



# Action Plan for NOAA's Libraries for the 21<sup>st</sup> Century: Phase II Report to the NOAA Research Council

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# Outline



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# Purpose

- **Decision Briefing:** Based on Phase II Report from the NOAA Research Council's Ad Hoc Committee on Libraries
- **Request Council decision on four key recommendations:**
  - A set of core resources available to all NOAA staff
  - A NOAA Institutional Repository
  - A strategic communications plan
  - A library organizational structure
- **Request Council decision** on whether to ask NEP/NEC to provide organizational authority and funding to implement recommendations



# Issue



- **Central Issue:** NOAA personnel do not have equal and sufficient access to current and historical research collections and library services to conduct their work
- **Centralized and sufficient funding** to support basic research library services are missing
- **Desired outcome:** for all to have adequate and equal access to library collections and services
- **NEP** and **NEC** have organizational and fiscal authority to correct this situation on an ongoing and lasting basis



# Background & Discussion



- 28 libraries 4 without staff or less than 8 hours of staffing per week
- Librarians are not being replaced when they retire or move on to other positions; however, demand for services continue to increase
- Funding and management of libraries are not centralized making efficiencies and coverage difficult if not impossible
- Survey of all NOAA staff in January 2012 (20%+ return rate from Federal employees) shows 1/3 of NOAA staff is without library services according to their responses. In any case, a shaper awareness of library services is needed and equal library services for all of NOAA
- The alternatives developed are a basic level of services for all NOAA, the status quo, ideal not provided given the hard economic realities
- Three basic assumptions were make: 1) NOAA is a science based organization, 2) needs desktop access to current and historical research findings in relevant subject areas, and 3) a method to retain and make accessible NOAA's intellectual output



# Alternatives



- **Basic Alternatives:**
  - NOAA having access to needed library services and research collections
  - NOAA having less and less access to library services and research collections
- **Assumption:** Research based organizations need access to recorded research findings and basic library services
- **Risks:** without reasonable access to the current and historical research records unnecessary work can be conducted and errors made because of the lack of current and historical scientific information
- **Fiscal ramifications:** access to needed information resources saves researchers time and helps prevent duplication of effort. Funds invested in library collections and services pay dividends for many years.



# Alternative 1: Status Quo



## Pros:

- No additional funds needed
- No organizational changes needed

## Cons:

- Unequal access to library collections and services will continue
- Additional NOAA libraries will be closed or downsized in a one off basis as opposed to a coordinated effort to increase library services
- The DWH Institutional Repository will not be expanded to include all of NOAA intellectual output
- Access to current journal will decrease given current FY 2012 and proposed FY 2013 cuts to Silver Spring and the DOC Boulder Laboratories Library budgets



# Alternative 2: Restoration of FY 2012 Cuts and FY 2013 Proposed Cuts in Journal Subscriptions and Licenses



## **Pros:**

Access to current research journals will be restored to the FY 2011 level

## **Cons:**

Additional funds for research journals will need to be allocated from new funding sources

Requests for additional research materials (journals and databases) will not be found

Organizational issues are not addressed

**Cost:** \$1,395,000

FY 2012 \$570,000 (\$320,000 Silver Spring and \$250,000 Boulder)

FY 2013 \$825,000 (31% of Silver Spring's \$2,662,000 and Boulder unknown at this time)



# Alternative 3: 21<sup>st</sup> Century Library Services



## **Pros:**

Core resources electronically available to all NOAA staff on an equitable basis

Institutional Repository for NOAA access by all (one basic location for NOAA intellectual output)

Increased awareness of library collections and services and an increased use of both collections and services

Increased efficiencies in relations with scientific information vendors and internal NOAA purchasing

## **Cons:**

Additional funding must be provided

Some organizational changes

**Costs:** \$4,120,100



# Alternative 3: 21<sup>st</sup> Century Library Services - Costs



## Staffing

\$ 75,000	1/2 FTE for Web related
\$ 150,000	Regional Service Coordinator
\$ 150,000	Electronic and Print Resources Coordinator
\$ 150,000	IR Coordinator
\$ 90,000	Contract Cataloger
<u>\$ 615,000</u>	sub total

## Institutional Repository and Other Tools

\$ 20,000	IR Annual Storage Costs
\$ 50,000	Annual IR Development Costs
\$ 275,000	<i>One time</i> cost for additional IR functionality
\$ 35,000	Serials Solutions - ejournal management software
<u>\$ 5,000</u>	Webpage IT costs - centralized
<u>\$ 385,000</u>	sub total

## Digitization, Online Services, and Training

\$ 250,000	Digitization
\$ 10,000	Illiad Interlibrary Loan Services
\$ 2,100	Questionpoint Virtual Reference Service and Social Media Services
\$ 15,000	Outreach Training
<u>\$ 20,000</u>	Outreach Products
<u>\$ 297,100</u>	sub total

## Electronic Resources

\$ 2,823,000

## Totals

\$ 615,000	Staffing
\$ 297,100	Digitization, Online Services, and Training
\$ 385,000	Institutional Repository and Other Tools
<u>\$ 2,823,000</u>	Electronic Resources
<u>\$ 4,120,100</u>	Total



# Coordination & NEP/Council Views



- Coordination: there will need to be clear coordination between line and staff offices in order to provide equal access to all of NOAA and to save in purchasing costs and processing. NOAA having one library not 28 as seen by vendors
- Discussions have taken place about moving LISD from NODC/NESDIS to the OCIO; however, this has not taken place. All parties agree that centralization of the libraries is desirable.



# Output



- Results of these recommendations should be
  1. All NOAA staff have equal access to a core set of current and past research findings and library services
  2. An Institutional Repository provides direct digital access to all of NOAA's intellectual output
  3. A strategic communications plan keeps all of NOAA aware of library collections and services and keeps librarians current with necessary skills and knowledge
- NOAA should receives from these changes
  1. Increased and equitable access to current and historical research findings
  2. A capacity to obtain access to current and historical research findings in the most economical and efficient means
  3. Performance measures showing increasing use of online library resources and more cost effective ways to deliver library services



# Recommendation



- Move forward with Alternative 4: 21<sup>st</sup> Century Library Services



# Summary of Committee Recommendations



A more effective NOAA library system will feature **consistent and reliable funding at the corporate level to make the following happen:**

**1. A set of core resources available to all NOAA staff**

1. electronic journals, databases, e-books, and related software that all of NOAA can access
2. distributed set of printed resources within the NOAA library network available to all NOAA staff

**2. A NOAA Institutional Repository (IR) for digital material available to NOAA staff and the public**

1. collection, preservation, and access to all NOAA digital intellectual output
2. collection, preservation, and access to pertinent non-NOAA non-copyrighted material
3. a digitization program to convert print NOAA legacy publications into a digitized form for inclusion to the IR



# Summary of Committee Recommendations Continued



### **3. A strategic communications and continuing education plan**

1. plan to inform and educate all NOAA staff in the services available through the NOAA library system
2. a continuing educational program for librarians and library staff which permits them to stay current with required skills and knowledge to continually provide high quality services to NOAA's staff and the public

### **4. An improved NOAA library organizational structure**

1. central coordination of the acquisition and distribution of core NOAA-wide information resources
2. coordinates the provision of services via phone, email, chat, social media, or any other means, regardless of location,
3. addition or re-assignment of librarians to cover added functions of electronic resource management, coordination of services, and training and outreach to NOAA librarians and staff
4. coordination of any closing or downsizing of libraries to ensure that NOAA intellectual heritage is not lost