**MULTITYPE LIBRARY BOARD MEETING SUMMARY**

**Thursday April 2 2009**

Present: Zenon Zuzak (Chair), Mary Chipanshi, Bryan Wilson, Wendy Sinclair, Joanne Beltramini, Mark Vajčner, Joylene Campbell; Jack Ma, Brett Waytuck, Elgin Bunston (Provincial Library Support Staff)

Regrets: Charlene Sorensen, Alex Juorio, Karen Basky

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<tr>
<th>Agenda Item</th>
<th>Discussion</th>
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<tr>
<td>Welcome &amp; Introductions</td>
<td>There was a round table of introductions.</td>
<td>Publish meeting summary on the Saskatchewan Libraries website (Multitype Unit).</td>
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<td>- Approval of agenda</td>
<td>The Human Resources Report was moved to 4:00 p.m. because Julie McKenna was not available at the prescheduled time. “Next Steps” was tabled until the next meeting.</td>
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<td>- Approval of September Meeting Summary</td>
<td>The February 2 Meeting Summary was approved.</td>
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<td><strong>Business Arising</strong></td>
<td>In March, Joanne gave her presentation to the Provincial Panel on Student Achievement on behalf of the Board. The Panel is intended to determine what is and is not currently working and what variables can impact student success. It has wide representation (as noted in past meeting summaries) from stakeholders. A final document with 10-20 recommendations for improving student achievement will be created at the end of the process. Many interest groups have presented research supporting their proposals for improvements, including various supports for disadvantaged students. The Board presentation provided research demonstrating the impact of well-stocked and well-funded libraries on student achievement. The Board has also submitted a proposal recommending that the Ministry fund an expansion of MDLP resources for the Pre-K to 12 sector. One recommendation from the Board’s presentation highlights the need for undergraduate library training for teachers in Saskatchewan. The University of Regina has already taken some actions on this. Joanne reported that the University is considering a teacher librarian certificate program as part of its continuing education for teachers (additional qualification credits). The Saskatchewan School Boards Association document <a href="http://example.com">School Libraries in Saskatchewan: An Advisory for School Boards</a> has been well received nationally.</td>
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<td><strong>Correspondence</strong></td>
<td>The Saskatchewan Libraries Conference session <a href="http://example.com">Diversity in Saskatchewan: How can libraries address it?</a> already had a sponsor, so the Board will sponsor <a href="http://example.com">Something for Everyone? An Analysis of Provincial Library Association Conference Sessions</a>, on the</td>
<td>Contact Ann Curry to present on the University of Alberta’s School of Library and Information Studies</td>
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The University of Alberta’s School of Library and Information Studies (SLIS) asked the Board for feedback on their draft strategic plan. A response letter was sent outlining the results of the survey of library directors in Saskatchewan. There has not yet been a response from SLIS.

The Board also sent a letter to the Office of Literacy and Essential Skills in support of a training grant for the Single Integrated Library System and MDLP.

The Office of the Information and Privacy Commissioner send the Board a letter inquiring about policies related to the presentation of personal information on the internet. Provincial Library will follow up on this and may add it to a future Board agenda if any actions need to be taken.

**Aboriginal Employment Development**

Victoria Gubbels, Director of Aboriginal Employment Development (AED) at the Ministry of First Nations and Métis Relations was invited by the Board to introduce the AED program. There are now nearly 100 Aboriginal Employment Development Partnerships (AEDP) now and twice as many agreements as usual have been signed in past year. Victoria presented the Board with an agreement template and explained the principles. AEDP uses a long-term approach, and does not set targets or designate jobs. Instead, change management and community development are key elements to these partnerships. The Ministry of First Nations and Métis Relations works with employers, unions and other stakeholders to ensure success. Coordinators are typically hired with the AED grant to help match labour demand and supply.

Success in the health sector has helped to establish best practices. Some early adopters had retention problems; but, new partners can benefit from the solutions used by others to overcome retention challenges, including workplace education programs. Now, tripartite agreements that include employers, unions and First Nations communities use workplace readiness to improve the working environment. The Prince Albert Health Region, for example, has seen retention climb from 4% to 70% after implementing this training. This training has been shown to improve the work culture and has a positive effect on retention of Aboriginal workers.

Another focus of the program has been to create partnerships with schools as employers. This will
help prepare Aboriginal students for the workforce.

Licensed Practical Nurses are being trained in geographical areas with shortages. Post-secondary institutions are working with Band Councils to ensure the supply of trained workers. Several access programs have been developed to provide program prerequisites for Aboriginal students looking to receive training in high-demand careers. A systems approach is used to link labour supply and demand while change management prepares the workplace.

A broad sector approach is needed for libraries. First, provincial needs must be determined? Decisions about how to move forward can be made through dialogue once all partners are at the table. AED partnerships in general work to create models for success that can be replicated.

The Board discussed the idea of performing a needs assessment for broadening misconceptions training to include all equity groups. Some training sessions have invited other communities (in addition to First Nations and Métis) to attend; however, there is a risk of information overload if this was all done in one session.

AED welcomes innovative models. The Board might be best to begin with smaller partnerships and use a coordinator to bring in more libraries over time. The first step is to build relationships with First Nations and Métis groups. One option is for the Board to hold meetings in various communities in order to meet with all relevant stakeholders. A needs assessment for the library sector would help to tailor training (misconceptions and other). Archives could be invited to discussions since they are discussing this issue as well. Costs may also be shared with other Ministries and partners involved in potential partnerships. There is an opportunity for the Board to create a new model that fits the unique situation of libraries. Saskatoon Public Library is in negotiations with AED and their agreement can create an example for the Board to learn from.

**Background Paper and Human Resources**

The Board recommended that the next step is to discuss the Background Paper with stakeholders to initiate a dialogue. For example, it could be used in community meetings with the Board. Some questions need to be crafted to initiate the discussion. The Board will work with AED on a needs assessment to determine the overall goals.

**Human Resources**

The Board decided that the best way to seek out

Make reference to hosting Victoria today and update background paper (Multitype Library Development Unit).

Meet with SIAST Kelsey to discuss the
partners to address librarian recruitment challenges in Saskatchewan is to invite stakeholders to discuss local library education. Invite the President, Vice-President Academic, Vice-President, Administration, Dean of Arts, Dean of Education and the University Librarian from the University of Regina to an exploratory meeting with available Board members. Library education for teachers and a potential MLIS program will be discussed. Building in an Aboriginal library stream is essential. A partnership with an existing program, such as San Jose, might be an option because they have experience with distance education. No Canadian library schools have distance MLIS programs. First Nations University of Canada could potentially be asked to join as a partner.

### Bursary

Gohar presented the new proposed SLA bursary to the Library Services for Saskatchewan Aboriginal People (LSSAP) in the last week of March and it was well-received. Since there is no Master of Library and Information Science (MLIS) program in Saskatchewan and costs are prohibitive, it was determined that Aboriginal library workers need supports and opportunities for this training. Their proposal outlines the need for the MLIS education and provides useful statistics. MLIS programs in Canada costs about $15,000 in tuition in on average and online US programs cost about $28,000. SLA is proposing a $25,000 grant to make a significant contribution to the cost of education. It was determined that a $555,555 fund would be needed to make such a bursary viable on an ongoing basis.

Suggestions from the table included looking for a commercial sponsor who could brand it and approaching the provincial government to match funds raised from fundraising activities. It is yet to be determined how the grant can be used. Perhaps technician level education should be included. Funds would be disbursed on successful completion of the program.

One option for testing this idea is to raise $25,000 for a test run. SLA is a charitable organization. First Nations and Métis Relations funding is over three years (if the AEDP grant could be used in this way). If the University of Regina were to establish a program, the bursary could be directed to students studying there.

LSSAP will prepare an endorsement letter for the grant and SLA will go to the Federation of Saskatchewan Indian Nations (FSIN) for support in addition to asking the Board for its support. LSSAP
will work on fundraising and will approach FSIN and Métis organizations for support as well.

The PNLS and Prince Albert Grand Council are working with other partners to provide library technician program in the north with a very limited budget. The proposed grant could potentially benefit students in this program.

The option of dividing the grant into $15,000 for an MLIS student and $10,000 for a technician student has been discussed on the condition that a Canadian MLIS partner is found. Three years employment in Saskatchewan would be required.

**Strategic Planning**

The vision and mission statements and three strategic directions were determined at a strategic planning session in June 2008. The Board decided that new Board members should have input into the goals, objectives and success indicators, so strategic planning was tabled until new Board members were appointed. The Board will hold another one-day session in June on strategic planning in conjunction with one day for Board business. Specific actions can be determined on a yearly basis, rather than listing a large number of actions in the strategic plan. That allows for more flexibility.

**AGM Debriefing**

The AGM was held on April 1. The morning discussion focused on the 2009/10 purchasing plan. Consensus was reached on the renewals of all current products and a 5% increase to partner contributions. It was also agreed that the exchange rate fund could be used to finance the current shortfall. Interest accrued throughout the year may be applied to the exchange rate fund. The amount to be maintained in the fund will be determined on a yearly basis.

The afternoon discussion was a consultation with the partners to gather ideas for the future development of the MDLP. Equitable or universal access to core products will be maintained, though there was some concern about how to determine what is core. Provincial library will continue to synthesize the results and determine how to move forward in a way that respects the partners. Provincial Library must, however, work within its limits in terms of mandate, human resources, etc.

Jack will bring the Board’s thoughts to the MDLP Committee for discussion before the September General Meeting, where a plan will be presented.

A method to determine what is core for each partner,
each sector and the program as a whole would be useful. There was a suggestion that this tiered approach could help the committee with its decision making.

Provincial organizations such as The Alberta Library (TAL) have some experience with consortial licensing. They get receive substantial yearly funding from the Lois Hole Foundation which administers the grant. Perhaps someone from Alberta could be invited to discuss their experience with opt-in licensing models. Ernie Ingles was involved in the establishment of TAL.

One possible model would have the Board and other stakeholders ask the province to pay for core resources while partners look to other sources for non-core products. Individual library sectors could look for private sponsorship money for sector-specific resources.

The committee should identify possible one-time purchases like Literacy Resource Centre that will save on yearly subscription fees. Government and corporation sponsors could then be sought out.

### Multitype Library Development Unit Report

The Sask Libraries website templates have been loaded to a test server. Karen Der has been migrating some of the content to the test site and the rest of the content will be moved after the navigation has been established. The test site will be presented to the Board in June for their feedback.

**Invite Karen to the June meeting to discuss the website (Jack).**

### Vice Chair

The Board agreed that Bryan will sit as Vice Chair.

### Sector Reports

**Archives (Mark Vajčner)**

Archives week is provincially declared and used to attract people interested in heritage, historical documents, etc. The events during that week were very successful. There was a good turnout for events, including the film night.

At the Heritage Youth Fairs, students were given awards for making best use of primary materials.

The executive director and archives advisor positions with the Saskatchewan Council for Archives and Archivists (SCAA) has been split in two. The SCAA will be hosting a workshop called “Copyright Issues for Archival Institutions” June 19-20 in Saskatoon.

**Schools (Bryan Wilson and Joanne Beltramini)**

The main concerns for schools right now centre on changes to the school funding formula and resulting implications. The method of funding allocation is yet to be determined. It may be global allocation or
another model. Capital budgets have been increased. The public caucus of school boards has been upgraded to “section” and now has the ability to lobby the government directly (Public and Catholic boards each have one).

Michael “Pinball” Clemons spoke to the National Congress on Rural Education, held March 29-31 in Saskatoon and really engaged the crowd. He is a highly recommended speaker, though his fees are considerable.

The national conference for school boards will be held in Vancouver this year.

**Special Libraries (Mary Chipanshi)**
The Ministry of Social Services is interested in licensing JSTOR (Journal Storage). They also need training on the MDLP products.

Jeff Mason from Regina Qu’Appelle Health Region (RQHR) was interviewed recently on CBC radio to discuss health information resources. RQHR is going to hire a co-op student for the summer. Susan Baer is the new library director.

The Saskatchewan Health Libraries Association is having their annual meeting in conjunction with the SLA conference in May.

The Parks, Sports and Recreation Resource Centre has joined the special Libraries group in Regina. The Special Libraries Association, Western Chapter will be meeting with the Special Libraries section of the SLA at the conference. They are sharing ideas and celebrating the 100th anniversary of the Special Libraries Association.

The Law Society of Saskatchewan has made their databases freely available to the public as noted in the February meeting summary. They will be demonstrating these resources at the SLA conference in May.

**Provincial Library (Joylene Campbell)**
There has been some reorganization within the Ministry of Education. The Literacy Office has been merged with Provincial Library, though the combined name has yet to be determined. This is an important strategic move, since public libraries serve all segments of the population and support literacy throughout the life cycle. This new partnership opens up possibilities for increasing information literacy. Stakeholders in literacy can join with the Board to work for common goals. Michelle Dalidowicz has
been working with public libraries on forming literacy partnerships.

The Government and Libraries Forum will be held October 19-20. Issues including literacy, First Nations and Métis services, rural development, immigration and various library services will be discussed. The purpose is to bring public libraries and government together to discuss strategic alignments. Provincial Library has asked the Deputy Minister to bring this to the attention of the other Deputy Ministers and to explain the importance of having senior level officers at the forum.

School Libraries (Joanne Beltramini)

The E-learning iT Summit was held a week prior to the Board meeting. Joanne presented a session on the MDLP resources and it was well attended. The report, School Libraries in Saskatchewan - An Advisory for School Boards was given an award of recognition from Saskatchewan School Library Association (SSLA). This year is the 50th anniversary of the SSLA.

SSLA’s journal The Medium, is now in electronic format.

Academic Libraries (Brad Doerksen)

Natalie O'Toole, Data Information Specialist, Mount Royal College Library, will be presenting two evening sessions (April 7&8) at the University of Regina on the use of geographic information systems. This is of use to researchers wanting to target specific neighbourhoods in their research projects.

As of March 30, the new Murray Learning Commons is open at the University of Saskatchewan.

University of Regina, University of Saskatchewan and SIAST recently worked together to jointly purchase a key academic database, EBSCO Academic Search Complete. This collaboration has resulted in great savings compared to the prices quoted for each institution to purchase it separately. Briercrest College is exploring the possibility of joining this ad-hoc consortial arrangement as well. This may prove one of the models presented by the MDLP Committee, where a subset of the partners will enter into contracts.

Gohar Ashoughian, Associate University Librarian & Interim Head of Research Services at the University of Regina has just announced that she has accepted the position of University Librarian at the University of
Northern British Columbia.

**Aboriginal Libraries (Wendy Sinclair)**

Saskatchewan’s public libraries will be hosting four Round Dances in total. Saskatoon Public Library held one last year and Regina Public Library hosted the most recent event in February, 2009. Close to 600 people attended. It was successful in many respects, including spurring interest in library programs, library employment, etc. Elders have been very pleased with the Round Dances to date. Public libraries from around the province were represented at the Regina event. Southeast Regional Library will likely host the Round Dance next year.

The Saskatchewan Aboriginal Storytelling Week was launched by Lakeland Library Region. Funding was provided to libraries or organizations who want to host events on condition that they provide an evaluation afterwards.

LSSAP is working on support for the Aboriginal education bursary discussed above. The Council on Aboriginal Library Services (CALS) wants to find a Cree language database for the province that has been developed by a First Nations Person.

### Directors Survey

Library Directors were more positive about MLIS education than the Board might have expected. They were also positive about online training. Several of the directors would like to see more management skills among new graduates, while some of the others prefer mid-career librarians to obtain management training through continuing professional development.

The survey did, however, reveal a lack of succession planning among libraries and few supports for MLIS education for staff.

Most libraries are willing to participate in co-op programs, though support funding was a concern for some.

### Julie McKenna

Last October, Julie represented the Board at the Canadian Library Human Resources Summit, hosted by the Canadian Library Association. She also wrote the evidence summary for 8Rs report (Canadian Library Human Resource Study). At the Summit, a number of challenges were identified and strategies for addressing them were outlined. Panels and task forces were established to follow through on the actions for each issue. They will meet with the stakeholder groups before proceeding.

Attendees suggested that librarians take more personal responsibility for continuing professional development.
development. Anticipated staff shortages are more of an issue in Saskatchewan than most other places. Technicians and librarians are expected to be in short supply here.

A local approach is needed to address issues such as anticipated librarian shortages and accessibility of MLIS programs. Library schools have sufficient numbers of applicants; therefore, they have little incentive to introduce online programs. The University of Ottawa is launching its library program this year, so they would be a good source for insights into the ALA accreditation process.

There is a gap between the needs and priorities of educators and employers. Competency-based training and internships, for example, are important to employers; but less so for educators.

Since library schools have little incentive to expand MLIS programs, a unique program in Saskatchewan makes sense to supply local needs. A joint program in partnership with another institution would be a second option. San Jose, for example, has a great deal of experience with online course delivery.

**Digitization Report**

The Saskatchewan Digital Alliance held a day of planning at the Eco Centre in Craik in March. A number of ideas for improving participation in the Ministry’s digitization grant program were discussed. A proposal will be presented to Provincial Library by the end of May.

The book of essays written by University of Saskatchewan students using documents and artefacts from the “Our Legacy” digital collection has been published, demonstrating how online resources can be used for scholarship. “Our Legacy” is the digitization project funded in part by the digitization pilot grant.

**Next Meetings**

The next meeting will be held June 22-23rd in Regina.

Communiqué
✓ Provincial Panel on Student Achievement
✓ Strategic planning
✓ AEDP and background paper
✓ Bursary support
✓ Human Resource Summit
✓ AGM debriefing
✓ Bryan is the new Vice Chair

June agenda items:
Next steps on Human Resources
Revised Board section on Saskatchewan Libraries site (provide history of Board discussion on this)

Send a letter to the DM and attach a copy of the “Our Legacy Book.” (Elgin)
cc Curriculum and E-Learning Branch

Request copies of the book of essays for Board members and enquire about schools. (Elgin)

Send a letter to the president of University of Regina and cc other officials listed in the notes. Attach the directors survey and background paper. (Multitype Library Development Unit)
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<td>Follow up with University of Regina on library education.</td>
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**Adjourn** | The meeting was adjourned. |

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