just announced a couple weeks ago. That address is accessible. I had some and now I can go to info. I love [Indiscernible] you don't have to have an on line account you can go to government info.

>> This is Beth Williams. I want to congratulate on the federal register and put in some plugs for making that entire purpose available for download.

>> [Indiscernible] from GPO, the partnership coordinator reminds us that if anyone has a set of the Federal Register in print and is interested in serving as a preservation steward. She would love to speak with you. She has given her email address. Thank you.

>> Patricia says, perhaps the session at the Fall Conference on title 44 updates that would be of interest to or include local statesmen/states women.

>> A question about the Academy, are we planning on conducting webinars on the upcoming census, I know it's still early.

>> This is Ashley at GPO. We have a monthly webinar series with the Census Bureau and we can reach out to see if they are able at this time to give us a presentation on that. As a side note, one thing they will present on soon is the American factfinder successor tool that will take over for [Indiscernible]. Just a little plug out there.

>> A couple more webinar suggestions, we are capturing the chat and taking it back. We will dole out the various suggestions to the applicable folks and take care of it. Question, any data we can look on about America factfinder successor?

>> We have seen them give some screenshots and a little bit of demos, I am not positive about -- I can't remember the name -- they are not clearly advertising what the name will be, yet. I will check the archives and see if I can identify which ones are of particular interest.

>> Some are Academy suggestions are coming in, I'm taking note of those.

>> Okay, thank you for the additional suggestions. We love them. Keep them coming.

>> Feel free, which some of you are thank you, to suggest topics you want to learn about at the Fall Conference in October.

>> We were talking about the incentives to be a preservation steward. There are grant opportunities out there, they have to do with selecting government records and that sort of thing. I found with my participation in the preservation steward program is that it was comparatively low-cost to anything else that we might get involved with preserving or digitizing documents and that's because we did not have to change our collection practice. We are already collecting these in print, we agreed to preserve. We weren't circulating them and we intended to continue doing at that into perpetuity. If that's already a policy at your library, you might as well share the benefits of that with the broader F DLP. At least in our case, there was no cost involved, outside of what we all -- were already willing to cover with our normal operation.

>> This is Cindy. Thank you, Eric. I want to explain or go back in history just a little bit. One of the building blocks of that was that whatever we decided to do in the way of a president -- preservation program and a network, that it would have to be using, leveraging what libraries are already doing which is what Eric just mentioned. That's important because we learned in the forecast study that

libraries are stretched. We know they are stretched and can always take on additional responsibilities. Anything we want to do we want to leverage what's already being done in the library. If you look at the agreements on the website you will see different ration -- different patient -- to allow the libraries to meet the obligation with how they are already working in their library.

>> This is Anthony at GPO. One other, in addition to what's been said, when other incentive, if you will. Laurie Noll -- Lori Hall requested a small amount of money to conduct pilots for -- to support preservation and preservation steward program. We -- I'm working with David while over the past couple of weeks and we've been crafting a proposal, to start the process of exploring how we might implement a pilot project that would help us to better understand what types of services and supportive preservations stewards would be most beneficial. We also need to and the reason for -- this is during the pilot is to understand issues like cost. What's the commitment level needed and what would it cost us to support this on a larger scale basis? We are at this stage we drafted a pilot proposal and shared that with Lori. Right after conference, next week or the week after, we will be meeting to discuss the proposal that we put forward but I think we are viewing this as incentive. We are participating in the fact that we want to be able to support those who have agreed to step up and take on this increased responsibility for the collection.

>> Beth Williams Stanford, I will admit as a bean counting administrator, there is promotional incentive for being a preservation steward that may not have occurred to some. When you unearth historical collections, you've had a long standing commitment to preserving them already in your institution. There is something that is potentially quite wonderful about highlighting that commitment and marketing that information to your communities that don't know particular things about your collection but it's a moment for you to celebrate work that many people have done and it will continue. It has value outside the library for your institutions and obviously the public service element is incredibly important.

>> Related question, is there a want list for titles to be preserved by steward?

>> This is Lori Hall. Between Suzanne and Megan, our collection development librarian we have an internal list we are gathering. We will talk to them and see if -- what we want to do.

>> Check out the chat box. The response from Suzanne, we are open to all titles and we will hear suggestions and you will see suggestions there.

>> This is Cindy. Thank you Suzanne for posting that. For some of you who are looking at that list and the chat box, we already have preservations stewards for some titles and with our aiming -- is to get the four geographically dispersed copies that are required for regionals to discard these titles, as required or mandated by the joint committee on printing.

>> Yes. Could GPO indicate which geographic area is needed to fill the four geographic areas?

>> FYI, we had a question in the room about -- do you just want to repeat it?

>> My question was, would GPO deny somebody to be a preservation steward for one of these items if they weren't within the desired geographic area?

>> Absolutely not. We are looking at four just to meet the minimum for the regionals to be able to discard as long as we of the digital content on gov info we have six stewards for the papers of the president and you all know, sometimes redundancy is good. Now -- no, is money as want to preserve we will welcome you stepping up to the plate.

>> Another question, what about digital preservations stewards and options for providing digital copies?

>> I think you NT -- might be one of the only preservations stewards and we became one simply because we were already in F DLP digital content partner. We don't deposit materials with GPO but we host on their behalf and are linked from there [Indiscernible].

>> Are there other questions?

>> I am wondering what GPO's plans are for being a FDLP hub ?

>> Well Kirsten, this is Anthony from GPO and it just so happens that we are a DPL a content hub and recently became a contributing member of the -- DPLA. I think for me and this is a question that I sort of brought back. I went for the inaugural membership meeting in Atlanta, GA in March. I came back with the question, a couple of questions. One big question, I think that I am grappling with, is how best to leverage that service as another access point for government information. I see some challenges, given the nature and structure of our content. Not that they can't be overcome, but as you are well aware, systems like these are a compromise for all who contribute, it is a common denominator environment. As a contributing member we at least have a voice, now. That is a plus. One thing that and let me just backup, we have been contributing our marked records that have associated Perl which is approximately 186,000 or something like that of the full records that were sent to DPLA since 2014. The content is there. I feel like we can do more to gain more exposure in the environment and its something that I would like to explore further maybe possible future discussions for this group. One of the things that we have discussed early on and as an enhancement that would probably help is including thumbnails and that's something that DPLA has been advocating and pushing for all of their contract -- content contributors, instead of using a generic thumbnail which we've done since we've been apart of -- our covers aren't the most exciting in the world. There is some uniqueness there that does help the [Indiscernible], I think. I think the thumbnail effort probably would be worthwhile, as a starting point. I think the bigger issue is understanding how we might through enhancements in the way that our content is contributed be more visible, in that environment. I think that is the real challenge there I hope that gives you enough to go on.

>> We should have Susanna on the line our GPO project coordinator .

>> I, I want to answer the question on preservation storage. There's a repository that meets criteria and there's a document that's available on the partnership page of FDLP .gov but if you are hosting content that you've digitized and want to be a partner, your repository does not have to meet the criteria we have another category called digital partners, you host the content and you might not meet the levels of preservation or repository and that document is also on FDLP .gov. All pop a link in the chat box. Thank you, Kelly. We will talk to anyone who wants to host or act as a preservation steward or digital access partner will might be interested in contributing content.

>> Thank you, Suzanne.

>> Our questions and comments have seem to have slowed. Does anyone have anything else? Council or audience?

>> This is Jim Shaw I do have an announcement to make. I imagine by now, most people attending the meeting and certainly everyone in this room is aware that last December Kahron Ross passed away. She was chair of depository library counsel at the time. The colleagues here on Depository Library Council set out to try to find a way to commemorate her service to the profession and honor all she has contributed. I am going to read a text that two of my colleagues wrote. Thank you, I will try to get through it. There is information on the slide about where to make contributions to a special award that you will learn more about in a moment. Karen M Ross was the researching community engagement librarian at the University of Arkansas at Little Rock library where she worked for over 21 years. Active in the government documents community, she received many honors throughout her career including appointment to serve on Depository Library Council . She was selected by your colleagues on DLC to serve as chair for the 2017-18 year which began June 1, 2017. Karen pass December 15, 2017 after bravely and during a long illness. Karen's colleagues and friends on DLC have been except thing contributions for gift in her memory. On the -- under the leadership, the University of Arkansas at little rock is great to administer a scholarship that will be awarded annually at the University of Arkansas Little Rock student who has researched and it best utilizes government data in his or her research. We truly valued Karen as a leader, colleague and cherished friend. We hope to honor her many contributions through this gift which is in keeping with her professional and personal values. Please

consider contributing to this effort by sending a donation to the University of Arkansas foundation, Kahron Ross award at University of Arkansas Little Rock office of development, attention Christie Smith 2801 South University Avenue Little Rock, Arkansas 722 04. Again, the award is each year annually a student at the University of Arkansas Little Rock, who uses government resources in his or her research is eligible to apply for this award. We hope that we will accumulate the University of Arkansas foundation will accumulate enough to keep this going for a long, long time. Anybody who knew Karen or would like to contribute, thank you so very much. We will appreciate your contributions.

>> You can see in the chat that Sherry Laster noted, thank you for sharing we will honor her life and work this summer as a recipient of the reward -- there is a link that's provided.

>> Given that the chat has quieted considerably, though it is still open it has quieted considerably. We will go to the meeting recap and closing. I will be honest with everybody, I haven't written any notes for this section. I'm going to completely wing it. Beth is looking like a oh -- oh no. This has been the spring 2018 virtual meeting of the Depository Library Council . We began on Wednesday, this is Friday we are coming to the end. We have had eight sessions covering everything from succession planning and meeting the needs of the underserved populations to the GPO update and just a variety of things. When we started on Wednesday, we had 400 people signed in. I haven't talked to Ashley or Kelly about how our numbers have been holding up. Do we know Kelly? Okay, Kelly is saying we are in the vicinity of 200 for each session. Thank you, everybody for taking time out of your day and your week to join us. Since we do seem to be wrapping up, something that always has to be done and you can never do too much of is extend thank you's and gratitude to the folks who have contributed so much. It's fair to say we want to thank GPO are hosting and bringing us all to Arlington, Virginia to be in the same room together, not only for this meeting but for networking with each other and planning together. You can do an awful lot on conference calls and Skype and things like that, there are some things that really should be done face-to-face. We really appreciate GPO bringing us here for this. I want to thank Elsie SM at GPO for all of the work they have been doing . This is a time of up massive, heavy lifts on a number of different fronts, with the HR bill thing out there that may bring more changes, we especially appreciate GPO handling it and preparing for it. I do have one note and it's a consequential time, a consequential time and I have joked with colleagues here on Council and GPO, who would have guessed that our three-year term as counselors would happen when Davida decides to drop title 44 chapter 19 on as, which is had to -- has developed into a brand-new bill and everything else. Wow, it's been something else. Again, thank you everyone, all of you out there wherever you are at for participating and making this a successful meeting. That is all I have to say as chair. I'm going to turn off my microphone and we will give the chat box a few more minutes, if it stays quiet I will probably just gamble us to a close. I want to give people a couple more minutes in case there are last-minute things you want to jump in on.

>> This is Lori Hall. I want to thank everyone in the community that listened in to various sessions, all the folks that provided really great background information and expertise on -- I really enjoyed the two-on-one session, I thought that was a real good one. I want to thank everybody for being available to fill out the schedule. I also think the folks from my staff at GPO , especially Ashley and Kelly, Lance and the main GPO who got the hotel together and did the work here. I would like to think our contractor for making sure things ran well. Sometimes they do and sometimes they don't. Thank you, for being here with us in Arlington. Kelly wanted me to remind everyone that the registration for the Fall Conference will be coming out in June and the dates for the Fall Conference are October 15 through October 17. I want to thank everyone, especially I know the acting director and chief executive officer from Jackson are so glad you are here helping us through this transition. They look forward to seeing everybody here in October. Thank you again.

>> This is Jim Shaw. Again, one last reminder, you can get to all of the spring meeting presentation slides and handouts through the FDL.gov website. As you see on this last slide, we have for the entire

meeting, this is a very last slide. We have a link that you can get this slide deck and click on it or you can go to the FDLP DLC page and we have a contact form, if you want to submit comments later on with whatever you want to tell DLC about, when people submit that form it replicates, magically and lands in all of our inboxes so we get to see it. It's amazing. Again, one last time, thank you, everybody this has been a good meeting. I don't really have a gavel. I will use this glass and pen. We are done. Thank you. Have a great weekend and safe travels wherever you are at.

>>