

Strategic Plan Implementation - 2006 Cumulative Review

Four times during the course of 2006, Steering Group reviews progress on meeting objectives and implementing strategies of the Strategic Plan that we outlined at the annual retreat in December 2005 and reviews additional ways we may have met Strategic Plan objectives through the course of the year.

Dates Reviewed:

March 7, 2006 - notes by WM

May 16, 2006 - notes by CW

August 22, 2006 - notes in blue by BH

Oct. 17, 2006 - notes in green by SB

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Goal I: Develop and strengthen the Law Library as an innovative organization that reflects the excellence of the Law School

Objective A: Continue to improve internal and external public relations, including visibility of staff and librarians within the Law School and out.

Strategy 1: Increase staff and librarian participation in Law School and UGA committees and projects.

2006 Progress Being Made:

Charged PR team to submit law library news to appropriate outlets, in particular the Advocate and the newsletters of AALL and SEAALL.

PR team is planning Authors' Reception

2006 Accomplishments:

"Internet Legal Research" CLE on March 2, 2006 for State Bar of Georgia

"Internet Legal Research on March 31, 2006 for Assoc. of Legal Professionals

Sharon attended statewide Disaster Planning Group meeting with Main Library people

Attended Law School events during Winter 2006

Attended library teleconference events at Main Library

All librarians subscribed to GRAPEVINE

JD's participation in the continuing appointments committee

"Acceptable Internet Use Policies" SEALL presentation by CWatson

AB & CW on Law School committees

AP chairs a Law School committee

Librarians attending Faculty Colloquia, Old College dedication, BH attended Russell Symposium

PR Team planning Authors Reception and movie nights, Digital Commons team planning roll out party

Strategy 2: Establish Law Library presence and proactive outreach at Law School conferences and programs.

2006 Progress Being Made: Noted that additional efforts to raise our profile with the law school have been made this past year. Computing Services in particular has a high profile.

2006 Accomplishments:

CW, AB and AP attended LLM reception

Attending Thomas coffee

Strategy 3: Provide timely updates about Law Library services to the Law School community and, where appropriate, to the university community.

2006 Progress Being Made:

Charged the newsletter editor to always provide timely updates on library services

Charged PR team to publicize faculty services.

2006 Accomplishments:

IL Orientation

JD meeting with individual Faculty members

Strategy 4: Cooperate with University Libraries and other strategically valuable partners on and off campus.

2006 Progress Being Made:

2006 Accomplishments:

Charged the Special Collections Librarian to initiate cooperative projects with Main Library. Talking to Main Library about Hosch archives
JD on Continuing Appointments Committee
[Findit at UGA](#)

Objective B: Develop and refine the Law Library's team management structure.

2006: Noted that all strategies except Strategy 2 are done at retreat and the regular Steering Group meetings:

Strategy 1: Utilize annual Steering Group retreat to evaluate and refine the team structure.

2006 Progress Being Made:

2006 Accomplishments:

Strategy 2: Hold an occasional all library in-service workshop to work on team-building.

2006 Progress Being Made:

2006 Accomplishments:

Screening of videos at staff meetings ("Finding the Up in Upheaval" at June meeting and "Library Cats" at August meeting)

Strategy 3: Include staff members from varied departments as appropriate in teams, sub teams and temporary work teams.

2006 Progress Being Made:

2006 Accomplishments:

Strategy 4: Ensure effective communication among staff, work teams, and Steering Group.

2006 Progress Being Made:

2006 Accomplishments:

Objective C: Increase the Law Library's role in fund-raising endeavors.

2006: Decided the one area of fund raising that is not off limits to us is pursuing grants for specialized library projects. We can explore working through the university grant writing office rather than going through the law school's development office.

Strategy 1: Seek out grant opportunities in areas such as preservation and collection sponsorship.

2006 Progress Being Made:

Ordered book on Library Grants

2006 Accomplishments:

AP has the book which is actually a serial and is looking at it

Strategy 2: Increase Law Library presence at Law School functions with donors in attendance.

2006 Progress Being Made:

2006 Accomplishments:

AP attended JHL reception

Goal II: Develop, organize, preserve and make available the most comprehensive collection of materials about law and legal systems that can be assembled using the resources available to the Law Library.

Objective A: Develop a law library collection appropriate to a top 20 law school by 2010.

Strategy 1: Press to increase funding in baseline budget.

2006 Progress Being Made:

2006 Accomplishments:

Budget has been increased by \$125,000 for each of FY 06 and 07 and Dean White has promised to continue this for 5 years total.

Strategy 2: Continue to identify and purchase electronic collections of monographs -- the collection development team will adopt an e-book collection policy and continue to explore e-book purchases.

2006 Progress Being Made:

Exploring e-book options on Coll Dev Team

2006 Accomplishments:

E-book collection development policy drafted and approved

Strategy 3: Continue to identify and purchase databases that make available current primary law in an expanding number of foreign jurisdictions.

2006 Progress Being Made:

Added VLEX for Spanish language and looking at China

2006 Accomplishments:

Strategy 4: Expand Yankee Book Peddler monographic approval plan to include a significant number of monographic series on legal topics.

2006 Progress Being Made:

CD Team assignments pending

2006 Accomplishments:

Strategy 5: Meet with faculty to identify new areas for collection

2006 Progress Being Made:

In conjunction with the public relations push to promote the reorganization of our faculty services, the faculty services coordinator (JD) and the reference team will strive to meet with as many faculty members as possible.

2006 Accomplishments:

Developed a "signing bonus" policy to accommodate special requests for incoming faculty. Specifically given to Kahn

JD has met with all but two Faculty members

Strategy 6: Use WorldCat Collection Analysis service to assess collection against top 20 law library collections

2006 Progress Being Made:

2006 Accomplishments:

Procedure for using WorldCat tool has been developed. Coll Dev Team has subject assignments to begin reviewing.

Objective B: Ensure that all resources available through the Law Library will be cataloged and classified, and all physical items barcoded and tagged as appropriate.

Strategy 1: Complete barcode cleanup project -- 2006 priorities: faculty writings, rare book locations, last pass balcony, (in conjunction with current reclass projects) Annex 1 and 3

2006 Progress Being Made:

2006 Accomplishments:

Faculty Writings Collection finished
Condensed remaining smart barcodes
Rare Book Room completed
Folio section completed

Strategy 2: Conduct, with participation of all staff, a total inventory of the collection as part of the final barcode cleanup.

2006 Progress Being Made:

2006 Accomplishments:

Strategy 3: Plan and carry out 3 "tagging events" involving all staff in FY 2006

2006 Progress Being Made:

Mail runner and special LBCLR employee concentrating on tagging

Extra student hours in shelving applied to tagging

2006 Accomplishments:

Strategy 4: Plan and start up an ongoing inventory maintenance program utilizing the wand RFID reader. Goal for 2006: Shelf read balcony and main floor using wand

2006 Progress Being Made:

Maureen studying instructions on how to use the RFID reader.

2006 Accomplishments:

Strategy 5: Purchase cataloging for sets of materials, when available, to assure timely access to new purchases in the collection.

2006 Progress Being Made:

Evaluating Cassidy records for Lexis/Westlaw; will purchase Marcive "Documents without shelves" records

2006 Accomplishments:

Objective C: Make certain essential or significant resources in the Law Library will be available in perpetuity.

Strategy 1: Complete and institute a disaster recovery plan that includes regularly scheduled inspection of emerging hazards -- Special Collections librarian will lead sub team to complete disaster plan

2006 Progress Being Made:

Disaster Plan Phase I complete

2006 Accomplishments:

Evacuation planning team has been established

Strategy 2: Evaluate 20% of the collection each year for the next 5 years for materials in need of repair, binding, or special handling

2006 Progress Being Made:

Mail runner routinely identifies items in need of binding or repair in conjunction with tagging collection

Staff have been putting red H-bands around items (to make them readily identifiable) in collection in need of repair as they shift or do barcoding work

2006 Accomplishments:

Strategy 3: Identify and prepare for the relocation of materials for repository storage and for the relocation of significant, unique, archival, or rare materials for special collection storage in the new Special Collections Library Building before groundbreaking for that building.

2006 Progress Being Made:

2006 Accomplishments:

Strategy 4: Continue to participate in the profession's dialog with information providers/publishers to assure the continued access to information in electronic format

2006 Progress Being Made:

2006 Accomplishments:

WM met with various vendors at AALL

WM went to NELLCO reception at AALL

SB went to LIPA meeting at AALL

Joined LIPA, AP is representative

Digital Commons up and running

Objective D: Use new technologies to expand anytime/anywhere access to resources available through the Law Library.

Strategy 1: Complete setup of WebBridge -- sub team will push to finish initial setup, WM will take lead in set up of staff mode

2006 Progress Being Made:

CW working on LegalTrac links.

2006 Accomplishments:

Strategy 2: Complete and promote use of Metafind -- reference team will evaluate and tweak

2006 Progress Being Made:

2006 Accomplishments:

Strategy 3: Evaluate website usability and make useful changes to the Law Library website -- new leader of usability sub team (JEC) will lead team in revisiting progress and moving forward

2006 Progress Being Made:

2006 Accomplishments:

Strategy 4: Purchase quality cataloging in MARC format, when available, for any databases or collections of material the library acquires -- to ease loading of purchased cataloging BH will attend load profile training

2006 Progress Being Made:

Collection Development Team decided to purchase MARCIVE's Documents without shelves records.

2006 Accomplishments:

BH attended III Load Profile training in May



Goal III: Provide services that anticipate and meet the needs of our community and empower our library users to become lifelong learners.

Objective A: Be a contributing partner to faculty members in their instruction and research.

Strategy 1: Encourage and support all faculty to use electronic dissemination of course materials.

2006 Progress Being Made:

2006 Accomplishments:

Announced at Faculty Meeting that use of e-reserves is strongly encouraged

JD is "calling out" younger/newer Faculty members for placing paper handouts on typing tables and directing them to e-reserves.

Strategy 2: Enable faculty to generate personalized new acquisition lists.

2006 Progress Being Made:

JD is setting this up in My Gavel

2006 Accomplishments:

All faculty set up

Strategy 3 - Continue to evaluate and refine Current Awareness Program - identified as a top priority for the upcoming year

2006 Progress Being Made:

2006 Accomplishments:

Reference Team has put a completely redesigned system into place

SSRN - loading document and disseminating to law school community; Digital Commons

Strategy 4 - Create and manage a research assistant program - identified as a top priority for the upcoming year. We will consider providing a "naming" opportunity for the students who are employed as research assistants such as "Joseph Henry Lumpkin scholar."

2006 Progress Being Made:

Hiring second student

2006 Accomplishments:

Continuing Research Assistant program

Strategy 5: Explore a faculty liaison program.

2006 Progress Being Made:

2006 Accomplishments:

We explored this and are leaving it as is; not a priority this year

Objective B: Create a positive, supportive culture in which law students can thrive during their law school careers.

Strategy 1 - Make all library employees aware of student pressures such as exam time or brief deadlines and provide stress-busters such as jigsaw puzzles, brainteasers or worry dolls to alleviate student tension.

2006 Progress Being Made:

Need to identify other stress busters besides worry dolls and puzzles

2006 Accomplishments:

JD's crossword puzzles for Amicus Briefs

We now have additional puzzles from Europe to use as stress busters

AP ordered new worry dolls for Fall 2006, Sprint 2007

Strategy 2: Improve Computing Services' website self-help opportunities by creating tools such as a FAQ dealing with the top 20 most frequently asked problems

2006 Progress Being Made:

Added to the FAQ on web page

2006 Accomplishments:

Strategy 3: Expand the librarians role in promoting advanced legal research skills

2006 Progress Being Made:

2006 Accomplishments:

SB visited Dupre's Education Law; Preservation Law

JD visited Appel's Environmental law and Natural Resources Law

MC did Communications students in J School, and social work

Strategy 4: Improve and expand liaisons with curricular and extracurricular student organizations.

2006 Progress Being Made:

2006 Accomplishments:

AP did Mock Trial and Moot Judging

JD, MC, AB orientation for Law Rev. and Int. J and IPJ

Strategy 5: Offer at least one informal refreshment break for all the law students during each academic year.

2006 Progress Being Made:

2006 Accomplishments:

Held Candy Bar social Spring Semester 2006

Held pre Bar Exam Ice Cream Social in July 2006

Held 1L Orientation break on August 11, 2006

Objective C: Develop and support optimal reference, research, and instructional services for all Law Library users.

Strategy 1: Program structured learning opportunities about library mediated resources, especially newly acquired databases.

2006 Progress Being Made:

Ref team has offered to conduct research or BI sessions during class sessions for any interested faculty.

Ref Team is planning 4 "lunch" sessions for students. First on "L is for Lawyer" by WM is scheduled for Sept.

MOML, MOMW, ECCO by CW in Oct.

JD publishing for faculty program

2006 Accomplishments:

SB & CW made faculty presentations

JD arranged empirical research lunch presentation by campus groups

Strategy 2: Complete Subject Guide database implementation.

2006 Progress Being Made:

Reference Team is working on sniffy

2006 Accomplishments:

Strategy 3: Increase reference coverage to equal or surpass the mean of the top 20 academic law libraries by title count. Reference team will consider develop a reference assistance program to supplement staffing of the Reference Desk. Reference team will recommend who would be considered for the task as well as what times of day we'd use assistants to staff the Reference Desk.

2006 Progress Being Made:

2006 Accomplishments:

Ref Team developed training exercises to be used to train Research Assistants.
Research Assistant completed training exercises and is now staffing the Ref Desk on Tuesday afternoons.

Strategy 4: Increase the hours the Law Library is open to equal or surpass the mean of the hours of the top 20 academic law libraries by title count.

2006 Progress Being Made:

2006 Accomplishments:

We have increased our open hours. Approximately 50% of hours have been added back.

Strategy 5: Decrease the number of hours that the library is open with only student or part-time workers so that our library is no longer in the top twenty in this category.

2006 Progress Being Made:

2006 Accomplishments:

We have made progress in this area with the addition of Lauren & David

Substantial progress demonstrated by recent statistics

Goal IV: Provide state-of-the-art physical facilities and an environment that inspires study and research.

Objective A: Provide and maintain safe, comfortable, appropriately equipped and clean work spaces for library users and staff.

Strategy 1: Allocate funding to a separate budget line specifically for facilities improvement.

2006 Progress Being Made:

Using Duderwicz salary savings for needed staff furniture.

Perhaps use library funds to purchase furniture and Green fund to replace library funds?

Remaining 1/3 of furniture is about to be ordered

2006 Accomplishments:

Moser pieces added to Library entry/Circ/Reference with Green fund

Furniture replacement is 2/3 completed, using some of DD's salary savings, and regular library funds (using Green funds to purchase materials for the library collection)

Strategy 2: Work cooperatively with the Law School to improve security, perception of security, and communication about security concerns among patrons and staff. Remember that this includes the security of the collection. We have the security guard now and are working towards this goal

2006 Progress Being Made:

2006 Accomplishments:

We have the security guard.

Law School exterior doors secured with UGA card access only after hours and on weekends.

Extra security guard on evenings and weekends when Main door next to Library is locked. Access to law school limited to members of the law school community -- library only is open to the public.

Strategy 3: Provide proper lighting, appropriate temperature, healthy air quality, comfortable seating and furniture, and an adequate number of accessible bathrooms. PRIORITY FOR THIS YEAR = to replace the seating in the Balcony carrels possibly with the same seating as the rest of the balcony so chairs will be interchangeable.

2006 Progress Being Made:

2006 Accomplishments:

Cleaned tables and chairs in reading room and on balcony -- Summer 2006. Worked well with the custodial staff on this task.

Strategy 4: Develop and maintain a positive working relationship with custodial staff.

2006 Progress Being Made:

2006 Accomplishments:

Strategy 5: Survey all available space in the library buildings and optimize for patron and staff use.

2006 Progress Being Made:

2006 Accomplishments:

2/3 of new furniture has been installed and has created more efficient use of space and workflows.

Accounts Manager has been relocated to newly renovated Administrative Offices space, two Computing Services staff and Foreign and International Law Library also have new, larger and more functional spaces.

Space allocation recommendation to Dean: 4a. Alternative 1. Reconfigure the law review office in the Annex so that all three law school publications are housed in what is now the law review office. Reclaim the international journal space to be used as student conference and meeting space in the short term, but with a view to converting it to library staff offices if/when the library staff grows in accordance with the law library's Strategic Plan. Rationale: at the time offices were created for the three law school publications, it was necessary to maintain large collections of books in the space. With the advent of computers, the need for book collections has all but disappeared.

Strategy 6: Clearly designate and regularly monitor the Annex as a quiet study area within the library. In general we are doing well on this strategy. Decided to put something in the last newsletter of the academic year to remind patrons that the Annex will not be a quiet zone during the Summer because of ongoing projects. Also make more and better signs for table tops etc....

2006 Progress Being Made:

Being more aware that Annex2 has become the popular study area and monitoring our voice levels.

2006 Accomplishments:

Objective B: Plan, reorganize and renovate the facility to improve physical accessibility.

Strategy 1: Continue to improve disability access based on regular building surveys and communication with campus disability services. Problem with parking in portico referred to SG

2006 Progress Being Made:

2006 Accomplishments:

Moved key card readers to wheelchair accessible height
Got handicapped doors fixed

Strategy 2: Develop a coordinated, consistent and highly visible system of signs and maps to facilitate the use of collections and services.

2006 Progress Being Made:

2006 Accomplishments:

Purchased laminating machine to make more durable signs.

Maps on web and linked from Gavel location line in records

Strategy 3: Establish flat surfaces within the library stacks so that library users may quickly consult library materials. Not priority for this year, but we do need to order more book ends.

2006 Progress Being Made:

2006 Accomplishments:

MC will order more bookends

Strategy 4: Eliminate boxes from basement aisles.

2006 Progress Being Made:

Ongoing as move materials to repo. They are clear for now.

2006 Accomplishments:

Strategy 5: Provide bags with the Law Library logo for patrons to carry library materials if needed.

2006 Progress Being Made:

2006 Accomplishments:

Done. We have the bags and used them at Fall 2005 and 2006 orientation

Objective C: Provide state of the art technology to facilitate and inspire the use of research resources.

Strategy 1: Evaluate, prioritize, and implement appropriate new technologies.

2006 Progress Being Made:

Experimenting with a wiki for the reference team.
Looking into upgrading GAVEL to WebPac Pro

2006 Accomplishments:

Strategy 2: Maintain technology infrastructure to meet current and future needs of patrons and staff

2006 Progress Being Made:
2006 Accomplishments:
Purchased and installed new ILL server -- July 2006

Strategy 3: Provide ability to access materials included in GAVEL from any location within the library. Refer this item to Lib Sys Team for discussion

2006 Progress Being Made:
2006 Accomplishments:

Strategy 4: Investigate the possibility of digital (chat) reference.

2006 Progress Being Made:
2006 Accomplishments:
Carol read a book on the subject and had an impassioned "talk" with James and Sharon about it
Not a priority this year.

Strategy 5: Establish a media lab to develop court competition materials. Not a priority for this year

2006 Progress Being Made:
2006 Accomplishments:

Goal V: Recruit, develop, and retain a diverse, well qualified staff.

Objective A: In the next 10 years, increase the number of professional and support staff to approximately the average staff size among academic law libraries in the top 20 by title count.

Strategy 1: Fill the Special Collections Librarian position

2006 Progress Being Made:
2006 Accomplishments:
Librarian assignments reallocated and Sharon Bradley's position was converted to Special Collections Librarian

Strategy 2: Fill the Assistant Catalog Librarian position. (Time frame: 2007)

2006 Progress Being Made:
2006 Accomplishments:

Strategy 3: Create and fill two additional reference librarian positions, one of which is an evening and weekend librarian. (Time frame: one in 2008, one in 2011)

2006 Progress Being Made:
2006 Accomplishments:

Strategy 4: Create and fill a classified Stacks Manager position. (Time frame: 2006)

2006 Progress Being Made:
2006 Accomplishments:

Strategy 5: Create and fill a classified Electronic Resources Manager position. (Time frame: 2015)

2006 Progress Being Made:
2006 Accomplishments:

Strategy 6: Create and fill two classified Circulation Assistant positions, one or both of whom would work evenings and/or weekends, with a view to having full time employees on duty substantially all the hours the law library is open. Time frame: one in 2006, one in 2008)

2006 Progress Being Made:
2006 Accomplishments:

Strategy 7: Advocate for creation of a Director of IT position so that the Computing Services Librarian can devote full time to Law Library computing needs.

2006 Progress Being Made:
2006 Accomplishments:

Objective B: Provide competitive salaries for support staff and librarians.

Strategy 1: Pay support staff at least 15% above base salary for their classification grade -- continue to offer maximum allowed to new hires; encourage all supervisors to bring any reasons for supplemented raised to AP's attention at raise determining time of year

2006 Progress Being Made:

2006 Accomplishments:

This years new hires received 15% above base as starting salary.

Strategy 2: Stay abreast of and track market salaries for both support and professional staff as compared to our salaries -- AP will continue providing stats in a memo to the dean

2006 Progress Being Made:

2006 Accomplishments:

AP sent memo to Dean White with regional salary statistics and how UGA Law compares.

Objective C: Provide sufficient travel and training budget, and release time to allow each librarian to attend a minimum of two professional meetings or workshops per year, and to allow support staff to attend a minimum of one off campus workshop or meeting per year.

Strategy 1: Advocate to Law School administration for UGA Law Library representation at various professional meetings, workshops and courses, to justify increased financial support.

2006 Progress Being Made:

Decided to use travel for appropriate and important conferences

2006 Accomplishments:

MC attended Computers in Libraries -- Spring 2006

WM, CW and BH attended IUG meeting -- May 2006

WM, MC, SB, BH, JD and AP attended AALL Annual meeting -- July 2006

Strategy 2: Restore travel budget to its former level or increase it.

2006 Progress Being Made:

2006 Accomplishments:

Strategy 3: Encourage and support all staff to participate in professional organizations and programs.

2006 Progress Being Made:

2006 Accomplishments:

Objective D: Provide in-house opportunities for continued support staff and librarian learning.

Strategy 1: Encourage (and provide release time to) support staff and librarians to attend SOLINET e-workshops and UGA training and development courses which have no travel cost, as well as other low cost learning opportunities such as on-campus speakers and Element K online courses -- supervisors will set aside specific time during which all support staff are encouraged to explore Element K courses

2006 Progress Being Made:

2006 Accomplishments:

Myrtle attended Staff T&D workshop on managing student workers.

Deb attended Staff T&D workshop on Netscape Communicator.

Sharon attended Solinet Connexion web workshop.

David and Tamara attended Solinet training on disaster recovery

Sharon, Deb and Kathy attended a 2 day copy cataloging Solinet workshop (presented by a nationally renowned expert).

Beth and Wendy attended Staff T&D workshop on time management

Staff team reviewed and selected videos for staff training at Staff meeting

Deb Baker - 4 day copy cataloging workshop

JM and CW attended training on Cutting the Red Tape procurement, CS and JM attended training on procurement policies, AB doing an element K on CSS; CW, WM, TJ attended documenting discipline training at main library; MC attending project management at T&D; DR TJ MC will attend dealing with problem individuals.

Strategy 2: Plan an in-house or bring in an outside speaker for an education, information or cross training session two to three times a year -- Acq/Cat team will plan another Millennium tricks session; Steering Group will ensure that at least every other staff meeting includes learning opportunity

2006 Progress Being Made:

2006 Accomplishments:

Wendy presented Xerox Photocopier basics to Tech Services

Wendy presented her whirlwind web CLE to the staff

Wendy presented her Mill tips & tricks to the staff

CW presented MOML, MOME & ECCO presentation as well as CQ databases to the staff.

WM made III Millennium Powerpoint slides available to staff on the S drive and tweaked one to make it more useful and relevant for us.

Training and morale boosting videos at staff meetings -- June and August 2006

MyGavel demo, moral boasting video at Oct. staff meeting

Objective E: Maintain our current caring, collegial and flexible work environment.

Strategy 1: Schedule at least quarterly varied opportunities to socialize with the entire staff

2006 Progress Being Made:

2006 Accomplishments:

Chili Cook Off Lunch

Mardi Gras King Cake break

Jason Good-bye reception

Carol Wolf retirement party

Student worker appreciation day

Carol Wolf garden tour & lunch

Snack break during first round of moving and furniture installation

"Take a Break" morning before school started and after table cleaning and annex 1 shifting projects -- August 2006

Tony Addy (Ghanan librarian) reception

SB's house warming party

Strategy 2: Continue to allow and encourage staff to have flexible schedules according to University and Law Library policies.

2006 Progress Being Made:

LK started her Library Science Masters

2006 Accomplishments:

JD, SB, MV, DR all taking classes and working schedule around them

TJ completed her Library Science Masters -- August 2006

Strategy 3: Maintain our current excellent relationship with Computing Services so that they are aware of our needs and we are aware of their constraints.

2006 Progress Being Made:

2006 Accomplishments:
