January 30, 2026

Dr. david Gregory
Provost and Vice-President (Academic)
University of Regina

Dear Dr. Gregory,

The Self Study Report for the upcoming Academic Unit Review of the University Library & Archives is attached to this letter.

The following steps were taken to produce the Self Study Report and to engage all Library & Archives employees in the process.

- The Dean, University Libraries and Archives struck a Steering Team in August 2025 to lead the unit review process. The Steering Team members were B. Waytuck, Dean, C. Hwang, Associate Dean – Academic, D. Storie, Associate Dean – Research, and K. Wiome, Director, Finance and Administration.
- The Steering Team, in consultation with the Library Leadership Team (LLT), met periodically from August 2025 through January 2026.
- The SWOT analysis included both in-person session(s) and a Qualtrics survey distributed to all Library and Archives employees in October 2025.
- LLT members, and various members of the library and archives were asked to submit information for their areas of responsibility using the Self Study template as a guide.
- Content therein covers the period of the last nine years.
- The first draft of the Self Study Report was reviewed by the Steering Team on December 19, 2025.
- The second draft of the Self Study Report was released to LLT and Librarians' and Archivists (LAC) the week of January 12, 2026, for comments on facts contained therein.
- The second draft of the Self Study Report was made available to all Library & Archives employees the week of January 12, 2026.

Additional information is available upon request should the Review Team require it.

Sincerely,

Brett Waytuck
Dean, University Libraries and Archives

The University of Regina is on Treaty 4 and Treaty 6 territories.

Go far, together.

University of Regina

DR. JOHN ARCHER LIBRARY AND ARCHIVES

ACADEMIC UNIT REVIEW SELF STUDY REPORT

2025-2026

1. BACKGROUND

University Library: Advancing Learning, Research, and Community Engagement
 The Dr. John Archer Library & Archives at the University of Regina (Library) provides a full range of library, archival, and information services to the University community and collaborates with the libraries of the affiliated academic institutions—the Federated Colleges: Campion College, First Nations University of Canada (FNUniv), and Luther College. The Library also maintains formal agreements with the Faculty of Education and La Cité universitaire francophone regarding specialized collections at those locations.

The University Library is at the centre of teaching, learning and research for our campus. Our dedicated faculty and staff offers students, faculty, and the broader community resources, services, and spaces designed to support learning, research, and collaboration. In recent years, library spaces have been redesigned to meet diverse needs, including silent study zones, group collaboration rooms, and technology-equipped labs. Combined with extended hours and outreach initiatives, these improvements enhance the student experience and foster lifelong learning skills.

Supporting Research and Scholarship
The Library is integrated into research through access to digital infrastructure, open publishing platforms, in-kind grant support, and workshops on data management and digital research skills. Open Access initiatives and publishing support help make scholarly work widely discoverable, while consultation and instruction assist researchers in navigating evolving technologies and research practices.

AI Initiatives, Technology, and Digital Discovery
The Library has begun to explore artificial intelligence, with early activities including introductory workshops on ethical AI use and initial integration into student and staff learning contexts. These efforts are intended to initiate conversation and exploration, and to support awareness, discussion, and experimentation with AI-related tools in research and academic work.

The upcoming AI Futures signature event will bring together campus and community partners to examine the societal, research, and teaching implications of AI and machine learning. The event is designed to provide a forum for shared learning and dialogue, while positioning the Library as a leading partner in interdisciplinary conversation and critical engagement with emerging technologies.

Library technology also enhances discovery, access, and efficiency. Tools such as Quick Find, Leganto reading lists, and hybrid learning environments support seamless integration into coursework, while digital collections and print accessibility services broaden access for remote and learners with disabilities/impairments. Analytics indicate growing engagement with these

resources, reflecting the Library's critical role in connecting students and researchers with information wherever they are.

Community and Collaborative Partnerships
Collaboration is central to the Library's approach. It maintains strong partnerships locally, provincially, and nationally—including with consortia, public libraries, and community organizations—supporting resource sharing, archival preservation, and professional development. Efforts to integrate Indigenous perspectives and Truth and Reconciliation priorities continue to guide collection development and services, ensuring inclusive and culturally responsive support.

Future-Focused Directions
The Library continues to anticipate emerging needs and evolving technologies. Initiatives include enhanced digital discovery, accessible resource formats, hybrid instructional models, and events exploring the societal and academic impacts of AI and other innovations. Through these efforts, the Library plays a vital role in how students, researchers, and the community interact with knowledge, remaining responsive, inclusive, and positioned to meet the opportunities and challenges of the 21st century.

General information about the Library's history and building can be accessed here.

Structure and Personnel (refer to Organization Chart: Positions-December 2025)

Office of the Dean, University Libraries and Archives
The Office of the Dean, University Libraries and Archives oversees the Library's strategic, financial, human resource, and service functions.
- Reports to: Provost and Vice-President Academic
- Staffing: 6 FTE
    o Dean, University Libraries and Archives
    o Associate Dean (Academic)
    o Associate Dean (Research)
    o Director, Finance and Administration
    o Executive Assistant(s)/Administrative Staff (2)

President's Art Collection
Collecting, maintaining, and displaying art enriches the campus and contributes to the University's learning environment. The program recognizes the value of engaging with art in public spaces and the responsibility to steward the collection through ongoing care and thoughtful exhibition so it remains an active resource for the University community. Information on PACA and its role can be found here.
- Reports to: Director, Finance and Administration; cross reports to the Dean, University Libraries and Archives and Chair, PACA
- Staffing: 1 FTE
- PACA Curator/Preparator

Associate Dean (Academic)
Library Liaison & User Services
Liaison librarians and User Services provide a wide range of services to support the teaching, learning and research needs of students, faculty and staff.
- Reports to: Associate Dean (Academic)
- Staffing: 22 FTE
  - Liaison Librarians (5)
  - Community Engagement and Communications Librarian
  - Library Assessment Coordinator
  - Student Success Librarian
  - Library User Services Manager
  - Library User Services Assistant (13)
  - Student Assistant Casual (4-8)

Collections Services
Collections Services ensures timely, cost-effective acquisition and seamless access to the Library's collections in all formats. It is responsible for acquisitions, cataloguing/metadata creation, processing, and interlibrary loans (ILL) for the Library, Campion College Library, First Nations University of Canada Library, and Luther College Library.
- Reports to: Associate Dean (Academic)
- Staffing: 10.5 FTE
  - Head, Library Collections Management and Services
  - Manager, Library Collections Services
  - Library Collections Services Specialist (8.5)

Associate Dean (Research)
Archives/Special Collections and Records Management
Archives preserves, promotes, and provides access to the University's recorded academic and cultural heritage. Its collections include original materials related to the University, its faculty, staff, and students, such as administrative records of enduring value, graduate theses, and private collections donated by individuals. In addition, the Archives acquires private collections from donors, with particular focus on the visual arts, journalism, and Saskatchewan literature. Archives is also mandated to advise and assist University units in the management of their current records from the time of creation through to disposition.
- Reports to: Associate Dean (Research)
- Staffing: 5.8 FTE
  - University Archivist
  - University Records & Information Management Archivist (.8 FTE)
  - Archives Assistant (2)
  - Archives Clerk (2)
  - Student Assistant Casual (1-2)

Data Services, Research, Copyright and Scholarly Communications

Data Services supports faculty, researchers, and students with data discovery and research data management, leading the institutional RDM strategy. Research and Scholarship provides strategic leadership for library research support. Focus areas include open access publishing, evidence synthesis, in-kind grant support, research metrics, researcher IDs (e.g., ORCID), and research software (e.g., Qualtrics). Copyright is an enterprise-wide program that develops and supports copyright policies and procedures.

- Reports to: Associate Dean (Research)
- Staffing: 3 FTE
  - Data Services Librarian
  - Copyright & Scholarly Communications Librarian
  - Research & Scholarship Librarian

Discovery Technologies

Discovery Technologies implements and maintains library technologies, enhances services, and supports digital platforms (Ex Libris, oURspace, OJS, websites, book lockers), while providing training in R, AI, and research metrics.

- Reports to: Associate Dean (Research)
- Staffing: 4 FTE
  - Discovery Technologies Librarian
  - Digital Services Librarian
  - Digital Collections Administrator
  - Library Systems Technical & Support Analyst
  - Student Assistant Casual (1)

2. STAFFING AND RESOURCES

2.1. All employees

Name	Position and Rank	Notes
Brett Waytuck	Dean, University Libraires and Archives; Librarian IV	*OOS; Term extended to June 30, 2027*
Christina Hwang	Associate Dean (Academic); Librarian IV	*OOS; Term ends May 31, 2030*
Dale Storie	Associate Dean (Research); Librarian IV	*OOS; Term ends June 30, 2029*
Karen Wiome	Director, Finance and Administration; OOS7	*OOS-Admin*
Kaitlin Corcoran	Executive Assistant, Human Resources and Office Administration; OOS4	*OOS-Admin*
Sheyda Vafamanesh	Executive Assistant, Finance and Facilities; OOS4	*OOS-Admin*
Caitlin Bakker	Discovery Technologies Librarian; Librarian IV	*Academic*
Cara Bradley	Research & Scholarship Librarian; Librarian IV	*Academic*
Crista Bradley	University Records and Information Management Archivist; Archivist IV	*Academic*
Mary Chipanshi	Nursing Librarian; Librarian IV	*Academic*

Kate Cushon	Liaison Librarian; Librarian III	*Academic*
Brad Doerksen	Student Success Librarian; Librarian IV	*Academic*
Alyssa Hyduk	University Archivist; Archivist III	*Academic*
Barbara Nelke	Head, Library Collections Management and Services; Librarian IV	*Academic*
Kaetlyn Phillips	Data Services & Liaison Librarian; Librarian II	*Academic*
Veronica Ramshaw	Digital Services & Liaison Librarian; Librarian III	*Academic*
Christopher Read	Science, Engineering & Social Work Librarian; Librarian II	*Academic*
Linnea Richards	Library Assessment Coordinator, Libarian III	*Academic*
Michael Shires	Community Engagement and Communications Librarian; Librarian IV	*Academic*
Robert Thomas	Liaison Librarian; Librarian III	*Academic*
Gillian van der Ven	Liaison Librarian; Librarian III	*Academic*
Christina Winter	Copyright and Scholarly Communications; Librarian IV	*Academic*
James Holobetz	Digital Administrator; APT 4	*Administrative, Professional, Technical*
Dean Mulhall	Manager, Library User Services; APT 6	*Administrative, Professional, Technical*
Lisa Wanner	Manager, Library Collections Services; APT 6	*Administrative, Professional, Technical*
Julia Krueger	President's Art Collection Curator/Preparator; APT 6	*Administrative, Professional, Technical*
Sophia Kimber	Library Collections Services Specialist; CUPE Phase 5	*CUPE Operational Services 0.5 FTE*
Candice Koshman	Library Collections Services Specialist; CUPE Phase 5	*CUPE Operational Services*
Jeannette Luttmer	Library Collections Services CUPE Specialist; Phase 5	*CUPE Operational Services*
Lorraine Lylyk	Library Collections Services Specialist; CUPE Phase 5	*CUPE Operational Services*
Derek Steadman	Finance Specialist; CUPE Phase 5	*CUPE Operational Services*
Cheryl Aldous	Library Collections Services Specialist; CUPE Phase 4	*CUPE Operational Services*
Margaret Nowicki	Library Collections Services Specialist; CUPE Phase 4	*CUPE Operational Services*
Prana Chernova	Library Collections Services Specialist; CUPE Phase 3	*CUPE Operational Services*
Yvonne Jones	Library Collections Services Specialist; CUPE Phase 3	*CUPE Operational Services*
Brandi Adams	Library User Services Assistant; CUPE Phase 5	*CUPE Operational Services*
Angela Asherbranner	Library User Services Assistant; CUPE Phase 5	*CUPE Operational Services*

Jason Cawood	Library User Services Assistant; CUPE Phase 5	*CUPE Operational Services*
Cailin Elliott	Library User Services Assistant; CUPE Phase 5	*CUPE Operational Services*
Jennifer Hall	Library User Services Assistant; CUPE Phase 5	*CUPE Operational Services*
Doris Hein	Library User Services Assistant; CUPE Phase 5	*CUPE Operational Services*
Arlysse Quiring	Library User Services Assistant; CUPE Phase 5	*CUPE Operational Services*
James Tait	Library User Services Assistant; CUPE Phase 5	*CUPE Operational Services*
Corina van den Berg	Library User Services Specialist; CUPE Phase 5	*CUPE Operational Services*
Cecilia Gallardo	Library User Services Assistant; CUPE Phase 4	*CUPE Operational Services*
Rene Gallardo	Library User Services Assistant; CUPE Phase 4	*CUPE Operational Services*
Kelly Jackman	Library User Services Assistant; CUPE Phase 4	*CUPE Operational Services*
Lon Niedermayer	Library User Services Assistant; CUPE Phase 4	*CUPE Operational Services*
Catherine Folnovic	Archives Assistant; CUPE Phase 5	*CUPE Operational Services*
Stuti Raval	Archives Assistant; CUPE Phase 5	*CUPE Operational Services*
Michelle Olson	Archives Assistant; CUPE Phase 3	*CUPE Operational Services*
Kieu Ma	Archives Assistant; CUPE Phase 2	*CUPE Operational Services*
Mohammed Faizan Saiyed	Technical & Support Analyst; CUPE Phase 6	*CUPE Applied Scientific Services*

2.2. Resources

2.2.1. Teaching Space

Room	Capacity	Function
LY 107.32 Regina Room	40	Student Computer/Study Space/Library Instruction
LY 107.33 Wascana Room	40	Student Computer/Study Space/Library Instruction

2.2.2. Study Space

Room	Function	Principal Investigators	Funding agency
LY 107.32 Regina Room	Laptops with line drops and wireless available. Student Computer/Study Space/Library		*if applicable*
LY 107.33 Wascana Room	Laptops with line drops and wireless available. Student Computer/Study Space/Library		
LY 107.9	Computers; Monitor only stations		
LY 107.20	Lounge Area/Study tables		
LY 107.21	High tables with computers & study tables		

LY 107.22	Study tables		
LY 107.22.1	Study tables		
LY 107.22.2	Computer pod with larger monitors		
LY 107.24	Group Study table with whiteboard and MediaScape technology		
LY 107.25	Group Study table with whiteboard and MediaScape technology		
LY 107.26	Group Study table with whiteboard and MediaScape technology		
LY 107.27	Group Study table with whiteboard		
LY 107.28	Group Study table with whiteboard and MediaScape technology		
LY 107.29	Group Study table with whiteboard		
LY 107.30	Group Study table with whiteboard and MediaScape technology		
LY 107.31	Group Study table with whiteboard		
LY 107.4	Archives & Special Collections Reading Room with study tables and line drops		
LY 107.14	Group Study room with whiteboard and Mediascape technology		
LY 311.1	Study carrels Study tables		
LY 311.8	Lounge area with couches		
LY 311.3	Computer pods with computers		
LY 311.3.1	Study tables without computers		
LY 311.6	Study carrels		
LY 308	Group Study room		
LY 3rd Floor	Roaming bucket chairs		
LY 411.1	Study carrels Study tables		
LY 411.8	Lounge area with couches		
LY 411.3	Computer pods with computers		
LY 411.3.1	Study tables without computers		
LY 411.6	Study carrels		
LY 4th Floor	Lounge-type chairs in front of large windows		
LY 511.1	Periodical Reading Room; Lounge area with couches/chairs study tables		
LY 511.3	Computer pods with computers		
LY 511.3.1	Study pods equipped with power and USB		NEW March 2025
LY 511.8	Study pods equipped with power and USB		NEW March 2025
LY 511.6	Study carrels		
LY 508	Group Study room		

2.2.3. Specialized teaching equipment and software

See Appendix A, 2.2.3 Specialized Equipment and Software

2.2.4. Research equipment and software

See Appendix A, 2.3.4 Research Equipment and Software

2.2.5. Library Collections

I. Collections development: University community, external organizations

Collections are jointly managed by subject liaison librarians and the Collections Assessment Team (CAT), which coordinates selection, access, and assessment. CAT includes the Associate Dean (Academic) ex officio, Head of Collections Management & Services (chair), and three liaison librarians. Liaison librarians consult faculty, and the Library accepts purchase requests and donations per University policies. Key collaborative purchasing power partnerships includes COPPUL (Western Canadian university consortium), CRKN (national digital content network), and provincial programs providing online health and electronic resources through the Saskatchewan Health Information Resources Program and Saskatchewan Electronic Resources Partnership.

Archives, Special Collections and Records Management
University Archives acquires and provides access to records, photographs, artwork, artifacts, and audiovisual materials documenting the University and broader communities in support of the University's teaching and research missions. Key collections include official University records of enduring value and records from private individuals and organizations, as well as areas such as visual arts, literature, journalism, and social and environmental activism. Special Collections holds over 100,000 rare or culturally significant items, including multiple editions of Robinson Crusoe, Victorian literature, Western Canadian/Saskatchewan history, 18th–19th century Bibles, and all U of R Press publications. In the past 5 years, 17 new archival collections were appraised, amounting to over $530,000 in value.

President's Art Collection
The University's art collections include works acquired under successive Presidents, with 47% on display or reserved (~140 pieces on College Avenue campus), and the University Collection held at the MacKenzie Art Gallery. In 2025–26, over $180,000 in donations were accepted, and the Indigenous Art Collection continues to grow with recent acquisitions by Judy Anderson, Judy Anderson & Rachelle Viader Knowles, Ruth Cuthand, Audie Murray, Brody Burns, Melanie Monique Rose, Brian McArthur, and Sean Whalley with Grace Boyd.

II. Collections holdings: In-house/physical and Online/Digital

Collections Holdings (2024-2025)

Material Type	Total Number
Physical	966,669
Online	2,426,172
Total	**3,392,841**

Archives and Special Collections Holdings (2024-2025)

Total Accessions	**2,771**
Total Linear Metres	**4,036.5**

President's Art Collection Holdings (2024-2025)

Total Number of Items	**1,358**

Circulation and Access to Collections
Library is currently a net lender of materials for interlibrary loans.

Digitization and Digital Collections
The Library and Archives has expanded its focus on digitization, digital collections, and open publishing, hosting content on platforms such as oURspace, Alma Digital, OJS, Borealis, and custom digital exhibit microsites. Over the past five years, the number of digital objects grew from 14,994 to 28,831, a 92% increase. Two recent collections have been partnerships with CRKN and included in Canadiana: RCMP Quarterly and the U of R Student Yearbooks, with digitization of the student newspaper *The Carillon* planned for 2026.

Data Services
Through DLI and ICPSR memberships, the Library provides access to Statistics Canada data (2,000+ Public Use Microdata Files (PUMFs), Census products, aggregated and geographic data, Rich Data Services (RDS) and Real Time Remote Access (RTRA)), ~24,000 social science studies, Canadian Institute of Health Information (CIHI), and licensed datasets supplemented by Borealis repository deposits.

3. SCHOLARLY OUTPUT

3.1.1. Summary

The University of Regina Faculty Association (URFA) represents librarians and archivists, covering them under the 2021–2027 Academic Collective Agreement ([University of Regina/URFA (Academic) Collective Agreement 2021-2027](#)), which outlines duties, sabbatical and professional leave, and provides financial support through the Accountable Professional Expense Account (APEA). Administrative, Professional, Technical (APT) employees are covered under the 2021–2026 APT Collective Agreement ([University of Regina/URFA (APT) Collective Agreement 2021-2026](#)). Individual research and professional activities are detailed in librarians' and archivists' CVs. [LibraryCVs.pdf](#)

3.1.2. Grants and Contracts

Principal Investigator(s)	Funding Agency	Total Amount (% Assigned To Unit)	Dates
Cara Bradley	University of Regina President's Office Tri-Agency Cohort 2017*	$5,000.00	May 2017 to May 2019
Mark Vajcner (former University Archivist)	Young Canada Works (YCW)	$4,620.00	May 2017 to July 2017
Kate Cushon	Canadian Association of University Teachers (CAUT) Time Award Committee Chair	$35,388.00	2020-2023. Currently extending to May 31, 2026
Brett Waytuck	Multitype Library Database Program	$2,702.70	
Christina Winter/Rumi Graham (University of Lethbridge)	Canadian Associate of Research Libraries (CARL) Research in Librarianship	$1,000.00	2019

4. SERVICE INITIATIVES

User Engagement Initiatives & Services
The Library and Archives has developed a steady presence beyond core services, supporting campus and civic communities. The COVID-19 pandemic accelerated virtual service delivery, prompting innovative programs and remote engagement. Some examples of this work include:

Technology and Innovation
- **3D Printing** (upgraded 2022): Supports students and employees in class assignments and prototype development; hundreds of projects completed annually.
- **Research Partnership**: The Library coordinates with a faculty member in Computer Science, to provide graduate students in his lab with API access to the Alma platform so that these students can develop innovative research prototypes.

- **Commercialization**: Launch of Dilex digital library search interface in collaboration with faculty, a graduate student, and a Saskatchewan tech company.
- Ongoing adoption/migration to **new digital platforms & discovery tools**: Quick Find (Alma/Primo), Leganto reading lists, RapidILL/Rapido (Interlibrary Loan), Alma Digital, Access to Memory (for archival collections) oURspace repository (migrated to Scholaris in 2025), and OpenAthens (replacing EZproxy). These updates focus on improving research workflows and increasing course integration, reaching thousands of students and faculty each year.
- Introduced **self-serve options** such as book lockers, app-based self-checkout (Meescan), and real-time occupancy levels to help students find free study space.
- Upgraded our teaching computer lab to **hybrid spaces** (largest hybrid computer lab on campus)

Access, Inclusivity, and Extended Services
- **Accessibility**: Alternate Format Request service fulfills needs for users with print or perceptual disabilities; accessible content via HathiTrust and NNELS.
- **Alumni & Community Borrowing**: Provides access to physical and digital resources for alumni, public users, high school students, and professional associations, supporting lifelong learning and community engagement.
- **Extended Hours & Exam Support**: Open until 2 a.m. during fall and winter finals; exam-time activities improve student well-being and stress management.
- **Partnership** with other campus units to integrate services and space:
  - **IT Help Desk** on the main floor of Archer.
  - **Writing Centre** tutor evening sessions to support part-time and commuter students.
  - **UR International** EAL coaching on the main floor of Archer.
  - **ta-tawâw Student Centre** student research and learning support.
  - **nitôncipâmin omâ** Student Success Program integration.
- Member of the **Community Scholars Program (CSP)**, an initiative from Simon Fraser University Library which offers free online access to academic research for nonprofit and charity staff. The U of R launched CSP alongside Grant MacEwan University as inaugural prairie members in January 2026.

Engagement, Learning Opportunities, and Campus Life
- **Instruction & Liaison Services**: Thousands of students annually—from pre-university to graduate levels—attend library instruction in research skills, citation, academic integrity, evaluating misinformation, and early AI literacy initiatives. Instruction supports students' academic performance and development of research competence.
- **Book Clubs & Lecture Series**: Archer Book Club (3x/term), Anti-Oppression Book Club (2x/year), and the Beyond the Book Lecture Series foster critical thinking and community dialogue, attracting 10–80 participants per event.
- **University Recruitment Efforts**: Involved in university recruitment efforts through events such as UR Days, Orientation, Balfour Arts Collective, and High School Accelerated.
- **Exhibitions & Archway Space**: Supports creative and scholarly student/faculty work; provides experiential learning opportunities; student-curated shows increase engagement with archival collections.

- **Author Recognition Program**: Celebrates ~30 authors and 40 works annually, enhancing visibility of research and creative contributions.
- **Experiential Learning (SALT)**: Mentorship and placements for students from UBC, Dalhousie, Mohawk, Red River College, and U of R's Faculty of Arts; prepares future library and archival professionals.
- **Personal Librarian & Pop-Up Librarian Programs**: Over 112,000 personalized emails sent (75% open rate), and ~200 students reached per term in hallway introductions, increasing awareness and use of library resources.
- **Exhibitions & Thematic Displays**: Creative and scholarly works, national observances, and collaborations with community organizations.
- **Food for Fines**: Program was last offered in December 2019 after most overdue fines were eliminated.
- **HR Long Service Awards**: Engagement initiatives that support community and campus events. Archives & Special Collections curates historical exhibits for the annual HR Long Service Awards.

Collections, Archives, and Special Projects
- **Archival & Special Collections**: 100,000+ rare or culturally significant items preserved; digitization-on-demand expands access and supports research outcomes.
- **Textbooks for All & Course Reserves**: Ensures equitable access to required learning materials, reducing financial barriers for students.
- **University of Regina Press Collaboration**: Co-hosts launches, talks, and exhibitions; promotes scholarship and creative works.
- **President's Art Collection**: Over 140 artworks on campus; 47% displayed or reserved; $180,000+ in donations in 2025–26; supports cultural enrichment and community engagement.
- **Indigenous Art Collection**: annual purchase since 2019 inception with 8 pieces from several artists. This collection is displayed throughout the College Avenue campus.
- **Digitization**: On-demand scanning of course materials, requests under fair dealing, and accessible copies, plus larger digitization projects for archives and special collections.

Research Support & Data Services
- **Training and workshops** for graduate students, faculty members, grant applicants, and undergraduate research, including the Research Boot Camp (2016-2022) and Digital Research Skills Certificate program offered by Faculty of Graduate Studies and Research (2022-present). Topics include advanced literature searching, establishing your research profile, Qualtrics, NVivo, citation management, and more.
- In 2019, the Library introduced an **in-kind library research support service** to support grant applications, ensuring library work is costed as in-kind support for evidence synthesis projects, copyright consultations, data management, and digitization services. This service has led to numerous additional consultations and letters of support. The service is promoted to prospective grant applications through the Office of Research Services.
- **Evidence Synthesis Service**: Nearly 50 systematic and scoping reviews completed since 2020; supports grant applications, research planning, and interdisciplinary projects.
- **Data Services**: Provides access to national/international datasets, RDM support, and training; supports compliance with Tri-Agency requirements and research reproducibility.

- **Open Access & Publishing**: Promotes visibility and impact of scholarly work; SciFree database supports cost-effective publishing for authors; oURspace hosts 1000s of openly accessible publications.
- **Publishing Services & Open Access**: Hosts journals including *in education* and *Journal of Probability and Statistical Science*; Canadian Nuclear Society proceedings (1979-2015) made openly accessible. Mediated deposits increased journal article visibility by 199%, supporting wider dissemination of research.
- In collaboration with the Office of Research Services, the University joined **ORCID** in 2017. The Library is the lead on ORCID and now has it integrated into several systems.
- As of fall 2025, the Research and Scholarship Librarian is leading an **institutional working group** investigating requirements to become a signatory to DORA (Declaration on Research Assessment).

Partnerships and Professional Engagement
- **Federated Colleges & Community Partnerships**: Campion, Luther, FNUniv; Regina Public Library pick-up/drop-off; reciprocal borrowing agreements with COPPUL and Saskatchewan Polytechnic; outreach to K–12 schools.
- **Professional Leadership**: Dean and staff serve in ALA, CARL, CASLS, COPPUL, and Multitype Library Board; contribute to provincial and national library initiatives.
- The Library's work emphasizes **inclusivity, experiential learning, and community engagement**, leveraging partnerships, technology, and creative programming to enrich the academic and public experience.

5. PROGRAMS OFFERED

5.1. Programs and Services

Liaison Librarians serve as primary contacts for academic departments and key units, providing reference services, consultations, and instruction in-person and online. They support faculty in integrating library resources into courses and assist students with research and assignments. Librarians also manage collections with the Collections Assessment Team and maintain ~150 LibGuides for discipline- and course-specific topics.

User Services Staff provide circulation, reference, and introductory instruction, facilitating access to physical and digital materials through services such as Quick Find, book lockers, laptop lending, and Reading Lists/Reserves. Staff also maintain library spaces, manage study room bookings, and support on-site services in student support units.

Collaborative Teams of liaison librarians and User Services staff deliver student- and faculty-focused services using both traditional and innovative approaches.

Copyright services include consultation, education, and support for course materials, digitization, and interlibrary loan compliance. Updates on policy, legislation, and open licensing ensure alignment with current practices.

Discovery Technologies develops and supports library systems and tools to improve access, workflows, and digital engagement. Key initiatives include Quick Find, Leganto reading lists, hybrid learning spaces, Meescan self-check, book lockers, laptop lending, and digital collection

management via Alma Digital and Scholaris, and support for Open Journal Systems. Analytics and accessibility enhancements extend reach to remote and users with disabilities/impairments.

Open Access Publishing has evolved from awareness-building activities to publishing support, including repository services (including a mediated deposit option), open journal publishing support (via Open Journal Systems). Recent initiatives include SciFree for APC guidance, and partnerships supporting open educational resources and provincial open textbook programs.

Research & Data Services provide integrated research services including evidence synthesis, systematic reviews, in-kind grant support, data discovery, and research data management. Data Services offers training, tools, and repository access (Borealis, DLI, ICPSR) to support research, teaching, and compliance with funding requirements.

Collections Services manages acquisitions, cataloguing, interlibrary loan, licensing, and access to physical, digital, and electronic resources. The unit supports seamless discovery, course reserves, accessibility, and digital initiatives.

President's Art Collection maintains and curates a diverse visual arts legacy, with public displays, restoration, community engagement, experiential learning, and new acquisitions ensuring cultural and educational value.

Archives, Special Collections, and Records Management preserves the University's academic and cultural heritage, including rare and culturally significant materials. Instruction, experiential learning, and outreach integrate collections into research and teaching. Archives actively digitizes materials, manages born-digital collections, and engages in partnerships to enhance preservation and access. It also led the development of the records and information management for the University until budget reductions in 2023 resulted in scaling back the program.

Digitization Program oversees larger digitization projects, ensuring access, preservation, and integration of digital collections across platforms including Alma Digital, Scholaris, and JSTOR Community Collections. Collections are prioritized based on relevance, condition, and user needs, supporting teaching, research, accessibility, and remote access.

5.2. Service teaching and instruction in support of other programs

The Collective Agreement outlines activities typical of professional librarians, including instructional duties (CA, Article 16.1.2, b). The Criteria Document (Item 4.1) lists potential responsibilities, which may vary by individual assignment. These areas shape the planning and delivery of library and archival services depending on each librarian or archivist's focus. Specific teaching and instructional contributions are detailed in individual CVs.

Library Liaison & User Services Instruction
The Library provides instruction supporting programs across all faculties, emphasizing information literacy, research skills, citation, academic integrity, evaluating misinformation, and responsible AI use. Thousands of students—from pre-university to graduate level—attend sessions annually, delivered in-person, virtually, or asynchronously via UR Courses. LUSAs collaborate with liaison librarians, particularly in supporting the Student Success Centre's Academic Transition Programs and respond to on-demand instruction requests across campus. Liaison librarians teach subject-

specific and upper-level courses, delivering instruction on campus, online, and occasionally within the province.

Copyright Instruction
Faculty, staff, and students receive guidance on using copyrighted materials, author rights, and open licensing. Instruction is offered in departmental or faculty sessions, through the Digital Research Skills Certificate, and during term preparation, with the librarian occasionally invited as a guest speaker.

Technology Instruction
Discovery Technologies provides training supports to library staff, liaison librarians, and federated colleges on systems updates, migrations, and new technologies. Instruction covers metadata management and data skills (R, SPSS, OpenRefine, APIs) in one-on-one or small-group sessions.

Research and Data Services Instruction
Research and Data Services provides instruction for advanced literature searching, evidence synthesis, data discovery, spatial data, research data management, research software (e.g. Qualtrics), research profiles, citation managers, and more. Training for graduate students is offered in curriculum courses in collaboration with the subject liaison librarian and through workshop series such as the Research Bootcamp (2016-2022) and the Digital Research Skills Certificate (2022-2025; see below). Training for faculty and researchers is provided through the Office of Research Services, including to Tri-Agency cohorts applying for grants and the Tune-in to Tune-Up series, as well for sessions organized by the library (e.g. Love Data week events, panel discussions featuring faculty members talking about data management).

Digital Research Skills Certificate
Offered in partnership with Faculty of Graduate Studies and Research, this non-credit certificate introduced in 2022 built on the success of its predecessor, the Research Boot Camp. It supports graduate students with advanced searching, literature reviews, data management, copyright, citation tools, data analysis and software skills. As of October 2025, 253 individuals have attended a combined 676 sessions, with 27 completing the full certificate.

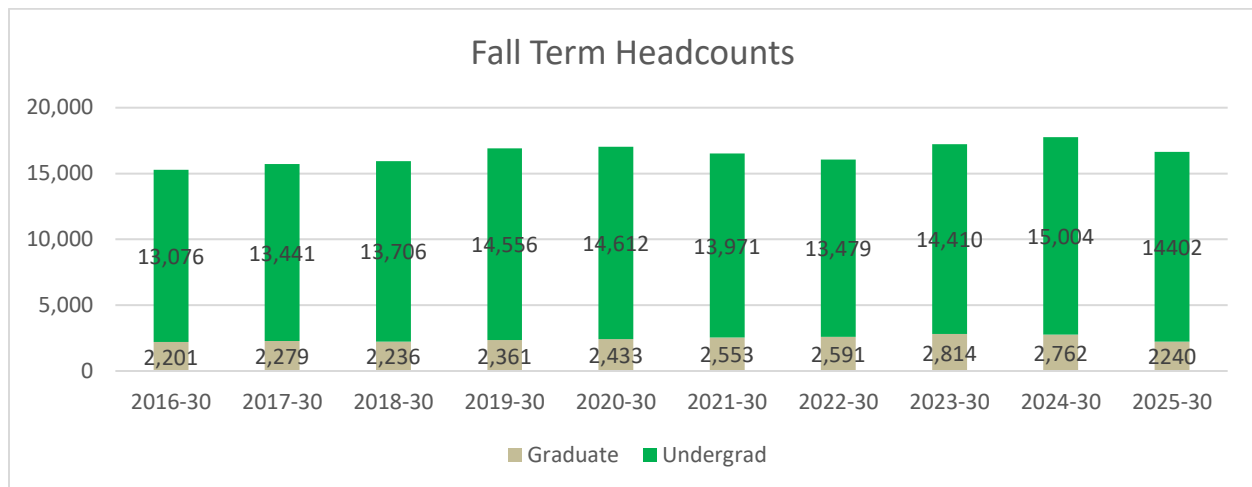**Archives, Special Collections, and Records Management**
Archives instruction fosters archival literacy, primary source research, and professional practices across disciplines, often embedded in courses. Partnerships with faculty support experiential learning through exhibitions, reports, posters, and digital projects, as well as academic credit placements for graduate and undergraduate students. Until 2023, Archives contributed to the Records and Information Management Program, providing instruction on recordkeeping responsibilities and supporting records schedule implementation.

5.3   Enrollment trends
Between 2016 and 2024, the University experienced a 15% increase in undergraduate students and a 25% increase in graduate students, reaching a record enrollment of 17,766 in Fall 2024.

The University has since experienced a significant decline in enrollment due to a drop in international students. As of Fall 2025, there were 16,642 students (14,402 undergraduates and 2,240 graduates), which is an 8.9% increase over 2016.

Use of the library facility has remained high through the review period, exceeding 500,000 visitors every year except for 2020-2023 when occupancy was impacted by the pandemic.

The following tables shows faculty enrollment data for 2016 to 2024 (the latest year available).

All faculties except for La Cité, Education, and Engineering and Applied Sciences have seen an increase in undergraduate students. All faculties except for Arts have seen an increase in graduate students.

While liaison assignments have remained mostly consistent over the review period, funding received for a dedicated Nursing Librarian also allowed more capacity for Kinesiology & Health Studies and Psychology (Arts), addressing three of the areas with increased enrollment.

Undergraduate	2016	2024	% change
Arts	2,668	2,771	3.86%
La Cite	27	9	-66.67%
Media, Art, & Performance	376	493	31.12%
Science	1,613	2,895	79.48%
Business Administration	1,584	1,804	13.89%
Continuing Education	589	816	38.54%
Education	1,500	1,460	-2.67%
Engineering & Applied Science	1,362	624	-54.19%
Kinesiology & Health Studies	727	1,107	52.27%
Nursing	1,201	1,379	14.82%
Social Work	1,264	1,570	24.21%
Special	165	76	-53.94%

Graduate	2016	2024	% change
Arts	196	154	-21.43%
La Cite	4	39	875.00%
Media, Art, & Performance	43	48	11.63%
Science	251	336	33.86%
Business Administration	228	327	43.42%
Education	502	644	28.29%
Engineering & Applied Science	371	437	17.79%
Graduate Studies	33	35	6.06%
JSGS Public Policy	333	417	25.23%
Kinesiology & Health Studies	43	67	55.81%
Nursing	67	125	86.57%
Social Work	130	133	2.31%

5.4 Successes

After responding to the recommendations of the last unit review and navigating the start of the pandemic, the Library developed strategic objectives aligned with the University's 2020-2025 strategic plan ("All our Relations: kahkiyaw kiwâhkômâkaninawak). Progress was measured using a strategic objective scorecard created by the Library Impact Team and shared with all staff. As of the end of 2025, many of these objectives were successfully completed.

Alongside these strategic objectives, the Library has also made progress in a number of strategic areas aligned with the University's strategic pillars. Additional details on these achievements are provided in the following section.

Student Success
- **Expanded and Enhanced Study Spaces:** Significant redesigns of the 5th and main floors, including new furniture, acoustic panels, and lounge areas, have created more effective silent and collaborative study zones. Student feedback directly influenced furniture selection, and noise complaints have decreased. Group study rooms remain in high demand, with an occupancy rate of over 90% during weekdays (9-5).
- **Extended Library Hours:** Hours were expanded for Spring/Summer semesters and during exam periods, providing greater access and flexibility for students. During exams, an average of 180 students per night were in the library between 11 p.m. and 2 p.m.
- **Instructional Integration:** Nearly 4,000 undergraduate students annually participate in library instruction, with embedded programs in Academic Recovery, Arts Transitions, and MAP 001. The library also participated in developing content for the research skills module for the new UNIV 001 course required for all undergraduates.
- **Accessible Services:** The library's Quick Find interface and website have made continuous improvements based on accessibility standards, and access to accessible formats has been expanded through memberships in HathiTrust and NNELS. The newly introduced accessible format request service received over 100 requests in its first year of operation.

- **Streamlined Access and Payment:** Standardized loan periods, elimination of most overdue fines, and online payment options have improved user experience and reduced costs for students.
- **Affordable course material support:** Since Winter 2020, over 2,700 online reading lists created with Leganto have saved students an estimated $7.62 million in textbook and course material costs.

Discovery and Research
- **Open Access Journals:** Two new successful open access journals launched, including a recent major project with the Canadian Nuclear Society which made over 6800 conference proceedings available open access.
- **oURspace Institutional Repository:** During this time period, the oURspace repository grew from 5,564 items to 15,461, with over 4 million views since June 2023. A mediated deposit service offered to authors increased deposits of research articles to the repository by 199%.
- **APC Avoidance:** Since 2023, 179 articles were supported by transformative agreements, with an estimated $652,524 in CDN in savings for U of R authors on author processing charges.
- **Research Data Management:** The library provided leadership in developing the institutional RDM strategy, supporting compliance with Tri-Agency policy, and providing training and consultation for faculty and students. The Library was one of the first non-OCUL members to join the Scholar's Portal Dataverse (now Borealis).
- **Digitization of Archives and Special Collections:** Investment in digitization equipment, partnership with CRKN, and migrating to new platforms such as Alma Digital has allowed the Library to double the number of items our digitized collections in the last five years (now approximately 10,000 items).
  - One highlight is the digitization of the RCMP Quarterly, which had 2,442 unique users and 520,000 views in its first year of use.
- Research Impact: Librarians field requests for publication data from campus units such as the Offices of Institutional Research, Research Services, and Research Partnerships and Innovation, and have worked with Human Resources to make publication data available via ORCID and Web of Science in the Faculty Activity Reporting system.

Impact and Identity
- **EDI in Description and Cataloguing:** To date, the Inclusive Language Team has implemented over 2,700 headings from the Saskatchewan Indigenous Subject Headings (SKISH), the Manitoba Information Archival Network (MAIN) Headings for Indigenous Peoples, the Revised Vocabulary for Describing Indigenous Peoples in the Répertoire de vedettes-matière (RVM), and Homosaurus.
- **External Partnerships:** In addition to participating in regional and national consortia, the Library has developed partnerships with a range of organizations to expand services and share resources and expertise. Some examples include: Regina Public Library, RCMP Veterans' Association, Great Plains Air Zone, Regina United Services Institute, SFU Community Scholars Program, U of R Press, and ProQuest.
- **Archives Outreach:** Over the past five years, the Archives revitalized its outreach program to raise awareness of our collections and services and integrate our holdings into the teaching life of the University and the community. In addition to curriculum-embedded

assignments across a number of courses, archivists are regularly asked by individuals and organizations to provide archival advice (on preservation, research, active recordkeeping practices, etc.), to organizations such as Beth Jacobs Synagogue, Athol Murray College of Notre Dame, Grow Regina, and Regina Flying Club.

- **Institutional Identity:** For the U of R's 50th Anniversary (2024-25), Archives played an active role at over twenty events hosted by campus partners. Archival materials were featured on the U of R's 50th anniversary website and in *Degrees* magazine, in Augmented Reality projects, and in client-led displays in the President's Office, the Faculty of MAP, the Alumni Crowning Achievement Awards and an Ottawa Alumni event.

Technology Support

- **Migration to Modern Platforms:** Successful transitions to Alma, Primo VE, Rapido/RapidILL, Leganto, OpenAthens, and Access to Memory (AtoM) and more have streamlined resource management, discovery, and access for users.
- **Self-Serve and Student-Focused Technology:** Implementation of Meescan self-check systems, DTech book lockers, Occuspace occupancy dashboards, and expanded laptop lending have increased convenience and accessibility for students and staff.
- **User-Centered Web Design:** In 2022, the library launched a redesigned website aligned with university branding and accessibility standards. The redesign was informed by usability testing using tools like HotJar and Google Analytics, as well as direct student interviews.
- **Staff Efficiency:** Increased use of Springshare LibApps has enabled greater website integration (LibGuides, LibCal, LibChat), improved tracking of reference questions (LibAnswers) and improved statistical reporting (LibInsight).
- **Collaboration with other campus units:** In addition to using LibCal for library and archives space bookings, we have expanded this offering, so that this is now the platform for bookings and registration for multiple units across campus, including the Centre for Teaching and Learning (CTL), the Centre for Continuing Education (CCE), and Technology Training & Support (TTS). We have also begun a pilot project with the Faculty of Kinesiology and Health Studies to enable equipment booking and inventory.

Truth and Reconciliation

- **Saskatchewan Indigenous Subject Headings (SK-ISH):** Active partner in the Saskatchewan Multitype Library Board's Subject Headings project. Over 2,700 subject headings, which have impacted approximately 70,000 records have already been updated in our catalogue, with work proceeding on a regular schedule.
- **National de-colonization project:** Partnered with over 50 other academic libraries to provide funds to the National Indigenous Knowledge and Language Association (NIKLA) to develop a roadmap for collective de-colonization of description and classification.
- **Indigenous Storytelling Month**: Annual events since 2017, with recent events drawing 100 to 150 people.
- **Student Funding:** Participated in a Western Canadian academic library initiative to provide $22,000 bursaries to 4 Indigenous library and/or archival students over four years.
- **Support for Repatriation:** The library supported the return of cultural belongings to Indigenous communities, reflecting a commitment to reconciliation and ethical stewardship.

- **First Nations University of Canada:** Collaboration with Indigenous Communication Arts Program to support with digitization and publishing of the [Listen Hear Our Voices](#) video collection.

Environment and Climate Impact
- **Waste Reduction:** Ongoing transition to digital content has reduced physical waste, with annual reporting and continued progress below 2019 printing baselines.
- **Green IT Practices:** All library IT vendors were reviewed for green policies, and a carbon footprint analysis of the computers in the library led to a reduction of 122,571 kg CO_2 (equivalent to 38 passenger vehicles).

6. UNIT BUDGET

The Library and Archives operating budgets, which includes salaries, discretionary expenditures, and recoveries is administered by the Dean, University Libraries and monitored by the Director, Finance and Administration. The Library's combined operating budgets include the Deans, Archives, Copyright Activity Coordination and the President's Art Collection. Responsibility for the Library Acquisitions budget is delegated by the Dean to the Head, Library Collections Management and Services.

The acquisitions budget has seen a 6.4% increase during the period under review. The Library's operating budget has seen significant reductions and claw backs of carry forward during the period under review and has normally relied on salary carry-over from vacant positions to fund basic operational activities and required licenses. As of 2024-2025 fiscal year, the Library has no further vacant positions, thus, this has placed the Library at significant risk and further limited its ability to fully serve the academic community and actively participate in provincial, regional and national initiatives. However, in the 2024-2025 budget and on-going, the university committed to cover the cost of required software licenses for enterprise systems such as Ex Libris (Alma, Primo. Leganto, Rapido), Springshare, Open Athens etc.

As defined by GOV-030-005, other types of gifts are eligible for consideration by the University. The Library has been the recipient of such notable gifts including:
- Kathleen Stinson
- Estate of Dr. Lawrence Wiser
- Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS)
- Wawanesa Insurance

The following table contains a breakdown of operating and acquisitions for fiscal years 2024-2025 and 2025-2026 as at December 31, 2025.

Dr. John Archer Library
Dean's, Archives, & Copyright Operating Budget

Fiscal Year 2025-2026	Budgeted Amount	Actual As at December 31, 2025	Previous Year Actual as at April 30, 2025
Out of Scope Salaries	$543,251.00[	$355,378.03	$380,146.7
Librarian/Archivist Salaries	$1,996,037.28	$1,292,477.32	$1,878,029.37
Administrative Out-of-Scope	$250,693.00	$147,057.55	$128,723.30
Administrative Professional Technical (APT) Salaries	$376,503.00	$265,248.30	$409,177.19
Full Time Union Salaries	$1,648,300.00	$1,089,658.93	$1,565,171.46
Student Assistant Support	$109,377.00	$60,050.57	$102,031.70
Benefits	$860,566.05	$585,539.43	$953,516.19
Miscellaneous Expenditure Budget	$393,845.00	$379,507.22	$434,184.20
Recoveries[1]	n/a	$5,265.64	$688.81

[1]Library Fines, Lost Book Charges, Library Public Access, External Recoveries

Dr. John Archer Library
Acquisitions Operating Budget

Fiscal Year 2025-2026	Budgeted Amount	Actual As at December 31, 2025	Previous Year Actual as at April 30, 2025
	$3,311,904.00		
Library Monographs-Paper		$25,901.9	$40,133.54
Library Monographs – Other		$0.00	$0.00
Library Periodicals – Paper		$10,519.84	$13,523.94
Library Periodicals – Other		$3,718.68	$3,882.31
Library Standing Orders – Paper		$14,098.91	$41,073.93
Library Standing Orders – Other		$22,726.47	$39,760.90
Library Electronic Resources		$2,630,559.06	$3,156,031.54
Library Audiovisual Materials		$126.25	112.97
Miscellaneous Expenditures		$11,901.44	$22,783.29

7.   SWOT ANALYSIS (STRENGTHS, WEAKNESSES, OPPORTUNITIES, THREATS)

Describe unit strengths, weakness, opportunities, threats (2 pages) within the context of the unit's role as a part of a comprehensive university. Where applicable, address the priorities described in the University of Regina Strategic Plan

Strengths
- People & Leadership: Experienced, adaptable, and collaborative staff; strong leadership and positive culture.
- Technology & Innovation: Advanced tools (AI, MS365, VR/AR, maker spaces); willingness to experiment and adopt new technologies (AI literacy, RapidILL/Rapido, digitization projects).
- Community & Partnerships: Strong collaborations with libraries and external organizations; emphasis on inclusion and accessibility.
- Resources & Services: Unique collections, student support services, and ability to adapt to changes.

Weaknesses
- Budget & Staffing Constraints: Financial limitations, insufficient staff leading to burnout and reduced capacity, and inability to expand services.
- Space & Infrastructure: Limited physical space for collections and study areas; aging facilities, and accessibility challenges.
- Technology challenges: difficulty keeping up with evolving tech, lack of integration, reliance on external units and proprietary tools.
- Communication Gaps: Internal silos and lack of external visibility; insufficient promotion of services.

Opportunities
- Technology Integration: Leadership in AI, automation, and improved data collection; creation of tech-enabled spaces.
- Staff Development: Cross-training, student positions, and professional growth opportunities.
- Community Engagement: More partnerships, events, and outreach; emphasis on open access and affordability.
- Service Enhancement: Systematic training, service reviews, and aligning collections with academic needs.

Threats
- Economic pressures and budget cuts impacting resources, staffing, and sustainability.
- Burnout and capacity risks due to overwork and lack of succession planning.
- AI disruption and overreliance posing risks to academic integrity and staff roles.
- Infrastructure and safety concerns, including aging buildings and climate control issues.
- Technological and societal shifts: digital storage issues and changing student expectations.

Equipment/Software	Location	Notes
Resource Management and Patron Services		
Ex Libris Alma	Externally hosted (Ex Libris)	Used by Discovery Technologies, Library Collections, Library User Services and others to perform all the functional duties
Ex Libris Primo VE		Web interface used by campus and external users to find and access resources
Ex Libris Rapido/RapidILL Inter-Library Loan System		Rapido/RapidILL (combined with Alma Resource Sharing) used for all ILL operations: lending , receiving and ILL Request Form
WorldShare Interlibrary Loan System	Externally hosted (OCLC)	A lender of last resort for interlibrary loan requests, as well as a channel through which requests are received from non-Alma institutions
LibGuides	Externally hosted (Springshare)	Web interface used to create subject and research guides; functions as the library website content management system
LibAnswers		Online chat service used by library patrons and community members
LibCal		Room and equipment booking software to book group study rooms, labs and equipment online 24/7
OpenAthens	Externally hosted (JISC)	Authenticates patrons for access to University of Regina resources, enabling log in from the library's LSP as well as from journal and publisher web pages.
EZproxy with SSL certificates	Locally hosted	EZproxy is used to authenticate patrons to allow them off campus access to all our licensed databases
TouchNet Connector	Externally hosted (AWS)	Facilitates online payment for library fines and fees
AirTable	Externally hosted, web-based access	Used to document the President's Art Collection and record location of art objects on campus
Meescan Self Check	Archer main floor	For patron self check, available through a self-check kiosk and through a branded app
DTech Book Lockers	Outside of the library's main entrance	Facilitates access to physical resources outside of the library's regular hours
Rise Vision	Archer public floors	Digital signage throughout the library
ViewSonic display kiosks (x2)	Archer main floor	Display of current events
ViewScan 4 microfiche reader/scanner	Archer main floor	For use by Library and Archives personnel and library patrons
Lexmark networked printers	6 printers used by staff; 4 on main floor	For centralized printing by staff and students
Teaching and Learning		
Student lending laptops	Archer main floor	Approximately 60 laptops available for short-term (5 day) loans for library patrons
Ultimaker S3 3D Printer	Archer 6th floor	3D printing for library patrons

Dell instructor station monitors (x4)	Archer main floor (Regina/Wascana Rooms)	Hardware supports library and faculty instruction sessions and online videos and training tutorials which require use of projection to monitors with which lab computers can also interface.
DTP HDMI 4K 330 Rx (x10)		
Extron DMP 44 LC 4x4 Digital Matrix Processor		
Extron FF 120T Ceiling Speakers (x2)		
Extron IN 1608 switcher (x2)		
Extron MLC 104 IP Plus Control Systems		
LG televisions (x10)		
Sennheiser lapel microphones (x2)		
Sennheiser Wireless Handheld Microphone		
Shielded DTP wire and connectors		
Webcams (x4)		
UR Courses	Locally hosted	Open source learning management system (Moodle), integrated with Ex Libris Leganto reading list software
Ex Libris Leganto	Externally hosted (Ex Libris)	Enables instructors to create lists of their teaching resources, facilitates purchase and digitization requests, and copyright clearance as necessary, and have these lists integrated in UR Courses (Moodle)
Canva	Externally hosted	Graphic design tool used for library promotional materials and presentations
Blender	Select staff workstations, public computers	Open source 3D creation suite, used to create animations, visual effects, and 3D printed models
MentiMeter	Externally hosted	Online polling software used in course-integrated instruction. The library has a select number of licenses for the premium version.
Snag It	Select staff workstations	To capture short videos for instructional purposes
Zoom	Externally hosted	Used by librarians to provide off campus instruction and facilitate remote and hybrid meetings
Preservation and Publishing	**Preservation and Publishing**	
Ex Libris Alma Digital	Externally hosted (Ex Libris)	Enables the organization and display of digitized archival collections, integrated into the Primo VE web interface.
oURspace Institutional Repository	Externally hosted (Scholaris)	dSpace open source software used by oURspace digital repository. Archives Digital Administrator updates web pages in collaboration with the Scholaris team and uploads content via individual and batch processes in the administrative interface; Campus users upload their content to communities defined in oURspace
AtoM	Externally hosted (Artefactual)	Open source system for description and organization of archival materials.
Open Journal Systems (OJS)	Locally hosted	Journal publishing platform which facilitates the submission, review and publication of open access journals and conference proceedings

Omeka S	Locally hosted	Open source web publishing platform, including digital exhibitions functionality
Zooniverse	Externally hosted	"Citizen science" platform intended to enable community participation in digital humanities initiatives and digital projects
BookEye Scanner	Archer 6th floor	Used by ILL staff to scan articles to fulfill ILL requests from other libraries; Used by Archives staff for digitization projects and requests
Epson DS 50000		
AKAI GX-630DB Reel to Reel	Archer 6th floor (Digital Room)	Used for digitization projects, creating and editing video and audio, scanning images and editing images, photographing documents and images for digitization projects and the institutional repository
Bencher CopyMate II tabletop fluorescent		
Canon 7D DSLR Camera		
Cool lite fluorescent flood light		
Dell Optiplex GX620		
Canon CanoScan 9000F		
Epson 12000XL		
Gepe Slim Lite 5000 illuminator		
Kodak 35mm slide viewer		
Panasonic Slim Line RQ-2104 cassette player		
Philips VHS/DVD Combo		
Supersonic SC-3201BT radio and cassette player		
Tascam DP-008 8-Track Recorder		
Adobe Creative Cloud	Select staff workstations	Video, image and audio editing and creation software
Avidemux		Open source video editing software
CD Burner XP		Open source software to burn CDs and DVDs
DROID		Open source tool used for inventorying and file management
Final Cut Pro		Video editing software
Handbrake		Open source tool for video conversion
HTRflow		Open source AI tool used to perform handwriting transcription recognition and optical character recognition
InkScape		Open source graphic design tool
Logic Pro		Digital audio application

Paint.net		Digital photo editing software
Readiris Pro 9		OCR software
Scribus		Open source desktop publishing application
VLC		Open source media player
Assessment and Reporting		
LibInsights	Externally hosted (Springshare)	Software used to gather statistics from staff such as instruction sessions and reference transactions, and to display this data in dashboards
LibWizard		Online forms to capture staff and patron feedback
Google Analytics	Externally hosted	Provides visualizations of user behaviour on library websitesProvides analytics and data on web traffic
SMS Gate Counter	Archer main floor	To monitor the number of patrons visiting the Archer Library and Archives
Occuspace occupancy monitoring	Archer public floors	To monitor and display real-time occupancy levels through a webpage and app
HotJar	Externally hosted	Monitoring the usage of public computersProvides visualizations of user behaviour on library websites
Labstats	Externally hosted	Allows access to Banner Student and Financial Information for authorized usersMonitoring the usage of public computers
Caspur Reports	Locally hosted	Allows access to Banner Student and Financial Information for authorized users
Research Tools		
Borealis	Externally hosted (OCUL)	Repository for research data which uses the DataVerse open source software
ArcGIS	Select staff workstations, public computers	GIS software (licensed by Information Services; support provided by the library)
NVivo		Qualitative data analysis software (licensed by Information Services; support provided by the library)
Posit		Open source integrated development environment, used in conjunction with R and Python
SPSS		Quantitative data analysis software (licensed by Information Services; support provided by the library)
RedCap	Locally hosted, web-based access	Web-based survey and data collection tool, providing secure data storage for sensitive data
Qualtrics	Externally hosted	Web-based survey tool (licensed by Information Services; support provided by the library)
Infrastructure and Administrative Operations		
Alertus	All library and archives staff computers	Emergency notification system
M365 Suite of Products (OneDrive, Teams, Sharepoint etc)	Externally hosted (Microsoft), applications installed on all staff computers	OneDrive and Teams used to facilitate access to documents and resources; Teams used to facilitate remote and hybrid meetings
FortiClient-VPN	All library and archives staff computers, staff personal devices	For remote access to on-campus resources

Papercut	All library and archives staff computers	Print management system
Internet browsers (Edge, Firefox, Chrome, Safari)		Internet browsers supported on campus
Remote Desktop Connect		To access and control a specific workstation on from off-campus
Sophos Anti-Virus		Anti-virus software
Banner	Locally hosted	Houses employee and student data and financial records; data from this system are automatically ingested into Alma
GoogleSpace for Non-Profits	Externally hosted (Google	Project management software used to manage CASLS projects and facilitate communication among Directors and Working Groups
Keepass	Select staff workstations	Open source password manager
(2x) Sharp 55" touchscreen TV and software	Archer 6th Floor (Alexandria & Fisher)	Used for Library meetings to project documentation and tutorials, webinars and hybrid meetings, and other group activities
(2x) Wireless mouse & keyboard		
Utility and Productivity Tools		
7-Zip	Select staff workstations	Open source file archiver and compressor
ABBYY Fine Reader		Used to OCR materials and create alternate versions for the print accessibility service
Canada Post EST		Canada Post shipping tool for resource sharing
Folder Merger		Open source software used to move and merge files and folders
Gimp		Open source cross-platform image editor
IrfanView		Open source software used for format shifting and bulk file renaming
Jekyll		Open source static site generator
LibreOffice		Open source office/productivity software
MARCEdit		Open source desktop tool designed to add in the creation, transformation, and cleaning of MARC metadata
MySQL Workbench		Client application connecting to MySQL database servers
Notepad++		Text editing software
Nuance Power PDF Advanced		PDF program with advanced capabilities, such as document redaction, merging, editing, and OCR
OpenRefine		Open source desktop tool designed to aid in the creation, cleaning and transformation of metadata for ingest into systems; Can also be used as a research tool for tabular data
Putty		Open source SSH client
WinSCP		Open source SFTP/FTP client
GitHub	Externally hosted	Facilitates version control and sharing of code

YBP (GOBI)	Externally hosted (YBP)	Used for online ordering by staff, EDI invoices with bulk load of YBP created orders to Alma
Globus	Externally hosted	Used for secure, large scale file/data transfer
Noun Project	Externally hosted	Licensing of icons and images for use in the discovery layer
OCLC Connexion	Externally hosted (OCLC), select staff workstations and web-based access	Used to import bibliographic records from OCLC to Alma either with desktop client or using the web interface
Brother 550 spine label printers	Archer 6th floor	Produce spine labels for books and piece labels for serials
Date due printers	Archer main floor	To print date due slips

Dr. John Archer Library & Archives
A 15 Year Financial Snapshot

Universities are defined by their libraries. The buying power of the library through collections and services determines the scope of undergraduate and graduate teaching and provides the underpinning for research at all levels.
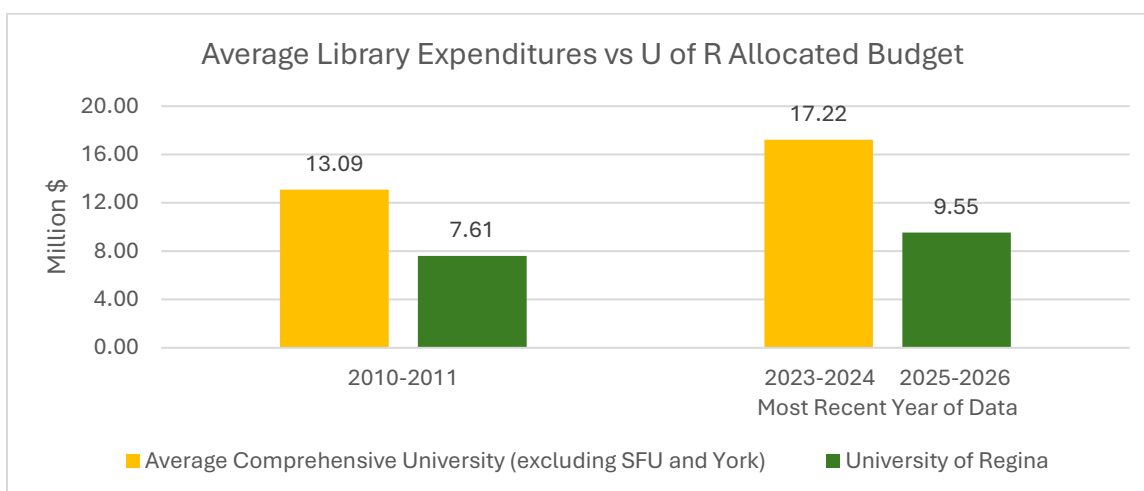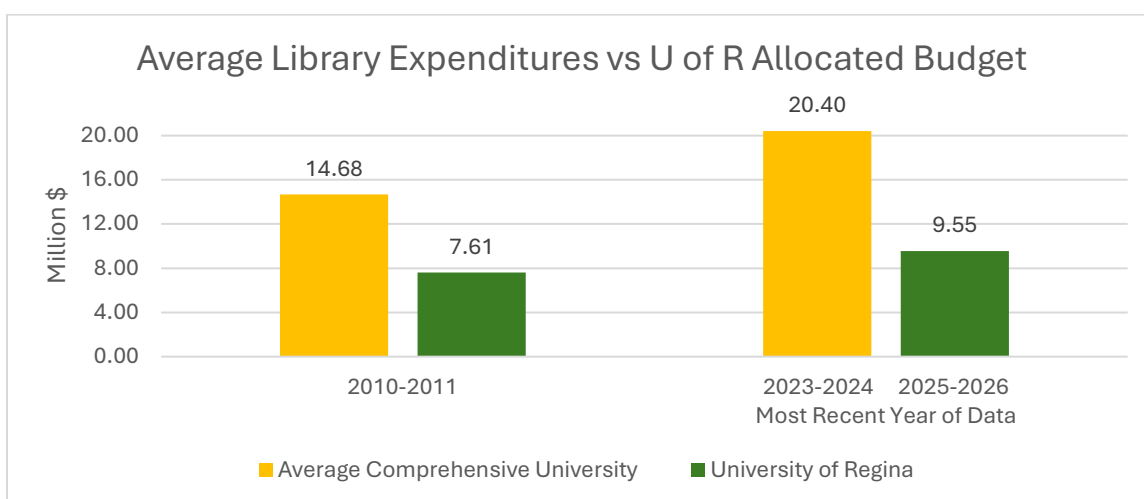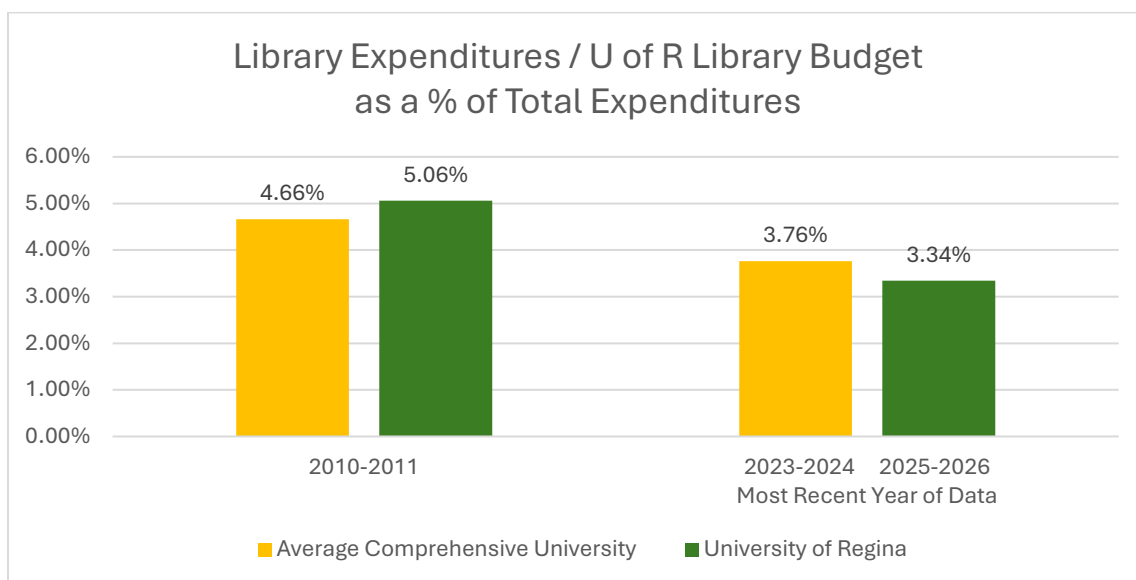
Student numbers and breadth of academic programming categorize the University of Regina as a comprehensive library. The past fifteen years of library support (or lack thereof), define the University of Regina as an institution on the brink of becoming a primarily undergraduate university in both teaching and research.

The Dr. John Archer Library and Archives is in no way financially prepared to support the aspirations of the new ten-year strategic plan, and the impending significant cuts to collections and services will directly affect both retention and recruitment at all levels of the academic enterprise.

In the 2026 Maclean's University Rankings, the University of Regina ranks 11 and 14 out of a total of 15 comprehensive institutions for the two metrics concerning library services. Since 2010, a gap began steadily growing between the University of Regina and its peers. Every other comprehensive university invests significantly more in their library services.

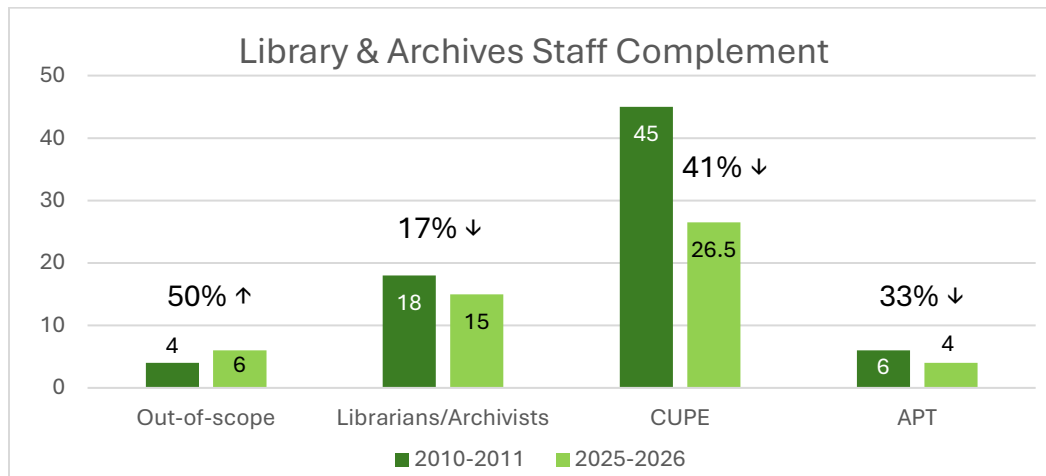The acquisitions budget at the University of Regina has increased by **6.6%** in the last 15 years (**averaging 0.44% per year**), while similar institutions have raised their library spending by an average of **52%** during the same period to offset inflation and currency fluctuations. On the operating side, we have **21.5** fewer positions across all employment categories than we had in 2010.

Financial Allocations to Library Services & Collections

Library Expenditures / U of R Library Budget as a % of Total Expenditures

	2010-2011	2023-2024	2025-2026
Average Comprehensive University	4.66%	3.76%	
University of Regina	5.06%		3.34%

Legend: ■ Average Comprehensive University ■ University of Regina

Most Recent Year of Data (2023-2024 / 2025-2026)

Average Library Expenditures vs U of R Allocated Budget

Million $

	2010-2011	2023-2024	2025-2026
Average Comprehensive University	14.68	20.40	
University of Regina	7.61		9.55

Legend: ■ Average Comprehensive University ■ University of Regina

Most Recent Year of Data (2023-2024 / 2025-2026)

Average Library Expenditures vs U of R Allocated Budget

Million $

	2010-2011	2023-2024	2025-2026
Average Comprehensive University (excluding SFU and York)	13.09	17.22	
University of Regina	7.61		9.55

Legend: ■ Average Comprehensive University (excluding SFU and York) ■ University of Regina

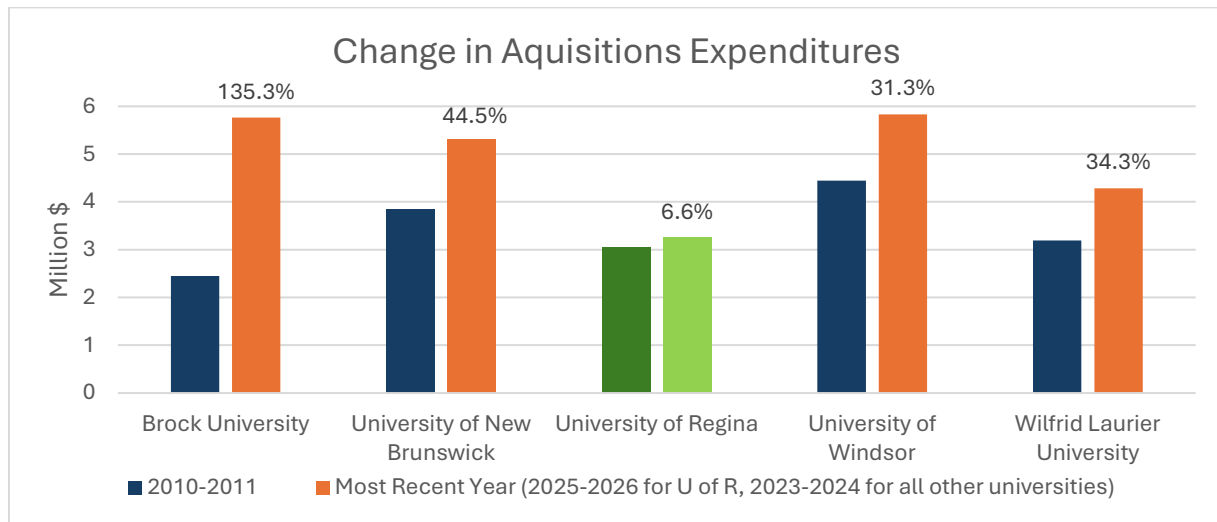Most Recent Year of Data (2023-2024 / 2025-2026)

- In 2010/11 the University of Regina invested more of its overall budget in library services than the comprehensive average. By 2025/26 we had fallen several points below the average.
- While all comprehensive universities have reduced overall investment over the past 15 years, the University of Regina decline has been more precipitous.
- Even with that above average institutional investment in 2010/11, the Archer Library was significantly less resourced than its comprehensive peers. Compared to the average of all comprehensives, Archer Library had $10 million fewer dollars than its competitors (if we remove SFU and York which have outlier budgets, the Archer Library still had $7.67 million fewer dollars).
- The gap between the Archer Library and the average of its competitors in 2010/11 was **48% less funding** (42% less without SFU and York). In 2025/26 that gap has grown to **53% less funding** (44% without SFU and York).
- This means that the Archer Library was already disadvantaged when the 15-year cycle of neglect and reductions was initiated.
- This is one of the reasons we continue to decline in the Maclean's rankings each year.
- In terms of actual dollar investments, the University of Regina invests an amount closer to the largest undergraduate universities in Canada. With the proposed minimum 5% reduction over the next two years, the gap between us and the undergraduate universities will shrink even further.
- If we were ranked as an undergraduate university by Maclean's we would not even rank in the top ten in terms of institutional investment in the library and archives. We would be **tied for 13th** with Cape Breton University, exceeded by universities such as Brandon, Acadia, UNBC, Lethbridge, Winnipeg, and St. Mary's. The proposed reductions may result in us being tied for 14th or 15th on the undergraduate scale (with Trent or St. Francis Xavier).
- The reality is, however, that we cannot actually compete with those undergraduate universities. Publishers determine library licensing costs based on student FLE counts. As a result, our size means our buying power is actually less than undergraduate universities when sourcing needed research and teaching resources.
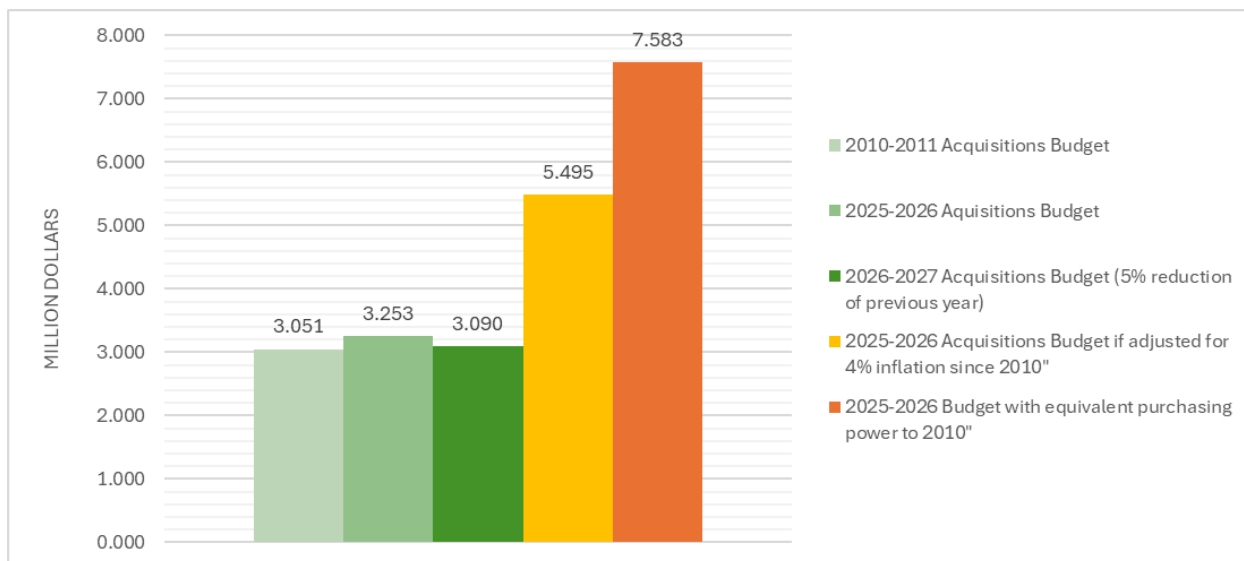
Library Staffing

- All employee categories have seen significant reductions over the past 15 years.
- While the out-of-scope complement appears to have increased significantly, this is due to the reclassification of one ATP and 2 CUPE existing positions. If those re-classifications are not included, out-of-scope positions have also been reduced by 25%.
- The 15-year cycle of reduced funding has resulted in **29% fewer positions (21.5 fewer FTEs).**
- Over the past 15 years, Archer Library has responded to funding pressures by reducing staff to cover gaps in acquisitions. We no longer have that option.

Library Acquisitions

Change in Aquisitions Expenditures

(Bar chart, y-axis: Million $, ranging 0 to 6)

Percentage labels above bars:
- Brock University: 135.3%
- University of New Brunswick: 44.5%
- University of Regina: 6.6%
- University of Windsor: 31.3%
- Wilfrid Laurier University: 34.3%

Legend:
- ■ 2010-2011
- ■ Most Recent Year (2025-2026 for U of R, 2023-2024 for all other universities)

- Maclean's utilizes the percentage of library funding allocated to acquisitions to judge a university's commitment to the depth and breadth of databases and resources available to faculty and students.

- Currently, the University of Regina has the second lowest percentage of budget allocated to collections of the comprehensive universities, 6% below the average. Only UQAM is lower in rankings, but UQAM's total library expenditure in 2024/24 was $17.244M.

- We already cannot maintain the level of collections expected of a comprehensive university. Even without a further 5% reduction journal and database subscriptions we will need to be cancelled.

- A further 5% reduction will mean drastic reductions in collections. Access to major journal publishers (e.g., Sage, Taylor & Francis) will be turned off for all U of R faculty and students.

- Some current journal licenses replace access to read with right to publish without cost for open access. If we are forced to cancel those packages, the financial burden of APCs will fall back on U of R authors and they will lose one of the most efficient and competitive paths to both meeting the new Tri-Council grant requirements and achieving increased research visibility that open access provides.

- Recruitment of researchers in certain fields will become more challenging as they weigh lack of access at U of R with offers from competitors.

The chart shows five bars measuring MILLION DOLLARS:
- 2010-2011 Acquisitions Budget: 3.051
- 2025-2026 Aquisitions Budget: 3.253
- 2026-2027 Acquisitions Budget (5% reduction of previous year): 3.090
- 2025-2026 Acquisitions Budget if adjusted for 4% inflation since 2010": 5.495
- 2025-2026 Budget with equivalent purchasing power to 2010": 7.583

- Since 2010, the library acquisitions budget has increased 6.6%, but the external factors impacting purchasing power have changed significantly. Collections staff report an average of 4% average annual inflation on collection materials, and the American exchange rate has since risen from par to 1.369. To counteract both and have equivalent purchasing power to 2010, we would need to more than double our acquisitions budget **to $7.5 million**.

- The majority of comprehensive universities have maintained library acquisitions funding at least at the average rate of the Canadian Consumer Price Index (CPI) since 2010. Of the 13 comprehensive institutions we compared, the University of Regina is one of only five that failed to maintain acquisitions funding that matches CPI and is the only institution that had over a $1 million funding gap between the current acquisitions budget and a budget that meets general inflation. On average, other institutions grew their acquisitions budgets by 52.8%.

- Over the 13-year period, SFU (#1) and Brock (#3) have increased their library acquisitions budgets to match the 4% inflation rate of materials, and their rankings at the top of the Maclean's category are clear indication that there is positive impact in maintaining funding to this metric.

- The proposed 5% reduction will essentially return us to our 2010/11 acquisition budget. If the reduction is greater than 5% we will have fewer real dollars in 2027/28 than we did in 2010/11. **There will be no other university in Canada in any category (medical/professional, comprehensive, undergraduate) where this will be the reality.**

6

Appendix: Total Comprehensive University Library Expenditures by dollar amount

Institution	2010-2011	2023-2024
Simon Fraser University	19339	42126
York University	29080	40042
University of Waterloo	17583	27294
Carleton University	16829	23692
University of Victoria	16201	22386
Toronto Metropolitan University	12704	22213
University of Guelph	12092	17922
Memorial University of Newfoundland	20192	17410
Universite du Quebec Ã Montreal	12695	17244
Concordia University	14624	15726
University of Windsor	11302	14715
University of New Brunswick	10698	12871
Brock University	7833	11934
Wilfrid Laurier University	8908	11866
University of Regina (allocated budget)	7606	9549