

George A. Smathers Libraries
Office of the Dean of University Libraries

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June 17, 2009

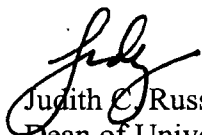
Shelton Davis
Equal Employment Manager
University of Florida
PO Box 115010
CAMPUS

Dear Shelton,

Attached please find the George A. Smathers Libraries' 2008-2009 Diversity Efforts program report.

Please let me know if you have any questions or require further clarification.

Sincerely,



Judith C. Russell
Dean of University Libraries

Florida Educational Equity Report – George A. Smathers Libraries

The George A. Smathers Libraries system is strongly committed to a comprehensive approach to diversity and continuously seeks to improve its outreach to diverse users, to conserve historical records from underrepresented cultures and groups and to increase the diversity of its staff.

To this end the George A. Smathers Libraries has -

❖ Sought financial support for a number of diversity initiatives through the following grant proposals:

Current project: Digital Library of the Caribbean (dLOC) –to establish the Digital Library of the Caribbean in partnership with the UF Center for Latin American Studies, the FIU Latin American and Caribbean Center, UCF, UVI, and other Caribbean partners. (\$92,798 awarded, and \$69,540 cost share requirement)

Current project: UF Virtual Library Exhibit: In partnership with the Department of Computer Sciences and Engineering, to create an experiential learning environment in the virtual world of Second Life (SL) to present visitors (students/faculty and others) with a unique view of what it was like to be in Florida during the time of segregation v. desegregation. Project organizers will 1) create an interactive virtual library exhibit, hosted in the current Second Life UF Libraries, with materials found in the UF Digital Collections (UFDC) related to literature, history, and politics of Florida’s history during this timeframe, and 2) create an immersive role-playing scenario that will tie into the 50th anniversary of desegregation at UF. Four faculty members have confirmed interest in using this SL product in their classrooms. (Awarded: \$4,997)

Current project: Cuban & Mexican Film Poster Digital & Conservation Project: To better organize, digitize and conserve 400 film posters from Cuba and Mexico. This project builds on the success of other past initiatives, most notably a \$40,000 grant award in 2003 to purchase Latin American films for the Libraries. The finished product will be included in the Digital Library of the Caribbean (dLOC), and be posted on the Belknap Collection for the Performing Arts webpage for user services. (Awarded: \$4,538)

Current project: Cyrillic Character Inclusion in University of Florida Bibliographic Records:

To include Cyrillic characters particularly used in Russian language in the University of Florida’s bibliographic records. Currently, approximately 10,000 records have only Romanized fields. As many studies have shown, searchability for foreign language materials is enhanced when these records include the original language, and this has been proven by the UF Libraries’ efforts in Chinese and Japanese character inclusion, as well as national efforts in JACKPHY languages (Japanese, Arabic, Chinese, Korean, Persian, Hebrew and Yiddish). (Awarded: \$5,000)

Current project: Academic Research Library Longitudinal Recruitment Study – for Phase I of a multi-year longitudinal study to investigate the efficacy of the current recruitment strategies employed by the Association of Research Libraries (ARLs). These strategies include advertising job vacancies and soliciting applications from a broad spectrum of applicants, with the purpose of recruiting traditionally underrepresented groups in the academic library workforce. (Proposed Award \$2,500)

Proposed project: Caribbean Newspaper Digitization Library: Disseminating and Preserving Records of Daily Life –subcontract over four years beginning October 2009, to digitize newspaper runs from various countries in the Caribbean. Leaders are FIU’s Latin American & Caribbean Center and UF’s Center for Latin American Studies, with partnering libraries at FIU, UCF, USF, and University of the Virgin Islands. (\$123,702 cash request, and \$41,224 cost share contribution)

Proposed project: University of Florida Opportunities for Research Assistance Students (uFLORAS)
Program: \$50,000 to support the uFLORAS peer-to-peer program for training 10 Hispanic students to provide academic outreach to other Hispanic students by working with four campus programs that target first generation, Hispanic, minority, and disadvantaged students. uFLORAS proposes to serve 2,490 students, 500 of whom are expected to be of Hispanic heritage.

- ❖ Organized, hosted and/or participated in a number of exhibits and events including:

Black Alumni Weekend - August 30, 2008

“Lebanon - Israel – Egypt – A Magic Lantern Ride from the 1920s to the Modern Era” October 21-30, 2008
- Display in Library West - Co-presented with the Center for Jewish Studies

“Cuba: Past, Present and Future” - January 9-23, 2009 - Exhibit in the Smathers Library Special Collections Exhibit Gallery

“Reflecting on African Americans: History and Culture” - February 2-March 2, 2009 - Exhibit in the Smathers Library Special Collections Exhibit Gallery

“Florida Black History: Where We Stand in the Age of Barack Obama” - March 17, 2009 - Panel discussion followed by audience question and answer session.

“Smathers Libraries Chinese Artifacts, Literary and Otherwise” - June 4-July 30, 2009 - Exhibit in the Smathers Library Special Collections Exhibit Gallery

- ❖ Secured a Planned Gift for a future family endowment of close to \$500,000 to serve students with special needs – The funds from this endowment will be used to 1) upgrade design and renovate facilities for better ADA compliance, 2) purchase specialized equipment and software, and 3) establish a Special Education Librarian Internship Program that will be indispensable to the needs of researchers and students with varying disabilities and learning challenges.
- ❖ Sought to recruit employees from a broad spectrum, including members of ethnic minorities and disabled persons as an integral part of the Libraries’ recruiting program. George A. Smathers Libraries publicizes vacant librarian positions in over one hundred locations including a dozen specifically focused on diversity, including: Diverse Issues in Higher Education; The Gay/Lesbian/Bisexual Librarians Network; Diversity web; Hire Diversity; Affirmative Action Register; Workplace Diversity; Diversity at the American Library Association (ALA); Black Caucus of the American Library Association; Chinese American Librarians Association; and Asian-Pacific American Librarians Association.

George A. Smathers Libraries currently employs 222 faculty and staff with a general composition of 17% from underrepresented groups (American Indian/Alaskan; Asian; Black/African American; Hispanic/Latino) and 55% women. The composition of the faculty at the George A. Smathers Libraries is 60% women and 9% from underrepresented ethnic groups (Asian and Black/African American) - of which 3% are African American.