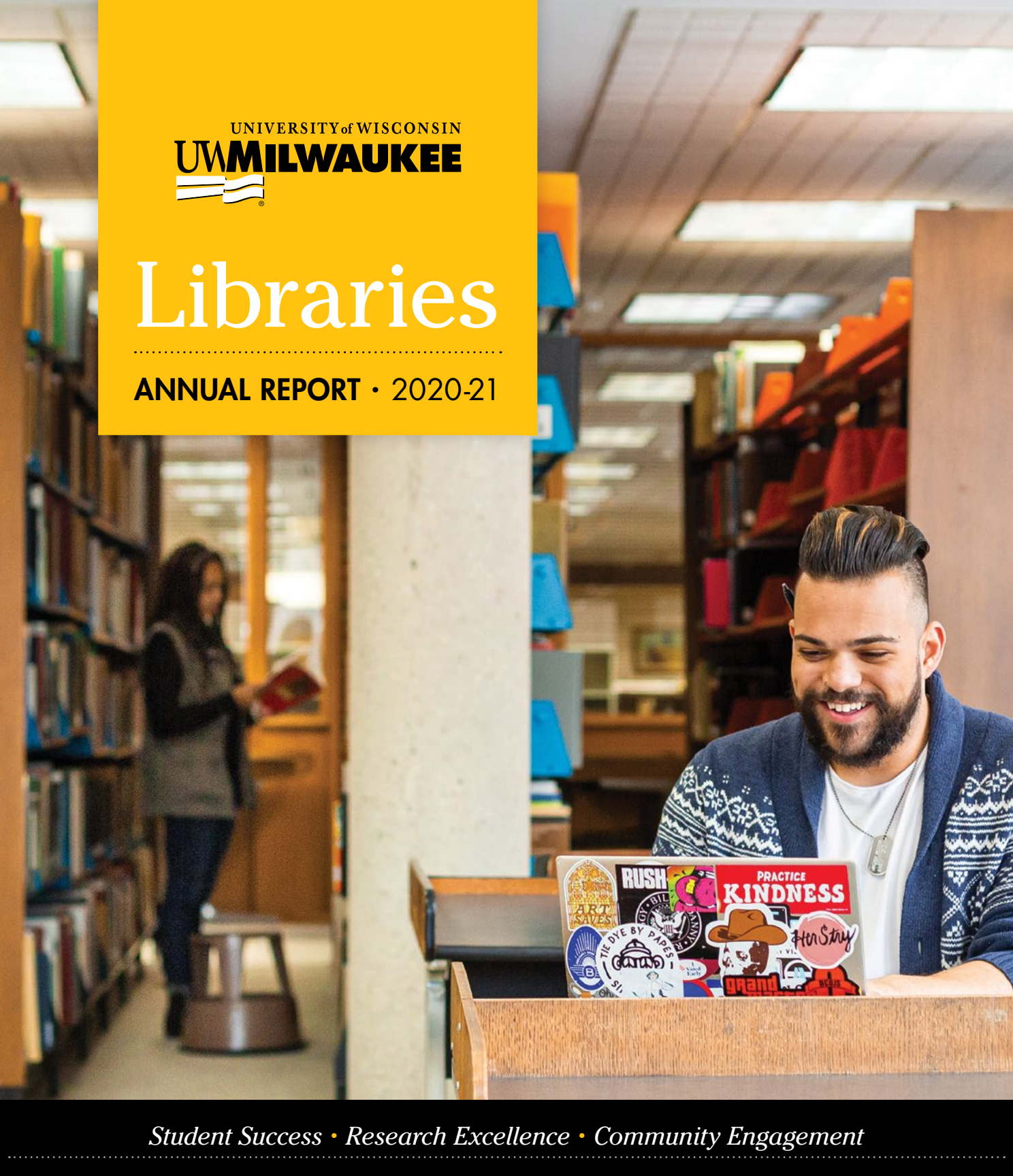




# Libraries

ANNUAL REPORT • 2020-21



*Student Success • Research Excellence • Community Engagement*





## A Note from the Director




*Michael Doyley, Associate Vice  
Provost and Director of Libraries*

As I write this message, the nation stands on a threshold of a new day. While the pandemic continues to evolve and challenge us, it is also true that we are making – and will continue to make – significant progress in overcoming COVID-19. In Milwaukee County, over 44% of county residents have received at least one dose of the vaccine, and nearly 38% have completed the vaccination series. There is good reason to be optimistic.

Throughout the pandemic, the UWM Libraries have remained focused on keeping people safe while providing the UWM community with the resources, services, and spaces that it needs to advance teaching, learning, and research. We have done this online and onsite, working across all three UWM campuses in Milwaukee, Washington County, and Waukesha. UWM students have not had to choose between their health and access to the collections and services of a top-tier research library.

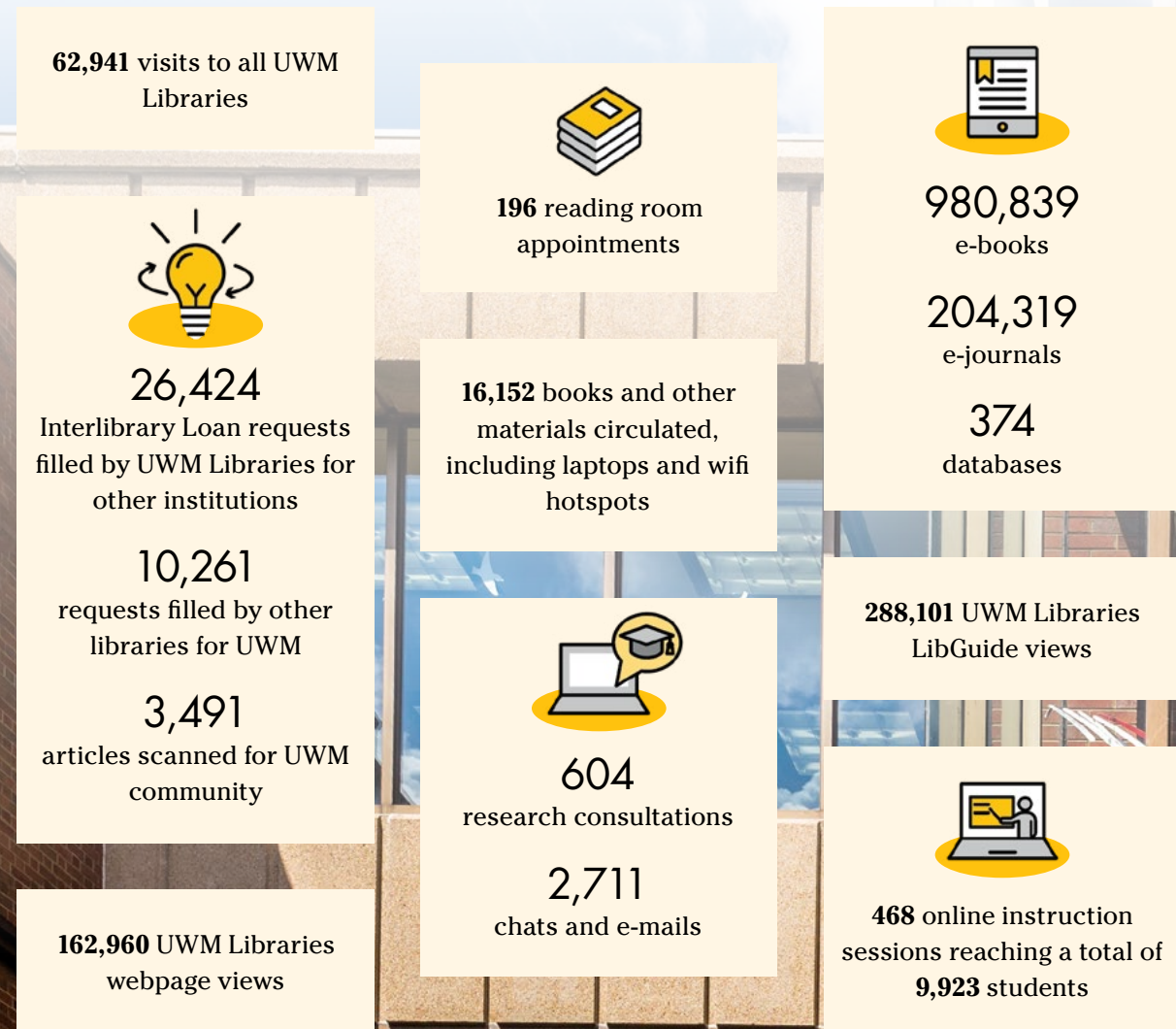
As the academic year comes to a close, the Libraries' staff members are looking forward to a rest, while also looking ahead to the fall semester. On everyone's minds is the question of what we will take away from this experience. The COVID-19 pandemic required the UWM Libraries to make many changes to our operations over the past year. Some of these changes were already underway, and the pandemic accelerated our implementation of them. Others were unexplored but ripe with opportunity. Of those changes, which will we continue? Under discussion are virtual programs (see article in this report), digital exhibits of rare and unique materials, and virtual research consultations using Teams. The emphasis on virtual connection with students, teachers, and researchers will come as no surprise.

As we look ahead to the fall, the thing we anticipate the most is face-to-face contact with our library colleagues and the people we are here to support. The importance of library as a place has remained strong throughout this past year. We look forward to welcoming everyone back to our physical campuses in the fall.

  
Michael Doyley, Ph.D., M.L.I.S.



# UWM Libraries Response to COVID-19 Academic Year 2020-21



# Libraries Create Diversity, Equity, and Inclusion Plan

This spring the UWM Libraries launched a Diversity, Equity, and Inclusion (DEI) Plan to guide our work as we seek to be more intentional in our efforts to create a safe and welcoming environment for everyone at UWM. The plan is the result of nearly ten months of discussions involving library staff and campus stakeholders. The final version is posted on our website at [uwm.edu/libraries/about/dei-plan](http://uwm.edu/libraries/about/dei-plan).

The plan has four goals:

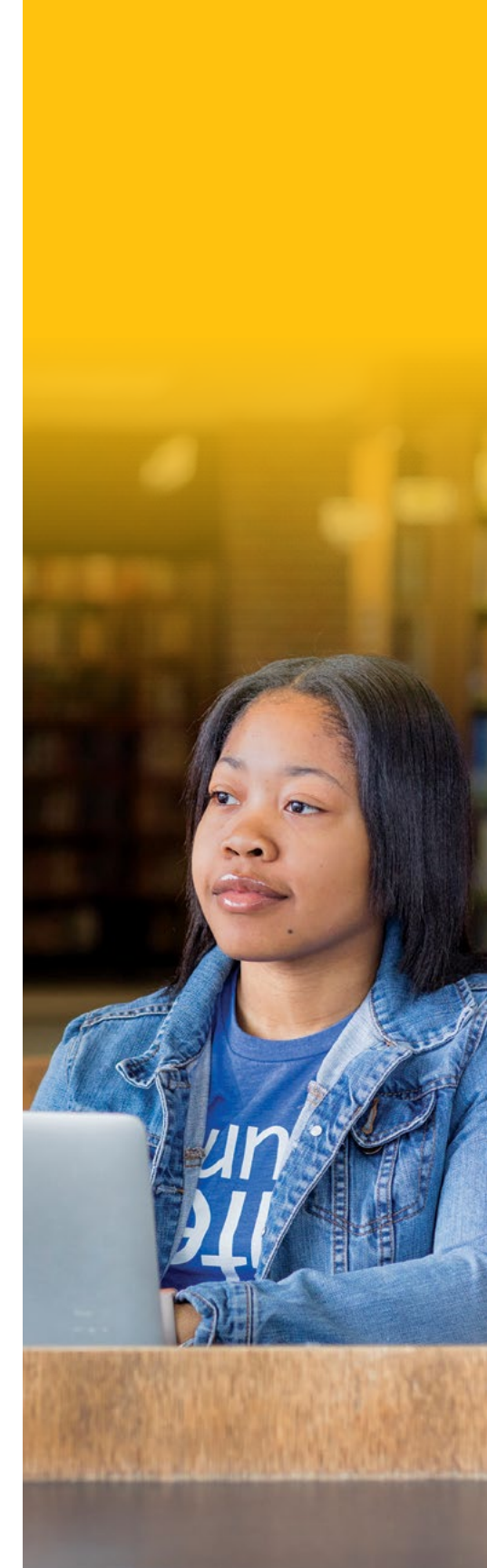
- Provide a radically welcoming environment
- Recruit and retain a diverse library staff
- Enhance library collections and programs in support of UWM's teaching, learning, and research mission
- Build cultural competencies among library staff by increasing diversity awareness and sensitivity

The plan aligns with UWM's strong commitment to ensure that all members of the university community are safe, respected, and valued.

In June 2020, Director of Libraries Michael Doyle charged the Diversity Committee, chaired by Tiffany Thornton, outreach & community engagement librarian, to develop a plan that would set inspiring and broad goals relating to every aspect of the Libraries' work—collections, services, programs and exhibits, employee recruitment and staff development—as well as attainable action items to focus efforts and mark progress.

"The values of diversity, equity, and inclusion are deeply woven into librarianship, and the UWM Libraries have long demonstrated our commitment to them in our work. Through this plan, we strive to be more deliberate and intentional in our efforts," says Doyle. "We want to make a DEI mindset second nature to everything we do and lay a foundation for future directions."

"The Libraries have a special role to play in advancing UWM's DEI goals," Doyle says. "We want the Libraries to be an outstanding example of an organization that is always improving and promoting an inclusive, respectful, and equitable environment for the UWM community."







## STUDENT SUCCESS

# Virtual Instruction in the Time of COVID and After

Just as UWM's faculty needed to pivot from in-person to virtual instruction at the beginning of the pandemic, so too did the UWM Libraries' staff who teach information literacy and library research classes.

The transformation called for hundreds of hours of rethinking, hard work, and creativity, and yielded new possibilities.

**User Services** took advantage of the pandemic to launch the Libraries' new College Level Research Tutorial (CLRT). Although CLRT was developed before the closure of the main campus, the move to online classes created an opportunity to integrate and test the tutorial across a wide range of undergraduate courses.

Through a series of examples, how-to videos, practice activities, and reflection questions, each section of CLRT supports growth in different stages of curiosity-driven scholarship. The tutorial supports the academic growth and development of students as engaged digital citizens.

At the **UWM at Waukesha Library** and **UWM at Washington County Library**, the switch to virtual learning required crash courses for the staff in the digital delivery of content and the creation of instructional videos. Neither branch had ever provided

a library research session for a College of General Studies (CGS) class that wasn't face-to-face.

In a matter of weeks, the branch librarians successfully transformed themselves from in-person to virtual teachers, and, as the pandemic eases, they are now prepared to offer instruction in both modes. The two libraries anticipate demand for instruction services to rise in the next year, as they begin working for the first time with CGS online and hybrid classes, and UW Flex.

The instruction programs of **Distinctive Collections**—American Geographical Society Library, Archives, and Special Collections—focus heavily on the rare and unique objects that they hold. Their biggest challenge was to create an authentic learning experience in the virtual world based on those physical materials, which they did by relying on previously digitized materials and creating a collaborative primary source “community of practice.”

“In our return to post-pandemic work,” says Marcy Bidney, assistant director of Libraries for Distinctive Collections, “many of the innovations we have implemented over the last twelve months will continue in some way. We plan to continue to offer some of our primary source instruction virtually and we will explore ways to live stream our major public lectures.”

*Overhead camera set up for virtual instruction with Special Collections materials.*



## Archives Project Campaign Completed; Construction Begins in Fall

A transformational project that will provide the Archives Department with a new space in the Golda Meir Library met its campaign goal of \$2.875 million this past fall.

An unsolicited, anonymous gift of \$1 million in 2017 jumpstarted the project, and funding was completed with additional donors and the state of Wisconsin.

The newly renovated Archives will include public spaces to meet the research and learning needs of our community, consolidate and expand collection storage, and provide essential environmental controls for collection preservation.

The Archives provides access to some of the most significant civil rights collections in the city, WTMJ-TV news film from the 1950s to 1980, an extensive photograph collection of Milwaukee's Polonia, and one of the largest LGBT collections in the state. This project will improve our ability to share these collections with the UWM community and the public.

Engberg Anderson Architects, who designed the recently completed State Archives Preservation Facility (2018) in Madison, are the lead architects on the project.

Construction is scheduled to begin in fall 2021.



*Diane Reddy (left), CETL, and Kristin Woodward, UWM Libraries, lead Open Education Resource efforts at UWM. Photo Troy Foxe*



*Archives welcome area. Image by Engberg Anderson Architects*



*Archives gallery. Image by Engberg Anderson Architects*

### STUDENT SUCCESS

#### OPEN EDUCATIONAL RESOURCE INITIATIVE RECEIVES MEDIA EXPOSURE

Faculty adoption of open textbooks—no cost alternatives to traditional textbooks—and other open educational materials has increased nationally over the last ten years. A recent news story on Milwaukee television station WTMJ-TV reported on efforts across UW campuses, including those at UWM.

Outcomes include saving students money each semester and potentially lowering student debt, and, just as importantly, ensuring that all students have the required readings from day one of the course and consistently throughout the semester.

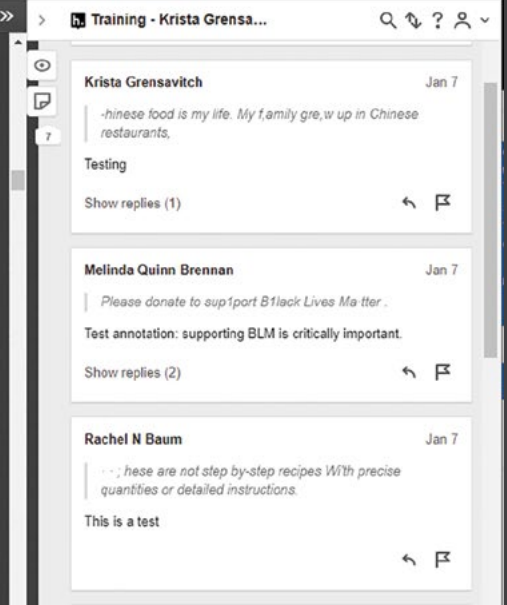
As a result of longstanding efforts by the UWM Libraries and the Center for Excellence in Teaching and

Learning, UWM currently has 16 active open textbook courses. These courses are now more easily found in UWM's schedule of classes.

One of the benefits of open textbooks is the freedom by faculty to edit and remix content, allowing customization. For example, Anita Alkhas, an associate professor in the Department of French, Italian and Comparative Literature, began piloting a remixed textbook in her French 103 course in Fall 2020.

She adopted *La Liberté*, an open introductory French textbook, and with support from the Libraries and CETL, integrated examples from Milwaukee's community of French language speakers.





## STUDENT SUCCESS

### DH TEACHING FELLOWS ADDRESSED NEW CHALLENGES

With the move to all-virtual classrooms this past fall, the 2020-21 Digital Humanities Teaching Fellows cohort grappled with not only how to integrate DH tools into their assignments, but with how to engage students and create classroom community in this new and often asynchronous environment.

“The feedback loop in the virtual classroom is critically important,” says Fellow Amanda Seligman. “This is why teaching and research have always been so integral to each other, in that teaching could provide that immediate feedback and sense of relationship that is delayed in scholarship.”

Several strategies were employed to strengthen that feedback loop. For example, Krista Grensavitch’s students used the annotation platform Hypothes.is and found that annotation as a form of conversation not only deepened their understanding about archival documents, but gave students back the experience of a classroom conversation, even if they weren’t having it in real time.

“In the end-of-semester survey I ask students to complete,” Grensavitch says, “many reported how much they enjoyed co-annotating with – and through the process, learning from – their classmates. As an instructor, I had a renewed sense of eagerness to read, comment on, and evaluate my students’ annotations and discussions.”

The 2020-21 cohort included Grensavitch (History/Women’s and Gender Studies), Danielle Harms (English), Maureen McKnight (English), and Seligman (History), and was facilitated by Kate Ganski (assistant director for User Services) and Ann Hanlon (head, Digital Collections and Initiatives).

*Screenshot from annotation platform used by Teaching Fellow Krista Grensavitch*

## RESEARCH EXCELLENCE

# Data Mining Project Update

The LGBTQ+ Audio Archive Mining Project, supported by a \$50,000 Andrew Mellon Grant, made significant progress this year. By transcribing the spoken words in the UWM Libraries’ archival LGBTQ+ audiovisual materials, the project generated an entire searchable dataset and a web-based dashboard to guide students and researchers.



*Image from Tri-Cable Tonight program, UWM Archives.*

In the coming months, the project team will share all of the code, workflows, and the text generated by the project publicly, making the UWM project a model for employing machine learning tools to better use and understand audiovisual archival collections.

The materials cover important milestones in LGBTQ+ history, including marriage equality, the HIV/AIDS crisis, and longer-term developments such as changes in community terminology over time. A priority was attention to language used by and about the LGBT community.

Director of UWM’s LGBT Studies program and team member Cary Costello says that the project “will benefit the many students who take classes in UWM’s LGBTQ+ Studies Program. Being able to search transcripts of these rich historical materials to locate events and themes will help make these archival materials much more accessible.”

The project also marks a shift in emphasis for the UWM Libraries Digital Collections & Initiatives Department. Ann Hanlon, head of DC&I, says that while digital collection-building remains a primary concern, “we

are responding to demand from researchers, instructors, and students who want to put those digitized collections to novel uses. The LGBTQ+ Audio Archive Mining Project exemplifies how we plan to grow, by solving issues related to access and developing workflows and deliverables that provide new paths for research and understanding our complex history.”

## RESEARCH EXCELLENCE

### 2019-2021 UWM AUTHORS CELEBRATED

Every two years, the UWM Libraries, the Graduate School, and the Office of Research celebrate UWM faculty and staff who have published books or recordings since the last UWM Authors ceremony. Because of the pandemic, this year the Libraries created a website, available via the Special Collections webpage, that recognizes 80 authors and their 99 publications.

The physical collection now holds 3,487 works. It is available for research in Special Collections. A selection of recently published books by UWM authors is available in our UWM Authors Browsing Collection located next to the Grind in the Daniel M. Soref Learning Commons.







## Segovia

Ernest Lawson (American, 1873–1939)

Segovia, ca. 1916

Oil on canvas

Minneapolis Institute of Arts, The John R. Van Derlip Fund

I am glad you like the Segovia. I Read More I



### COMMUNITY ENGAGEMENT

## AGSL Lends Materials and Expertise to Museum Exhibition

The American Geographical Society Library (AGSL) contributed materials to an exhibition this year and helped with the creation of an interactive map, “The Artist Travelers,” that accompanies it. The exhibit—Americans in Spain: Painting and Travel, 1820-1920—was curated by Brandon Ruud, Abert Family Curator of American Art at the Milwaukee Art Museum (MAM).

AGSL loaned to the exhibit an 1881 edition of the travel book *Spain*, written by Jean-Charles Davillier, illustrated by Gustave Doré, and translated by John Thompson. It also contributed a number of images from other volumes from its rare book collection for the exhibit catalog.

“The Artist Travelers” map grew out of Marquette Professor Eugenia Afinoguénova’s Spanish Travelers Project, which charts the itineraries featured in 19th-century travel books about Spain using historically accurate maps and 3D visualization. She worked with Marquette’s visualization lab and AGSL, especially Geospatial Information Specialist Stephen Appel and intern Andrea Ballard, on both projects.

Ruud says the digital map is a “fantastic expansion” of the art and objects, allowing real and virtual visitors to the exhibit “to appreciate more fully how nineteenth-century tourists to Spain encountered the country: the sites they visited, the maps and guidebooks that they used, their own recorded perceptions of the country, and, for the artists that visited, how they depicted different locations.”

“The exhibit and the map,” says AGSL Curator Marcy Bidney, “are the result of a wonderful collaboration across Milwaukee’s educational and cultural heritage institutions.”

The exhibition began at the Chrysler Museum of Art in Norfolk, Virginia this spring and runs June 11-October 3, 2021 at MAM.

“The Artist Travelers” map may be accessed here: [mam.org/artist-travelers](http://mam.org/artist-travelers)

### COMMUNITY ENGAGEMENT

## Virtual Lectures Connect Libraries to the Community

With the absence of public events in the Golda Meir Library this past year, virtual programming was critical to maintaining outreach and community. The Libraries’ staff creatively re-invented in-person lectures, talks, and workshops as engaging digital offerings, which often reached audiences far beyond Milwaukee.

AGSL’s 2021 “Maps & America” Arthur Holzheimer Lecture, made possible through the generosity of Art and Jan Holzheimer, was held online for the first time this April. It featured Tom Patterson, US National Park Service Cartographer (Ret.), who spoke on “Mapping Grand Canyon National Park.”

Patterson’s presentation focused on four recently published maps of Grand Canyon National Park that owe their design inspiration to renowned mapmakers of the twentieth century.

The lecture was attended by over 170 people from across the United States as well as Japan, the United Kingdom, Romania, South Africa, Canada, and Australia.

In October Special Collections organized a virtual 51st Fromkin Lecture, “Separate and Not Equal: Racism and Health Equity in Milwaukee,” that included

main presenters Lynne Woehrle (UWM College of Nursing) and Darryl Davidson (Milwaukee Community Engagement Achievement Collaborative), as well as other UWM and community members on the 2020 Fromkin grant-winning team.

The team presented a historical framework for understanding racism in Milwaukee, providing an overview of how the city and county has addressed racism and health over the last 50 years, and how these efforts can best be understood through the lens of nursing, public health, political science, and social justice.

The Digital Humanities Lab hosted a number of talks and workshops online during the past year. “Pattern and Code,” held in March, featured new media, video, and textile artist Ahree Lee. She shared her most recent body of work, which explores the relationships between weaving and computing, and the often-overlooked but essential role of women in the development of coding.

Before the event, registered attendees were sent materials to participate in a weaving activity that helped them experience the interconnections between fiber-related arts and computing through hands-on making.



Grand Canyon Panorama Map



Artist Ahree Lee leads DHL workshop





## MEET OUR NEW DEVELOPMENT DIRECTOR

Shavonn Montgomery Brown joined UWM in November 2020 as development director for the UWM Libraries and the School of Education.

A UWM graduate with a BA in mass communication, she has more than 25 years of experience in development work. She worked for Wisconsin Public Radio for 18 years as senior corporate development manager, then with the Girl Scouts of

Wisconsin Southeast, most recently as director of philanthropy. In that position, she managed all aspects of donor and stakeholder relationships and fundraising.

At the UWM Libraries, she has overall responsibility for development programs and fundraising strategies.

*You may contact Shavonn at 414-251-8214 or [montgoms@uwm.edu](mailto:montgoms@uwm.edu).*

### COMMUNITY ENGAGEMENT

## Leaving a Legacy Provides Long-term Support for the Libraries

You can have a lasting impact on the UWM Libraries and future generations of students and faculty through estate giving. This kind of charitable gift arrangement can provide you and your loved ones with financial security on achieving your philanthropic goals, while leaving a legacy.

Jean Marie Kawata is a 1976 graduate of UWM's School of Information Studies with a subsequent long and successful career as a librarian.

Jean's deep love for books and history inspired her to give to the Libraries annually and to also generously designate a legacy bequest to the Archives of the UWM Libraries in her estate plans.

"History is important and it gets lost in many aspects of life, so financially supporting the Libraries' Archives Fund annually and also in my will is a good match for me," says Jean.

Establishing a legacy gift is just one way for you to ensure that the UWM Libraries and programs you care deeply about will continue after your lifetime. If you want to make a difference, and leave a lasting impact for future generations, please visit our website [giftplanning.uwm.edu](http://giftplanning.uwm.edu) or contact Shavonn Montgomery Brown at 414-251-8214 or [montgoms@uwm.edu](mailto:montgoms@uwm.edu) to learn more about the many opportunities on how you can build a meaningful legacy.



"History is important and it gets lost in many aspects of life, so financially supporting the Libraries' Archives Fund annually and also in my will is a good match for me," says Jean.

## Thank you to the following donors who gave significant monetary gifts to the Libraries from January 1 to December 31, 2020. We are grateful for your support.

Margo Anderson · Lawrence Bialcik · Barbara & William Boles · John Brlas · Ryan Christoph · Ellen Dehnel · Joseph Pabst · John Firer · Phil Fisher · Barbara Fuldner · Michael Gauger · Katherine Grogan · Terry Hanna · Kyle Hanneken · Frederick & Joanne Hinz · John & Maureen Horgan · Brian Kiedrowski · Peter Kresh · Frederick & Margaret Nelson · Treshani Perera · Jovanka Ristic · Erna Schatzman · Warren Scherer & Kevin Flaherty · Amy Schindler · Richard Schwartz · John & Nancy Snyder · Audrey Strnad · Walter Theis · Jody VandenBranden · Eichellette Vitchar-Thompson · Todd Wesolowski · Phillip Wilke · Judith & Paul Woehrmann · Daniel & Kristin Woodward

Chapman Associates · Greater Milwaukee Foundation - Harvey E. and Harriette V. Vick Fund · Greater Milwaukee Foundation - LGBT Collection Fund · Greater Milwaukee Foundation - Robert C. Archer Fund · Koeppen-Gerlach Foundation · Nancy Coburn Snyder 1990 Trust · PNC Foundation Polanki

## And many thanks, too, to the following donors who gave gifts-in-kind—books, maps, DVDs, and other library materials—from January 1 to December 31, 2020.

Elfreida Abbe · Steve Albahari · Susana Antunes · Brian Bear · Nancy Belland · Neena Bhardwaj · Mary Boulanger · Rachel Buff · Andrea Carter · Mark Dudzik · John Eastberg · Cesar Ferreira · Sarah Finn · John Hetzer · Kim Hildebrand · Barbara Howe · David Jakubowski · Kathy Kercheck · Alice Ladrick · Norm Lasca · Mordecai Lee · Zachary Lipton · Andrea Lochen · Lindsay Lochman · Catherine Loomis · Mame McCully · Michael Mikos · Hamideh Moayyed · Edith Moravesik · Lisa O'Brien · Judith Ormond · Eric Oxendorf · Katherine Schmehl · David Stack · Chuck Stebelton · Stan Stojkovic · Peter and Donna Thomas · Vince Tripi · James Van Ess · Max Yela · Fundacion Premio Internacional · Japan Library · Kohler Foundation · UWM Dept. of Economics · UWM Japanese Program · United States Marine Band · Woman's Club of Wisconsin



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Milwaukee, WI 53211  
414-229-4785

**UWM at Waukesha Library**

1500 N. University Drive  
Waukesha, WI 53188  
262-521-5473

**UWM at Washington  
County Library**

400 S. University Drive  
West Bend, WI 53095  
262-335-5206

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