Form 1: Prioritized List of One-Time Budget Requests  
(2014-2015)

Division: Academic Affairs

Department/Unit: Hunter Library

Instructions: List all one-time budget requests in priority order. Complete and attach a 
Justification: One-Time Budget Request (Form 2) for each item listed.

<table>
<thead>
<tr>
<th>Priority Number</th>
<th>Budget Request</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ADA Compliant Reference Desk</td>
<td>$35,000</td>
</tr>
<tr>
<td>2</td>
<td>Swipe Card Reader and camera, loading dock area-security</td>
<td>$12,000</td>
</tr>
<tr>
<td>3</td>
<td>Learning Spaces Upgrades (Academic Technology justification)</td>
<td>$30,000</td>
</tr>
<tr>
<td>4</td>
<td>Microform Reader/Printers (2)</td>
<td>$25,000</td>
</tr>
<tr>
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</tr>
</tbody>
</table>

Total: $102,000
Form 2: Justification: One-Time Budget Request
(2014-2015)

Division: Academic Affairs

Department / Unit: Hunter Library

Instructions: One page per item listed on Form 1.
Each justification MUST link to at least one specific strategic initiative from the WCU Strategic Plan, 2020 Vision: Focusing our Future. Justification narrative below must:
1) include a brief statement of how the request advances or fulfills the strategic initiative(s) identified.
2) address outcomes from program prioritization and/or program, administration, accreditation review.

<table>
<thead>
<tr>
<th>Priority Number</th>
<th>Budget Request</th>
<th>Strategic Initiative(s) Number (e.g. 1.1.3)</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ADA Compliant Reference Desk</td>
<td>1.1.4; 3.2.3</td>
<td>$35,000</td>
</tr>
</tbody>
</table>

Brief Justification:
ADA compliant reference desk will be a more approachable and usable service point. In 2013, 70% of the reference interactions at our central service point were face-to-face in the building. The new desk would accommodate all points of access to our reference desk services including chat, phone, and face-to-face research assistance. The service point would be easy to approach for everyone, including those with disabilities. It will also be more ergonomic for RIS staff who often spend 2-4 continuous hours working at this service point. The new service point is part of the library’s strategic plan, Initiative 1.1.3: Deliver excellent, accessible research assistance and instruction in order to facilitate successful writing and research experiences for students across the curricula, on the Cullowhee campus and other venues, including Biltmore Park and distance education programs. (20/20: Goal 1.2 and associated initiatives: 1.1.4; 3.2.3)
Form 2: Justification: One-Time Budget Request  
(2014-2015)

Division: Academic Affairs  
Department/Unit: Hunter Library

Instructions: One page per item listed on Form 1. Each justification MUST link to at least one specific strategic initiative from the WCU Strategic Plan, 2020 Vision: Focusing our Future. Justification narrative below must:
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<th>Strategic Initiative(s) Number (e.g. 3.1.2)</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Swipe card security system for staff entering library building. Webcam/video monitor at loading dock.</td>
<td>5.5.5</td>
<td>$12,000</td>
</tr>
</tbody>
</table>

Brief Justification:  
This is a building and staff safety issue. Currently, Circulation staff admit visitors to the building via the loading dock doors sight unseen by remotely unlocking the doors from the circulation desk. Building staff also enter these doors by means of a PIN access code which is frequently compromised. Requiring a Cat Card for entry and screening visitors via a video camera would address long-standing security issues with this entrance. This ties in with the need to "upgrade technologies in support of campus safety objectives."

VC Priority #___________
Form 2: Justification: One-Time Budget Request  
(2014-2015)

Division: Academic Affairs  
Department / Unit: Hunter Library

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<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Learning Spaces Upgrade (redesign study)</td>
<td>1.2.4, 2.1.1</td>
<td>$30,000</td>
</tr>
</tbody>
</table>

Brief Justification:
In conjunction with the campus master plan, Hunter Library has completed a redesign study to repurpose its internal space to provide more, more attractive, better appointed, and better designed, areas for individual and group collaborative learning, to include more, and better equipped, group study areas for students, quieter individual study areas, and more individual study carrels for faculty and graduate students. Successful implementation of this space redesign will require the purchase of modern educational equipment that meets the needs of 21st Century learners (e.g., smart boards, etc.), allowing the library and its patrons to use its overall space in more effective and mission oriented ways. Redesign changes notwithstanding, there is a current, immediate need to replace and upgrade dilapidated furniture in most public learning spaces, but especially the library’s front entrance, a location visited by every orientation and campus visitor. In addition, new shelving units will be needed initially to gain internal space for the phased repurposing project.

VC Priority #________
Form 2: Justification: One-Time Budget Request
(2014-2015)

Division: Academic Affairs

Department/Unit: Hunter Library

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<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Two (2) ScanPro 3000 microform reader/scanners</td>
<td>2.1.1; 4.4.2</td>
<td>$25,000</td>
</tr>
</tbody>
</table>

The current number and age of microform readers are inadequate for the use and numbers of items we have in this format. We have one ScanPro 2000 and a second unit on order. However, the older Cannon microform readers are no longer being upgraded with the newest software. One unit no longer prints. Another machine we have is difficult to use and students will avoid it if at all possible. Recurring library funding is inadequate to maintain the necessary replacement schedule. Purchasing additional units is required to meet demand, especially for those degree programs that rely heavily on the content in these formats for their research, teaching, and scholarship. This directly supports Initiatives 2.1.1 and 4.4.2 by maintaining the library’s excellence in its core services and providing basic infrastructure supporting scholarship and research.
Form 3: Prioritized List of Recurring/Ongoing Budget Requests  
(2014-2015)

Division: Academic Affairs

Department/Unit: Hunter Library

Instructions: List all recurring/ongoing budget requests in priority order. Complete and attach a Justification: Recurring/ Ongoing Budget Request (Form 4) for each item listed. Form originator should calculate and include fringe benefits of 22.34%. In addition, for each new 1.0 FTE, include $5,435 for the employer portion of health insurance.

<table>
<thead>
<tr>
<th>Priority Number</th>
<th>Budget Request</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Library Resources</td>
<td>$733,120</td>
</tr>
<tr>
<td>2</td>
<td>Digital Initiatives Technician (includes benefits)</td>
<td>$42,137</td>
</tr>
<tr>
<td>3</td>
<td>Operating Costs</td>
<td>$14,600</td>
</tr>
<tr>
<td>4</td>
<td>Student Wages</td>
<td>$21,000</td>
</tr>
<tr>
<td>5</td>
<td>Library owned transport vehicle</td>
<td>$5,500</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Total</strong></td>
</tr>
</tbody>
</table>
Form 4: Justification: Recurring/Ongoing Budget Request  
2014-2015

Division: Academic Affairs  
Department/Unit: Hunter Library

Instructions: One page per item listed on Form 3.  
Each justification MUST link to at least one specific strategic initiative from the WCU Strategic Plan, 2020 Vision: Focusing our Future. Justification narrative below must:  
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<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Library Resources</td>
<td>4.4.2, 4.4.3, 1.2.3</td>
<td>$733,120</td>
</tr>
</tbody>
</table>

Brief Justification:

Library resources (books, journals, databases, media, etc.) at WCU are not able to support the learning and research needs of its faculty and students as identified in the 2020 Vision. Due to past budget reductions, library resources have been reduced to only essential materials needed to support programs, and even these resources are supported by an increasing structural deficit. Budget reductions, in conjunction with high inflation rates for library resources, have left the library’s purchasing power at only 53% of what it was in FY07. Over the past seven years, in three campus-wide satisfaction surveys (2005, 2010, 2012), WCU faculty have consistently indicated that the library does not adequately provide (1) "modern equipment that lets me easily access needed information;" or (2) "print and/or electronic journal collections I require for my work." Recent Coache data also strongly suggests that faculty do not feel well supported in their research and teaching work. The library's ability to meet the expressed and growing need for information resources that are required by faculty and students for quality learning and research continues to erode.

Program review outcomes to address:

1. LibQual Survey Data 2005, 2010, 2012 (see text)
2. Coache Data
3. SACS Comprehensive Standard 3.8.1 (Learning/information resources)
"The institution provides facilities and learning/information resources that are appropriate to support its teaching, research, and service mission."

VC Priority #___________
Form 4: Justification: Recurring/Ongoing Budget Request
2014-2015

Division: Academic Affairs
Department/Unit: Hunter Library

Instructions: One page per item listed on Form 3. Each justification MUST link to at least one specific strategic initiative from the WCU Strategic Plan, 2020 Vision: Focusing our Future. Justification narrative below must:
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<tbody>
<tr>
<td>1A</td>
<td>Elimination of Structural Deficit in Library Resources Funding</td>
<td>4.4.2, 4.4.3, 1.2.3, 1.2.4</td>
<td>$300,000</td>
</tr>
</tbody>
</table>

Brief Justification:
In the wake of budget reductions, the library has developed an increasing structural deficit in order to maintain the current levels of library support to core academic programs. Annual subscription invoices for many journals and databases are currently being paid for with one-time end-of-year funding. Library resources have historically experienced inflation well above other goods. Current studies show serials (academic journals, recurring series, and databases) experience inflation around 9% annually, while last year, academic books experienced 13% inflation. In order to correct this structural deficit, additional funds need to be allocated (4.4.2, 4.4.3). Additional library collection funds will ensure the library’s ability to maintain its current level of support for both monographs and serials. This budget request includes tools that will increase the effectiveness of librarians and that will make library resources more available to users (4.4.2). Without funding to eliminate the structural deficit, the library will have to drastically cut resources to reduce expenditures in some areas of the collection to cover inflationary increases in others. If the library has to absorb inflationary increases within its current budget, a reduction of the book budget by nearly 1/3rd and the cancellation of a major journal package such as Wiley Journals would be necessary, resulting in significant negative impacts on WCU’s ability to support writing, research and other core abilities across the curriculum (1.2.3, 1.2.4).

Inflationary increases in material costs and budget reductions have had the following impacts on the library’s purchasing power:
1. Overall purchasing power is 53% of what it was in 2007.
2. Book purchasing power is 20% of what it was in 2007.
3. Serial purchasing power is 60% of what it was in 2007.
4. We annually request and borrow from other libraries more books than we buy. Other libraries support our programs.

VC Priority #___________
Form 4: Justification: Recurring/Ongoing Budget Request  
2014-2015

Division: Academic Affairs  
Department/Unit: Hunter Library

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<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1B</td>
<td>Streaming Media Resources through Hunter Library</td>
<td>4.4.3, 1.2.4, 1.1.4, 3.2.3, 1.1.2</td>
<td>$50,000</td>
</tr>
</tbody>
</table>

Brief Justification:
Streaming media services will provide increased collection breadth in academic videos while adding convenience of use both for faculty and students (4.4.3). Hunter Library has received requests from faculty across disciplines to include streaming media services in its collection and is currently conducting trials of several services. Streaming media services including Films Media Group’s Films on Demand and Alexander Street’s VAST: Academic Video Online would provide over 26,000 academic videos and video clips that would support instruction (1.2.4) and be available for use in the classroom and off-campus (1.1.4, 3.2.3). UNCA currently subscribes to both of these services and faculty who taught at UNCA before programs were moved to Biltmore Park have requested that the library add these services, and additional services such as Alexander Street’s collection of Nursing Education in Video (3.2.3, 1.1.2) will establish a robust collection to support curricular focus areas. Titles from Ambrose Media support general education, including literature and the arts (1.1.2). In addition to expanding the library collection of videos, streaming media services would defer the costs of one-time purchases of academic videos.

VC Priority #___________
Form 4: Justification: Recurring/Ongoing Budget Request  
2014-2015

Division: Academic Affairs
Department/Unit: Hunter Library

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<th>Budget Request</th>
<th>Strategic Initiative(s)</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1C</td>
<td>Library Collections Resources to Support STEM Programs</td>
<td>1.1.2, 1.1.3, 1.2.4, 1.1.4,</td>
<td>$165,500</td>
</tr>
</tbody>
</table>

Brief Justification:

Current library resources supporting programs in science, technology, engineering and mathematics are not sufficient to sustain existing programs at adequate levels (4.4.2, 4.4.3) or to fully support the development of core competencies (1.2.4). Additional funding for library resources in STEM fields is essential in positioning WCU as a "hub of innovation" in these fields (1.1.2) and as a preferred provider of graduate education in the region (15% of graduate programs are STEM-based) (1.1.3). Adding core databases such as Compendex (Engineering Index), Safari Books Online (access to continuously updated and cutting-edge e-books for engineering, technology, computer sciences, mathematics), and INSPEC (an essential abstracting and indexing database for engineering, physics, construction management, mathematics, and computer science) will position the library to effectively support the development of WCU as an innovator in the region when it comes to STEM.

Programs identified as "category 1" programs in the recent Program Prioritization will be supported in their growth by additional resources provided in this request. These programs include Environmental Science, Natural Resources Management, Parks and Recreation, Communication Sciences and Disorders, Emergency Medical Care, Recreation Therapy, Nursing and Social Work.

The library seeks to bolster resources for students and faculty in STEM disciplines that need research (i.e. scholarship) support from both on- and off-campus locales. It is not uncommon for STEM research, studying, or teaching – be it student or faculty – to happen in locations far from Cullowhee or in a laboratory that requires just-in-time access to important literature resources (1.1.4). The capability to access resources like the Merck Index (chemistry, biology), BioOne (biology, environmental sciences, natural resource management), GeoSciences World and GeoBase (geology, geography, natural resource management, environmental science) – among others (see above paragraph) will facilitate both student and faculty learning and scholarship for many years to come.

VC Priority #__________
Form 4: Justification: Recurring/Ongoing Budget Request  
2014-2015

Division: Academic Affairs

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</thead>
<tbody>
<tr>
<td>1D</td>
<td>Library resources to support Biltmore Park &amp; Distance Programs</td>
<td>3.2.3, 1.1.2, 1.1.3, 1.6.2</td>
<td>$136,500</td>
</tr>
</tbody>
</table>

Brief Justification:

Resources for Biltmore Park and Distance Programs

The relocation of programs to Biltmore Park, as well as the decision to strategically expand program offerings at all off-campus sites, necessitates the redeployment of library resources to meet the locations’ needs and space restrictions. With limited access to books and printed materials, more funds are required to provide the equivalent online resources to students and faculty (3.2.3). Funds in this request target resources to positively affect enrollment (1.6.2), particularly in areas the 2020 Vision has identified to establish WCU as a hub of innovation (1.1.2) and preferred provider of graduate programs in the region (1.1.3): business, science, technology, entrepreneurship, and engineering, by specifically supporting these programs at off-campus sites.

These funds are focused on programs with a presence at Biltmore Park and in distance education. A portion of the funding will go towards a greater number of ebooks to directly serve the programs at Biltmore Park. Moving towards greater ebook purchases benefit students in Cullowhee as well as distance students. Purchase of ebooks creates efficiencies for programs taught via different delivery methods or which have both residential and distance courses as the library can provide the same resources to all students in the program without duplicating purchases. Additionally, Hunter Library currently does not have library research support in STEM, business and other fields offering courses at Biltmore Park or through Distance Programs adequate to support WCU intention of becoming the preferred provider of graduate programs or the hub of innovation in the region. Library resources supporting growth in these areas cannot be met with existing funds.

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Form 4: Justification: Recurring/Ongoing Budget Request  
2014-2015

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<tbody>
<tr>
<td>1E</td>
<td>Library Resources Supporting Core Competencies</td>
<td>1.2.4, 1.3.3, 2.1.6, 1.6.7</td>
<td>$55,120</td>
</tr>
</tbody>
</table>

Brief Justification:
Targeted library collections funding will deepen library support for developing core abilities (1.2.4), increasing freshman-to-sophomore retention (1.6.7), and supporting liberal studies and teacher education (1.1.2, 1.2.3). Targeted spending will include an increase to the book budget focused on supporting first year seminar offerings and core/perspective liberal studies courses in all disciplines. These resources will benefit first year students in liberal studies courses as well as teacher education programs (1.1.2). The proposed funding also includes funding an online foreign language learning resource, such as Mango Languages, which will support international/global experiences for students and faculty (1.3.3, 2.1.6), as well as liberal studies and lower level undergraduate foreign language requirements. Finally, funding will include deepening database support for liberal studies areas through subscription to a database such as Political Science Complete which would support students in liberal studies as well as students in teacher education and in several programs (political science, history, criminology and criminal justice).
Form 4: Justification: Recurring/Ongoing Budget Request
2014-2015

Division: Academic Affairs

Department/Unit:

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</thead>
<tbody>
<tr>
<td>1F</td>
<td>Library Resources to Support Faculty &amp; Staff Development</td>
<td>4.4.3, 4.2.1, 6.3.7</td>
<td>$26,000</td>
</tr>
</tbody>
</table>

Brief Justification:
In keeping with the university’s intention to make support for professional development for all employees a fiscal priority at WCU (4.2.1), Hunter Library requests funds for additional resources to support university employees in areas of professional and scholarly development. Library collection monies prioritize resources which directly benefit student learning and student research over narrower faculty interests. With dedicated new funds additional resources, including journal subscriptions and monographs, would be purchased to directly support the faculty’s role as educators and support the contribution of staff to the mission of the university. If funded, the library would purchase online resources to bolster scholarship and creative activities (4.4.3), such as titles used to identify publication opportunities, or which critically examine journal quality and impact in the field, such as Journal Citation Reports (JCR). Furthermore, a portion of this money is apportioned for university-wide subscriptions to databases of available grants and funding sources, such as the Foundation Directory Online, and Community of Science/Pivot, supporting growth in grant applications, awards, and research funding. (6.3.7).
Form 4: Justification: Recurring/Ongoing Budget Request
(2014-2015)

Division: Academic Affairs
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</thead>
<tbody>
<tr>
<td>2</td>
<td>Digital Initiatives Technician</td>
<td>1.1.4; 3.2.6; 5.1.1</td>
<td>$42,137</td>
</tr>
</tbody>
</table>

Brief Justification:
Hunter Library has been building and uploading digital collections since 2003. Over the last decade, we have completed this work in a piecemeal fashion, using a variety of grants to fund the much-needed Technology Support Technician positions. This has prevented the library from moving forward with a program that has become critical to 21st century library practice and for which there is an expressed need.

The library frequently receives requests from faculty for digitization services. We have been approached by the Herbarium to digitize and upload specimens relevant to the American chestnut; by the School of Art and Design to assist with making their entire permanent collection accessible via the web; and by the College of Arts and Sciences to support faculty initiatives in the digital humanities. This is in addition to collections we are building and are obligated to complete as spelled out in a successful grant proposal.

While this work is supported by the library, there is insufficient staff to support and sustain the Digital Initiatives program. Progress in digital collections depends on additional technical staff to support faculty.

Digital Initiatives contributes to the following 20/20 initiatives—Initiative 1.1.4: Provide access to academic programs at off-campus sites in Western North Carolina within available resources and as dictated by data-based needs analyses—by providing online research tools. Initiative 3.2.6: Facilitate collaborative research and development efforts between WCU and external partners—by building collaborative relationships with non-teaching educational institutions, like museums and archives. Initiative 5.1.1: Eliminate operational dependence on one-time funds for core functions and services.

VC Priority #_________

Division: Academic Affairs

Department/Unit: Hunter Library

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</thead>
<tbody>
<tr>
<td>3</td>
<td>Operating Costs</td>
<td>5.4.1, 1.2.4</td>
<td>$14,600</td>
</tr>
</tbody>
</table>

Brief Justification:
The library's basic information access and distribution system is complex. It rests on a sophisticated and costly technological infrastructure that has many components, including national service platforms such as OCLC cataloging, Western North Carolina Library Network platforms, as well as other pieces of software and hardware—all of which are necessary to connect our users to our collections and services. All of these are expensive and continue to rise in cost. These costs have to be met if the library core technological infrastructure with its many components is to be robustly maintained. Over the past 5-10 years, increases in the use and costs of these core infrastructures has increased dramatically without any increase in operating funds to cover them. There have also been significant increases in operational costs associated with maintenance agreements, printing, postage, administrative travel for instruction and other services, professional development, etc. that are associated with delivering resources to distance students and the Biltmore Park campus. Over the years, these increases in core service costs have been paid on a one-time basis through the use of funds budgeted for other core purposes, such as academic technology and other IT equipment, educational furniture and equipment, building repairs, and by depending on the charity of other members (e.g., ASU) of our WNCLN network. This cost shifting and the reliance on ASU funds have resulted in a large structural deficit in the library's operating budget. In order for all critical core functions to be supported and maintained, the library needs an infusion of operating funds that would "establish and systematize a sustainable funding model for information technology that accommodates operational support, replacements and upgrades, University growth, and strategic initiatives." The library's core information technology infrastructure is a key component in enhancing the academic and learning quality of all university programs and in the support of core abilities needed by students.
Form 4: Justification: Recurring/Ongoing Budget Request
(2014-2015)

Division: Academic Affairs

Department/Unit: Hunter Library

Instructions: One page per item listed on Form 3.
Each justification MUST link to at least one specific strategic initiative from the WCU Strategic Plan, 2020 Vision: Focusing our Future. Justification narrative below must:
1) include a brief statement of how the request advances or fulfills the strategic initiative(s) identified.
2) address outcomes from program prioritization and/or program, administration, accreditation review.

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<tr>
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<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Student Wages</td>
<td></td>
<td>$21,000</td>
</tr>
</tbody>
</table>

Brief Justification:
The library's student wage budget was reduced three years ago by nearly 50%, and even then, it was well below the level of similar UNC sister institutions. The library's student employees perform critical service functions, including working at service desks, processing materials, maintaining stack collections and assisting in administrative functions. With the reduction in this budget, all of these core functions had to be assumed by full-time staff, whose levels were also reduced, leading to the reduction, or elimination of certain library services, to include hours of operation. Our students require an educational setting, to include library hours, that promotes, supports, and ensures a high quality educational experience and outcomes.

VC Priority #__________
Form 4: Justification: Recurring/Ongoing Budget Request
2014-2015

Division: Academic Affairs

Department/Unit: Hunter Library

Instructions: One page per item listed on Form 3. Each justification MUST link to at least one specific strategic initiative from the WCU Strategic Plan, 2020 Vision: Focusing our Future. Justification narrative below must:
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<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Library owned transport vehicle (8-year purchase/maintenance or lease)</td>
<td>4.4.2</td>
<td>$5,500</td>
</tr>
</tbody>
</table>

Brief Justification:
Hunter Library Strategic Plan Initiative 1.1.4 is to "Assess needs and enhance discovery and delivery methods for supporting campus, off-campus, and distance learning, and develop appropriate support for students' access to and use of library resources and services." Specifically, two action items under this initiative call for the implementation of a new library service to deliver library materials to faculty departmental offices (Action 1.2.1.a), and to deploy remote book drops for the return of library materials at a more central point on the main campus and at the Health & Human Sciences building on the Millenial Campus (Action 1.2.1.b). These two services will enhance access to and the distribution of library materials for faculty and students on both campuses. However, a prerequisite to implement either service requires that the library has regular access to a vehicle large enough to transport multiple crates of library materials, and which can be driven to the Millenial Campus to provide service to the HHS building. This vehicle would also be used by Reference and Instruction librarians to travel to the HHS building or the Biltmore Park instructional site to deliver library instruction and face-to-face reference services.
Form 5: University-wide Initiatives  
(2014-2015)

Division: Academic Affairs

Department/Unit: Hunter Library

Instructions: List recommended university-wide initiatives budget requests in priority order. Complete and attach a Justification: University-wide Initiatives Budget Request (Form 6) for each item listed. Form originator should calculate and include fringe benefits of 22.34%. In addition, for each new 1.0 FTE, include $5,435 for the employer portion of health insurance.

<table>
<thead>
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<th>Priority Number</th>
<th>Budget Request</th>
<th>Cost</th>
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<tbody>
<tr>
<td>1</td>
<td>Funding for 24/5 operation of Tech Commons space</td>
<td>$25,000</td>
</tr>
<tr>
<td>2</td>
<td>SPA Equity Salary Increase</td>
<td>??</td>
</tr>
<tr>
<td>3</td>
<td>SPA Equity Salary Increase to 88% of Market</td>
<td>??</td>
</tr>
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</table>

Total $25,000
Form 6: Justification: University-wide Initiatives
2014-2015

Division: Academic Affairs
Department/Unit: Hunter Library

Instructions: One page per item listed on Form 5. Each justification MUST link to at least one specific strategic initiative from the WCU Strategic Plan, 2020 Vision: Focusing our Future. Justification narrative below must:
1) include a brief statement of how the request advances or fulfills the strategic initiative(s) identified.
2) address outcomes from program prioritization and/or program, administrative, accreditation review.

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</thead>
<tbody>
<tr>
<td>1</td>
<td>Funding for 24/5 operation of Tech Commons space</td>
<td>4.4.2, 4.4.3</td>
<td>$25,000</td>
</tr>
</tbody>
</table>

Brief Justification:
The library receives frequent requests from students for expanded hours. The Student Government Association recently passed a resolution calling for additional library building hours. Data collected by the Library and the Tech Commons indicates that access to quiet study space with wireless access is the most desired service. While the library has eventual plans to add 24-hour space, this need could be met quickly and inexpensively by opening the Tech Commons since rest rooms and other services are already in place. This proposal directly supports strategic initiatives 4.4.2 and 4.4.3 by providing library resources and infrastructure needed for student scholarship and research.

VC Priority #
Form 6: Justification: University-wide Initiatives  
(2014-2015)

Division: Academic Affairs
Department/Unit: Library Services/Hunter Library

Instructions: One page per item listed on Form 5. Each justification MUST link to at least one specific strategic initiative from the WCU Strategic Plan, 2020 Vision: Focusing our Future. Justification narrative below must:
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<tr>
<td>2</td>
<td>SPA Equity Salary Increase</td>
<td>4.1.1</td>
<td>???</td>
</tr>
</tbody>
</table>

Brief Justification:
The U.S. Department of Health and Human Services has established the 2013 poverty level for a household of 4 at an annual salary @ $24,000. With the U.S. Census Bureau telling us that 16% of the entire population is impoverished by this standard and that 20% of US children are currently living in poverty (with that poverty concentrated in urban and rural settings), absolute salary equity would require that the University act first to establish a minimum salary for all full-time, permanent employees above this poverty threshold.

VC Priority #_________
Form 6: Justification: University-wide Initiatives  
(2014-2015)

Division: Academic Affairs

Department/Unit: Library Services/Hunter Library

Instructions: One page per item listed on Form 5.  
Each Justification MUST link to at least one specific strategic initiative from the WCU Strategic Plan, 2020 Vision: Focusing our Future. Justification narrative below must:
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<tr>
<td>3</td>
<td>SPA Equity Salary Increase (to 88% market rate)</td>
<td>4.1.1</td>
<td>??</td>
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Brief Justification:
Bring all SPA employees salaries that currently fall below 88% of the market rate (current WCU SPA employee average) up to that threshold. In doing so, it would be recommended to start with those job branches that are not only below the 88% market rate average, but which also have the lowest current average salaries. For example, based on figures supplied by the university, salaries of SPA workers in the library and archival job branch, which comprises 19 individuals with an average salary of $31,681, stand at only 78% of the full market rate for that job branch, which is $40,600. The overall market rate index for all WCU SPA employees is 88%, indicating that library workers are not only far below the full market rate, but well behind nearly all other SPA peers on campus with regard to their market rate index. In fact, the market rate index of 78% is the third lowest on campus, with the campus range going from 66% to 130%. This inequity with regard to campus peers is exacerbated by the fact the the average absolute dollar salary for library SPA employees in this job branch is also near the bottom of average salaries, 30th out of the 36 job branches listed. This combination of distance from market rate when compared with WCU campus peers (78% of market vs. 88% of market) and low average absolute salaries compounds the need to address this salary inequity for these employees. To bring the salaries of these 19 individuals in this job branch to the campus average of 88% of market value would require $93,024. Progress toward this overall goal seems just and would broadly support academic quality and institutional mission.

VC Priority #________