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Diversity in Monographs:
Selectors, Acquisitions, Publishers, and Vendors

ABSTRACT

In 2020 the University of Kansas Libraries began a year-long diversity audit of the circulating monograph collection. The study, which utilized the checklist method evaluated the Libraries' holdings based on a curated list of award winning and nominated titles. In addition to determining if specific titles were part of the collection, the study also sought to learn how these books were acquired. The study found that the library owned 60% of the 6,671 titles checked and of those with a known acquisitions method, 59% came via an approval plan. Titles and publishers not profiled by GOBI were significantly less likely to be in the collection as they were not included in the approval plan or highlighted by a slip notification. The Libraries' reliance on GOBI and efficient and streamlined selection and acquisition processes has resulted in a less diverse collection.

KEYWORDS

Collection assessment, collection diversity, acquisitions, diversity audit, literary awards, Academic Libraries

INTRODUCTION

Libraries of all types, as outlined in the *Library Bill of Rights*, “should provide materials and information presenting all points of view on current and historical issues” (ALA 2019). While librarians do their best, this is simply aspirational. The many ways they collect and acquire information results in bias and unbalanced collections. Today as much of society in the Global North addresses issues related to Social Justice, Decolonization, Diversity, Equity, and Inclusion, librarians have begun critically examining their collection’s holdings and to change established practices to improve the inclusivity of the materials found on their physical and virtual shelves.

In the summer of 2020, the University of Kansas Libraries (KUL) began a year-long diversity assessment of the monograph collection. KUL’s project was based on a study conducted by Laurel Kristick described in the article “Diversity Literary Awards: A Tool for Assessing an Academic Library’s Collection” (2020). The goals of the Kansas study were to identify:

- Overall holdings of award titles and identify gaps in the collection
- Small press and underrepresented publishers that the library should collect
- The acquisition method of held titles and determine if current selection practices adequately create a diverse collection
- If demand driven acquisition (DDA) influences the holdings rate of the analyzed titles

- Ways to change current collection development and acquisition procedures to improve diversity

The KUL collections have been developed and managed in a predominantly white organization that served a historically majority white faculty, staff, and student body. As of the Fall 2022 the KU Analytics, Institutional Research, & Effectiveness reports the student race/ethnicity distribution as: 67.7% White, 8.7% Hispanic, 7.2% International, 5.4% Asian, 5.0% Two or more races, 4.6% Black or African American, 0.7% Unspecified, 0.5% American Indian or Alaska Native, or 0.1% Native Hawaiian or Other Pacific Islander. This project is only a small step in recognizing the voices of systemically marginalized people missing from the collection and a beginning action to center these voices in the collecting lifecycle.

LITERATURE REVIEW

Concern over the representation of different voices in library collections is not new. For example, in the 1990s higher education's embracement of multiculturalism resulted in librarians reflecting on how libraries could participate in this movement. In their 1991 position paper, Trujillo and Weber issued ten ways academic libraries could respond to calls related to diversity. One of those listed, "Building Library Collections," suggested that librarians use data to evaluate collections and devote time to identifying and buying materials that fell outside of traditional academic publishing. Other studies from the decade used bibliographies to assess monograph collections for materials related to under-represented groups (Dawson 1996; Delaney-Lehman 1994) and a periodical list to evaluate the holdings of Association of Research Libraries (ARL) members (García 2000). While these studies looked at different populations and formats, both concluded that library holdings towards the end of the twentieth century did not sufficiently include the materials under investigation and consequently did not have inclusive collections. All of these scholars stressed that to improve the holdings libraries must not only make significant fiscal investments to acquire the materials, but that staff must have the time to dedicate to identify and procure these materials.

In the twenty first century librarians have raised issues about the limits of scholarly communication and how established academic collections have marginalized all but the white male. In the blog post "Whiteness as Collections," Sofia Leung argued most of the materials in library collections were authored by "straight white men" and consequently our collections "are a physical manifestation of white men ideas taking up all the space in our library stacks" (2019). Inefuku (2021) points out in their book chapter, "Relegated to the Margins: Faculty of Color, the Scholarly Record, and the Necessity of Antiracists Library Disruptions," that librarians, along with those in the academy and scholarly publishing, are mostly white and that in their professional capacities are the gatekeepers of whose knowledge and ideas are shared, published, studied, and preserved. Morales, Knowles, and Bourg stressed that the decisions of those responsible for collection development "have profound impacts on who and what is represented in the scholarly and culture record" and those decisions are "inevitably biased" (2014, 445-446). As Brian Quinn pointed out "the ideal of the value-neutral collection is a myth. All collections are biased by the value of the preferences of selectors" (2012, 279).

These important conversations about bias, as well as an increased concern of issues related to social justice, decolonization, diversity, equity, and inclusion in higher education, and society in general, have resulted in library professionals evaluating collections. Although dated, Ciszek and Young (2010), in their article “Diversity Collection Assessment in Large Academic Libraries” outline many different methods and tools that can assist librarians in examining their holdings. More recently, library literature has included a plethora of articles describing various collection assessments related to diversity. Examples of studies include checklists of award-winning titles (Kristick 2020; Proctor 2020), reviewing e-book usage (Backowski and Morton 2019), evaluating subjects of titles selected through DDA (Blume 2019), a holistic approach to examining a collection for representation/exclusion of an identified group (Bowers 2021), and a title level audit of author’s identities in already held materials (Emerson and Lehman 2022). All of these studies determined that their library collections lacked adequate representation of the groups under review. Recently Jahnke, Tanaka, and Palazzolo argued that librarians have come to believe that creating a diverse collection “can be pursued through a specific project or two” but in reality, it “requires critical engagement with developing areas of scholarship, emerging social justice issues, and critique and re-evaluation of methods.” (2022, 166)

Knowing the strengths and weaknesses of local collections provides a starting point but does not address how to correct inequalities in the future. The Massachusetts Institute of Technology Libraries (MIT Libraries) has been at the forefront of these efforts. In 2017 the Collections Directorate, a working group at the Libraries released “Creating a Social Justice Mindset: Diversity, Inclusion, and Social Justice of the Collection Directorate of the MIT Libraries” (Baildon et al.). This document put forth a manifesto of how daily practices could better reflect the Libraries’ values. The authors, for example, acknowledged that an increasing reliance on electronic materials, seeking efficiencies demanded by decreasing budgets, and “ceding collection building to commercial entities” (12) had all negatively affected previous commitments to socially responsible collecting. The Directorate proposed several solutions including, identifying bias in the current approval plan, seeking out and using non-traditional and minority owned vendors, purchasing materials from presses not handled by established suppliers, and using their economic power to change what materials are handled by large companies. To achieve any of these goals the paper acknowledges that the library would have to devote more “time, money, and/or staff” (10) for implementation.

Michelle Baildon, the lead author of “Creating a Social Justice Mindset” wrote a summary and provided additional commentary in *College & Research Libraries News*. Baildon stressed that to diversify Western library collections efforts of all kinds must extend to and include all corners of the earth. To do so, they stressed the needed to seek out alternatives to the established supply chains to those portions of the world without robust publishing industries. Because we have failed to do this Baildon argued that the ideas and literature of the Global South “remain undervalued and underused” (2018, 177).

MIT’s conclusions are not drastically different than those provided in the library discourse. Librarians constantly reiterate that there are many barriers to building collections that truly include diverse voices (Price 2021). Those responsible for the development of general collections must look beyond the traditional types of academic materials and established methods

of selection and acquisition (Blume and Roylance 2020; Bowers et al 2021; Kristick 2020). For example, Henzi (2016) argues that Indigenous writers use graphic novels and comics to tell their stories, but these materials are not always collected, and they are not handled by our traditional vendors. To understand how different communities within our society tell their stories requires librarians to dedicate time to learn and reflect. Established structural barriers to the subject based collection and budgetary practices long maintained in academic libraries must be altered because diverse materials are often found in interdisciplinary and/or emerging fields and therefore have no defined collector or budget (Jahnke, Tanaka, and Palazzolo 2022). Once genres, formats, and types are identified, those responsible for selection must learn how to regularly find titles, publishers, and vendors who can provide these materials (Blume 2019). For many librarians responsible for selection and procurement these efforts fall out of streamlined practices created to be efficient and cost effective. Once identified, those in acquisitions need time, resources, and support to obtain materials that do not easily fit within the normal workflows. Working with local bookstores, smaller presses, and even authors who self-publish are all ways mentioned to diversify with whom we share our meager funds (Berthound and Finn 2019). The automated, efficient, just-in-time, and streamlined processes we as a profession have embraced in the last few decades, often out of necessity, have exacerbated the lack of diversity in general academic library collections.

METHODS

The KUL project utilized many of the data collection methods of Kristick's (2020) diversity awards checklist study but did not entirely replicate the analysis methods. The current study did not include Walker's "An Annotated Bibliography of Books, DVDs, and Internet Resources on *GLBT Latinos and Latinas*," (2015) but did use the rest of the awards selected by Kristick. In addition to Kristick's 23 awards, KUL added 34 diversity awards included in GOBI Library Solution's (GOBI) Adult Awards Program as of January of 2021. In total, KUL holdings of 57 different awards, covering just under 90 years were analyzed (see Appendix A for full list). When possible, all winners, runners-ups, nominees, honorable mentions, etc. were included to expand the number of titles in the sample. With the focus on the local collection a peer comparison component was not incorporated into the KUL project. The most significant deviation from the original study and other diversity audits was that this project identified how KUL acquired each title.

An additional component of the study's methodology was the assumption that checklists are authoritative and represent the best possible materials on a given topic (Ludin 1989). The criteria used for nominations and final selections is subjective, therefore, all those employing awards list for a diversity audit should question validity of the quality of material included. Evaluators must take into account both criteria and the type of selection committee (i.e., scholarly, professional) so they can acknowledge the inherent biases of their collection audits or evaluations. The list used for the current study had the following selection and criteria profile: 31 (55%) of the awards were selected by scholarly societies and organizations. The remaining 45% were split between professional organizations (23) and library associations (3). Award criteria was predominantly topical with 30 (53%) awards only requiring a book's content reflect a certain

topic. Ten awards (18%) required that authors identify as a member of certain identity group in order to be considered. Finally, the remaining 17 (30%) had various requirements such as geographic or cultural exploration of a particular group of people. With over half of the awards originating from scholarly societies that only require nominations be on a certain topic there was a potential bias towards academic titles which are not always representative of those with non-majority identities. While books addressing topics related to diverse populations might be in collections, it is not guaranteed that they are authored by individuals that identify as members of those groups (BIPOC, LGBTQ+, disabled) on which they have written. It should be noted, proportionally, that of the 10 awards with the largest number of titles per award, nine were non-scholarly and five of these 10 used identity as a selection criterion. The balance away from purely academic titles might have increased the representation of diverse authors in the final list.

After selecting the awards to include, the next step was compiling a list of titles in Excel. In addition to the title the spreadsheet included the award, publisher, the year awarded, and when available the author. When possible, this information came from award websites. However, in some cases, this information was only obtainable from third party sources. For the purposes of this study, the year connected to a title was the year associated with the award often resulting in a discrepancy with year of publication. Next, each title was checked against local holdings.

In local holdings, the following data was collected:

- KUL Held (yes or no)
 - If a title was lost, included as “yes,” but noted for future collecting purposes
 - If a title was only available in a subscribed e-book package, it was not included in the holdings, but noted

- Format
 - If a title was owned, print or electronic, the format was recorded

Then each title was searched in the KUL GOBI account to gather information relevant to its acquisitions method. Although KUL purchases monographs from other suppliers, the majority relevant to this study come via GOBI and for this reason data for this project was not collected elsewhere. The following categories of information were collected:

- Approval plan (AP)
- Firm order (FO)
- Print Demand Driven Acquisition/Electronic Demand Driven Acquisition (PDDA/EDDA)
- Patron request via online form (LibWeb)
- Exported (available in the catalog, but not yet purchased through PDDA/EDDA)
- Notes were made if title not acquired but a GOBI slip was available, if a title was profiled, etc.
- Unknown method

LIMITATIONS

As discussed above, the checklist method is only one collection assessment technique and like others has inherent flaws and biases. This form of evaluation does not draw on the expertise and needs of local voices and stakeholders from these systematically marginalized groups, therefore that critical perspective is absent. There are additional assessments and data gathering exercises that could be conducted to fully understand the state of the collections in the context of community needs, which is missing from this assessment. A further analysis that would add to this study could include a more in-depth analysis concerning the true representation of diversity awards or any attempt at collection evaluation based on comparison of a pre-determined list. In a recent article, published after this study, Lawrence and Floegel outline how literary prizes reinforce established hierarchies of publishing and encourage librarians to work to reject the current prizing structure, including the use of prizes in collection development (2022). There is also a lack of available data and human error. Acquisition data in GOBI is only available starting from approximately 2007 to present. Still this study identified selection and acquisition methods and at the macro-level highlighted existing gaps in the collection. Utilizing these results and being proactive in implementing the next steps will move the University of Kansas Libraries forward in its commitment to developing, maintaining, and making available diverse, inclusive, and accessible collections.

RESULTS

OVERALL RESULTS

The study found that KUL's collection included 60% of the titles from the awards list. While there were differences in methodology, a broad comparison of holdings shows that KUL had a higher rate than the 22% Kristick found at Oregon State University (OSU). As a Land Grant university Oregon State's collecting focus would be different than the University of Kansas, which is a Flagship University. Kristick's study included a comparison between OSU and eight of its peer's holdings. The highest among these was Peer 8 with 39% of total titles held.

The total number of titles included in the study was 6,671. If a title won more than one award, it was not entered on the list again. (See Table 1). The average number of titles per award was 116, with a median of 28. Although the earliest award began in 1935, the average starting date of included awards was 1999 with a median of 2007. The average holding rate of the KUL per award was 71% and the median was 77%. It should be noted that one award, the Lambda Awards, makes-up over one third of the total title list in the study (n=2424). If the Lambda titles are removed, the KUL percentage of held titles increases from 60% to 66%.

Table 1: Summary of Results

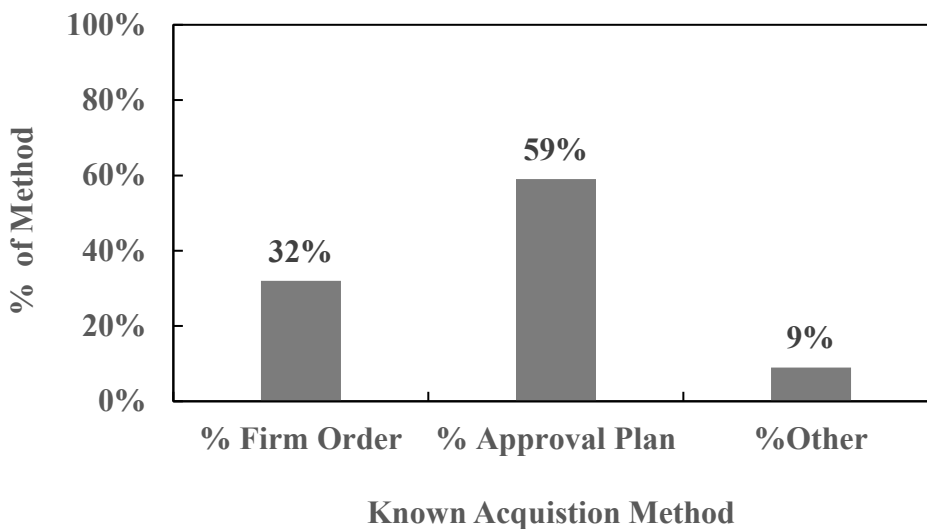
Category	Results
Total number of awards	57
Total number of titles	6,671
Total number of titles held by KUL	3,994
Percent of titles held by KUL	60%
KUL held titles pre-2007	72%
KUL held titles 2007-on	47%
Titles with known acquisition method	1,425
Percentage of titles with known acquisition method	36%
Approval plan	59% (of the 36%)
Firm order	32% (of the 36%)
Other	9% (of the 36%)

KNOWN ACQUISITION METHOD

One goal of the current project was to identify acquisition methods and gain an understanding of how these could be modified to result in a more diverse collection. Due to various limitations related to data collection, this study only utilized data from GOBI to determine acquisition method. Also, because GOBI only provides this data from approximately 2007, the known acquisition method (KAM) could only be identified for 36% (n=1,425) of the titles.

The average award date of titles with a KAM was 2015, compared with the entire project's list average of 2005. As seen in Figure 1, approval plan (AP) was the most common at 59%. The average award year for AP titles was 2012. The firm order (FO) titles had an average award year of 2015 and 47% of the titles are award winners compared with the overall average of 58%. This demonstrates that that FO titles were more likely to be non-winning award titles (nominee, runner-up, etc.).

Figure 1: Known Acquisition Method (KAM)



The balance of KAM deviated from the average when analyzed by individual awards. When looking at those that have more than five titles with KAM, the awards with the most firm orders were:

- OCM (Caribbean Literature), 74% FO
- Indigenous Voices, 71% FO
- PEN Open (promotes racial & ethnic diversity), 67% FO
- Disability Studies References (not an award), 64% FO
- Susan Koppelman (Feminist Studies), 63% FO
- Publishing Triangle (LGBTQ+), 62% FO

The reasons for the shift towards FO's at the individual award level could be for multiple reasons. The awards with titles that were more likely to be acquired by FO were often from small presses, international presses, and popular presses. These are more likely to be excluded from an approval plan. Also, with an award such as PEN Open, which KUL has on a GOBI Award Approval Plan, only the winner is shipped automatically. Nominees for this award depending on how they were profiled, would need to be firm ordered.

FORMAT

Print was the overwhelming format in KUL holdings at 97% (n=3,874). The dominance of print was due to a number of factors, including:

- the large number of titles that were published before the advent or availability of electronic titles

- the majority of the awards are humanities oriented which at KUL have not been included in automatic electronic approval plans
- the inclination of selectors to purchase in print over electronic
- smaller and niche presses typically publish mostly in print

There were approximately 310 titles in the KUL collections held as both print and electronic and 34 approximate titles included in e-book collections. Given the fluidity and nuances of book formats these numbers are fluid and potentially inaccurate, but they still provide insight into the role of e-books and e-book packages. The average award date of these titles is 2004. The predominant publishers in e-format are university presses (see Table 2).

Table 2: Top E-Book Publishers of Award Titles Owned by KU Libraries

Press	Title Count
University of California Press	26
Cambridge University Press	24
University of Minnesota Press	14
Routledge	13
Indiana University Press	12
University of Wisconsin Press	12
University of Texas Press	11
Harvard University Press	9
Oxford University Press	9
University of Chicago Press	8

PUBLISHERS

KUL acquires the majority of English language monographs from the United States and Canada, which make up the bulk of the titles in this study, from GOBI. Purchases from this book vendor are from various approval plans, firm orders, and print and electronic purchase on demand programs. GOBI's entire premise is based on publishers. KUL's approval plan categorizes publishers to either be automatically shipped, exported through a DDA program, or sent to slip notifications which is a mechanism for librarians to learn about books. The company sells books produced by publishers that are not profiled for approval plans, but these titles do not generate slips and consequently KUL Librarians will never be notified of their existence by GOBI and must learn of them through other means.

To learn how and if a publisher affected KUL's acquisition of studied titles, the spreadsheet was sorted by this category. Due to the quantity of publishers included, only those with ten or more titles on the awards list were investigated (see Table 3). This created a sample size of 94 publishers. Using a list provided by GOBI, each publisher was categorized for being

profiled for GOBI's approval plan.

Table 3: Top Print Publishers of Award Titles Held by KU Libraries (30+ Titles)

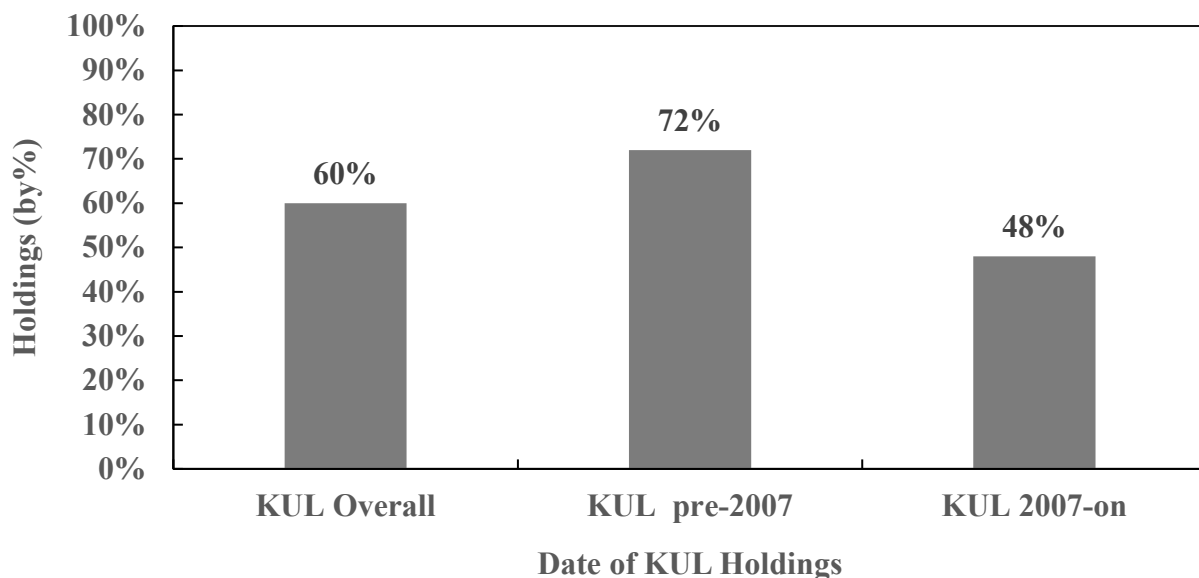
Publisher	Number of Titles
Harper (and various imprints)	166
St. Martins	116
Alyson	106
University of California Press	85
Duke University Press	80
Routledge	80
Farrar, Straus & Giroux	69
Knopf	66
WW Norton	53
Random House	46
Oxford University Press	45
Bold Strokes Books	43
Houghton Mifflin	43
Arsenal Pulp Press	42
Atria Books	42
Penguin	42
Cleis	41
Firebrand Books	41
Simon & Schuster	41
University of Arizona Press	41
Beacon	40
Naiad	37
Seal Press	37
University of Minnesota	36
University of Wisconsin	36
Bloomsbury	34
Grove Press	33
Little Brown	33
University of Chicago	33
E.P. Dutton	32
Viking	32
Columbia University Press	31
Scribner	31
Lethe Press	30

The data indicates that titles/publishers profiled by GOBI are highly likely to be included in the collection. Not surprisingly university presses and other larger academic oriented firms were well represented. However, as expected, the publishers whose books won awards are diverse, just like the subject matter they represent. It is also not surprising that the five publishers with 10 or more winners, for which KUL has no books, are not included in GOBI’s profiling program. While there are books in the KUL holdings from publishers that are not profiled by GOBI, their titles have significantly lower representation because they had to be identified through another means and purchased through a firm order.

HOLDINGS OVER TIME

An alarming trend is the decrease in holdings of award titles over time (see Figure 2). While the overall holdings rate is 60%, this percentage varies drastically with different time periods. If only pre-2007 award date titles are included the rate increases to 72%. Yet, if the range changes to include only those from 2007-present, KUL holds only 48%. The 2007 date was selected because it was slightly before changes at KUL related to selection and acquisitions. Among these changes were approval plan reductions/adjustments, implementation of print and electronic demand driven programs, organizational restructuring resulting in the streamlining of collection development duties, a decrease in those doing selection, and budgetary challenges.

Figure 2: KUL Held Titles by Time Period



RESULTS BY UNDERREPRESENTED GROUP

Like Krstick’s study, the awards were categorized based on underrepresented groups. However, the KUL study did not apply more than one to any individual title (see Table 4). Four of these classifications fell below the KUL overall holdings average of 60%: African Americans, Arab Americans, LGBTQ+, and Latinx.

It is difficult to make comparisons across underrepresented groups for a number of reasons including the large variance of the number of titles related to each award, length of time since each award began, and types of titles earning accolades. The types of monographs included are disparate and range from academic titles to mainstream fiction to comic books/graphic novels to a wide variety of fiction. These factors, not surprisingly, are one of the largest determinants of percent held groupings.

Table 4: KUL Results by Underrepresented Groups and Number of Titles Held

Underrepresented Group/Area	Total Award Titles	Total Titles Held	% of Titles Held
Women	269	216	80%
Asian Americans	269	203	75%
Multiculturalism	924	692	75%
Jewish Studies	285	213	75%
Disability	471	330	70%
International (Non-US)	514	340	66%
Native American & Indigenous Studies	111	68	61%
African Americans	367	215	59%
Arab Americans	49	26	53%
LGBTQ+	2774	1418	51%
Latinx	587	235	40%

AWARDS HOLDING ANALYSIS

The average KUL holdings per award was 72% with a median of 77%. The average number of titles per award was 116, and a median of 28. Twenty-four awards fell below the 72% holdings average (see Table 5). For the same group, there was an average of 185 titles per award and a median of 43.5. Of the 24 awards with below average holdings, the average award date was 2006. This group had a lower overall holdings rate at 49%, and even lower holdings averages at the different analysis interval, 2007-on 38%.

The acquisition method of the below average holdings titles differs from the overall results, with 49% of the held titles coming from firm orders and 42% from an approval plan. This is in contrast to the entire awards list where 33% were acquired by firm orders and 59% shipped on an approval plan. The below average holdings group was split evenly between the

titles from the award list from original study and titles added from the GOBI awards list for the KUL study.

Table 5: Below Average Award Holdings Analysis (Holdings Below 72%)

Award	% Held by KUL (by award)	Underrepresented Group/Area
Emily Toth	71%	Women
Disability Studies Reader/Handbook (Citation Addendum)	70%	Disability
Asian American Literary Awards	70%	Asian American
Asian/Pacific American Awards for Literature	67%	Asian American
American Book Award	67%	Multiculturalism
Paul Hair (African Studies)	67%	International
Publishing Triangle	66%	LGBTQ+
PEN Open	63%	Multiculturalism
ALA Black Caucus	63%	African American
Susan Koppelman (Feminist Studies)	59%	Women
Premio Aztlán Literary Prize	57%	Latinx
Sami Rohr Prize for Jewish Literature	57%	Jewish studies
Arab American Book Award	53%	Arab American
OCM (Caribbean Lit)	53%	International
Electra Quinney	50%	Native American and Indigenous Studies
NAACP Image	48%	African American
Lambda	48%	LGBTQ+
Sahitya Akademi Award	37%	International
Native Writers Circle	37%	Native American and Indigenous Studies
Indigenous Voices Award	35%	Native American and Indigenous Studies
Latino Book Prize	31%	Latinx
Hindu Prize	24%	International
Karachi Literature Festival	23%	International
Phillis Wheatley Book Award	22%	African American
South African Literary Awards	13%	International

DISCUSSION

ROLE OF KNOWN ACQUISITION METHOD

Not surprisingly, the majority of titles or 59% included in the current study arrived at KUL via an approval plan. While this is a majority, it demonstrates that this passive form of collection development will not result in a diverse collection. This study validates the necessity of firm orders and the work of selectors to make individual title selections, as many awards are given to small press titles which are not handled on approval. Thirty-two percent of the titles with a KAM were purchased as firm orders. It is interesting to note that many of these FO titles were profiled by GOBI, but not shipped on approval. This study makes clear that diversifying a collection can only rely on approval plans and profiling structures to a limited degree.

Decreased staff making selections, the burdens of heavy workloads, the need to simplify workflows in acquisitions, and the problems of acquiring materials from non-traditional distribution methods have significantly affected KUL's collections. Many of the publishers included in this study and it can be assumed others that publish materials covering underrepresented groups, are not in GOBI. Consequently, KUL's reliance on GOBI means that such titles are less likely to be in the collection. To remedy this, selectors must seek out titles and publishers and work with acquisitions to find ways that fit within the established procurement methods of the institution to make them part of the collection. In working with new suppliers, from vendors to presses, KUL will have the opportunity to not only diversify the voices in our collection, but also its economic investment by seeking out minority and independently owned businesses. All of these efforts will take significant staff time and require support from administration.

COLLECTION PARAMETERS

Many of the titles not held by KUL are not there because they are outside the established collecting scope. KUL's traditional research-oriented collecting approach results in less inclusive materials. This can be attributed to a long-established bias towards certain genres and publishers. For example, graphic novels have mostly been considered out of scope in the KUL general collection. However, this needs to be reconsidered because graphic novels not only include diverse content, but they are now part of academic discourse. Another example can be found when looking at Table 5, "Award Below Average Holdings Analysis." KUL does not hold a significant portion of NAACP Image Awards because they often fall outside of what may be defined as academic. Kansas only holds 48% of these titles. The same would be true of Lambda (48%) and the Latino Book Prize (31%).

HOLDINGS OVER TIME

The dates for these awards spans just under 90 years, but the majority of them were awarded in the late twentieth and early twenty first centuries and this analysis focused on the later time frame. During the period under examination both how and who did collection development at

KUL underwent significant changes. Specifically, in the twenty first century, the period with the most titles and acquisitions data, these changes included decreases to collections budget and subject allocations, repetitive revisions to trim approval plans, the implementation of purchase on demand, turn over in selectors and their philosophies, and a reorganization that decreased the number of selectors. All of these factors, as well as efforts to automate and streamline how KUL both identified and acquired materials, resulted in a decrease in the number of award winners added to our collection. It is not surprising that with an increasing reliance on DDA programs and cuts to the funds devoted to approval plans and firm orders, the number of titles acquired decreased. This study determined that KUL owned 72% of the titles before 2007 and 48% after 2007. This is a significant drop of almost 25%. Unfortunately, efforts to deal with constantly decreasing human resources and a flat collections budget, will have a lasting impact on the monograph collection, including the diversity of the collection.

ACCESS OVER OWNERSHIP

KUL like many libraries at research intensive institutions purchased materials for the possibility of use for much of the twentieth century. That use could be two days after a book or journal got on a shelf or in 20 years. As budgets shrunk and the ability to share resources improved the mantra of many libraries shifted to access over ownership in the mid-1990s. Today KUL embraces a philosophy that combines access over ownership with a variety of just-in-time models. While many of these transitions were slow and without true start dates, KUL in 2010 adopted both a print and electronic DDA program.

This raises the question, what does it mean to have a book, when evaluating the collection in terms of diversity (or any purpose). Clearly there are books a library owns—they can be found on a shelf or in electronic holdings. But there are other titles that through various means a patron can use either instantly (e-book package or DDA) or they can have in their hands quickly once requested through the online catalog or fill out a form. From the current analysis the majority of the titles came through traditional methods: an approval plan or firm order. Electronic access, either through EDDA or subscribed e-book collection is seamless and to the user the same as titles that KUL already owns. Those titles that have to be requested are a cause for concern. Undergraduates who typically have an immediate need for information do not have time to wait for materials to arrive, so these programs do not benefit them. A separate analysis at KUL determined that in fiscal year 20, faculty made 49% of the LibWeb requests while graduate students made 38%. Not surprisingly undergraduates accounted for only 7%. In the following year, Faculty accounted for 60% of the requests, with graduate students at 21%, and undergraduates up to 12%. This necessitates reflection to consider the audience for the collection and implement acquisition methods that support them.

DEFINING DIVERSE COLLECTIONS

In using the awards list established in the original study with some augmentation, the current assessment relied on the methodology to define diverse. Neither the Libraries nor campus as a whole has defined diversity. In its “Collection Philosophy,” KUL does state that its collection should not only reflect “the University’s academic programs and research needs but also a variety of viewpoints.” Library wide and campus-based conversations related to determining

what diversity means at KU could help create this definition and provide the library a better strategic vision to diversify collections.

BOOK VENDORS, ACQUISITIONS, AND PUBLISHERS

Building diverse collections takes time, something that most academic librarians and staff do not have in excess. For a variety of reasons, academic and research libraries have adopted practices that improve efficiency, save money, and run automatically. While this study concluded that KUL's approval plan automated the purchase of many of the titles, around 59% of those with a KAM that is not good enough. Many of the firm orders from the study were instigated because of slips generated by GOBI. This study has highlighted KUL's reliance on GOBI. It has proven that for KUL's collection to be better representative of the people on campus and in the nation at large, efforts to be less dependent on must be implemented. The most crucial of these would be time for selectors and those in acquisitions.

The evaluation of publishers included in this study proves that KUL's traditional ways of obtaining books is not sufficient. Some of the titles on this checklist are from publishers with small runs and because of that are not profiled by GOBI. Another problem is that some of these publishers are not focused on the library/academic market. For example, some are e-book only titles and because of licensing, software, and a host of other reasons are not sold in a way that libraries can include them in their collection. Others are self-published which are difficult to learn about and acquire. It is not surprising that this study found that KUL does not have many of the materials from this award list. We can only expect mainstream selection and acquisition methods to get mainstream books.

Finally, libraries can only purchase books that are published. A larger factor in lack of diversity in library collections of all types, is a lack of representation in publishing. Lee & Low Book's Blog post, "Where is the Diversity in Publishing? The 2019 Diversity Baseline Survey Results," reported on that the majority of individuals working in publishing are white cis women without a disability. While some aspects of the industry demonstrated demographic improvements since a similar study in 2015, overall it is far from mirroring the population of the United States. While those serving as the gatekeepers to what is published can and should advocate for those who are not like them that is not always the case. This is an essential aspect of understanding what can be found on library shelves.

NEXT STEPS AND CONCLUSION

This study makes it apparent that KUL's current selection and acquisitions processes are insufficient. While the practices at this library are not atypical of a library that has faced decades of budgetary and staff challenges, they must be modified to respond to calls for better diversity, equity, and inclusion in libraries and higher education. Almost all of the identified ways to improve the diversity of materials brought into this collection require buy-in from the library administration and additional resources. It took significant staff time to gather and analyze the data for this study. Implementing these suggestions will necessitate time, specifically devoted to seeking out new publishers, authors, and titles as well as figuring out how to augment workflows and work within state procurement rules to get them into our library.

At this point KUL has begun to address some of the findings of this study. GOBI has committed to increase the diversity and number of the titles included in their Adult Awards approval plan. Recently, KUL has reviewed this approval plan and will continue to do so every time the list is updated. In the most recent review KUL significantly increased the number of books automatically shipped and those sent to slip. This is a way to work within the established selections methods and was a simple step to start to the process moving forward. KUL also used end-of-year funds to purchase un-held titles identified by this study.

This study and those read for the literature review make it clear that the established collection parameters are rooted in history and therefore are not good at representing marginalized viewpoints. In the coming months KUL will begin a conversation to determine if and how what we acquire needs to be revised. Perhaps genres like graphic novels and popular fiction need to be collected with more intention. All of these plans are dependent on augmenting our current acquisition methods. All efforts on the part of selection will have to be done in a way that can be implemented with current workflows, staffing, and state restrictions. Working together Collections Strategy and Development and Acquisitions and Resource Sharing, can seek not only to purchase materials from diverse authors, but also spread where our limited collections funds go. In buying materials from minority owned businesses and even small bookshops KUL as an institution can help improve the publishing ecology.

This study, although helpful, has its limitations. One of those is that it included no stakeholder feedback. Future projects that include the various users of the library and members of the KUL community is necessary. The value of this study in evaluating the collections highlights the need to look at other library related data to determine issues of diversity in our collection. They include evaluating ILL requests, titles from the Collection Development Request Form, and circulation data to determine additional gaps, user needs, or even possibly strengths of our collection.

The materials found in libraries of all sizes represent the populations libraries serve and their patron's intellectual needs. Yet, librarians aspire to have collections that reflect a wide variety of interests and ideas beyond the academic curriculum. Without assessment and reflection of the library selection and acquisition, a diverse collection is just an assumption. The University of Kansas study highlighted where current practices work well and shined light on many aspects of collection building and acquisitions that need to be changed and adjusted. Our collections are not unlike people. Efforts to gain a social justice mindset and to understand issues of DEI, take time, effort and resources. They must be nurtured and given attention.

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DECLARATION OF INTEREST STATEMENT

The authors report there are no competing interests to declare.

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APPENDIX

List of Awards

Award	Organization	Year Began	Year Ended	Criteria	Source
ALA Black Caucus	Black Caucus of the American Library Association	1994	current	Must portray some aspect of the African American experience past. All authors, editors and contributors must be African American(s) born in the United States;	Kristick
Alison Piepmeier Book Prize	National Women's Studies Association (NWSA)	2017	current	Significant contributions to feminist disability studies	Kristick
Amaury Talbot Prize for African Anthropology	Royal Anthropological Institute	1962	current	Awarded to most valuable work of African anthropology submitted.	GOBI
American Book Award	Before Columbus Foundation	1980	current	Created to provide recognition for outstanding literary achievement from the entire spectrum of America's diverse literary community.	GOBI
Anisfield-Wolf	Cleveland Foundation	1935	current	Outstanding works that contribute to our understanding of racism and our	Kristick

				appreciation of cultural diversity	
Arab American Book Award	Arab American Museum	2007	current	Must be written, edited or illustrated by an Arab American, or address the Arab American experience	Kristick
Arvey Book Award	Association for Latin American Art	2001	current	The best scholarly book published on the art of Latin America from the Pre-Columbian era to the present.	GOBI
Asian American Literary Awards	Asian American Writers' Workshop	1998	2012	Asian American authors	Kristick
Asian American Studies Book Award	Association for Asian American Studies	1987	current	Asian American works in Social Science, Literary Studies, Cultural Studies, History, and Poetry/Prose	Kristick
Asian/Pacific American Awards for Literature	Asian American Librarians Association	2001	current	Works by Asian/Pacific Islander about the Asian/Pacific Islander American experience	Kristick
Beatrice Medicine Award	Native American Literature Symposium	2008	current	Outstanding essay and/or book on American Indian studies	Kristick
Berkshire Conference of Women Historians Book Prize	Berkshire Conference of Women Historians	2013	current	Women, Gender, Sexuality Honors a first book that deals substantially with the history of women, gender, and/or sexuality.	GOBI
Disability History	Disability History Association	2012	current	Outstanding book on disability history	Kristick
Disability Studies Reader/Handbook (Citation Addendum)	Routledge Handbook of Disability Studies;	2016	2019		Kristick

	Disability Studies Reader				
Electra Quinney	Native American Literature Symposium	2016	current	Highlights the work of story creators who continue the tradition of teaching through narratives often crossing the boundaries of genres, formats and disciplines	Kristick
Elliot Skinner	Association for Africanist Anthropology	2008	current	Presented to the book that best furthers both the global community of Africanist scholars and the wider interests of the African continent.	GOBI
Emily Toth	American Culture Association and the Popular Culture Association	2008	current	Award for the "Best Single Work by one or more authors in women's issues in popular and American culture in a specific year."	GOBI
Gloria Anzaludua	National Women's Studies Association (NWSA)	2008	current	Multicultural feminist contributions to women of color/transnational scholarship	Kristick
Harriet Tubman	Lapidus Center for the Historical Analysis of Transatlantic Slavery	2016	current	Awarded to a distinguished nonfiction book published in the United States on the slave trade, slavery, and anti-slavery in the Atlantic World.	GOBI
Herskovits/ASA best book	African Studies Association	1965	current	Presented "to the author of the most important scholarly work in African studies published in English during the preceding year."	GOBI

Hindu Prize	The Hindu Literary Review	2010	current	This prize highlighted the best of Indian Writing in English.	GOBI
Indigenous Voices Award	Indigenous Voices Award	2017	current	Prose, Poetry in English Winner. Established to "support and nurture the work of Indigenous writers in lands claimed by Canada."	GOBI
Janet Kafka	Susan B Anthony Institute for Gender and Women's Studies	1975	current	American women authors	Kristick
John C. Ewers Book Award	Western History Association and the John and LaRee Caughey Foundation	2000	current	Awarded to the most distinguished book on North American (including Mexico) Indian Ethnohistory.	GOBI
John Richards	American History Association	2011	current	Awarded to the most distinguished work of scholarship on South Asian history published in English.	GOBI
Karachi Literature Festival	Karachi Literature Festival	2011	current	Recognizes and honors the best Pakistani work of nonfiction in English.	GOBI
Kiriyama Prize	Pacific Rim Voices	1996	2008	Books about the Pacific Rim and South Asia	Kristick
Lambda	Lambda Literary Foundation	1988	current	Works which celebrate or explore LGBT themes	Kristick
Latino Book Prize	Latino Literacy Now	1998	current	Works by and about Latinos	Kristick
Lora Romero	American Studies Association	2002	current	Best first book published in American studies that highlights intersectional dynamics in the study of race, gender, class, sexuality, and/or nation.	GOBI

Martin A. Klein Prize in African History	American History Association.	2010	current	Awarded to the most distinguished work of scholarship on African history published in English.	GOBI
MESA	Middle East Studies Association	1991	current	The award recognizes outstanding publishing in Middle East studies.	GOBI
Museum of African American History Stone Book Award	Museum of African American History	2018	current	Encourages scholarship and writing within the field of African American history and culture for exceptional adult non-fiction books written in a literary style.	GOBI
Music in American Culture Award	American Musicological Society	2009	current	The award honors a book of exceptional merit that both illuminates some important aspect of the music of the United States and places that music in a rich cultural context.	GOBI
NAACP Image	NAACP	1996	current	Outstanding contributions by people of color	Kristick
NACCS	National Association for Chicana and Chicano Studies	2010	current	Awarded to the most outstanding new book in the field of Chicana and Chicano Studies.	GOBI
National Jewish Book Awards	Jewish Book Council	1950	current	Honoring the best and most important works in Jewish literature.	GOBI
Native American and Indigenous Studies	Native American and Indigenous Studies Association Awards	2010	current	Awarded to books published on any topic related to Native American and Indigenous Studies.	GOBI
Native Writers Circle	Native Writers' Circle of the Americas	1992	2009	First book by an Indian writer	Kristick

NWSA_Whaley	National Women's Studies Association	2008	current	Awarded for the best title related to women and labor.	GOBI
OCM (Caribbean Lit)	NGC Bocas Lit Fest	2011	current	An annual literary award for books by Caribbean writers published in the previous year.	GOBI
OGOT	African Studies Association	2012	current	Presented "to the author of the best book on East African Studies published in the previous calendar year."	GOBI
Paul Hair (African Studies)	Association for the Preservation and Publication of African Historical Sources	1993	current	Recognize the best critical edition or translation into English of primary source materials on Africa published during the preceding two years.	GOBI
Paul Murray	African American Intellectual History Society	2019	current	Recognizes the best book concerning Black intellectual history (broadly conceived).	GOBI
PEN Open	PEN American Center	2002	current	Authors of color who have not received wide media coverage	Kristick
Philip Taft Labor History Book Award	Labor and Working-Class History Association	1978	current	Subject matter must be United States labor history defined broadly enough to include histories of workers . . . well as histories of their institutions, and their workplaces . . . including but not limited to immigration, slavery, community, the state, race, gender, and ethnicity.	GOBI

Phillis Wheatley Book Award	Sons & Daughters of the United States Middle Passage.	2019	current	Named for the first published African-American female writer, is given for literary work and literary advocacy that transcends culture, boundary, and perception. It is given to books published within the last five years covering the topic of American Slavery.	GOBI
Premio Aztlán Literary Prize	National Hispanic Cultural Center	1993	current	Emerging Chicana and Chicano authors	Kristick
Publishing Triangle	Publishing Triangle	1990	current	LGBTQ authors	Kristick
Ruth Benedict	Association for Queer Anthropology section of the American Anthropological Association	1986	current	Acknowledge excellence in a scholarly book written from an anthropological perspective about a lesbian, gay, bisexual, or transgender topic.	GOBI
Sahitya Akademi Award	National Academy of letters in India	1960	current	The award recognizes the most outstanding book of literary merit written by an Indian and published in English.	GOBI
Sami Rohr Prize for Jewish Literature	Jewish Book Council	2007	current	"Honors emerging writers who explore the Jewish experience in a specific work of fiction and non-fiction in alternating years."	GOBI
SHEAR	Society for Historians of the Early American Republic	2012	current	Honors the best book published on the history of women, gender, or sexuality in the Early American Republic (1776-1861).	GOBI

South African Literary Awards	wRite associates	2013	current		GOBI
Stonewall	Gay, Lesbian, Bisexual, and Transgender Round Table (GLBTRT) of the American Library Association (ALA)	1971	current	Exceptional merit relating to the gay/ lesbian/ bisexual/ transgender experience	Kristick
Susan Koppelman (Feminist Studies)	American Culture Association and the Popular Culture Association	2008	current	Presented to a "multi-authored, or edited book in feminist studies in popular and American culture in a specific year."	GOBI
Women's Prize for Fiction (Bailey's)	Women's Prize for Fiction	1996	current	Women authors of any nationality writing in English and published in UK	Kristick