

00:29:56 Melissa De Santis (she/her): Thank you Gabe! I see you are here now!

00:30:06 Gabriel Rios: yes

00:31:23 Kristine Alpi (she/her/ella), EPC Moderator: Hi everyone! We are excited to have you all here for today's program!

00:32:20 Rachel Pinotti: Excited to be here!

00:32:31 Colleen Cuddy (she/her/hers): Welcome everyone!

00:32:42 Colleen Cuddy (she/her/hers): Its going to be a great program!

00:36:18 Tony Zanders: Thank you Gabe

00:37:21 Gabriel Rios: Thank you @Tony for presenting!

00:39:51 Kristine Alpi (she/her/ella), EPC Moderator: Please put questions in chat and there will be a Q&A in about 25 minutes.

00:43:15 Colleen Cuddy (she/her/hers): In my first library position I ran the website and the email for the entire college :)

00:54:32 Margaret Ansell: Vendors bypassing libraries and working directly with university departments is less a "future world" and more an increasing phenomenon, especially during the pandemic as programs raced to move didactic content online and vendors raced to create online curricula for them. My college of nursing has its own separate contract with Elsevier that I just happened to find out about. :P

00:54:50 Colleen Cuddy (she/her/hers): Please put your questions in chat for Tony

00:54:51 Mary Piorun (she/her): Back in 1995, my first speaking engagement was as an SLA meeting. I advocated for librarians to learn HTML. I had a librarian stand up and tell me I was crazy and started yelling at me.

00:55:11 Melissa De Santis (she/her): @Mary - lol!

00:55:21 Nadine Dexter: What about Ai and its role that will engage the library

00:56:03 Catherine Larson: Could library leadership form partnerships with IT at the institution, tie the library mission to the institutional mission (if not already there) be seen as a partner.

00:56:14 Hannah Rutledge (she/her): It all comes down to money. How can we best advocate for and secure the funding we need to continue to innovate at the rate that change requires?

00:56:28 terriewheeler: What Catherine Larson suggests is what we do here.

00:56:44 Jerry Perry (he, him, his): +1 Catherine Larson - the issues are defined by scale

00:56:57 Hannah Rutledge (she/her): ..and not just innovate, but continue to offer essential resources and services.

00:56:59 Catherine Larson: (Does that work?)

00:57:09 Dede Rios (She/Her/Ella): +1 Catherine

00:57:11 Susan Fowler (She/Her/Hers): What about moving away from journal subscriptions and instead providing articles on demand?

00:57:30 Hersey, Denise: How much can we expect to retrain current staff to provide new types of services and how much should we expect to hire new staff? Are Library Information Programs offering courses that prepare new librarians for roles such as bioinformatics; dataviz; coding, etc.?

00:57:32 Jon Goodell: +1 Catherine. That's what we try to do here too!

00:57:42 Todd Puccio: Libraries are the only Neutral Turf between Department/Colleges - this is both a good and challenging place to be.

The purpose of Libraries since he beginning to allow the University to benefit from sharing resources. Libraries do sharing best.

How do we communicate this ?

00:58:11 Michelle Kraft: I think an internal concern is the on and off problems of dealing with institution's purchasing. Every few years the institution requires everyone to use purchasing/supply chain to negotiate resources. And they are not familiar with library resources and get horrible deals. We have always been able to wrestle back control but some day we won't and that will hurt us.

00:58:37 Scott Thomson: Susan, I recently spoke to someone at a library who did just that.

00:59:10 Margaret Ansell: @Todd some would claim that IT hosts a similar place, and is more skilled because of their experience with shared software contracts. I'm not sure if that is as effective an argument as we want it to be, especially as the line between technology and information blurs.

01:00:14 Susan Fowler (She/Her/Hers): @Scott - Our main library system is doing it now but we are separate so we haven't gotten on board yet but I am keenly interested.

01:00:27 Todd Puccio: @Margret - good point

the difference is that Librarians are also considered academics and within the academic sphere. That is a bit

more in IT.

01:00:56 Todd Puccio: A bit more rare in IT.

01:00:59 Sally Gore: Due to budgetary issues, as a profession, we have contracted out many of those things that at one time were ours to create and manage and run. In doing this have unfortunately become expert users for the tools we provide. Being an expert user isn't really something one can tout as unique.

01:01:11 Marie Ascher: @Susan, we do it. Feel free to reach out.

01:01:12 Michelle Kraft: @Margaret exactly. All of our licenses are now look at through the same legal team that handles IT software. There are big differences b/n IT software license agreements like Microsoft Office vs library software or online resources.

01:01:18 Jessica: @ Susan Fowler and @Scott Thomson, I'd be very interested in seeing the data one year later and what kind of institutions are doing this.

01:01:22 Mary Piorun (she/her): @Margaret - I find the IT jumps in for a few years and then tends to move on to the next best thing. They don't have a good record of ongoing support and interest.

01:01:25 Margaret Ansell: Yes @Todd and that's where things like faculty status and tenure track can make a difference if we want to go the route of being seen as an academic unit and not a business unit like IT/HR.

01:01:47 Kelly R. Gonzalez (she/her): We re-organized with an emphasis on the future, innovation, and creativity. Through strategic planning we put an extra importance on it.

01:01:57 Susan Fowler (She/Her/Hers): @Marie - ooh! Thank you -will do!

01:02:30 Barbara L. Kuchan: I've lost audio.

01:02:33 Liz Lorbeer: Did anyone else lose audio?

01:02:35 Gabriel Rios: yes

01:02:37 Hannah Norton (she/her): Yes, same

01:02:38 Luda Dolinsky: yes

01:02:38 Greenberg, Charles J: Tony is frozen

01:02:39 Janna Lawrence (she/her): Yes - audio gone.

01:02:39 Tony Frisby: Video froze too

01:02:40 Lisa McGuire: same

01:02:40 Roger Russell: yes

01:02:42 Susan Fowler (She/Her/Hers): Yes - audio and video out

01:02:43 Regina Raboin (she/her/hers): Yes frozen too

01:02:43 Teresa L. Knott: Looks like Tony is frozen

01:02:49 Judy Cohn: Yes, frozen screen & audio

01:02:50 Michelle Kraft: Yep looks everything but chat froze

01:02:52 Colleen Cuddy (she/her/hers): Yes seeing it too

01:03:09 Colleen Cuddy (she/her/hers): Hang in there will we troubleshoot :)

01:03:14 AAHSL Office - Kelsi Brisebois: we are troubleshooting the tech issue. Please hold tight

01:03:27 Alexa Stoneman: Did you investigate whether library schools are changing their curriculum to address the new skill sets needed?

01:03:28 Margaret Ansell: No worries the chat is so lively I've been working to catch up!

01:03:30 Gabriel Rios: We interrupt our regularly scheduled program...

01:03:48 Hal Bright (he/él): Did everyone get bumped?

01:04:07 Margaret Ansell: Nah just Tony, he might've had a connectivity issue.

01:04:30 Hal Bright (he/él): I got bumped off

01:04:32 Susan Fowler (She/Her/Hers): @Jessica Future of Journals

<https://lib.uconn.edu/research/collections/future-of-journals/> Names UNC UVA and Perdue

01:04:50 John Gallagher: Great session so far so looking forward to hearing and discussing more when Tony rejoins.

01:04:52 Montie Dobbins: Much of Louisiana is not enjoying a good weather day.

01:04:58 Todd Puccio: How can we be sure that by identifying "threats" that we are really still interested in serving the needs of the institution and not just protecting our jobs ?
Honest self-reflection ?

01:05:07 Margaret Ansell: +1 Todd

01:05:25 Charlotte Beyer, (She/Her): Feel free to email me with questions for Tony on the 16th:
charlotte.beyer@rosalindfranklin.edu

01:05:56 Rikke Ogawa: Maybe a question for the group chat - what would we include in our 2x2s?

would we add any different dimensions for an alternate perspective?

01:06:59 Michelle Kraft: Not a problem Tony, we have all been there. Way to adapt!

01:07:07 Regina Raboin (she/her/hers): Yes, most people are resilient if given the opportunity and respect.

01:07:08 Marie Ascher: I like that, Rikke. I wasn't entirely sold on the Y axis. Maybe there are more than 4 quadrants.

01:07:20 Kristine Alpi (she/her/ella), EPC Moderator: @Todd, this is from the library perspective which is different than the organizational one. If we took the org view it would be different for sure. :)

01:07:30 Kristine Alpi (she/her/ella), EPC Moderator: Breakouts

What new jobs have entered the medical/health sciences library this century? (8 minutes)

What jobs no longer exist in the medical/health sciences library since 2000? (8 minutes)

Regardless of which unit owns them today, which roles within your institution is your library best suited to own? (eg Which roles would be more poorly governed if managed by another unit or by a third-party vendor/consortium). (8 minutes)

What services does the library currently provide that would be better managed by another unit or a third-party vendor/consortium? (8 minutes)

01:07:31 Margaret Ansell: re Todd's comment: We should realistically figure out if threats are actually threats - I don't want the future of libraries to be managing software, but I agree there are unique aspects of collections that go beyond simply contracts.

01:07:39 Rachel Pinotti: Tony if slides are needed you could send to Colleen or AASHL Office and they can share on your behalf.

01:08:42 terriewheeler: Please put the questions in the chat so we can discuss in our breakout rooms.

01:08:50 Kristine Alpi (she/her/ella), EPC Moderator: Breakouts

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01:08:53 Colleen Cuddy (she/her/hers): Yes they will be send to everyone

01:09:07 Will Olmstadt EPC: The moderators will have all the questions too.

01:09:23 Kristine Alpi (she/her/ella), EPC Moderator: your moderator will put them In the chat breakouts as well

01:50:58 Emily Hurst (she/her) | VCU Libraries: Great chat Room 4! Janna has to tell us the rest of her story one day ;)

01:51:35 Colleen Cuddy (she/her/hers): If you were in group 1 and have anything that pops up just chat me directly and I will add.

01:53:08 Michelle Kraft: Good job @Sandra

01:54:44 Michelle Kraft: We have a person from the institution's marketing that is based in our department and their job is dedicated to marketing and communicating on our things.

01:55:23 Catherine Larson: ^that sounds like a good combination

01:55:44 Emily Hurst (she/her) | VCU Libraries: Here is the link to Room 4 notes:

<https://docs.google.com/document/d/1LJ4wygq2cjw5uNlrj8ZRHNTCnzB6G2IuxtOt5oL44PI/edit?usp=sharing>

01:56:03 Teresa L. Knott: +1 to Catherine

01:56:04 Kristine Alpi (she/her/ella), EPC Moderator: here are some others from our group: health literacy specialist, reproducibility, ontologist, natural language processing, research navigator

01:56:41 Greenberg, Charles J: I have to change my location. I will be back

01:56:53 Emily Hurst (she/her) | VCU Libraries: We also had assessment, scholarly communications, bibliometrics, and data viz

01:57:05 Gabriel Rios: UX too

01:57:16 Charlotte Beyer, (She/Her): We talked about business managers with MBAs and people focused on the business side of licensing.

01:58:15 Emily Hurst (she/her) | VCU Libraries: We had a note about fewer clerks and assistants too
01:58:26 Anne Seymour: No more photocopier repair!
01:58:35 Michelle Kraft: Losing catalogers makes it difficult for those of us who still need them. It is important as it is part of our discovery platform.. Which I think if you aren't under the university library and are separate from them makes things a little different
01:59:16 Colleen Cuddy (she/her/hers): If moderators would like to send any notes to me via I will add to the big list
01:59:23 Janna Lawrence (she/her): @Michelle - our cataloging is through the Main Library, but even they have outsources most cataloging.
02:00:08 Hannah Rutledge (she/her): Thank you Colleen!
02:00:11 Anne Seymour: +1 shannon
02:00:15 Kelly Thormodson (she/her): Yes Shannon!
02:00:17 Julia Esparza: @Shannon YES!!!
02:00:33 Emily Hurst (she/her) | VCU Libraries: Pay the library to do it all and everything will be better :)
02:00:45 Susan Fowler (She/Her/Hers): Agree - Shannon - our group had the same thought ;-)
02:01:35 Michelle Kraft: @Janna we have found that when we rely on a non-medical library for records it makes findability in the catalog not as easy and it really impacts our discovery platform which is very curated to bring back customized medical resource results
02:02:21 Jerry Perry (he, him, his): I have worry about loss of cataloging capacity, metadata skills, and extending these abilities to describe code, algorithms, etc. Yes, to metadata automation, but we also need glass box algorithms to avoid bias... Humans can adjudicate based on values.
02:02:22 Anne Seymour: Versatile, innovative, and inclusive
02:02:28 Janna Lawrence (she/her): @Michelle -- that is unfortunately something we have to live with here. Our cataloging has been done by Main forever, I believe, and our call numbers and subject headings are LC!
02:02:51 Scott Thomson: Michelle, we're finding that with our consortial discovery tool.
02:02:55 Emily Hurst (she/her) | VCU Libraries: I did not hear much from our group or others so far about archives and special collections (specifically in the Health Sciences)
02:03:08 Michelle Kraft: @Janna we also found that places like OCLC and others that we can get outsourced records from have real quality control problems. We didn't realize how much until we did really customized our discovery.
02:03:11 Barbara L. Kuchan: We have added wellness programming! Forgot about that. Like therapy dogs (pre-Covid).
02:03:54 Regina Raboin (she/her/hers): +1 Barbara we are doing this as well in collaboration with student groups and student affairs
02:03:55 Sally Gore: Our head cataloger became our institutional repository manager a number of years ago now. Her knowledge and skills are invaluable for all reasons people have mentioned here. It's great to have not lost them when we gave up cataloging, per se.
02:03:59 Gabriel Rios: Writing consultants, research design, and redcap services
02:04:11 Jerry Perry (he, him, his): Our UX folks are helping with the plain language need
02:04:29 Michelle Kraft: @Emily I mentioned in our group that depending on the library perhaps we need to rethink whether we should be doing archives. We have an archives department (not library department) at the institution and they deal with all archives and student records management
02:05:18 Will Olmstadt EPC: @Michelle, it is an unfunded role here but I also would be worried about turning it over to another department. They would NEVER do the level of customer service we do for archival requests
02:05:22 Marie Ascher: Uh oh
02:05:29 Nadine Dexter: lost him again
02:05:31 Liz Lorbeer: Did it freeze again?
02:05:50 Rachel Pinotti: The remaining moderators can share on question #4.
02:05:51 Michelle Kraft: @Scott it took us about a year to specifically customize our discovery platform so it was as meaningful as possible for those using it. It was a VERY educational experience for us
02:05:53 Emily Hurst (she/her) | VCU Libraries: Thanks @Michelle just curious about if it came up at all. Seems almost forgotten in light of current trends and needs from Schools
02:05:56 AAHSL Office - Kelsi Brisebois: We are working to get Tony back. Thank you for your patience.
02:06:27 Jessica: Can the chat also be shared post meeting?

02:06:41 Colleen Cuddy (she/her/hers): Yes we will grab the chat transcript
02:06:48 Jessica: Thank you!
02:07:23 Michelle Kraft: @Emily it really makes sense for us that there are SOOO MANY other older records that have different regulations and rules with preservation and access (example student records). So that department handles all types of archives
02:07:36 Colleen Cuddy (she/her/hers): That is so important strategically moving things out of the library
02:08:10 Hannah Rutledge (she/her): UpToDate. Members is Group 7 were happy to not be involved in that process.
02:08:30 Melissa De Santis (she/her): +1 Hannah
02:08:32 Jerry Perry (he, him, his): +1 Hannah re: UTD!
02:08:38 Dede Rios (She/Her/Ella): +1 Hannah
02:08:58 Will Olmstadt EPC: Yes Hannah. too much time for me and my staff with UTD.
02:09:08 Kelly R. Gonzalez (she/her): The Library has room reservation system because we can make it work and easily accessible.
02:09:27 Michelle Kraft: We are looking to move UpToDate out of the library's responsibility since it is so heavily integrated into our EMR. We are moving it to IT who handles the EMR.
02:09:27 Liz Lorbeer: @Hannah Hahaha... The deans and CFOs gave me that to handle on their behalf! Got rid of it just to get it back!
02:09:29 Amy Blevins (she,her): HAHA! @Charlotte. I always say I wasn't an English major and should not be reviewing any manuscripts, papers, etc.
02:09:35 Susan Fowler (She/Her/Hers): +! Hannah UTD!
02:09:35 Emily Hurst (she/her) | VCU Libraries: In room 4 we had some questions about the gray area of 3D printing and innovation spaces, is that really something we are best at?
02:09:44 Rikke Ogawa: Same thing over here with UTd
02:09:47 Colleen Cuddy (she/her/hers): We have to step back and ask ourselves can we do it better with the funding we have
02:10:01 Gabriel Rios: +1 @Colleen!
02:10:02 Sandra Franklin: Q4 Group 10 - space, websites, archives
02:10:04 Elisa Cortez: + 1 Hannah also proctoring services
02:10:21 Regina Raboin (she/her/hers): Our clinical partner has taken over subscribing and managing UTD - glad this happened.
02:10:29 Scott Thomson: Charlotte - yep. if the university doesn't have a writing center, the library can only do so much.
02:11:18 Emily Hurst (she/her) | VCU Libraries: We would also like to see more support from consortium when it comes to negotiating and purchasing, why are we all doing this on our own when some of us are in consortia
02:11:39 Hannah Rutledge (she/her): @Emily, we have a robust 3D printing service that has directly supported and advanced clinical and scientific research. Not MLIS staff leading it, but it's a part of the library and a huge attraction for users. We consider it a good fit for our library as part of our innovative services that are available to the entire campus, rather than school-specific.
02:11:41 Rachel Pinotti: @Charlotte and @Scott we have a consultant who provides writing support services. We admin the service but don't provide it. It allows us to help meet a need within the institution b/c we're not part of a university.
02:11:55 Susan Fowler (She/Her/Hers): ebook vendors have started getting a bit bitey.
02:12:14 Hannah Rutledge (she/her): +1 Emily on consortium support!
02:12:17 Scott Thomson: interesting, Rachel. Thanks!
02:13:01 Martha Earl: Librarians care about the individual student or faculty member. It could be a local system or computer problem.
02:13:02 Michelle Kraft: YES!!!! This is a huge problem when the procurement office steps in. We are in the middle of that right now.
02:13:10 Emily Hurst (she/her) | VCU Libraries: Thanks @Hannah sounds like a great relationship for collaboration on maker spaces. I am not sure all are as lucky and seem to just be taking on more hot new services without the best ability to engage with the students/staff/faculty who need access the most
02:13:14 Anne Seymour: I want to give away routine, tedious, and dead end part of systematic review service
02:13:26 Kristine Alpi (she/her/ella), EPC Moderator: accessibility services to ensure access to vendor

resources that are not compliant is a hard issue

02:13:27 Teresa L. Knott: With changes in our procurement office, they recently "helped us" by changing the language in a contract as if the library was contracting based upon only library employees using the content. That's a problem.

02:13:40 Jerry Perry (he, him, his): Emile H - Our consortium does routine negotiating but we leverage U of A expertise for complex/difficult negotiations; it has been working

02:13:42 Joanne Muellenbach: by continuing as intermediary we also can be more aware of user training needs and opportunities;

02:13:51 Christina Pryor: Agree about consortium. I always find it disheartening when I can negotiate a better rate with a vendor versus the negotiated rate that the consortium has in place.

02:14:09 Martha Earl: We do need to know what is going right and wrong with a resource.

02:14:26 Regina Raboin (she/her/hers): @Anne do you use a software program to manage your systematic reviews?

02:14:28 Michelle Kraft: @Theresa Our procurement keeps emailing our vendors reps directly AFTER we have already agreed on a price, asking them to reconsider the price because it is too high.

02:14:40 Teresa L. Knott: Ugh, Michelle!

02:14:45 Susan Fowler (She/Her/Hers): @Anne I did that in my last role. It requires letting go of perfection but it is a gain back in time.

02:14:56 Will Olmstadt EPC: We are starting to take on some compliance with students with reading disorders. We have to. Our student affairs will not do it properly

02:15:01 Rachel Pinotti: Yes, many vendors are improving their training / support / user services so we should definitely be taking advantage.

02:16:00 Gabriel Rios: Thanks for the food for thought! Yes, this is a great discussion to have in house and with our leadership

02:16:07 Hannah Rutledge (she/her): Also, I would love to hear more about how to actually carve out time to keep our eye on the future, as Tony mentioned earlier. Yes, we can put that in a job description for ourselves and staff, but how do we implement it in real life?

02:16:23 Anne Seymour: @Regina — we use a variety of tools but deduping, full text retrieval, and not participating in reviews that don't go anywhere. That's a harder thing to figure out.

02:16:48 Amy Blevins (she,her): @Hannah in the before pandemic times, we had in-person all day retreats with all of our staff/faculty.

02:16:54 Kelly Thormodson (she/her): I agree, this is really helpful to get started thinking and planning.

02:17:00 Colleen Cuddy (she/her/hers): From my experience working in several libraries — libraries tend to do a lot of SWOT but they are very centered in the current moment

02:17:00 Amy Blevins (she,her): It was very helpful to think of what we wanted to do and where we wanted to go.

02:17:02 Marie Ascher: I always ask my staff as we consider what we should start doing to also consider what we need to stop doing .

02:17:27 Charlotte Beyer, (She/Her): I think so too considering workload impact before going to powers that be is important.

02:17:28 Susan Fowler (She/Her/Hers): @Anne - A good set of well -written instructions should cover that.

02:17:28 Christina Pryor: +1 Marie.

02:17:29 Emily Hurst (she/her) | VCU Libraries: Really great conversations and things to think about. Every place is also different so seeing how something is or isn't working at one place may help you make a case for how to do it at yours or do it better to support our unique audiences

02:17:29 Regina Raboin (she/her/hers): @Anne very true and the last one you listed is most frustrating

02:17:33 Amy Blevins (she,her): @Marie, that's the biggest challenge. People have a hard time letting go of things.

02:17:44 Darlene Parker Kelly: Absolutely, helpful in understanding trends in HSL

02:17:57 Debra Rand: we haven't mentioned managing open access initiatives, funding, etc

02:17:59 Jerry Perry (he, him, his): +1 Colleen re: centered in the moment

02:18:06 Kristine Alpi (she/her/ella), EPC Moderator: does anyone have a good example of it in their job description?

02:18:27 Michelle Kraft: @Amy and @Marie, so true I think some get attached to certain duties and equate to their sense of a professional librarian.

02:19:07 Rachel Pinotti: @Kris Most of our job descriptions include something along the lines of, "Monitor emerging trends and implement best practices" but in reality people have very little time to do it.

02:20:04 Kristine Alpi (she/her/ella), EPC Moderator: @Rachel, thank you! The monitor trends resonates -- the piece where we bring our individual monitoring together for the "implement" is something I'll have to think on

02:20:10 Amy Blevins (she,her): @Michelle I think you're right.

02:20:18 Christina Pryor: We have to be willing to let things go or sunset certain services as we have to take on more. Our staffing levels often don't keep up with the new services we want to introduce.

02:20:36 Regina Raboin (she/her/hers): +1 Christina

02:21:11 Amy Blevins (she,her): @Kris Meetings like this help me take the time to think of the future and see what others are forecasting. That's one of the takeaways that I get from these types of educational programs/meetings.

02:21:43 Emily Hurst (she/her) | VCU Libraries: yes we need to be thinking about the future now, not later to be better prepared. Really love these ideas and discussions thank you Tony!

02:22:17 Jerry Perry (he, him, his): Something newly emerging at my place is a real attentiveness to labor issues and nature of labor, life balance and such - its happening in the profession, questioning things like professional awe

02:22:29 terriewheeler: How I pay attention to the future is to pay attention to my provost's future, and to propose such services to support his long-term vision. This positions the library quite well in strategic thinking throughout the organization.

02:22:55 terriewheeler: And its gotten me staff positions!

02:23:05 Dede Rios (She/Her/Ella): @Terrie - great idea!

02:23:11 Hannah Rutledge (she/her): Excellent point, Terrie!

02:23:22 Colleen Cuddy (she/her/hers): @terrie context and alignment is crucial

02:23:31 Kelly Thormodson (she/her): do you have a recommended needs analysis tool?

02:23:32 Matthew Wilcox: +1 @Terrie

02:23:37 Christina Pryor: +1 Terrie

02:23:53 Susan Fowler (She/Her/Hers): +1 Kelly

02:23:53 Donghua(Helen) Tao: +1 Terrie

02:24:10 Marie Ascher: Isn't it covered in "strategic planning" if done well?

02:24:12 Charlotte Beyer, (She/Her): Registration link for eSalon on 11/16 at 2:00 CST
https://www.aahsl.org/index.php?option=com_jevents&task=icalrepeat.detail&evid=37&Itemid=1&year=2021&month=11&day=16&title=aahsl-4th-friday-esalon-november-2021&uid=6ec12cfbc2075dc727a910abb79ed716

02:24:25 Colleen Cuddy (she/her/hers): We need to have the great ideas but make sure that they fit within the larger context and values of our institutions

02:25:59 Kelly Thormodson (she/her): thank you that would be helpful

02:26:04 Dede Rios (She/Her/Ella): Thanks for the reminder Charlotte!

02:26:12 Roger Russell: that would be very helpful

02:27:10 Richard Nollan: Great discussion! Thank you all.

02:27:26 Matthew Wilcox: a challenge is that regardless of the planning and future thinking, my next open position will still get frozen and my budget will still be flat or a cut due to all the challenges of university finances

02:27:54 Colleen Cuddy (she/her/hers): @Matthew Tony

02:27:57 Hannah Rutledge (she/her): +1 Matt.

02:28:37 Dede Rios (She/Her/Ella): Thank you so much for this session - great job!

02:28:46 Hannah Rutledge (she/her): This was fantastic. Thank you Tony!!

02:28:48 Todd Puccio: Thank You !

02:28:52 Nadine Dexter: Thank you!

02:28:53 Susan Fowler (She/Her/Hers): Thank you - This was great!

02:28:55 John Gallagher: Thank you!

02:28:55 Jill Deaver: This was great!!

02:28:57 Jessica: Thank you!

02:28:59 Barbara L. Kuchan: Thank you! Excellent session!

02:28:59 Liz Lorbeer: Thank you !

02:28:59 Marie Ascher: Great session. My brain isa whirl.

02:29:00 Martha Earl: So helpful! Thanks so much!

02:29:01 Misa Mi: Thank you! Great session!
02:29:03 Jill Deaver: Thanks Tony!!
02:29:04 Darlene Parker Kelly: Very informative, thx u
02:29:06 Regina Raboin (she/her/hers): Thank you for the session and good to see everyone!
02:29:08 Melissa De Santis (she/her): Thank you! Great session!
02:29:11 Rikke Ogawa: Thank you Tony!
02:29:12 Charlie Greenberg: Very stimulating!
02:29:13 Janna Lawrence (she/her): Thank you!
02:29:16 Jill Deaver: Thanks everyone!
02:29:17 Beth Ten Have: Very useful and simulating afternoon - thank you!
02:29:17 Judy Cohn: Thank you! Great presentation.
02:29:18 Sandra Franklin: Thank you Education Committee!
02:29:18 Anne Seymour: Wonderful session!!! Thank you @Tony
02:29:18 Rich McGowan: thanks everyone!
02:29:21 Amy Blevins (she,her): Great program. Thank you, Tony and all those that planned this.
02:29:21 Rose Bland Univ South Florida: Thank you! Great session!
02:29:22 Tara Douglas-Williams: Thank you, Tony! Excellent session. Very engaging and informative.
02:29:23 Len Levin: Thank you. Great session.
02:29:31 Scott Thomson: great session. thanks!
02:29:32 Christina Pryor: Thank you Tony and thanks to the Education Committee!
02:29:46 Donna Gibson: Appreciate this session and the great conversation! Thank you.
02:29:55 terriewheeler: Thanks to Tony and the planning committee. Good conversation today.
02:30:12 Anne Seymour: Thank you program committee and all participants!
02:30:16 Tony Frisby: Thank you
02:30:18 Katie Prentice: Thank you!