



**Library & Learning:  
Annual Review**

Minnesota State Mankato's hub for information, learning  
resources, and support

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# Library & Learning

## *Message from the dean*

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Greetings,

The stories and data presented in the annual review demonstrate the significant roles our colleagues in Library & Learning perform in enhancing our students' experiences, promoting retention and completion, and contributing to solutions to our society's most pressing problems, all while curating the most relevant information materials on behalf of the university community.

Library & Learning is Minnesota State Mankato's student and faculty success engine, designed to enhance the educational potential and experiences of our university and our regional community. Our future-oriented university library is a boundary spanner, innovatively bringing together learning resources to promote student success, retention, and completion by providing innovative academic learning supports, from engaged learning and research communities, to new information literacy and reflective pedagogies, to tutoring and supplemental instruction.

Together, we can better encourage students and faculty to pursue their goals while delivering assistance when, where, and how it matters most.



**Chris Corley**  
Dean

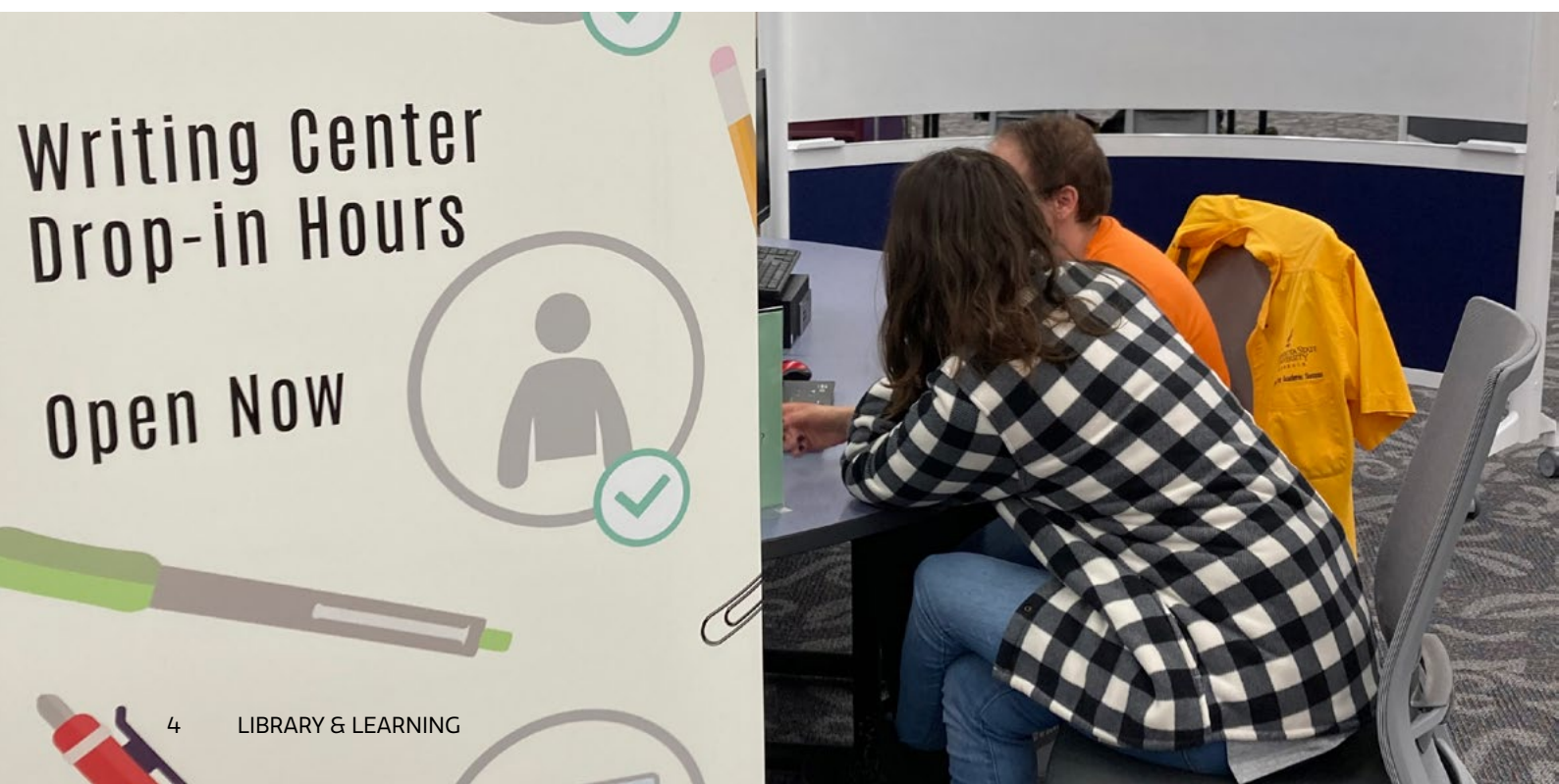
# Mission

We support and leverage high-impact practices, inclusive learning principles and intentional partnerships to facilitate scholarly and creative achievement and provide transformational educational experiences.

# Vision

Library & Learning will be the University's center for facilitated, transformational educational experiences. We are committed to student retention and completion and to changing racially predictable academic outcomes related to the social justice challenges of higher education in the twenty-first century. Regardless of student standing or identity, we will collaborate with faculty and staff across divisions and academic units to enhance student scholarly and creative growth, enrich co-curricular experiences and develop professional goals.

We will build relationships among key, University-wide teaching and learning programs to provide academic services focused on retention and completion. The collaboration builds upon long-standing relationships and in some cases physical location, and utilizes unique but well-developed innovations in pedagogies and advising previously reserved for only a few students in specific programs across the University.





*The hub for information, learning resources, and services for students, faculty and staff, both on campus and online.*

## Library & Learning Departments and Programs

We build relationships among key, University-wide teaching and learning programs to provide academic services focused on retention and completion.



### Center for Academic Success

[Center for Academic Success](#): The Center for Academic Success supports students through scheduled online and face-to-face appointments, walk-in peer tutoring and advising for select Maverick Success Program students. The Writing Center supports writing for all undergraduate and graduate courses. The Tutoring Center provides walk-in and virtual tutoring for general education and most 100/200 level courses. The Maverick Student Success Program provides advising, coaching, and mentoring for students admitted via appeal.

### Honors Program

[Honors Program](#): The Honors Program provides motivated undergraduate students with exceptional learning opportunities, mentoring relationships and a supportive community that fosters their personal, academic, and professional development. The program is grounded in three competencies: leadership; research, scholarly and creative activity; and intercultural engagement.

### Learning Communities

[Learning Communities](#): The Learning Community Program supports first- and second-year students as they transition to college and strive for academic success. The program encourages students to engage in co-curricular opportunities and organized study sessions and to meet with faculty outside of the classroom. It creates connections with others in their major, with like interests, or with like characteristics to build a sense of belonging in the University.

# Library & Learning

## Departments and Programs

### Library Services

[Library Services](#): Library Services promotes learning through the direct support of academic programs. We provide point-of-need research help; offer instruction in information literacy and using library resources; develop resource collections to support the research, curricular, and leisure needs of a wide variety of students, faculty, staff, and community members; and maintain physical spaces designed to encourage study and relaxation for all users. The work we do to support our community occurs both through visible interpersonal interactions and through developing effective behind-the-scenes workflow processes. Students who receive library instruction, use library resources, and receive research help from a librarian have higher retention rates and are more successful than their peers. We value opportunities to support student success through these channels:

- **Public Access Team:** The Public Access Team includes circulation and interlibrary loan services and the Educational Resource Center, which is home to technology, juvenile books, games and more. This group ensures students, faculty, staff, and community members have access to physical resources while working to increase access to materials by borrowing items from libraries worldwide at no cost to Minnesota State
- **Public Services Team:** The Public Services Team includes reference and instructional services that assist student researchers in developing information literacy skills and course instructors in embedding information literacy and library resources into their classes. The Public Services Team also includes the Library's government documents, maps, archives and digital repository. These special collections provide access to unique and locally created documents for research endeavors.
- **Technical and Collection Services and Systems Teams:** The Technical and Collections Services (T&CS) group is responsible for collection administration and maintenance, access, and discovery. These services provide a foundation for library reference and research services, instruction, interlibrary loans, course readings, and circulation services. The Systems Team supports all computers, laptops, technology equipment, and software in the Library. This includes support for the internal applications used by library employees to manage library spaces, collections, and services.



## Library & Learning

### Departments and Programs



### MavPASS

[MavPASS](#): As the University's supplemental instruction service, MavPASS offers a peer-facilitated academic support system for students in historically difficult courses. MavPASS leaders are trained in collaborative learning techniques to facilitate study sessions for students in the course. Sessions are confidential and free. Research shows that students who attend them earn an average of one full letter grade higher in the course.

### Undergraduate Research Center

[Undergraduate Research Center](#): The Undergraduate Research Center (URC) nurtures and supports mentored research, scholarly, or creative activities for all undergraduate students. The URC promotes research as an opportunity to engage in a community of scholars to enhance students' academic experience and readiness to succeed in the future.

### University Fellowships Office

[University Fellowships Office](#): University Fellowships promotes personal and professional growth among motivated students as they apply for prestigious national and international scholarships and fellowships. It provides resources and services to mentor students as they identify relevant opportunities and compile a competitive application. As a result, more Minnesota State Mankato students will receive national and international awards and gain valuable knowledge and skills throughout the application process.



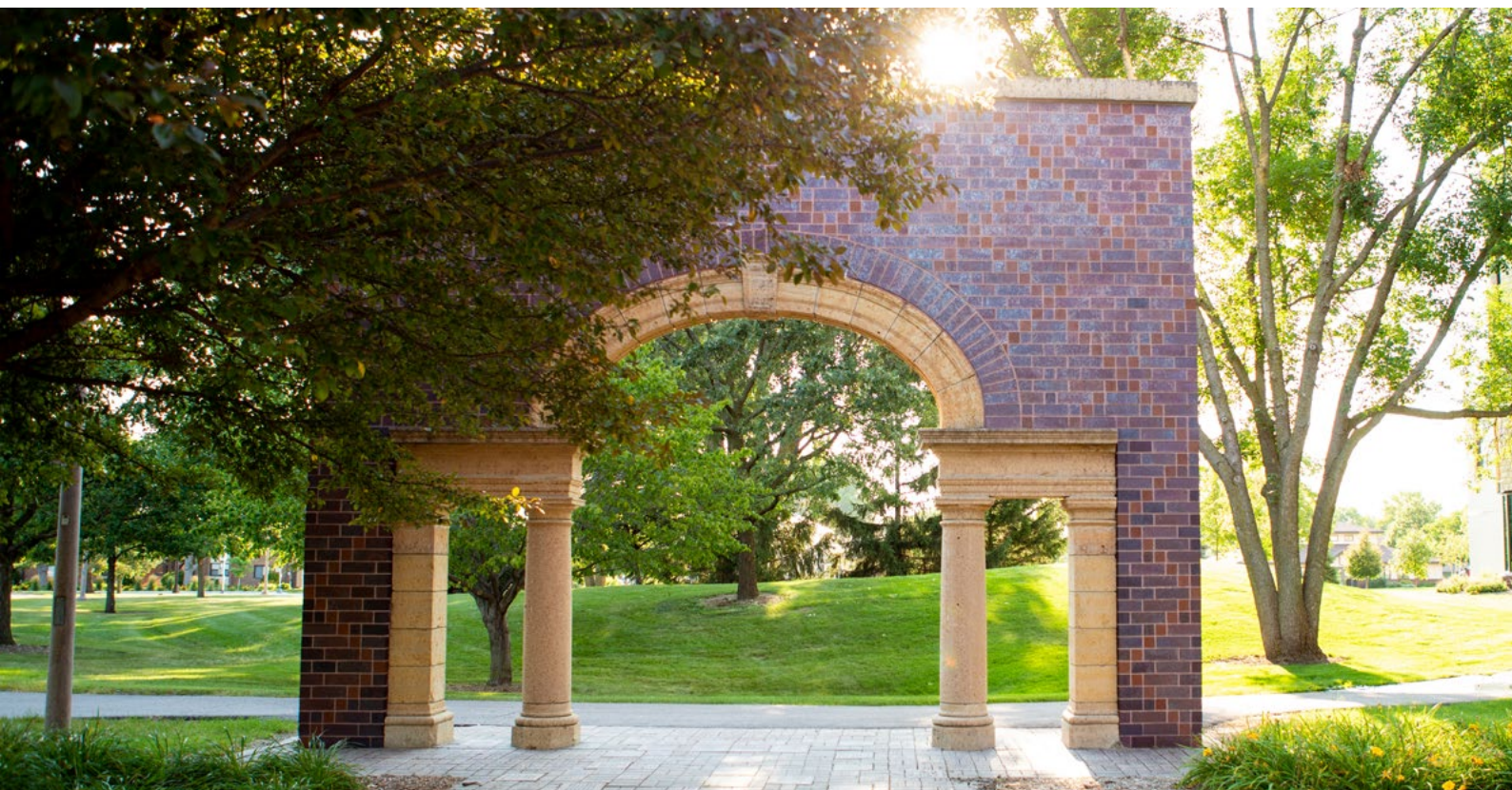
# Library & Learning

## Departments and Programs

### TRIO Programs

TRIO is a federally funded organization committed to providing educational opportunities nationwide for all Americans, regardless of race, ethnic background, or economic circumstance. TRIO programs are designed to help low-income and first-generation Americans enter college, graduate and move on to participate more fully in America's economic and social life. The University is home to three Federal TRIO programs.

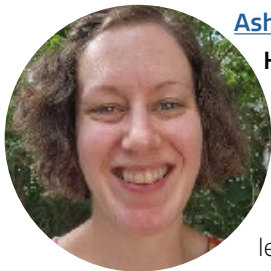
- [Educational Talent Search](#): Educational Talent Search serves 694 students in 13 schools across Southern Minnesota and is designed to ensure low-income, potential first-generation college students successfully complete high school and enter a program of post-secondary education. ETS serves students in all aspects of career and college readiness, including but not limited to: academic advising, test prep, career assessment, career field trips, college visits, selection and enrollment, parent informational nights, and financial aid.
- [Student Support Services](#): Student Support Services aims to increase good academic standing, graduation rates and retention rates for first-generation college students, low-income students, and students with disabilities. The program provides academic coaching, tutoring, study skills resources, career exploration, financial aid information, financial literacy resources, graduate school information, supplemental grant aid, and other resources to promote and support academic success and leadership. Its funding serves 175 students each year.
- [Upward Bound](#): Upward Bound is designed to stimulate and motivate low-income, potential first-generation college students to complete high school and pursue and succeed in a program of post-secondary education. It serves 86 students through weekly support and a six-week summer residential education program on the Minnesota State Mankato campus.



# Staff Highlights

[Adam Smith](#), **Library Services Archives Technician**, was recognized at the Honors Convocation for his mentorship of an honors student. Along with **Maps Technician Nicole Smith**, Adam also participated in a two-day Wet Salvage Workshop in October hosted by the Minnesota Alliance of Local History Museums.

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[Ashley Singleton](#), **Associate Director of Honors**, comes to the University Honors Program with prior higher education experience in Residence Life (University of Minnesota, Duluth) and honors education (Iowa State). This year, she led the two Honors Colloquia focused on Climate Change and Artificial Intelligence.

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[Beth Teigen](#), **Academic Coordinator, TRIO Student Support Services**, participated in the YWCA Kearney Women's Leadership Academy.

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[Brady Bosse](#) (**Biology Education, '22**)

is the new **TRIO Educational Talent Search Educational Advisor**. While working as a science teacher, he found his passion for helping students develop lifelong skills to benefit their future careers. He hopes to prepare students for postsecondary education and successful careers upon graduation.

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**Library Services Chairperson Casey Duevel** and **MavPASS Faculty Liaison Dr. Laura Jacobi** have been accepted to the 12th cohort of the Luoma Leadership Academy. They will join approximately fifty other leaders from across the Minnesota State System for a year of individual and group professional development.

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**Cliff Colby, Library Services Public Access Team Technician**, retired in May 2024, after 34 years of service to the University.

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**Evan Rusch, Nicole Smith, and Geography Professor Emerita Cindy Miller** presented at the 2023 PreserveMN conference on the use of digital stereoscopy for city planners. This presentation built upon their work with the City of Mankato to support a project on an area near Riverside Park.

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[Jean Clarke](#), **Learning Communities Director**, has been accepted into the American Association of State Colleges and Universities (AASCU) 2024 Emerging Leaders Program. The professional development learning community includes academic and administrative leaders from thirty institutions across the country.

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[Leah Zacate](#), **Library Services Archives Technician** joins us from the Folke Bernadotte Memorial Library at Gustavus Adolphus College, where she served as the Library Information Desk and Assets Specialist since 2019. Leah has a BA in English from Bethany Lutheran College and is completing a Master's in Library and Information Science from St. Catherine's University.

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**Learning Communities Director Jean Clarke** and **Honors Program Director Dr. Leah White** were both honored by the Division of Diversity, Equity, and Inclusion as campus Diversity Champions. They were recognized for their purposeful and strategic inclusion efforts.

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## OUR TEAM

[Jeff Thomae](#) joined us this year as the **MavPASS Coordinator**. He has been employed in multiple university settings, including counseling, residence life, and coaching. He earned a master's degree at the University in Sport & Exercise Psychology. Jeff is excited to be supporting the mission of MavPASS to engage students and drive student success.



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Librarian [Jess Schomberg](#) has been recognized for their research contributions, particularly focused on accessibility and inclusion in academic libraries, with the **Distinguished Faculty Award**. Distinguished Faculty Scholars receive \$5,000 to support scholarly activities or professional development and granted release to pursue further research. Effective July 1, 2024, Schomberg's position has been redefined as Accessibility and Inclusion Librarian, the first position of its kind in Library Services at Minnesota State Mankato.

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**Kellian Clink, Reference and Instruction Librarian**, retired in June 2024, after 37 years of service to the University.

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[Mandy Quist \(Counseling and Student Personnel, '08\)](#) joins us as the new Academic Coordinator for TRIO Student Support Services. She brings professional advising and leadership experience in working with students from K-12+, including previous experience working in Admissions, Student Financial Services, and as a First Year Experience Instructor. Her passion is lifelong learning, meeting students where they are, and providing individual support as students realize their academic dreams.



[Monika Antonelli, Outreach Librarian](#), hosted a poster signing event during Homecoming Week that brought together fans of the popular animated series "Dragon Ball" and "Dragon Ball Z." Antonelli was the voice for characters Puar and Chiao Tzu. Hosted in collaboration with Minnesota Pulp Comics and Games, Anime Autographs Australia, the MSU Anime Club, and University Advancement, the event raised well over \$1500 for the University.



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[Nat Gustafson-Sundell, Collections Librarian](#), kicked off the Minitex "Spell it out: E-Resource Licensing Lunch 'n Learn Series." The series was developed by Minitex in consultation with Nat following the recent publication of "Thirteen Ways of Looking at a License," co-authored with **Evan Rusch and Pat Lienemann** in the *Journal of Academic Librarianship*. The series was promoted to a national audience and over 150 librarians from most US states and three countries signed up. Nat presented on "Site Definitions and Transfer Obligations," emphasizing risk mitigation and cost containment.

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[Nat Gustafson-Sundell](#) was recently promoted to Professor. Congratulations, Nat!

# Future Vision

The Library & Learning Leadership Team is preparing the organization to serve the University in unique ways. We will continue to advocate for a “boundary-spanning,” future-oriented organization that enhances academic support across organizational units to promote learning and student success.



## Student Success

*(retention, completion and changing racially predictable academic outcomes)*

- We support student learning and engagement through high impact learning practices.
- We enhance access to resources and services to meet the needs of a diverse student body.



## Workplace Culture

- We prepare a workforce equipped to address future needs of the University and system.



## Assessment

- We develop sustainable, evidence-based assessments for services and resources.
- We enhance demonstration of fiscal responsibility to promote student achievement.

## Organizational Goals

- Enhancing relationships through coordinated organizational transitions and intentional communication
- Identifying efficiencies in collaborative resource management
- Building a Learning Commons through collaborative physical and digital service points
- Designing effective mentoring and recognition of non-credit academic competencies
- Developing a rich student employment experience
- Expanding intercultural skill sets and the diversity of Library & Learning employees
- Increasing student participation in educational support services, especially for students who might not self-select these opportunities.

# STUDENT SUCCESS



We're adapting and enhancing resources for an increasingly diverse student population.

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Students succeed when they feel supported in academic, social, and financial aspects of their lives. Collectively, our work in Library & Learning supports all three dimensions required for student success. We support students' educational and career goals, increase access to needed services and materials in ways that promote student experiential learning, foster individual and group relationships by creating a sense of community, and reduce financial burdens for students.

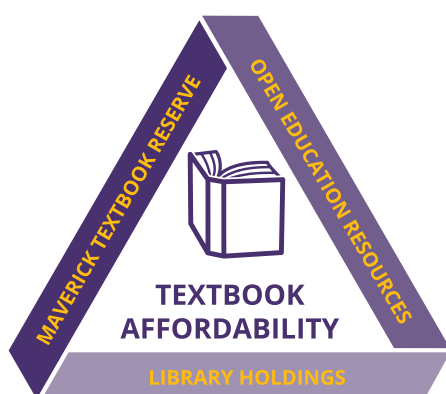
## Promoting Textbook Affordability

*We partner across campus to support affordable textbook options.*

Library Services partners with the Student Government, The Maverick Shop, IT Solutions, and campus faculty to offer expanded options for course materials, and we work with faculty to identify library or Open Educational Resources (OER) to lower the cost of their course materials. To learn more, visit our [Course Materials Support webpage](#) or contact us through [this form](#).

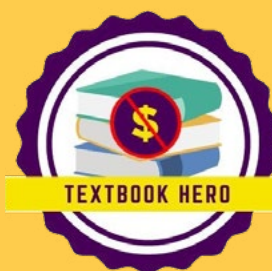
Our partnerships support Equity 2030 initiatives by helping students access assigned course readings. To advance this objective, IT Solutions offers OER training, and librarians work with faculty to identify custom sets of course readings, including journal articles, purposefully acquire eBook versions of some assigned textbooks, as well as provide print copies of selected textbooks via the [Maverick Textbook Reserve Program](#).

This year, Dr. Dan Allosso, a MinnState course materials affordability advocate and History professor from Bemidji State University, provided a day-long seminar on affordability best practices. To further promote awareness, Library Services and IT Solutions celebrated four faculty members who contributed to textbook affordability and equitable classroom practices by reevaluating their course materials. Drs. Yalda Hamidi (Gender and Women's Studies), Keenan Hartert (Biology), Jeff Pribyl (Chemistry), and Ron Ulseth (Iron Range Engineering) have identified library or Open Educational Resources (OER) that are free for students to use and support the academic rigor of their courses.



MinnState awarded Dr. Adriana Gordillo (World Languages and Cultures) and Dr. Yalda Hamidi (Gender and Women's Studies) over \$10,000 in [Z-Degree grants](#). Z-Degree grants allow faculty time and resources to develop low or no-cost degree pathways.

Although many textbooks are not available for library purchase as an eBook, librarians are acquiring, with discretion, those that are available. Promoting these affordable textbook options with students is a great way to ensure they have access to necessary academic materials.



**Dr. Jeff Pribyl** (Chemistry) switched to OER materials for Chemistry 100 and 191. His decision saved students \$86,814 in only one year. **Dr. Yalda Hamidi** (History and Gender and Women's Studies) uses a combination of Memorial Library resources and OER. Last year, she saved each student in her GWS 630 course \$259 by utilizing two ebooks from the library's collection.

With the assistance of Library Services and Instructional Design staff, transitioning to affordable resources can be a seamless process. Check out our [Textbook Affordability Starter Kit](#) to learn more.



## Enhancing Student Engagement through Active Learning and Inquiry-Based Mindsets

*We support student engagement, active learning, and inquiry-based mindsets through teaching and by developing meaningful relationships, communities, and advising resources.*

Showcasing Student Success. Thanks to support from the Alumni Foundation Board, a record 49 Mavericks showcased their projects, from AI development to cancer research, at the annual conference of the National Council for Undergraduate Research in Long Beach, CA (April 8-10, 2024)]

Our commitment to active learning and inquiry-based mindsets is reflected in our students' outstanding achievements supported by comprehensive Library & Learning resources. We engage students through active learning strategies offered by our Reference and Instruction librarians, MavPASS leaders, advisors in our TRIO Programs, and tutors in the Center for Academic Success. Purposeful collaboration across our service areas enhances the student experience.

Library faculty work with teaching faculty and campus support units to increase students' information literacy skills. Our instruction program is guided by Library Services Educational Competencies & Student Learning Outcomes, grounded in the ACRL Information Literacy Framework. Using the competencies as a guide, each librarian develops their own student-centered pedagogical practices to provide in-person or Zoom-based workshops, instructional videos and online guides, and interactive tutorial assignments.

Our Learning Communities build student engagement and belonging through common courses, residential experiences, and time with faculty outside of class. We pique student curiosity by connecting Undergraduate Research Apprentices to faculty mentors; teaching faculty how to offer Course-Based Undergraduate Research Experiences (CUREs); promoting service learning opportunities and off-campus visits to places such as the Minnesota History Center; and offering university-wide honors colloquia on pressing issues such as Climate Change and Artificial Intelligence.

Our students routinely showcase their research talents at our own Undergraduate Research Symposium, our system-wide Posters at Saint Paul, the Annual Conference of the Upper Midwest Regional Honors Council and the National Council on Undergraduate Research. We invited our first student artists to present their craft at exhibits located next to our Lass Center and Dooley Map Library.

Through these initiatives, Minnesota State University, Mankato fosters an environment of active learning and inquiry, empowering students to imagine, innovate, and excel.



Outstanding Undergraduate Faculty Mentor Award Dr. Analía G. "Yanil" Dall'Asén (Physics & Astronomy) was a keynote speaker at the 2024 Undergraduate Research Symposium.

*From R-L, Dr. Dall'Asén, Dr. Patrick Tebbe, Director of the Undergraduate Research Center, Dr. Aaron Budge, and Dr. Mohammad Alam, Associate Dean and Dean of the College of Science, Engineering, and Technology*

## Normalizing Academic Support

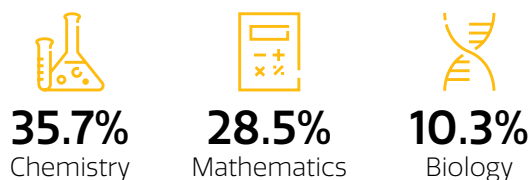
*We assist the University community in normalizing academic support.*

Library & Learning envisions a culture where students choose to utilize academic support as a contributor to their success rather than a stigmatized resource. To support this vision, our Learning Communities experimented with weekly group study sessions led by the Center for Academic Success and MavPASS. An early indication of the initiative's success, according to Learning Communities Director Jean Clarke, is the noticeable reduction in mid-term flags compared to early semester alerts. This positive trend suggests that proactive embedded support prevents more serious academic challenges down the road. As evidence of further cross-disciplinary collaboration, our Archives Team partnered with the URC to create undergraduate tutorials on how to use the archives for research, and our library faculty partnered with the Writing Center to offer graduate student writing workshops.

Normalizing academic support includes continuous experimentation with front-facing and collaborative services housed within Memorial Library. Following the vision of Library Services to foster collaborative relationships that promote student learning, meet the diverse needs of the patrons in the ever-evolving

## Our Center for Academic Success Tutoring Center

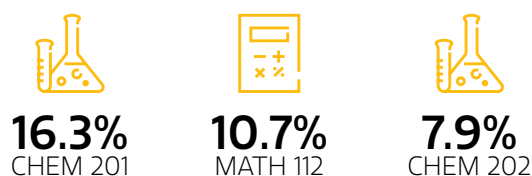
### Top Usage by Department



### Top Usage by Major



### Top Usage by Course



## Maverick Success Program

"As parents, the change from partnering with teachers and counselors in high school to supporting from the sidelines in college is a necessary yet challenging transition. Being offered the **Maverick Success Program** [MSP] gave us reassurance and relief. MSP, and specifically **Kathryn Clay**, went above and beyond to support and encourage our son during a particularly challenging time.... She not only provided practical solutions to academic challenges but also offered emotional support, reminding our son of his strengths and potential even when he felt overwhelmed and confused. MSP gave our son the support, encouragement and understanding he needed."

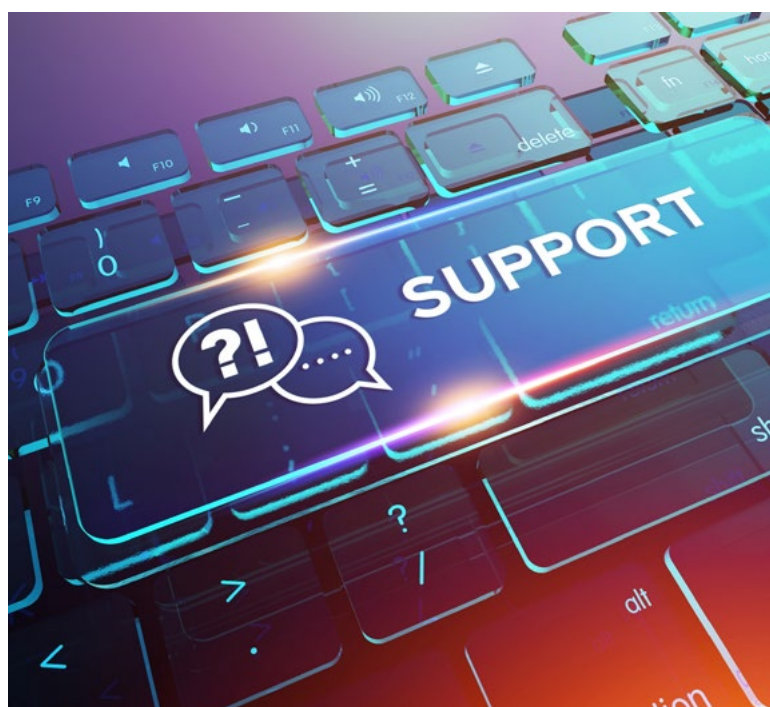
(Maverick Success Program Parent Testimonial)



technological landscape, and promote the mission and strategic priorities of the University and the library, an Information Technology Solution (IT Solutions) support desk is now located next to the main floor print stations.

**Cathy Hughes**, ACIO for Solutions Delivery, emphasizes the innovative bridge this service provides between library staff support and students' digital needs. Students visiting the library have traditionally contacted the reference or circulation desks for technology assistance. Now, students can be referred to IT support, only steps away.

The location next to Printing Services is also helpful, as IT staff can assist with printing challenges. "We wanted it to be as much as possible in the line of sight of the librarian staff," Hughes explained, "so that the librarians could literally point students over to us."



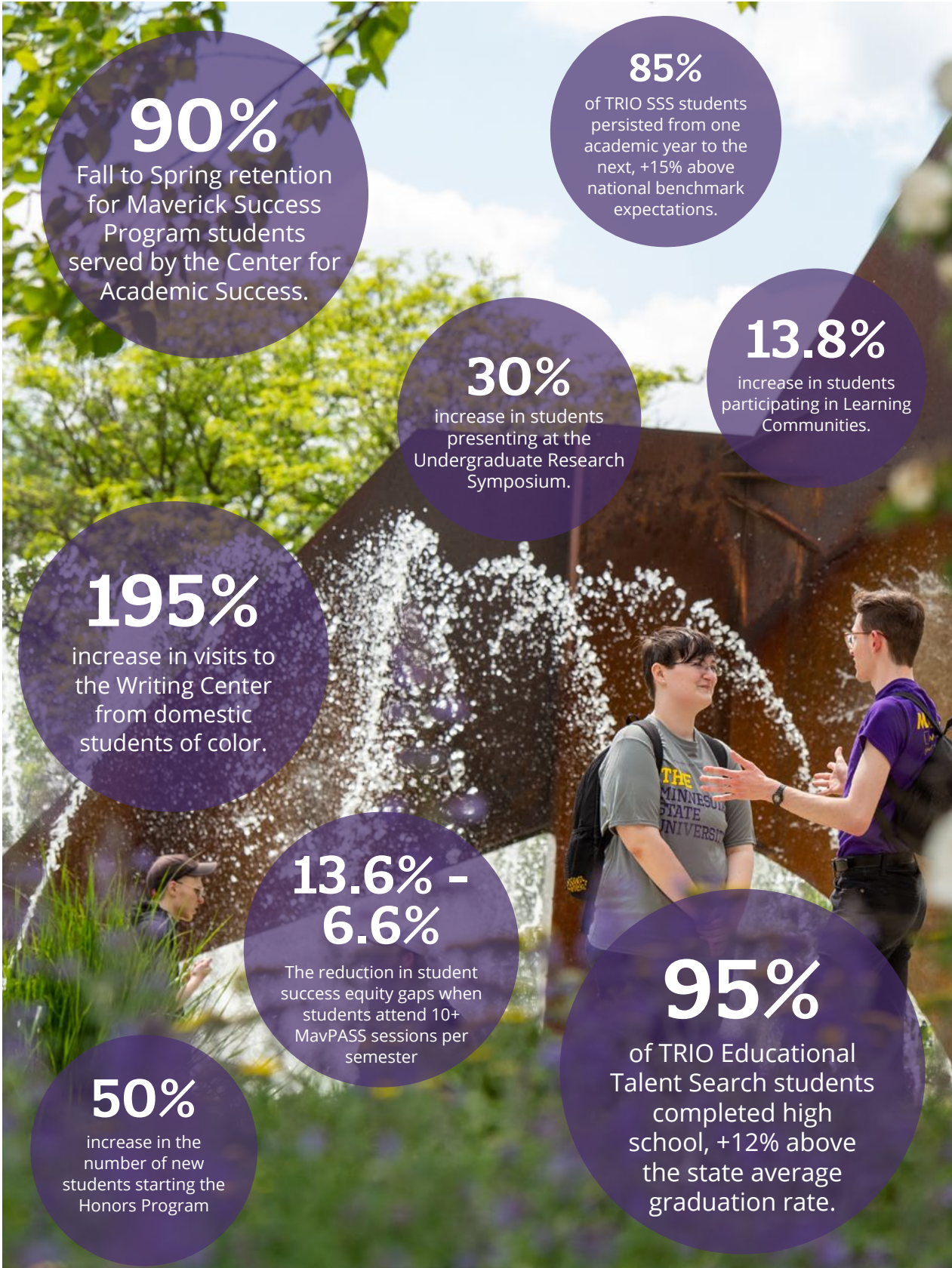
*L-R, Dr. Laura Jacobi, Faculty Liaison, and Jeff Thomae, Coordinator, accept the award on behalf of the University.*

### MavPASS Receives Exemplary New Supplemental Instruction Program Award

The International Center for Supplemental Instruction named MavPASS the 2024 Exemplary New Supplemental Instruction (SI) Program. This honor is granted to SI programs established after 2019 which have demonstrated exceptional performance across all facets of program activity. The selection committee was impressed with Minnesota State University Mankato's commitment to excellence, demonstrated through "programmatic improvement/development, adaptability while maintaining adherence to core principles, and exemplary campus integration and collaboration."

The award was based on a comprehensive portfolio of materials, including a program narrative defining philosophy and approach, a history of program development, letters of support from MavPASS faculty and leaders, training materials, marketing materials, and data on program performance outcomes.

## Supporting Student Success by the Numbers



## Library Reference and Instruction Support

### Reference



**7,243**

Number of questions answered at the Reference Desk and other service points



**71%**

of reference services provided in-person



**335+**

hours of in-depth research consultations in 447 meetings with students, faculty, and staff.

### Instruction



**230**

classes taught by Library faculty to 5,339 graduate and undergraduate students, a 20% increase in students taught



**97,280**

library guide and video views



**149**

learning objects developed and maintained for faculty across the university to embed in classes



## Research Apprenticeship Program

The URC works to expand early exposure to research experiences, particularly among underrepresented student populations. This Research Apprenticeship Program offers paid research experiences for new undergraduates (i.e., first-time researchers) that incorporates instruction on research and a mentored learning experience. The program better prepares students as researchers for their later upper-level time at the University, resulting in more successful proposals to the URC and providing more value to faculty research advisors. Faculty mentors agree to provide a structured, mentored, experience for the student. In exchange, they received a paid student researcher to help with their work. Among other activities, the URC partnered with Library and Reference Instruction Librarian, Mark McCollough, to offer a workshop on literature review, library resources, and finding references.



Seated, left, Sachita Pokhrel (Psychology and Sociology, '24), Amal Sharafkhodjaeva (Cognitive Science, '25), and standing, left, Abiy Sechaga (Finance, '26) and Mounkoka Gouma (Integrated Engineering, '25)

**Our Research Apprenticeship Program (RAP) Ambassadors, funded by a \$10,000 MinnState System Innovation grant, promoted undergraduate research to enhance student engagement across campus.**

## Blue Cross–Blue Shield Supports Research on Enriching Dementia Care

Blue Cross–Blue Shield sponsored two Summer Undergraduate Research Experiences, allowing students to work closely with their faculty mentors while earning summer income.



*Barkot Menkir*

When Barkot Menkir (Nursing, '26) sought out a Summer Undergraduate Research Experience (SURE) to enrich her academic journey and leave a long-lasting impact on individuals living with dementia, Dr. Hsinhuei Sheen Chiou and Blue Cross–Blue Shield were there for support.

Barkot's research questions focused on how communicative behaviors of individuals with dementia change when they engage with new cultural topics presented in a dementia-friendly manner. Dr. Chiou, Barkot's mentor through the summer experience, is Distinguished Faculty Scholar and Chair of the Department of Speech, Hearing, and Rehabilitation Services. She described Barkot as someone who thrives in learning. "She is smart, goal-orientated, and very thoughtful. She is an independent and innovative thinker."

Barkot's research methods engaged dementia patients from a memory care unit in individual sessions using a culturally enriched memory book about Ethiopia, Barkot's home country, enhanced with audiovisual elements. Her research examined the ways in which sharing cultural experiences with dementia patients led to their improved communication and engagement. Research stated that dementia patients with cultural experience integrations "engaged with us more and they

were more active than usual." Barkot's research suggested that "culturally enriched memory books, particularly those with engaging content and audiovisual elements, are highly beneficial for individuals with dementia. They notably improved engagement, emotional well-being, and quality of life, emphasizing the value of personalized, culturally relevant interventions in dementia care."

Barkot explained that her "research project engaged students and faculty with problems of regional significance, fostered meaningful interactions between students and regional partners, and promises to significantly enhance the lives of those with dementia."

After graduating Barkot plans to set her sights on graduate school as DNP (Doctor of Nursing). You can access Barkot's research poster [here](#).

# LIBRARY SERVICES BY THE NUMBERS

**12,600+**

students interacted with library faculty and staff through research and teaching services

**18,839**

locally produced research materials in Cornerstone, our collection of scholarly and creative works, with 3.2 million cumulative downloads

**245**

databases

**108**

hours open during a typical week in an academic session

**335,500**

in-person visitors to Memorial Library, up 25% year to year



**177,229**

historical items online  
through ARCH: our  
university archives digital  
collections, up 12%

**24%**

increase in student  
use of the Maverick  
Textbook Reserve

**1 million+**  
books and  
ebooks

**102**

applications for  
Library Services  
research and  
student worker  
scholarships

**280,000+**

article downloads  
from subscription  
journals, up 12%  
year to year

A photograph of three people in an office setting. A woman with long dark hair, wearing a black blazer over a blue top, is seated at a desk and looking towards the other two people. A woman with long brown hair, wearing a yellow long-sleeved shirt, is standing and looking at the woman in the blazer. A man with short dark hair and a beard, wearing a purple hoodie with "MINNESOTA STATE MAVERICKS" printed on it, is standing and looking at the woman in the yellow shirt. They are all gathered around a desk with papers and a laptop. The background shows office cubicles with various decorations, including framed pictures and a "Dream" sign.

# WORKPLACE CULTURE

We're developing knowledge and skills as lifelong learners.

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Library & Learning promotes collaborative professional development, both within our work areas and across the University. From our Friday morning professional development events and hosting guest speakers and panels to facilitating development opportunities for others, our internal work allows us to offer improved services to the University community.



### Belonging and Community Building

*We foster a sense of belonging and community within the University through initiatives and events designed to create inclusive learning environments.*

In October, 2023, African American Affairs and our Outreach Team in Library Services hosted a luncheon featuring alumnus Anthony Scott ('73, '83), a celebrated Minnesota author and editor. The event brought together the university community to honor Scott's work, including his co-edited books *The Scott Collection: Minnesota's Black Community in the '50s, '60s, and '70s* and *Minnesota's Black Community in the 21st Century*. Scott, the president of Minnesota's Black Community Project, was recognized for his contributions in celebrating African American achievements. Alumna Linda Cobb ('74) also joined for the day, which included a visit to Dr. Jill Cooley's "History in Black and White" course, a visit to the recently named Florence Cobb Dance Studio, and a meet and greet with students from African American Affairs.

In October, 2023 Minnesota Secretary of State Steve Simon met the local community in Memorial Library to discuss new voting laws. The event was co-sponsored by the Student Affairs, MSU Student Government, MSU College Democrats and College Republicans, and Library Services. Simon addressed the impact of these laws on college students and answered questions about voting rights restoration for individuals convicted of a felony.

The April 2024 the MSU Authors Reception honored 22 faculty, staff, and emeriti authors who had written or edited books with publication dates between March 2022 and March 2024. The MSU Authors Collection is an important part of the University Archives in documenting the intellectual heritage of the University and contributions by faculty, staff, students, and alumni to contemporary scholarship. Information on the works by all the MSU Authors can be found in [Cornerstone](#).

In April 2024, the University Archives and Southern Minnesota Historical Center co-sponsored the William E. Lass Minnesota History Symposium. The event celebrated Dr. Lass's life and contributions to Minnesota history. Presentations included a welcome address given by Dr. Lori Lahlum (History and Gender and Women's Studies) and Dr. Gwen Westerman (English). The Symposium concluded with an evening memorial to honor Dr. Lass's legacy and career.

In summer 2024, the Honors Program, University Archives, and Library Instruction hosted faculty development sessions. The Honors Program seminar introduced faculty to the HONR 201 curriculum, so that the program might draw upon a wider array of faculty to teach the course. The Archives and Instruction seminar taught faculty how to use archival materials and information literacy exercises for course projects.



Top, L-R, Dr. Chris Corley, Dr. Tom Inglot, Dr. David Kimori, Dr. Gwen Westerman, James Mackey, Dr. Carrie Miller, Dr. Kyle Ward, and Dr. Edward Inch  
Bottom, L-R, Dr. Jason Kaufman, Dr. Heidi Wall-Burns, Dr. Andrew Johnson, Dr. Sarah Tahtinen-Pacheco, and Dr. Leslie Locke

# Professional Development led by MSU Alumna Focused on High-Impact Practices



In September 2023, Minnesota State University, Mankato's Library & Learning Services hosted a professional development event featuring alumna Joan Ruelle ('94), Dean of the Carol Grotnes Belk Library at Elon University. She is known for her work in implementing broad-based strategic visions for academic libraries, emphasizing their vital role in higher education. Our discussions included strategic planning, high-impact practices, and collaboration with learning services partners. The following is an excerpt from an interview by Raby Dieng.

**RD: You are an alumna of Minnesota State Mankato. Can you talk about your journey and what MSU offered you along the way?**

**JR:** I came here for a master's degree in Women's Studies, and I chose Mankato because it had a very social justice orientation, a very activist mindset. While I was in school, I worked at the circulation desk of the library.... I remember it fondly.... I think principles of feminist pedagogy, such as inclusion, recognizing and acknowledging that everybody is bringing their own experience and preexisting knowledge into the classroom ... those [ideas I practiced] when I was a student here have served me well in various capacities.

**RD: And what has been the most satisfying work in libraries?**

**JR:** I think there's always those students who are like, "oh my God, you saved my life. I didn't think this existed." Those small things put a smile on your face.... As I've moved into more administrative roles, it's being able to see some big projects through, [such as] a significant renovation to improve success for students. We did a Learning Commons and brought other student success partners into the building and used a very

intentional model called Deep Collaboration. It's based on the work of Joan Lippincott. And the idea is: how do you intentionally build a strong partnership and you're not just roommates in the same building? That [work] has been really fulfilling....

**RD: So, what kind of challenges do you believe academic libraries are now facing?**

**JR:** Money, first and foremost. Our resources are so expensive and with the consolidation and monopolies in the [information] field, we don't have a lot of room to negotiate.... I think a [constant] challenge is articulating that our materials are expensive because they're valuable.... Second, I think right now there's a lack of confidence in higher ed.... There are people who say, well, that's "your" truth. And I'm like, "OK, that's evidence-based research. It's not just my opinion." So, helping students who grew up in an environment where it's difficult to understand the difference between an opinion and evidence to support an opinion. Third ... the next challenge for us will be helping faculty and students figure out how to ethically and effectively use artificial intelligence to support their work.... How do you partner with that tool to do even better work?

## Library & Learning Community Reads:

*We're engaging in dialogue to better understand inequity and exclusion.*



### Author Lecture

In partnership with the Department of Geography, Library & Learning chose Jake Bittle's *The Great Displacement: Climate Change and the Next American Migration* (2023) as our annual common read.

Known for his insightful reporting on climate change, Bittle discussed environmental justice and climate migration in the United States through an interview with KMSU radio, an author Q&A session, and a lecture offered in Ostrander Auditorium to several hundred students, staff, and community members.



### Real World Application: The Honors Program Colloquium

Honors organized a six-session colloquium focused on climate change.

Colleagues from the campus and Greater Mankato community helped students learn about climate change from interdisciplinary perspectives. For example, in November 2023 Art Professor Josh Winkler guided students through his philosophical journeys about the natural environment that have inspired his printmaking. Following the presentation, students experimented with their own printmaking, applying the techniques and philosophies discussed.

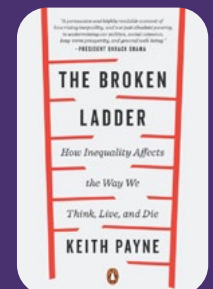


### Our Next Book

Library & Learning selected Keith Payne's *The Broken Ladder How Inequality Affects the Way we Think, Live and Die* (Penguin, 2017).

## Why Economic Inequality is More Than Economics

A Special Presentation by Keith Payne



**Wednesday, October 16**

3:00pm – 4:30pm

CSU Ostrander Auditorium



## Professional Development for the University and Community

### We're providing a University hub for community discussions.

Providing effective services to students depends on continued professional development for ourselves and members of the university community. In addition to offering space for events like the [Good Thunder Reading Series](#), Library & Learning staff work on and off campus to enhance understanding and teach best practices.

On August 23, over 100 participants joined a session on [The Library and Generative AI](#), led by **Nat Gustafson-Sundell** and **Mark McCullough**. Gustafson-Sundell also launched the Minitex "Spell it Out: E-Resource Licensing Lunch 'n Learn Series" on October 18, attracting over 150 librarians nationwide.

**Evan Rusch** and **Nicole Smith** co-presented alongside **Dr. Cindy Miller** (Geography) at the PreserveMN Statewide Historic Preservation Conference, showcasing digital historical aerial imagery applications with student involvement.

Course-based undergraduate research experiences (CUREs), sponsored by the Undergraduate Research Center, offer faculty and students the opportunity to engage in hands-on research within the framework of their coursework, fostering critical thinking and collaboration. **Dr. Dan Moen** (Family Consumer Science), **Dr. Rachel Cohen** (Biology) and **Jeff Pribyl** (Chemistry) were all awarded CURE grants in summer 2023 to augment their courses.

**Dr. Jill Cooley's** (History and Gender Studies) research poster project for a first-year writing course aimed to provide students with valuable experience in utilizing the library's collections for research and collaborating directly with **Professor Daardi Mixon**, fostering a deeper engagement with the subject. To emulate a real conference setting, students presented their research posters at Memorial Library, where they had access to computer resources and were already familiar with the environment.

Librarian **Jess Schomberg** collaborated with **Dr. Kim Johnson** (Special Education) to complete certification in Open Education Practices through the Open Education Network. This certificate program provided "formal training in open educational practices grounded in the principles of social justice, a community of peers, and expert instructors with the goal of transforming learning to be more accessible and inclusive."

The **Library Disaster Team** conducted CPR/AED training, resulting in seven employees obtaining Red Cross certification, enhancing emergency preparedness for Memorial Library. Campus Security Officers **Sydney Hoffman** and **Bunsaovira Lek-Guerrero** led staff members through a three-hour training on CPR and AED usage for adults, children, and infants. The officers addressed topics on University Security response times, AED battery checking, and dispelled common misconceptions portrayed in television shows about AED usage.

**Adam Smith** served on the Board of Directors for the Minnesota Alliance of Local History Museums, which provides guidance for the organization. As part of his board duties, he chaired the Mutual Assistance Team for the Board of Directors of the Minnesota Alliance of Local History Museums. The team received funding through Minitex to acquire and disburse 12 disaster supply caches around Minnesota. These caches will be used by cultural heritage organizations in the event of a disaster.

図書館 knimovni

bibliothèque

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библиотека 도서관

**LIBRARY**

βιβλιοθήκη

# Assessment and Stewardship

*We're using data to foster continuous improvement and effective stewardship of university resources.*

Collect. Select. Reflect. These three elements of successful Honors Program student portfolios are increasingly applied throughout our departments and programs as a means of aligning goals and outcomes, measuring impact, and ultimately improving services from one year to the next.

## Improved Study Spaces and Collaborative Services

*We develop spaces to enhance learning.*

Library & Learning invests in improved study spaces to further university goals and support student learning. January 2023 marked the completion of an **Accessibility Lounge** in the lower level of Memorial Library, between the Center for Academic Success and Accessibility Services. The effort was initiated through an inquiry from Student Government and effective collaboration between Accessibility Services, Maverick Success Program, and the Center for Academic Success, and it is open during normal business hours. In the same spirit, a solo study space was created on the main floor, offering more choices to students with accessibility needs. Librarian **Jessica Schomberg** emphasized that the primary purpose is to provide a respite for individuals who may experience sensory overload due to factors such as excessive noise, bright lights, or strong odors.

Library Services and IT Solutions partnered to install **new large monitors** in the Information Commons and created a **new podcasting room** to the Memorial Library just in time for the spring semester. The Information Commons computers are replaced every five years. IT Solutions and Library Services assessed usage and determined that students were not using the computers as they had been prior to the pandemic. PCs were removed, and fewer newer computers installed. In their place, IT Solutions installed large monitors for student use. Students can plug in their laptops and mirror their screens, or work on two different screens at the same time.



*L-R, Dez Logan (History, '25) and Raby Dieng (Communication Studies, '25) demonstrate use of the new podcasting studio.*

The Podcasting Room is designed for students and staff who are passionate about creating audio content. Located on the third floor of the Memorial Library, this space is equipped with everything students need to meet their podcasting goals. Reservations can be made through the following [link](#).

The Library & Learning Leadership Team led efforts to envision new collaborative service points models on the main floor of the Memorial Library. The initiative involved input from partners throughout campus and provided forward-thinking approaches for student learning services to accompany the future Armstrong Hall project. Athletics was included as a primary partner and began experimenting with athlete study sessions on the main floor.

As libraries adapt to the changing needs of their communities by welcoming different types of activities within their walls, such collaborative initiatives to enhance accessibility, collaboration, and services reflect librarians' commitment to inclusivity. The library actively seeks feedback from users to continuously refine and improve these spaces, demonstrating a commitment to responsiveness, adaptability, and user-centered design.

# Archive Team Welcomes “Zippy the Scanner”



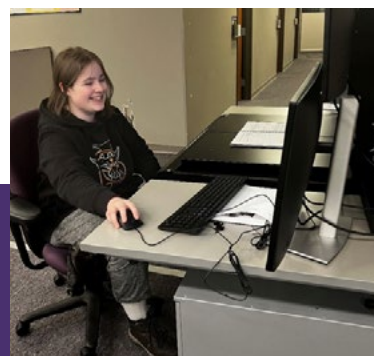
On October 10, 2023, the University Archives unveiled a new Zeutschel OS C1 overhead scanner, acquired after five years of planning and supported by the University's Institutional Equipment fund. Manufactured by Zeutschel GmbH in Tübingen, Germany, a company renowned since 1961 for its digitization and archival preservation products, this state-of-the-art scanner enhances preservation efforts. Zeutschel scanners are utilized in prestigious institutions like the National Archives and multiple universities across the world.

The OS C1 model is known for handling large and fragile documents, such as nineteenth and early-twentieth century maps from the **Dr. Mary T. Dooley Map Library**. The scanner, nicknamed Zippy, can digitize documents up to 33" by 24" with high-resolution scans, preserving the quality and integrity of delicate items. The adjustable scanner bed and overhead camera allow for scanning books, maps, and various other documents without damage. The University Archives and the Southern Minnesota Historical Center acquired the scanner to address a significant backlog of materials. Projects are prioritized based on preservation concerns, DEIB initiatives, and campus needs.

Training initiatives for the new scanner has been led by Archives Technician **Leah Zacate**, with Archives student workers like **Josie Miller** (Anthropology and Geography, '26) gaining hands-on experience. This training is essential, as the sophisticated equipment

requires skilled operation. Student workers play a crucial role in the Archives' digitization projects, aiding efforts to make historical materials accessible and preserved for future research.

By leveraging Zippy's advanced technology, the Archives can now better preserve and share unique historical materials, ensuring accessibility to key resources for a global audience.



*Josie Miller ('26) using Zippy the Scanner*

## Collection Management for Future Generations

*We're closely examining our physical collection to serve the future needs of the University.*

Memorial Library is one of 24 academic libraries in Minnesota working to preserve access to nearly 500,000 rarely held books. The initiative is known as the **Minnesota Shared Print Program**. It began in 2022 and is comprised of participating libraries agreeing to retain books in their collection which are identified as important scholarly resources. These books are in demand but scarcely available within Minnesota and the United States.

Each library is committed to retaining specific books for an initial holding period of 20 years, which can be renewed. Library users can request any of these books through the interlibrary loan service. The program is administered and paid for by [Minitex](#), a division of the University of Minnesota Libraries directly funded by the Office of Higher Education.

Library Services accomplished a substantive deselection project in the Government Documents and Educational Resource Center (ERC). **Kris Hobday** and **Evan Rusch** removed 7367 print items from the Government Documents collection. ERC staff, including **Barb Bergman**, **Nell Musolf**, and **Darcy Strode**, also undertook a reclassification project to ease patron discovery of the collection. Staff based deselection decisions on careful consideration of past patron use, curricular needs, and relevance for our patrons. The juvenile collection was reorganized into three classifications based on reading levels: Easy, Middle, and Young Adult, which helps readers serendipitously discover books that they might find appealing. If you look for materials in the ERC, be sure to check spine labels or ask for help at any service point.

**Juvenile-Easy:** picture books and books for beginning readers

**Juvenile-Middle:** chapter books and non-fiction intended for ages 9-12

**Juvenile:** Best suited for teen and young adult readers

## Library Materials Deselection

To address upcoming changes to the campus landscape and create additional student learning spaces, Library Services is carefully and systematically reducing its physical collection.

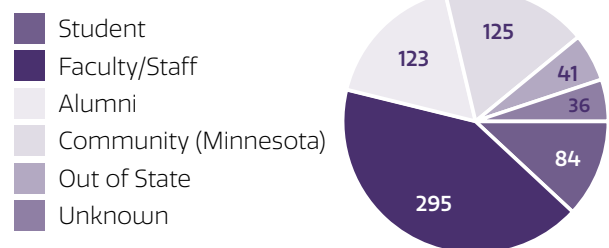
Deselection is a process that occurs regularly at all libraries. As the collection is reviewed and consolidated, we will continue to acquire new print and electronic materials to maintain relevant, responsive, and accessible collections. Students, faculty, staff and the community will continue to have access to resources that support the curriculum and research needs of the University.

Library Faculty will work with their liaison departments to communicate about the project. Departments will have scheduled opportunities to review and provide input on the titles identified for withdrawal. Learn more at the project website. We are very appreciative of our Library Services staff, including **Steve Johnson**, **Anna McGuire**, and **Diane Sharits**, who have been crucial to the success of this project.

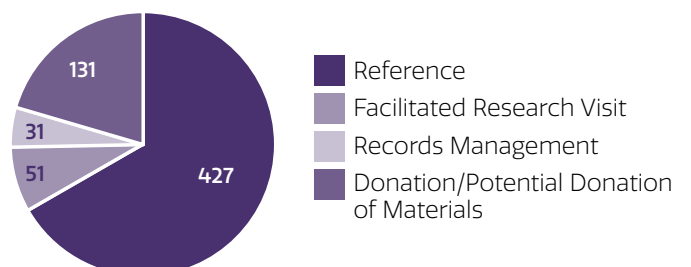
## Archives Research Questions (5.17.23–5.1.24)

- **Busiest Months:** August 2023, March and April 2024
- **448+ hours** answering research questions, up 20% from AY '23

### Researcher by Type



### Most Frequent Purpose for Contacting the Archives





## Student Focused Collection Development

*We're growing our collections to enhance changes in curriculum and pedagogies.*

Our Technical Services team integrated [LibKey Nomad](#) and [BrowZine](#) to streamline discovery and access to resources. LibKey Nomad is a browser extension designed to connect researchers to library-provided journal articles and eBooks found on non-library websites, including PubMed, Google Scholar, and even Wikipedia.com., to significantly reduce the steps required to access full-text content. This extension is available for multiple browsers and facilitates one-click access to online resources, enhancing the efficiency of research activities. BrowZine allows users to access digital journal content with a user-friendly interface via your computer or with an app on your tablet or smartphone.

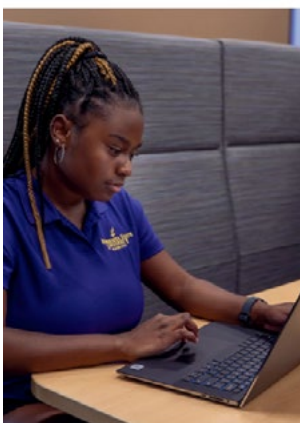
 LibKey Nomad



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This subscription provides access to a wide range of educational tools, newsletters, podcasts, and more, enriching the curriculum with current events and a valuable news source. Activate your account through the library's website. For questions or more information about these resources contact **Pat Lienemann**, eAccess and Discovery Librarian at [pat.lienemann@mnsu.edu](mailto:pat.lienemann@mnsu.edu).

We further developed our collections to support the library's diversity, equity, and inclusion initiatives by acquiring access to historic coverage of the [New York Amsterdam News \(ProQuest\) \(1922-2010\)](#) and by adding additional dates of coverage to the [Atlanta Daily World \(ProQuest\) \(1931-2010\)](#). We processed several notable unique archival collections, including the Minority Group Studies Center Collection ([MSU Archives Collection 212](#)) and the Mahkato Mdewakaton Collection ([SMHC Collection 0284](#)). These efforts aim to improve the usability and accessibility of these materials, enriching the resources available for research and education. Our collections of primary sources provide genealogists, researchers, and scholars with first-hand accounts and news coverage of the politics, society, and events of their time.

We acquired access to **new curricular resources** that support the professional preparation or occupational training of students, particularly those enrolled in high-demand programs. The library enhanced our popular **anatomy models**, coordinating with MavPASS to order numerous replacements that better fit the needs for the anatomy students. To support teaching in the College of Business, and particularly Marketing, we acquired [Intel Academic](#), which combines consumer research with market data and analysis. To support Human Performance, we acquired new access to the [Human Kinetics Library](#), which provides many eBook titles and selected video content. Our new Food and Agricultural Studies programs will benefit from access to the [Food Studies Online](#) by contributing to teaching of general business, social, and cultural history. We continue to develop our responsive reference collection with a new subscription to [Oxford Reference Premium](#), providing over 400 titles in a variety of subject areas.

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The Mankato Free Press. (2023, September 8). [Minnesota State Mankato to hold voter registration day Sept. 14, observe Constitution Day with display in Memorial Library.](#)

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The Reporter. (2023, November 2). [URC gives an award for faculty mentor.](#)

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The Reporter. (2024, March 21). [James Mackey debuts first author talk at home campus.](#)

Radio Mankato. (2024, March 29). [Old Main Village with Daardi Mixon and Nick Brown.](#)

The Mankato Free Press. (2024, April 3). [MNSU symposium to honor history professor Lass.](#)

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Maverick Minute about the URC: Maverick Minute: [Undergraduate Research Center \(youtube.com\)](#)

Maverick Minute about TRIO SSS: [TRIO Student Support Services \(youtube.com\)](#)

Maverick Minute about Library Services: [Library Services](#)

URS Interview: [The annual Undergraduate Research Symposium is underway today at Minnesota State Mankato's Centennial Student Union.](#)

Ellie Meschke. "The Writing Center has you covered when it comes to papers." The Reporter's Guide to Minnesota State Mankato, 2024-2025, p. 19.

Anahi Zuniga. "Study and find what you need at the Memorial Library." The Reporter's Guide to Minnesota State Mankato, 2024-2025, p. 20.

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## CONFERENCE PRESENTATIONS

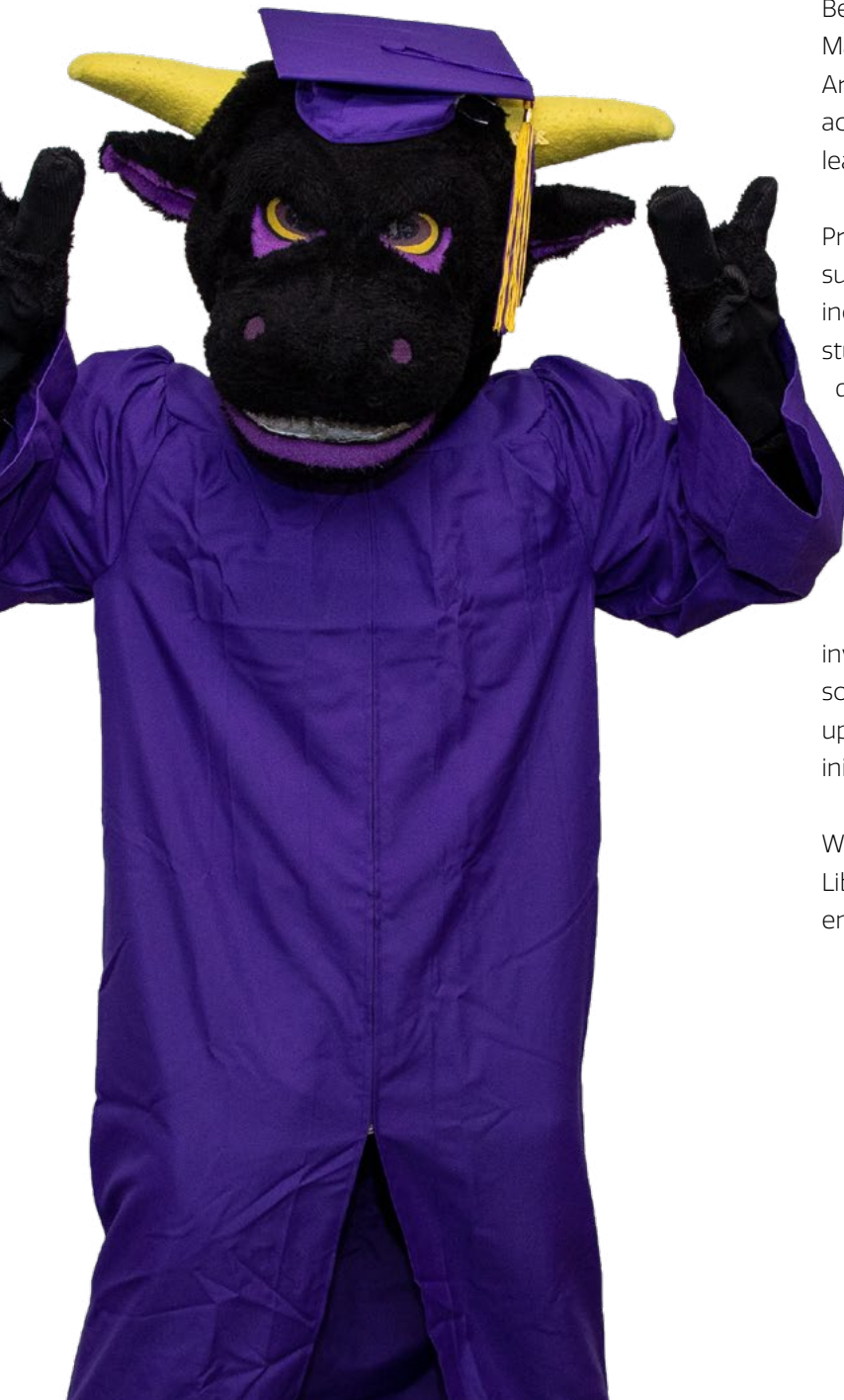
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- Bothmann, B.** (2024, February 13–15). *Original descriptive cataloging of monographs using RDA*. Midwest Collaborative for Library Services (MCLS), Webinar.
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