

# James B. Carey Library

## Year in Review

### 2021-2022

#### LIBRARY RE-OPENS IN SEPTEMBER 2021

The James B. Carey Library officially re-opened to students and faculty on September 1st. Whereas the library never officially “closed”, this day marked the first time since March 2020 that the *physical* library was again available to SMLR. The library provided masks, which were required, and hand sanitizer if needed. All resources and services were fully available. Despite the physical library being re-opened, along with all other RU Libraries, personal/home delivery remained an option for patrons who preferred not to return to campus. In that first month, the library had 89 patron visits, answered 54 questions and processed 76 books.

The fall 2021 semester began with the hiring of a Part-Time Archivist, Abigail Wilson; as well as School of Communication & Information Intern, Christopher Hunder. With these staff additions, the library was able to begin many projects which will be detailed in this review.

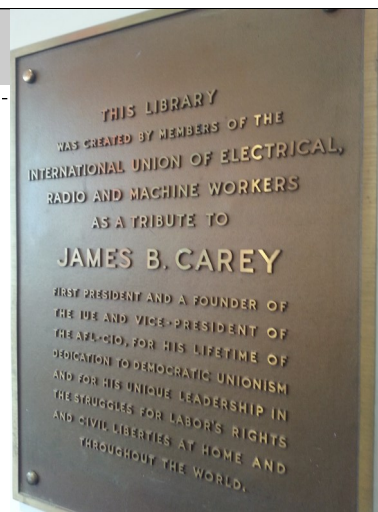
#### OPEN ACCESS INITIATIVE @ SMLR

A major initiative for the Library this academic year was focusing on open access, or open educational resources, for the school. Faculty were sent emails promoting the Open and Affordable Textbooks Initiative from the Rutgers University Libraries (RUL). In addition, the importance of these resources were included in the April issue of *The Carey Library Research Minute*, as well as presented at the spring School-wide Meeting in May.

Also promoted to faculty were the electronic resources available to all students within the RUL catalog. Some of these resources are considered open access, but others are traditional electronic materials that RUL has purchased and students have access, eliminating a cost for additional course specific materials.

Finally, faculty were also presented with SOAR, RUL’s Scholarly Open Access at Rutgers database. In SOAR, faculty can upload, or deposit, their scholarly work making their research more accessible and increasing networking and collaborative efforts.

All of these initiatives will continue for the foreseeable future.



#### STAFF

**Julie Peters**  
Library Director

**Abigail Wilson**  
Part-Time Archivist

**Christopher Hunder**  
SC&I Intern,  
Fall 2021

**Izzy Shane**  
MHRM Intern,  
Spring 2022



Labor Education Center  
50 Labor Center Way  
New Brunswick, NJ 08901

<https://smlr.rutgers.edu/about-smlr/carey-library>  
848-932-9513



**RUTGERS**

School of Management  
and Labor Relations



## RESOURCES

The Carey Library has numerous resources available for students, faculty, and the general labor community. Resources include books, magazines, journals, newsletters, DVDs, databases, electronic materials, streaming media and archival collections. All of these resources are searchable through the RUL catalog. Electronic materials are continually being added to the catalog. These materials, along with database content, are the most overlooked resources that the library has to offer.

The library also has limited subscription access to Bloomberg Law's Labor & Employment Practice Center. The practice center contains reference materials, news & analysis, "In Focus" reports, federal laws & regulations, state & local resources, practical guidance, chart builders, government agency materials, opinions & dockets, and arbitration awards. Faculty and students can request access to this specialized database by contacting the library directly.

*The James B. Carey Library maintains subject-specific resources to support student learning and critical thinking.*

### DEI BOOKS ADDED

*Black in America: the Paradox of the Color Line*

*Building an Inclusive Organization: Leveraging the Power of a Diverse Workforce*

*Caste: the Origins of Our Discontents*

*Diversity and Inclusion in the Organizations: How to Promote Equality in the Workplace and Benefit From It*

*Diversity in the Workplace: Eye-Opening Interviews to Jumpstart Conversations About Identity, Privilege, and Bias*

*Race Matters, 25th Anniversary Edition*

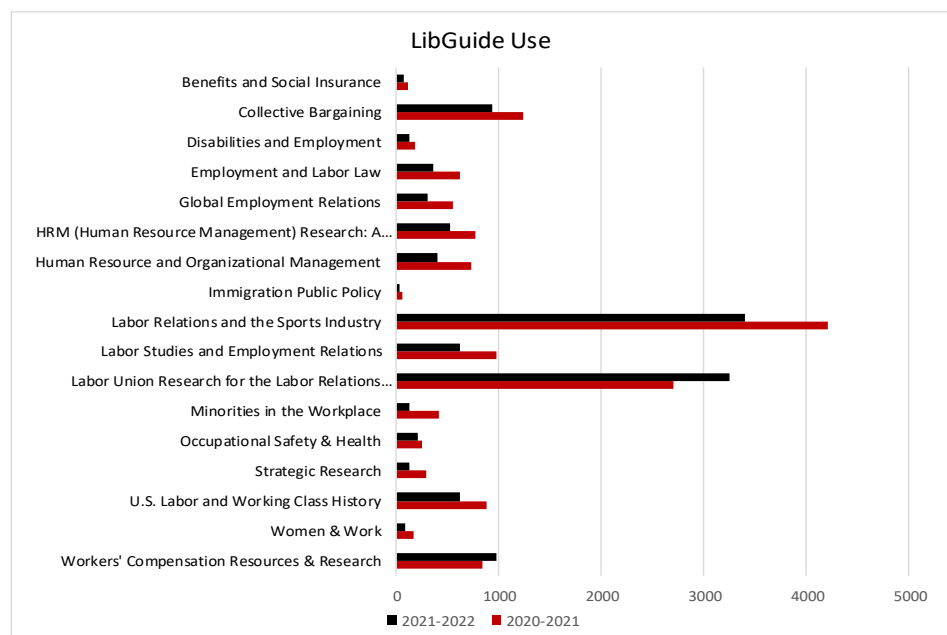
*Race, Work, and Leadership: New Perspectives on the Black Experience*

*Toxic Ivory Towers: the Consequences of Work Stress on Underrepresented Minority Faculty*

*Unbias: Addressing Unconscious Bias at Work*

*Uncomfortable Conversations with a Black Man*

LibGuides assists students in finding the information they need highlighting specific databases, catalog terms and websites to concentrate on. The library currently has 17 published guides. An ongoing goal is to consolidate these guides, removing repetitive content. During 2021-2022, RUL adapted side-navigation panels for the guides, which required each one to be edited to check for accuracy due to the migration. Regarding use, each of our guides saw a decline in use, except for the guides on labor union research for the labor community, and workers' compensation. More marketing and outreach will be conducted to ensure these resources are seen and used by students.





*Main Reading Room—First Floor*

## SERVICES

The Carey Library provides reference, interlibrary loan, circulation and course reserves services on a daily basis. In the past academic year, we have answered **197** questions, with **22%** of those being major research queries.

Sample of questions answered:

- ◆ Can you help me find books on the history of teacher's unions?
- ◆ I need help finding membership data for both private and public sector unions.
- ◆ Can you help me compile court cases about the gender pay gap?
- ◆ Can you help me locate the Hispanic Labor Task Force document in the Sol Stetin Papers Collection?
- ◆ Can you help me find literature about domestic workers and the difficulties they endure in the U.S., specifically New Jersey and New York?



The library processed **113** interlibrary loan requests, with **31%** for external patrons as compared to internal Rutgers patrons. The majority (**56%**) were lending requests for books, over borrowing requests.



The library processed **22** digitization requests - requests for scanned PDFs of library material being sent electronically to the patron.



Over **582** books were processed, with **269** books being returned, and **313** books being shipped to other RU Libraries.

Overall, the library welcomed **565** patrons.

## UPDATES FROM RUTGERS UNIVERSITY LIBRARIES (RUL)

### NEW ORDERING SYSTEM

RUL implemented a feature of ALMA (RUL's integrated library system) that makes it possible to order library materials directly through the ILS. The new platform, called Rialto, creates a seamless, unified, end-to-end library workflow that allows better access to accurate fund balances, enhanced searching capabilities, and the ability to track orders throughout the ordering process. Carey Library training on the new platform was completed in fall 2021.

### NEW ILL SYSTEM FOR PALCI

PALCI, a large network of regional academic and large public libraries, moved to a new platform, called ReShare, to better provide interlibrary loan services. The new platform was a change for both users of interlibrary loan requests, and how staff process requests on the back-end. Carey Library training on the new platform was completed in fall 2021.

### ANNOUNCEMENT OF NEW UNIVERSITY LIBRARIAN

After a national search, Dr. Consuella Askew was appointed as Vice President for University Libraries and University Librarian. Dr. Askew was serving as Interim Vice President for University Libraries and was most recently the Associate University Librarian for Rutgers—Newark. In the appointment announcement, Dr. Prabhas Moghe stated that, "Dr. Askew is best positioned to stimulate collaborative leadership and strengthen RUL's culture and infrastructure to foster the changes needed to realize Rutgers' full academic potential." On July 18, 2022, she became Rutgers' 15th University Librarian and the first person of color in the institution's 256-year history to hold the position.



## LIBRARY SERVICE

### SPECIAL LIBRARIES ASSOCIATION

The James B. Carey Library was highlighted nationally due to recent involvement of Julie Peters with the New Jersey Community of the Special Libraries Association. For the current calendar year, Peters is the Programming Chair / Vice President—President Elect of the group and organized a variety of events in the spring of 2022. Notably, a virtual May panel session titled, “The Information Professional’s Job Market: Challenges, Trends and Opportunities,” featured speakers from Florida, Virginia and New Jersey. The event had 80 registrants from across the country and at all career levels.

### ALA HUMAN RESOURCE DEVELOPMENT AND RECRUITMENT ADVISORY COMMITTEE

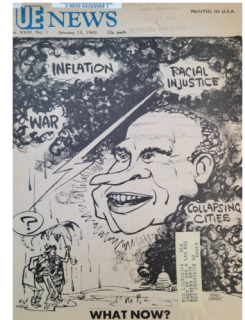
Peters also represents the library on the American Library Association’s Human Resource Development and Recruitment Advisory Committee. The committee, which meets virtually several times a year, focuses on the job market and job skills for information professionals. The 2022-2023 will be the last year of a three year term for Peters, who attended the annual conference in Washington, D.C. to collaborate and network with other committee members.

## PERIODICALS PROJECT

In coordination with the Rutgers University Libraries, the Carey Library began a periodicals project in the summer of 2021. For many years, the periodical collection has been housed, somewhat improperly, and in multiple locations within the library, making an accurate inventory and retrieval of issues difficult. The project sought not only to correct these issues, but to also assist RUL in their own project of barcoding all periodical issues within the collection.

Starting with titles that the library currently receives, each issue needed to be retrieved, accounted for and shipped to RUL Technical Services. RUL added barcodes to every single

issue. After arriving back at the Carey Library, each issue needed to be checked in and re-folded according to standard preservation guidelines. This process allowed for older issues to be properly archived and easily retrievable, as well as reducing the space required for storage. In all, 32 titles were updated. The project will continue as the library begins to re-fold all remaining archival periodical issues for hundreds of titles.



*Cover of UE News, January 13, 1969*

## ARCHIVES

In September 2021, the Library welcomed Abigail Wilson as a Part-Time Archivist. Projects included identifying immediate needs of the archival collection, requesting the appropriate supplies and equipment, and implementing an efficient workflow. Within 10 months, 14 linear feet of the AFT New Jersey Collection was accessioned; 46 linear feet of the Harry F. Stark Papers were processed; and 92 linear feet was inventoried including the Stark collection, the IMLR publications collection, and the Labor Publications collection.

The Library also collaborated with the Rutgers University Libraries to gain access to a SMLR-specific ArchivesSpace account. ArchivesSpace is an open source, web-based information management application for archives. Its purpose is to help repositories manage and provide web access to archives, manuscripts, and digital objects. The Carey Library Archives is using ArchivesSpace in order to make collection materials more accessible to patrons within the Rutgers community and beyond. ArchivesSpace supports the archives’ current collections by ensuring adherence to best archival practices and will support future collections management in the same way. The Carey Library Archives will be searchable online in the next academic year using this robust database.



*AFT NJ Collection*



*Harry F. Stark Papers*

## INTERN & ONGOING PROJECTS

This past year, the Library welcomed two interns. Christopher Hunder interned as a School of Communication and Information graduate student in the fall. Chris completed an in-depth collections' analysis and assessment focusing on areas of emerging trends in the field of labor relations and human resource management. He also compiled a list of relevant publishers to order materials from; created an inventory of the library's bound collection; assisted with the periodicals project; and completed a review of library-focused literature within labor relations and human resource management journals.

In the spring, the Library welcomed Human Resource Management graduate student Izzy Shane as an intern. Izzy methodically inventoried donated boxes of materials from faculty member Janice Fine, as well as Dean Emeritus John F. Burton, Jr. She also created a list of course textbooks being used by SMLR, as well as starting a directory of local unions in New Jersey.

Ongoing projects include database management of the Curriculum Library for Employee Ownership (CLEO) in coordination with the Institute for the Study of Employee Ownership and Profit Sharing; as well as the continuing development of the Rutgers University Workers' Compensation Research Collection (RUWoCo).

### PROJECT SPOTLIGHT: INVENTORY



*The library continues to inventory the entire book collection. First, this process includes reading the shelves, or making sure that every book is in its proper location. Second, each book needs to be scanned into the library automated system. This ensures that the book is checked in, not marked as missing, and that the barcode is functional. Throughout this process, books have been found to not be cataloged, not containing barcodes, or other issues. Conducting the inventory makes it possible to correct these issues by sending the books to RUL's central unit. It is hoped that the inventory will be completed by the end of the calendar year.*

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*Increased visibility, use, and collaboration within the SMLR community continues to be a major goal of the James B. Carey Library.*

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## INFORMATION LITERACY

One of the main services of the Carey Library is to provide information literacy instruction to all students. This academic year saw instruction delivered to all levels: undergraduate, graduate and Ph.D. Instruction sessions were a mix of in-person, asynchronous and synchronous. They included 8 sessions in the fall, and 6 sessions in the spring.

There were two sessions to note. The first was an embedded librarianship model for a combined undergraduate /graduate course. Students were required to watch three videos made by the Library: Effective Search Strategies; Identifying Peer-Reviewed Information; and The Purpose and Use of Citations. After watching these videos, students were asked to interact and discuss the concepts presented in a Discussion moderated by Julie Peters. It was a lively and very pro-

ductive discussion as the students asked thoughtful questions and participated more than once.

The second was a highly interactive session for the Ph.D. students in the Proseminar in Industrial Relations and Human Resources course. The synchronous-session covered some of the advanced services and resources that the RUL system has to offer.

Topics presented included author metrics; journal impact factors; and predatory journals to educate on publishing resources. Specific advanced databases were briefly demonstrated that focused on statistical data such as Data Planet, OECD iLibrary, Policy Map and Statista. And finally, the session was presented from both the perspective of student and faculty member, so that the Ph.D. students teaching courses, could in return educate those enrolled in their classes.



*Information literacy is a set of abilities requiring individuals to "recognize when information is needed and have the ability to locate, evaluate, and use effectively the needed information." (American Library Association. Presidential Committee on Information Literacy. ) To be information literate, then, one needs skills not only in research but in critical thinking.*

## SMLR-NET LISTSERV



SUBSCRIBERS

ARTICLE HITS

146

6,884

### TOP ARTICLES

*Shorter Workweek Leads to Greater Happiness, No Loss in Productivity, in Iceland*—NPR, July 6, 2021

*Worker Misclassification Legislation Makes Its Way to Murphy*—NJ BIZ, July 1, 2021

*Critic of Teamsters Leader Claims Victory*—NYT, November 18, 2021

*Coming Soon to This Coal County: Solar, in a Big Way*—NYT, January 2, 2022

*Starbucks Union Workers Near Buffalo Walk Out Over COVID Concerns*—NYT, January 5, 2022

*Rising Wages Could Complicate America's Inflation Cool-Down*—NYT, March 31, 2022

## STRATEGIC GOALS 2022-2025

Building on the progress from the previous year, the Library will continue to further expand resources, services and outreach to the SMLR community in the following ways:

- ◆ Develop and implement a standardized core information literacy curriculum designed for specific courses and all levels of scholarship.
- ◆ Enhance the ArchivesSpace application by entering in Carey Library archival material, thereby making it accessible to the SMLR community, as well as the broader labor community.
- ◆ Update existing LibGuides; and publish new ones that focus on the library's archival collection, and on Human Resource Management, including subtopics mirroring selected courses.
- ◆ Catalog and formalize the David Bensman Research Collection. This will require collaboration with RUL as they will be responsible for the cataloging.
- ◆ Explore new possible acquisitions and services that would benefit the overall student population and faculty research interests while also bringing awareness to current resources and services.
- ◆ Initiate a research project that would result in a new publication covering the history of the school from 1981 to the present.
- ◆ Exhibit more displays throughout the Labor Education Center, both in the two main display cases located in the lobby, and two hanging enclosed bulletin boards located in the hallways.

## THE CAREY LIBRARY RESEARCH MINUTE



**Check This Out!**

The Library has re-opened! Check out the [SMLR Library homepage](#) for hours, services and resources.

[Asian Development Review](#) is available electronically from 2004 to the present.

[Political Geography](#) is available through ScienceDirect from 1992 to the present.

**New Books Coming Soon:**

*Building an inclusive organization: leveraging the power of a diverse workforce*

*Unbias: addressing unconscious bias at work*

**DISCOVER THE SMLR ARCHIVES**

Look at labor: The Story of Industrial War and Peace, by Leon Goldsmith, 1988

Report on World Unity, by the CIO Delegates to the World Trade Federation of Trade Unions, 1946

"Happier Now Than Once": A Brief History of the International Union of Mine, Mill and Smelter Workers, by Morris Wright, 1984

**JUST PUBLISHED!**

[Highlights of Women's Earnings in 2020](#)

In 2020, women who were full-time wage and salary workers had median usual weekly earnings that were 82 percent of those of male full-time wage and salary workers. In 1979, the first year for which comparable earnings data are available, women's earnings were 62 percent of men's.

U.S. Bureau of Labor Statistics, September 2021


**SUBMIT YOUR RESEARCH**

Share with colleagues your current research projects. What are you working on? Anything from research in the beginning stages or ready for publication. The Carey Library Research Minute is an outlet to display research. If interested, please submit a short summary. Issues are published three times in the spring and fall semesters. The next issue will be published in October.

Email submissions to: [julie.peters@rutgers.edu](mailto:julie.peters@rutgers.edu)

The Carey Library Research Minute was published 5 times last academic year. The first 3 issues continued to rely on faculty submissions regarding their research interests as the original intent of the newsletter was to increase collaboration and sharing among the community since the majority were still working remotely.

The remaining two issues focused more on library resources and services since faculty submissions were not being received. The overall design was also updated in an effort to increase virtual circulation and more awareness of library content. This new design will continue for the 2022-2023 academic year.



**Research Minute Contents:**

- [Open Access Materials](#)
- [Specialized Periodicals](#)
- [Easy Access to Campus](#)
- [Summer is Almost Here](#)

**Open Access Materials**

In an effort to support the School's dedication to DEI initiatives, the Carey Library, as well as the Rutgers University Libraries (RUL) System, can provide assistance in identifying and adopting open access textbooks and materials for classes. Whether we refer to these resources as open textbooks, open educational resources (OER), or free materials for students, the hope is to provide an affordable option for students without losing the quality of standard and traditional materials.

A [recent study](#) by SRI International and Achieving the Dream emphasizes the benefits of OER, as well as the need for faculty to fully embrace OER in a community college setting. Even though this study focused on community colleges, the conclusions made can be applied to any higher education setting. Broadly speaking, the "open education movement is rooted in the desire to break down barriers to education and to democratize opportunities for access and participation in the creation of knowledge, especially for historically marginalized populations" (Griffiths, Joshi, Peltier & Wingard, 2022, p. 3).

There are numerous resources available for assisting faculty in either adopting open access textbooks, or by curating a course list of multiple open access materials for students to use. Listed below are a few of these resources:

- Open Textbook Library: <https://openstax.org>
- OpenStax: <https://openstax.org>
- Merlot: <https://www.merlot.org/merlot/index.cfm>
- OER Commons: <https://www.oercommons.org>

If you would like more information on OER, if you are wondering how your course would adapt and use such resources, or if you would like to request specific texts to use this fall, please feel free to [contact me](mailto:julie.peters@rutgers.edu).

Griffiths, R., Joshi, R., Peltier, R., & Wingard, A. (2022). Teaching and Learning with Open Educational Resources (OER). North Park, CA: SRI International.

**Further Reading:**

Clinton-Lisell, V., Legros, E. M., Rhodes, R., & Gilpin, S. (2021). Open Educational Resources as tools to foster equity. In *Teaching and Learning for Social Justice and Equity in Higher Education* (pp. 107-125). Palgrave Macmillan, Cham. [https://link.springer.com/chapter/10.1007/978-1-349-69474-5\\_5](https://link.springer.com/chapter/10.1007/978-1-349-69474-5_5)

Hoernemann-Elliott, J. (2022, March 17). Going all in on OER. Faculty Focus. <https://www.facultyfocus.com/articles/teaching-and-learning/going-all-in-on-oer/>

Trout, T., Macey, R. W., & Edwards, S. (2022). College student engagement in OER design projects: Impacts on attitudes, motivation, and learning. *Active Learning in Higher Education*, <https://doi.org/10.1177/1534484422110444>

**Specialized Newsletters and Magazines**

Did you know that the Library has an current newsletters and magazines? Located on the main floor of the library, these specialized periodicals can give students insight on current trends and issues regarding union activities, HR practices, and news on the national labor community. These titles are listed below:

