FULL PROPOSAL COVER SHEET
IRA AND INEVA REILLY BALDWIN WISCONSIN IDEA ENDOWMENT

Project Title: Convening Culture Keepers: Continuing Education Mini-Conferences for Wisconsin Tribal Library, Archive, and Museum Workers
Project Duration: 3 Years (July 2010 - July 2013)
Total Funding Requested: $115,195  Total Matching Funds: $57,598

ABSTRACT: Brief Description of Project.
Since spring 2008, there have been increasing levels of engagement among School of Library and Information Studies (SLIS) students, faculty, staff and the tribal Culture Keepers of Wisconsin. A student-led initiative evolved into the Tribal Libraries, Archives, and Museums (TLAM) project, now LIS 640. Through site visits and internships, it has developed into a mutually beneficial journey for both UW-Madison and Wisconsin Indian communities in support of tribal cultural institutions. The Continuing Education Services (CES) at SLIS proposes to facilitate with our partners from Indian Nations of Wisconsin a series of co-created mini-conferences to provide learning and networking opportunities for Culture Keepers: tribal librarians, archivists, museum curators, historic preservation officers, language and culture specialists, and support staff. The project complements SLIS’s work to increase students’ community engagement opportunities. The ultimate outcome of the proposed mini-conferences is enhanced, culturally relevant services for tribal communities through better trained cultural workers who can rely on a network of informed and committed co-workers as well as members of the University community. To achieve this outcome, SLIS CES aims to provide six biannual gatherings with and for tribal cultural workers. This project is intended to provide an initial infrastructure for professional development and networking, as well as an opportunity to strengthen the partnership between the university and tribal Culture Keepers.
Project Title: Convening Culture Keepers: Continuing Education Mini-Conferences for Wisconsin Tribal Library, Archive, and Museum Workers

I. Program plan and objectives:

The Continuing Education Services (CES) at the School of Library and Information Studies (SLIS) proposes to facilitate with our partners from Indian Nations of Wisconsin a series of co-created mini-conferences to provide learning and networking opportunities for Culture Keepers: tribal librarians, archivists, museum curators, historic preservation officers, language and culture specialists, and support staff. Biannual one-day gatherings will bring together and benefit tribal Culture Keepers, other practicing professionals, and UW-Madison students, faculty, and staff. They will share best practices and create a professional hub for this emerging network.

Since spring 2008, there have been increasing levels of engagement among SLIS students, faculty, staff and the tribal Culture Keepers of Wisconsin. Initial involvement began with the Red Cliff Band of Lake Superior Chippewa when the threat of library closure arose.¹ A student-led initiative evolved into the Tribal Libraries, Archives, and Museums (TLAM) project, now LIS 640. Through site visits and internships, it has developed into a mutually beneficial journey for both UW-Madison and Wisconsin Indian communities in support of tribal cultural institutions.²

Tribal contacts have communicated to TLAM student coordinators the need to develop knowledge and skills to be better able to perform their jobs and serve their communities. While the tribal institutions themselves differ, the need for continuing professional training, networking opportunities and meaningful collaboration among colleagues is ubiquitous.³ Distance and lack of resources have made attendance at national or even most state conferences problematic for many of the tribal workers, however. They desire to have a more affordable venue to discuss developments in the field; to solve problems common to tribal cultural institutions; and to participate in ongoing professional training on topics like strategic planning, facility management, and digitization technologies.

This network also benefits UW-Madison faculty, staff and students. The project complements SLIS’s work to increase students’ community engagement opportunities.

¹ Student interactions with many members of the Red Cliff community, including educators, tribal officers, and the historic preservation officer are documented in Masina’igan Waka’igan: Red Cliff Tribal Libraries. This project was initially carried out at the request of the Northern Waters Library Service.
² SEE APPENDIX A FOR MAP
³ Now in its second iteration, the TLAM class, as it is known, has visited and spoken to tribal cultural workers in the Oneida, Forest County Potawatomi, Bad River, Lac COURte Oreilles, and Ho-Chunk communities. Surveys conducted this year have supported the widespread desire to develop a network to foster continuing education.
Participating students will benefit from helping to plan and facilitate the conferences. Past experiences with service learning have shown us that outcome-based planning skills used to assist in this sort of activity provide excellent grounding for SLIS students that is transferrable.

The first of the mini-conferences will set the collaborative planning in motion for the succeeding conferences. The target attendance at this first meeting is approximately 20-25 tribal members and 10-15 students and staff, with the anticipated attendance increasing as the conferences take shape. Tribal Culture Keepers will set the agenda and determine desirable formats for presentations and information exchange for subsequent conferences. They will also help to establish preferred methods of communication between conferences as the Culture Keepers network begins.

This proposal evolved from work that started with a 2008 outreach effort initiated by the Northern Waters Library Service to assist the Red Cliff Tribe. Students who were engaged in that project realized the need to learn more about and from tribal libraries, archives and museums and their personnel. Students themselves planned and carried out a highly effective course (TLAM), now in its second offering. Students taking these courses originated the proposal based on their many conversations with tribal Culture Keepers. SLIS discovered that our skills and knowledge are valued by the tribal communities and that we have much to learn from them both in terms of different approaches to information skills (unique subject arrangements, cataloging practices, curatorial issues, for example) and in terms of cultural competencies. Thus this collaborative project will be truly beneficial for both the tribal communities and the university community, even beyond SLIS.

II. Intended audience and anticipated outcomes:

The ultimate outcome of the proposed mini-conferences is enhanced, culturally relevant services for tribal communities through better trained cultural workers who can rely on a network of informed and committed co-workers as well as members of the University community. To achieve this outcome, SLIS CES aims to provide six biannual gatherings with and for tribal cultural workers. In addition, an interactive communication network will be established and supported.

*Two students did internships at Oneida this past summer, working in the archives. In addition, several students and staff members continue to work with Red Cliff to identify resources and overcome obstacles to reopening its library. Stockbridge-Menominee, Menominee, and Ho-Chunk nations have also expressed interest in hosting interns.*
Two main audiences exist for this project: Tribal Culture Keepers and UW-Madison students, primarily SLIS students, but potentially other students with an interest in indigenous cultural preservation or cultural competence. Participating faculty and staff from SLIS, American Indian Studies (AIS), the School of Education, UW Libraries, and potentially other units—e.g., the Wisconsin Historical Society—will also learn from this experience.

The need for our project was initially determined in 2008 with the Red Cliff project, funded with a grant from the Kauffman Entrepreneurship Community Internship Program (KECIP) administered by the Morgridge Center. Two additional KECIP grants acquired in 2009 allowed students to visit the majority of tribal cultural institutions throughout Wisconsin and personally learn of the diverse challenges facing these institutions. Contacts made at that time have been maintained by TLAM students. Numerous follow-up visits, emails, and telephone conversations with tribal Culture Keepers consistently indicate a high demand for a project of this kind. A survey conducted in spring 2010 in preparation for this grant proposal reconfirmed—and further emphasized—the need. As one respondent stated:

"One of the largest problems facing our organization relates to the low number of professional archivists in the Native American Community. As it is, we can learn the best from others who are facing the same kinds of cultural issues. Having the opportunity to connect with and learn from others who are doing the same thing is the best way to train our staff."

Although similarities exist, tribal libraries, archives, and museums differ significantly from their non-tribal counterparts. Each operates within a sovereign American Indian nation, and, as a result, has unique funding sources, governance structures, and community information needs. Most state and national professional conferences are not intended to meet these specific needs. Only the national Tribal Archives, Libraries, and Museums conference, which occurs every two years, currently serves this population as a whole. Meaningful access to this infrequent gathering is extremely limited due to geography and funding constraints. According to the spring 2010 survey, almost no tribal Culture Keepers have attended a conference in the previous two years, although all conveyed a strong interest in a local one-day mini-conference geared toward their needs.

The primary partners in this project are the tribal Culture Keepers themselves. We have gathered several letters of support from Wisconsin tribal governments and tribal cultural institutions. An advisory committee made up of Culture Keepers and representatives from SLIS, the School of Education, and the American Indian Studies program will be created to help guide
decisions about topics, speakers, and locations. This project will also seek support from the Great Lakes Intertribal Council.\footnote{Please refer to APPENDIX B for letters of support from our partners.} The TLAM class and a new community engagement class, LIS 820, will also partner with this project.

We hope to continue our relationship with the Morgridge Center given the continuing service learning component of the project. We are submitting a Morgridge Center Match Challenge grant, which would match one half of the total cost of this grant.

**III. Time frame and location:**

The first conference would be held in October 2010. The specific date and venue will be set after further discussion with our collaborators. It will serve as a kick-off event and planning session. Because great interest has been expressed through established relationships, we are confident that we have enough time to organize and publicize an October event. The next conference will be held in the spring of 2011, and then in the following fall and spring, with the final two taking place in the fall and spring of 2012-2013. We plan to dovetail with other intertribal events as often as possible.

Because most of the tribal communities are in the northern part of Wisconsin, we will start with a northern location and generally use sites located in the North. We will move the venue around to provide opportunity for easier touring of different communities’ cultural centers, museums, and libraries. We will use tribal facilities whenever possible, or UW conference sites.

Building from the existing TLAM web presence, we plan to establish an ongoing virtual location that will support the collaborative network. Maintaining an interactive website will be one of the ongoing efforts in between events, along with work to further evaluate, coordinate and plan upcoming conferences. A recording of the keynote address will be captured by a student, and made available on DVD or streaming video to those who were unable to attend.

**IV. Evaluation and future plans:**

The project will be evaluated through a variety of methods. The most immediate indicator will be the initial attendees’ participation and willingness to continue to plan subsequent work. Growth in the number of conference attendees and their positive responses to our evaluative surveys will be the second set of indicators. In addition, having conferees return for subsequent conferences will indicate that they have engaged in the process. Postings to the
web site will gauge communication between conferences. The project staff will also maintain files of the project’s publicity, particularly as presented in tribal newspapers, and will continue to maintain contacts within tribal communities to document any longer-term outcomes, although they may not become apparent until after the three-year funding span. Because another audience for this project is students, we will look for student outcomes as well. The number of students who choose to engage in this project and subsequent involvement of students in tribal internships will be significant indicators of success. We hope that this project will also encourage non-degreed Culture Keepers to enroll in a certification or degree program.

This project is intended to provide an initial infrastructure for professional development and networking, as well as an opportunity to strengthen the partnership between the university and tribal Culture Keepers. Building off of the increased interactions from three years and an established conference foundation, we expect that this project will continue as a regular meeting. The Institute for Museums and Library Services of the federal government has a grant category for tribal institutions that includes enhancement grants for continuing education. We plan to assist members of the network who see fit to apply for this and other grants to be identified by students. This will help sustain shared professional development opportunities in the future.

V. Personnel:

- Meredith Lowe, M.A. in LIS, Outreach Specialist, CES, School of Library and Information Studies: Ms. Lowe coordinates continuing education courses and conferences for librarians and archivists, and will administer the grant funds and assist conference planning. She is involved with the TLAM class this spring and brings an archival training background.  

- Associate Outreach Specialist: A temporary academic staff person will be hired for the first six months of the project in order to strengthen the necessary network. Strong interest in this position has been indicated by former TLAM students.

- Hourly project specialist: After the first six months of the project has established a functioning communications network, the position of the Associate Outreach Specialist will be replaced with an hourly LTE position, preferably filled by a TLAM student.

---

6 Please refer to APPENDIX C for Meredith Lowe’s CV.
7 Please refer to APPENDIX C for Omar Poler’s and Christina Johnson’s CVs.
**IRA AND INEVA REILLY BALDWIN WISCONSIN IDEA ENDOWMENT**

**Budget Request Summary**

**Application Title:** Continuing Education Conferences for Wisconsin Tribal Library Workers

**Project Director:** Meredith Lowe

**Department Name:** School of Library and Information Studies; Continuing Education Services

**2010/2011** | **2011/2012** | **2012/2013** | **TOTAL REQUEST**
--- | --- | --- | ---

**PERSONNEL**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Yr. 1</th>
<th>Yr. 2</th>
<th>Yr. 3</th>
<th>Total Salary Amt.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meredith Lowe</td>
<td>Associate Outreach Specialist</td>
<td>10</td>
<td>10</td>
<td>10</td>
<td>12,363</td>
</tr>
<tr>
<td></td>
<td>Associate Outreach Specialist</td>
<td>25</td>
<td>25</td>
<td>25</td>
<td>17,597</td>
</tr>
<tr>
<td></td>
<td>Program staff/student hourly</td>
<td>12.5</td>
<td>26</td>
<td>26</td>
<td>21,007</td>
</tr>
<tr>
<td></td>
<td>(25% time for second half of year 1)</td>
<td>3</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

**Total Personnel**

2

**FRINGE BENEFITS**

(Use Rates from RSP WEB Page For All Years)

See RSP WEB Page: http://www.rsp.wisc.edu

<table>
<thead>
<tr>
<th></th>
<th>2010/2011</th>
<th>2011/2012</th>
<th>2012/2013</th>
<th>TOTAL REQUEST</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$5,640</td>
<td>$2,142</td>
<td>$2,248</td>
<td>$10,029</td>
</tr>
<tr>
<td></td>
<td>$3,390,00</td>
<td>$1,627,40</td>
<td>$1,718,42</td>
<td></td>
</tr>
</tbody>
</table>

**TUITION REMISSION**

($4,000 per semester if 5/8th appointment or more)

N/A

**SUPPLIES AND OTHER (per conference)**

<table>
<thead>
<tr>
<th>Item</th>
<th>2010/2011</th>
<th>2011/2012</th>
<th>2012/2013</th>
<th>TOTAL REQUEST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Honoraria</td>
<td>$14,600</td>
<td>$14,600</td>
<td>$14,600</td>
<td>$43,800</td>
</tr>
<tr>
<td>Transportation (project staff)</td>
<td>900</td>
<td>2000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transportation scholarship (Culture Ke)</td>
<td>300</td>
<td>300</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transportation/lodging (speakers)</td>
<td>1,600</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transportation/lodging (students)</td>
<td>500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong> (items $2,000 and higher, inclusive)</td>
<td>7300</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**CAPITAL EQUIPMENT**

N/A

**TOTAL GRANT REQUEST**

$38,400 | $23,431 | $29,918 | $115,195

**Matching Funds - Applying for Morgridge Match Challenge Grant**

$19,200 | $14,716 | $14,959 | $48,876

**Anticipated Program Revenue (If Applicable)**

(Do not include matching funds or program revenue in grant request budget detail)

$ - | $ - | $ - | $ -

**Budget Notes:** Budget created under the assumption of a maximum of 55 attendees, speakers, students, and staff per conference, using state rates where applicable.
Budget Note

Reasons for the increase in requested funds for staffing:

- Addition of a new 6-month Associate Outreach Specialist at 50%. We felt that this position would strengthen the initial networking structure of the project. This changed the compensation and fringe benefit amounts.
- Meredith Lowe's hours on the project were decreased, partly due to the addition of the temporary 50% appointment, and because a change in staffing in SLIS-CES (colleague reducing hours) has reduced the time she able to commit.
- After the first 6 months, the temporary Associate Outreach Specialist position will terminate, and an hourly LTE, probably a student, will take over these tasks.

Reasons for increase in "Supplies and Other" category:

- Two additional lines were added to the conference expenses: transportation and lodging for students, and video recording equipment/postage. We felt that requiring students to travel to this conference necessitated financial assistance, and the video recording of conferences was suggested by a tribal partner.
- Reduction in budget for staff lodging and transportation. We believe this to have been a typo in the initial draft. We have re-allocated that line to travel scholarships for our tribal partners and an added cushion for space fees.
APPENDIX B: LETTERS OF SUPPORT
Dear Baldwin Grant committee members,

I'm writing in support of the School of Library and Information Studies (SLIS) and their proposal to strengthen the network of tribal library, museum, and archive professionals in the state of Wisconsin through the “Convening Culture Keepers” project. I've had the fortune of working with the SLIS program for a few years now, and I have found that their students are not only adept at identifying areas of specific need in the state’s library systems, but they are also highly skilled at developing and implementing solutions. The continued growth and development of tribal libraries, archives, and preservation programs needs support from our flagship institution, and the proposed conferences and professional development opportunities will be a strong catalyst in advancing development. SLIS students involved with tribal library projects already have a strong impact on their program, on the UW-Madison campus, and across the state.

Within the SLIS program, students developed a course, titled Tribal Libraries, Archives, and Museums, focused on the interplay of American Indian culture and librarianship. I have personally guest lectured the course, and found the students highly prepared to access topics on Native worldviews, educational theory, and the implications for school library services that I was lecturing on. As home to the most federally recognized tribes east of the Mississippi river, our state mandates that each school board shall “Provide adequate instructional materials, texts, and library services which reflect the cultural diversity and pluralistic nature of American society,” (121.02(1)(h), Wis. Stats.). The course helps SLIS address this state mandate, while also pushing SLIS towards the ranks of other UW-Madison programs, such as Law, Art, and Life
Science Communications, which are already nationally recognized for their focus on American Indian issues.

Through a partnership between the School of Education and SLIS, students have also had an impact across campus. In our partnership students have the opportunity to learn cultural protocols of working in tribal communities while applying collections knowledge in the development of bibliographies that help to address the needs of state educational mandates around American Indian Studies. The bibliographies, called the Native Nations Bibliography Project, provide K-12 educators with resource lists recommended by tribal nations and include annotations as to why the resource is considered valuable by the Nation. SLIS students provide a critical link between my focus on cultural and educational values, and the demands of contemporary library systems. The relationships students develop in tribal communities across the state also help the SLIS program expand its impact statewide.

As more tribal nations develop the means to support their own historical preservation, cultural preservation, and library services, it is extremely important for our institution to produce professionals capable of meeting the demands of this developing field. I can think of no better training for SLIS students than for them to play a part in this development. I urge you to strongly consider funding this proposal so SLIS students can continue serving the state while advancing our institution and their own professional development.

Sincerely,

Ryan N. Comfort, Coordinator
American Indian Curriculum Services
To whom it may concern:

Posoh! My name is Benjamin Grignon and I am the Menominee Indian High School Library Media Specialist in Keshena, Wisconsin. I am writing this letter in support of the exciting project that the University of Wisconsin-Madison School of Library and Information Studies is undertaking. I have been working with the school for the past two years on their annual field trips to the reservation libraries (Tribal Libraries, Archives, and Museums [TLAM] class). Their visits have been uplifting and I look forward to networking with other tribal entities in the future.

During my graduate studies at the University of Arizona’s Knowledge River Program, which aims to place Native American and Latinos into the information field around the country, I had the chance to attend the Arizona Tribal Libraries conference. I was able to participate in a network of people working directly within reservations around Arizona. The group was in its infancy, but the attendees realized how valuable this type of network truly is. I was surprised to find when I returned home to my reservation that there was nothing like this in Wisconsin until I was contacted by Christina Johnson who introduced me to the TLAM class and its endeavors to create this network in Wisconsin.

I am grateful for the UW-Madison School of Library and Information Studies for leading Wisconsin toward a network of Tribal Libraries, Archives, and Museums. I am willing to do whatever it takes to make this project a success.

Waeewaen,

[Signature]

Benjamin R. Grignon, M.A.
Menominee Indian High School Library Media Specialist
PO Box 850
Keshena, WI 54135
715.799.3846 ext 2125
bgrignon@misd.k12.wi.us
April 14, 2010

Ira and Ineva Reilly Baldwin Wisconsin Idea Endowment

Dear Ira and Ineva Reilly Baldwin Review Committee:

This letter is being written in support of the proposed Tribal Cultural Workers project submitted to you by the Tribal Libraries, Archives, and Museums class and the UW-Madison School of Library and Information Studies. I am strongly in favor of this project and will commit whatever time and expertise is necessary to ensure its success.

I have worked at the Lac Courte Oreilles Ojibwe College Community Library since inception in 1990. During this time I have been responsible for all collection development, grant writing, automation, and program planning. I am well aware of the issues that tribal librarians and cultural employees face in regard to small budgets, lack of relevant training, limited staffing, and isolation.

For the last fifteen years, the tribal college librarians have gathered at Montana State University in Bozeman. This annual institute has been a life-saver for many of the participants. It provides a networking opportunity along with a chance to acquire new skills and ideas. Members of the group keep in touch during the year through a listserv and also see each other at other gatherings such as the AIHEC Conference or IMLS grant meetings. The institute provides an invaluable opportunity for those of us working in tribal colleges. Unfortunately there is no similar opportunity for staff of Wisconsin tribal public libraries. This latter group cannot usually afford to go national conferences offered specifically for tribal cultural institutions.

The Lac du Flambeau, Bad River, and Lac Courte Oreilles libraries are all members of the Northern Waters Library Service. We have worked on projects in the past and do have a strong commitment to our communities and the Indian library world. It would be good if we could network with the other Wisconsin tribal institutions. This project will provide an excellent opportunity for the staff of all the Wisconsin tribal libraries, archives, and museums to gather together and share their stories.

Thank you for your consideration.

Sincerely,

Caryl Pfaff, Library Director
Ira and Ineva Reilly Baldwin Wisconsin Idea Endowment  
University of Wisconsin-Madison

Dear Baldwin Endowment selection committee,

It is with the greatest enthusiasm that I write in support of the proposed project titled Convening Culture Keepers: Continuing Education Mini-Conference for Wisconsin Tribal Library, Archive, and Museum Workers. I am well aware of the work that has been going on by several SLIS graduate students and faculty to engage and assist various tribal libraries throughout the state. This work epitomizes the university’s spirit of outreach to First Nations communities in the state, offering the technical expertise of library, museological, and archival skills, but doing so in a spirit of cooperation that will ultimately empower communities and community workers. While I write this letter as director of the university’s American Indian Studies Program, I am also professionally involved in endangered language documentation, so recognize many ways in which this project can serve tribal communities. I have been actively working to make available digital materials in accessible forms to teachers in remote villages in northern Ontario, both unpublished, local material, as well as historical pieces that have been scanned by major initiatives such as those of Google and Microsoft. The digital age, ironically, is creating both opportunities and perils. The opportunities seem to me to be precisely in these areas of digital transmission. The peril is that never in human history has so much information been subject to such fragility, as storage media are constantly changing and stored materials must be constantly migrated to new forms of media. I vividly remember asking one of the last speakers of a community near Sault Ste. Marie if the community had documented his incredible storytelling skills in the original language. He pointed with great pride to a tattered box in the corner of his living room, full of unboxed and unlabeled videocassettes. Now, twenty years later, the technology itself is nearly obsolete, and without proper care and documentary methods, those particular tapes are no doubt gone as well. And the elder
is no longer around to work with the community, and he represented the last generation of
speakers in that community. This is simply, with irony intended, an unspeakable loss. Such
concerns are of crucial significance to tribal libraries and museums, and training and
cooperation is absolutely imperative. Furthermore, we've already seen that the approach
outlined in the proposal works, because visionary students such as Christina Johnson and
Omar Poler have already been working very successfully with communities. Both too have
had a hand in making materials available in new forms—Omar worked with the Wisconsin
Historical Society to help digitize Frederick Baraga's 1853 dictionary of Ojibwe, which has
not been reprinted in the more correct and complete form of that edition, and make it
available on-line, and Christina has worked with me to transliterate, translate and
historically situate an important nineteenth century historical document written in Ojibwe
that contains significant material for ongoing treaty interpretation that hinges critically on
interpretations in the Ojibwe. This document languished in obscurity for over a century till
it was discovered in the Historical Society archives and brought to life by the knowledge
and dedication of Christina and her fellow student, Craig Beardsley. The proposed project
thus seems to me to be a clear implementation and logical extension of these students'
vision. And this points to another very important component of this work, namely, that it
very specifically shows the commitment of the American Indian Studies Program to service
in the state, implemented in large part by these wonderful students that we have had a
hand in training, but fostered by all of our good will and energy. The project will also give
additional AIS students the opportunity to participate in a host of useful service learning
activities.

In sum, this project seems to me a golden opportunity for the university to dedicate
its practical and professional resources to an endeavor that promises much intellectual and
social benefit. I heartily endorse it.

Sincerely,

J. Randolph Valentine
Professor of Linguistics and Director, American Indian Studies Program
University of Wisconsin-Madison
April 19, 2010

Ira and Eneva Baldwin Review Committee
c/o Meredith Lowe
Outreach Specialist
Continuing Education Services
School of Library and Information Studies
University of Wisconsin-Madison
600 N. Park Street, Madison, WI 53706

Dear Committee members:

I am writing in support of the project proposal entitled Convening Culture Keepers: Continuing Education Mini-conferences for Wisconsin Tribal Library, Archive, and Museum Workers. I believe that the faculty, staff, and students from the School of Library and Information Studies (SLIS) have demonstrated strong commitment to this project. Through many hours of professional and personal time, they have all invested resources, shared their expertise, and generated positive energy in creating a solid foundation for this mini-conference series.

As Past President of American Indian Library Association, I am aware of the need for collaborative relationships between universities and Indian Nations. Many indigenous communities aspire to create and maintain strong educational and cultural institutions which support learning, research, and preservation of culture. This grant opportunity can strengthen ties to Wisconsin Indian communities, provide new skill sets for tribal culture keepers, and create new learning opportunities for faculty and students.

In spring 2011, I will be the instructor for the Tribal Libraries, Archives, and Museums course. I view this project as a great enhancement for the service learning component because it will encourage greater engagement between SLIS faculty, staff, and students through site visits, conference work, and internships. Indian tribes will gain access to the best resources for their work and SLIS will gain greater cultural competencies by engaging with Indian librarians, archivists, and museum curators.

I strongly encourage your support of this exciting and unique project. It is an opportunity of a lifetime for both the university and Indian Nations of Wisconsin.

Sincerely,

Janice M. Rice
April 15, 2010

Ira and Ineva Reilly Baldwin Wisconsin Idea Endowment
Attn: Peyton Smith
Office of the Provost
Room 117 Bascom

Dear Mr. Smith,

It is my pleasure to write this letter in support of “Convening Culture Keepers: Continuing Education Mini-Conference for Wisconsin Tribal Library, Archive, and Museum Workers” proposed by Continuing Education Services from the School of Library and Information Studies (SLIS).

The School of Education’s American Indian Curriculum Services Coordinator Ryan Comfort has been collaborating with the SLIS students involved with the Tribal Libraries Archives and Museums course that has been instrumental in developing this grant proposal. His participation—and the proposal in general—have my strongest support, because I feel that this project will bear fruit for SLIS students, for educators-in-training who are learning about native cultures, and for the culture keepers who are the immediate target audience. This project also exemplifies the Wisconsin Idea, in that it is a true collaboration both across campus and across the state.

I encourage you to fund the proposal.

Sincerely,

[Signature]

Julie Underwood
Dean
School of Education

School of Education Office of the Dean
310 Lathrop Hall  University of Wisconsin–Madison  1050 University Avenue  Madison, Wisconsin
53706-1304  608/262-1763  Fax: 608/262-2512
April 19, 2010

Ira and Ineva Reilly Baldwin Wisconsin Idea Project Review Committee

Dear Members of the Project Review Committee,

I am writing in support of the “Convening Culture Keepers” project, an outgrowth of work at the School of Library and Information Studies that has proved to be a highly positive learning experience for everyone involved. The project began in the fall of 2008, when a group of students convinced Professor Louise Robbins to oversee a group independent study. The students’ eagerness and excitement mounted throughout the semester, and subsequently their work became the basis for a new topics course: “Tribal Libraries, Archives and Museums” (TLAM), which is being taught by Professor Sunny Kim this spring. It has been so well received that we plan to put it forward as a new independent course after another iteration and refining of the syllabus, in spring 2011.

The course has created new collaborations on campus. Many faculty members in American Indian Studies (AIS) have contributed guest lectures. Moreover, the course serves as a bridge to encourage AIS students to learn more about cultural preservation issues, and about the great variety of related projects currently undertaken by different Nations in Wisconsin. We hope to be able to cross-list the course with AIS in the future. Besides providing an exchange of learning for those directly involved, the presence of the TLAM course helps all of our students, faculty and staff achieve greater cultural competence. We take very seriously expanding our understanding of different cultures in the US, so that our students emerge as information professionals ready to work with a wide-ranging public.

We anticipate that the “Convening Culture Keepers” project will help provide a stronger infrastructure for continuing to build relationships for learning exchange and service learning opportunities with several Native Nations. We hope that it will also open the door for tribal library workers who have learned on the job to receive more training through our certification courses, or to enroll in the masters program; at SLIS we consciously work to train information professionals whose diversity reflects that of the wider population.

Just over a one hundred years ago, the School was founded in the spirit of the Wisconsin Idea, and has continued to strongly affirm this principle throughout its history. Your support would help us engage with Native communities in a way that would be mutually beneficial and a fine way to continue to participate in the Wisconsin Idea. Thank you for the opportunity.

Sincerely,

Christine Pawley
Professor and Director, School of Library and Information Studies

School of Library and Information Studies
4217 Helen C. White Hall 600 N. Park Street Madison, Wisconsin 53706-1403 USA
Phone: 608/263-2900 Fax: 608/263-4849 Email: uw-slis@slis.wisc.edu Website: http://www.slis.wisc.edu
April 15, 2010

Meredith Lowe  
University of Wisconsin-Madison  
School of Library and Information Studies – CES  
600 North Park Street Room 4284  
Madison, WI 53715

Dear Committee:

The Ho-Chunk Nation is eager to support the proposal of the School of Library and Information Studies to provide opportunities for continuing education and collaboration for tribal librarians, archivists, museum curators, and preservation officers. Convening Culture Keepers has the potential to aid us in our preservation and education goals, which have become a priority for our people.

The Ho-Chunk Nation has been and continues to be very active in the field of preservation and we feel this initiative will greatly strengthen our efforts through the resources it seeks to provide. We appreciate the opportunity to provide input and help to shape the conferences, and also the willingness and ability of the SLIS to take on the burden of implementation and administration. The relatively close proximity of the events planned, the opportunity to network with other professionals and leaders in the field, and the adaptability of the events to better suit the participant’s specific needs makes us feel that this proposal is both unique and exceptionally valuable. We have already begun to build a working relationship with the SLIS with regards to tribal archives and museums, and are excited to continue nurturing and strengthening that relationship in the future.

It is our earnest hope that you will give the SLIS proposal very favorable consideration during your decision making process. Thank you for giving the Ho-Chunk Nation the opportunity to support Convening Culture Keepers.

Sincerely,

Nasanehiga  
Wilfrid Cleveland  
President of the Ho-Chunk Nation
March 29, 2010

School of Library and Information Studies
University of Wisconsin – Madison
600 North Park Street, Room 4253
Madison, WI 53706

Dear Committee:

The Red Cliff Tribe is happy to support the proposal of the School of Library and Information Studies (SLIS) to provide small conferences that will provide continuing education and collaboration for tribal librarians, archivists, museum curators, and preservation officers. Convening Culture Keepers has the potential to enable us to reach the long-held goal of reopening and successfully managing our library. It will also help us make connections with others who can inform our historical preservation decisions.

Red Cliff is located in far northern Wisconsin; distance and our lack of resources make attending statewide or national conferences difficult. Having a series of short conferences nearby that are tailored to fit our needs would make our attendance possible and worthwhile. We know that we will have the opportunity to help shape the conferences but that the SLIS Continuing Education Services will carry the major burden of implementation.

Since 2008, Red Cliff has been working with SLIS students and faculty to reopen our library. We are happy that we will have a chance to continue that relationship. We know SLIS is willing and able to share not only its own expertise, but also its connections with leaders in the appropriate fields.

Thank you for giving us the opportunity to support SLIS’s proposal for “Convening Culture Keepers”.

Sincerely,

Rose Soulier
Tribal Chairperson
April 12, 2010

Ira and Eneva Baldwin Review Committee

Dear Committee:

The Forest County Potawatomi Community is eager to support the proposal of the School of Library and Information Studies to provide opportunities for continuing education and collaboration for tribal librarians, archivists, museum curators, and preservation officers through Convening Culture Keepers. We believe this series of mini-conferences will really help us to improve our ability to provide services to our tribal members.

As you no doubt know, the distance of the Forest County Potawatomi Community from major cities and our lack of resources make attending statewide or national conferences difficult. Even if we could get to statewide conferences, our needs tend to be different from the majority of attendees at such events. Having a series of short conferences close to home would make our attendance possible. And the meetings can be tailored specifically to our needs, making the time spent especially valuable.

We are grateful that we will have a lot of input into the planning, but that SLIS's Continuing Education Services will take the burden of implementation of the conferences. We anticipate also that the school's expertise and connections with leaders in the appropriate fields will benefit our training greatly. We have already begun to build relationships with the SLIS class on Tribal Libraries, Archives, and Museums, and we are happy to be building on that relationship.

Thank you for giving us the opportunity to support Convening Culture Keepers.

Respectfully,

Michael L. Alloway Sr

Director
April 15, 2010

On behalf of the Stockbridge-Munsee Band of Mohicans, please accept this letter of support for the proposal being submitted by the School of Library and Information Studies that provides continuing education and collaboration for tribal library and museum staff.

Our tribal historical museum is located in rural central Wisconsin and its staff is hard pressed to attend various conferences and training sessions conducted by national and statewide organizations. This proposal brings needed training and information sharing directly to us. We are particularly pleased that this training is focused on the unique cultural needs of our community.

The Tribal Libraries, Archives, and Museums class of the Convening Culture Keepers group visited the Stockbridge-Munsee Library during their 2009 course and is visiting our community in April of this year. We are pleased to welcome them to our community.

Sincerely,

Gregory J. Miller, Vice President
Stockbridge-Munsee Band of Mohicans
To whom it may concern;

It is our pleasure to write this letter in support of “Convening Culture Keepers: Continuing Education Mini-Conference for Wisconsin Tribal Library, Archive, and Museum Workers” proposed by Continuing Education Services from the School of Library and Information Studies (SLIS).

We have been fortunate to work with the students from the SLIS Tribal Archives, Libraries and Museums (TLAM) project in the past and have been building a working relationship with them for two years. In fact, we hired one of them and had another student volunteer their time over the summer of 2009 to help us with the preliminary assessment of our archives collection. The students involved with TLAM, and SLIS in general, have shown a great amount of integrity and dedication to working with Native American communities across Wisconsin. We continue to seek funding to hire their students when possible because of the great work that they do and the knowledge they bring with them.

Due to their extensive networking and consistent leadership, these students have begun to create a cohesive environment which fosters inter-tribal collaboration and learning. In fact, it is our opinion that no other group or organization in the entire Midwest Region is better poised to rally the Culture Keepers of Wisconsin tribes and bring them together to share and learn in this capacity.

We are at an important transition point in the Oneida Nation. Our Records Management Department is undergoing extensive changes and growth, we are creating the first archives for our nation, and our museum and cultural department are in the preliminary phases of creating a new building to bring all of our cultural resources under one roof. Due to budget constraints and tribal policy which currently impedes travel outside of the state of Wisconsin, the conferences, networking, and learning opportunities proposed would directly benefit many of our staff whom are learners just as much as they are leaders.

[Signatures]

Stephen Webster
Director of Records Management
Oneida Nation of Wisconsin
swebster@oneidanation.org

Carol Cornelius
Area Manager-Cultural Heritage
Oneida Nation of Wisconsin
ccorneli@oneidanation.org

Rita Lara
Director-Oneida Nation Museum
Oneida Nation of Wisconsin
rlara@oneidanation.org
April 14, 2010

Ira and Ineva Reilly Baldwin Wisconsin Idea Endowment

Dear Ira and Ineva Reilly Baldwin Review Committee:

This letter is being written in support of the proposed Tribal Cultural Workers project submitted to you by the Tribal Libraries, Archives, and Museums class and the UW-Madison School of Library and Information Studies. I am strongly in favor of this project and will commit whatever time and expertise is necessary to ensure its success.

I have worked at the Lac Courte Oreilles Ojibwe College Community Library since its inception in 1990. During this time I have been responsible for all collection development, grant writing, automation, and program planning. I am well aware of the issues that tribal librarians and cultural employees face in regard to small budgets, lack of relevant training, limited staffing, and isolation.

For the last fifteen years, the tribal college librarians have gathered at Montana State University in Bozeman. This annual institute has been a life-saver for many of the participants. It provides a networking opportunity along with a chance to acquire new skills and ideas. Members of the group keep in touch during the year through a listserv and also see each other at other gatherings such as the AIHEC Conference or IMLS grant meetings. The institute provides an invaluable opportunity for those of us working in tribal colleges. Unfortunately there is no similar opportunity for staff of Wisconsin tribal public libraries. This latter group cannot usually afford to go national conferences offered specifically for tribal cultural institutions.

The Lac du Flambeau, Bad River, and Lac Courte Oreilles libraries are all members of the Northern Waters Library Service. We have worked on projects in the past and do have a strong commitment to our communities and the Indian library world. It would be good if we could network with the other Wisconsin tribal institutions. This project will provide an excellent opportunity for the staff of all the Wisconsin tribal libraries, archives, and museums to gather together and share their stories.

Thank you for your consideration.

Sincerely,

Caryl Pfaff, Library Director
Meredith C. Lowe  
600 N Park Street # 4285 | Madison, WI 53706  
(608) 890-0364  
mclowe@wisc.edu

Highlights of Employment Experience

**Associate Outreach Specialist (July 2009 - present)**  
*School of Library and Information Studies | 600 N. Park Street | Madison, WI 53706*

- Assist in the development, planning, publicizing, and facilitation of professional development conferences for librarians
- Plan and facilitate online continuing education courses
- Co-plan the annual Archives Leadership Institute, a professional institute for archivists

**Visiting Archivist (June - November, 2008)**  
*Rollins College | Olin Library | 1000 Holt Avenue | Winter Park, FL 32789*

- Supervised and trained one full-time staff member, two part-time students, and one part-time intern for all tasks and projects related to archives access and management
- Advised members of the Rollins campus community of records management procedures and transfer protocols
- Designed effective and informative exhibits using materials from the archives to highlight the rich history of Rollins College

Selected Professional Conferences and Workshops

- Wisconsin Library Association Conference, October 2009: Appleton, WI
- Society of American Archivists Annual Meeting, August 2009: Austin, TX
- Midwest Archives Conference, April 2009: St. Louis, MO
- Midwest Archives Conference, April 2008: Louisville, KY
  - Read “Good Breadcrumb, or an Accident of Birth? Shaping Archives and Special Collections in this Digital World” for Jamie Nelson, Archivist at Augustana College
- Ethics in Archives Conference, October 2007: Milwaukee, WI
- Midwest Archives Conference, April 2006: Bloomington, IL
- Archive and Museum Preservation and Exhibits Workshop, November, 2007: Madison, WI
  - Lead by Tom McKay

Selected Professional Affiliations

- Midwest Archives Conference member (2009 – present)
- American Indian Library Association member (2009 – present)
- Wisconsin Library Association member (2009 – present)
  - Chapter Co-Coordinator (2008 - 2009)
- Society of American Archivists member (2007 - present)
  - Privacy and Confidentiality Roundtable: Steering Committee member
- American Library Association Student Chapter member (2007 - present)

Education

**University of Wisconsin - Madison, School of Library and Information Studies, Madison, Wisconsin**  
*Master of Arts in Library and Information Studies, 2008*

- ALA accredited program
- 18-credit specialization in Archives and Records Administration

**Augustana College, Rock Island, Illinois**  
*Bachelor of Arts in History and German, 2005*
Christina L. P. W. Johnson  
511 W. Doty St. Apt. #302 • Madison, WI 53703  
(920) 559-7237 • cjohnson6@wisc.edu

**Education**
May 2010, M.A., Library and Information Studies, University of Wisconsin–Madison  
With a concentration in Archives and Records Administration  
May 2007, B.A., Anthropology, University of Wisconsin–Madison  
May 2007, Certificates: American Indian Studies; Global Cultures; Folklore; Chican@ & Latin@ Studies, University of Wisconsin–Madison

**Tribal Libraries, Archives, and Museums (TLAM) Course Involvement**
Spring 2010, Co-facilitor, Tribal Libraries, Archives, and Museums (TLAM), LIS 640  
Fall 2009, Continued TLAM planning and advocacy, LIS 999  
Spring 2009, Co-founder and co-facilitor, TLAM, LIS 999  
Summer & Fall 2008, Red Cliff Library Service Project, LIS 999

**Awards**
April 2010, UW-Libraries Staff Service Award, UW–Madison  
Oct. 2009, Special Service Award, Wisconsin Library Association (WLA)

**Work History**
Aug. 2007-May 2010, Librarian, American Indian Studies, UW-Madison  
Winter 2008/09, Oral History Transcription Editor, Wisconsin Historical Society, Madison, WI  
Summer 2006, Research Intern (croft complex surveyor, oral history interviewer, transcriptionist), Penn State University  
North Orkney Population History Project, Westray, Scotland  
Summer 2005, Archaeology Student Intern, USDA Forest Service  
Northern Great Lakes Visitor Center, Ashland, WI

**Professional Activities and Presentations**
June 2009, presentation and discussion of 2007-2009 archival document project, Red Cliff, WI  
May 2009, Sami pre-conference co-advisor, Scandinavian American Studies, Madison, WI  
April 2008, Midwest Archives Conference, Louisville, KY  
Oct. 2008, Red Cliff Tribal Library Project, WLA Conference, Middleton, WI  
Oct. 2008, Algonquian Conference, Minneapolis, MN  
Summer 2003, Volunteer, Blackfeet Reservation (MT), Service And Learning Adventure (& Global Volunteers), UW-Madison (Alumni Association, & Morgridge Center)

**Memberships**
2010-Present, American Indian Library Association (AILA)  
2006-Present, Anishinaabemowin (Ojibwe language) Group, UW-Madison  
2002-Present, Wunk Sheek (American Indian student group), UW-Madison  
2007-2009, Society of American Archivists (SAA), and SAA-Student Chapter, UW-Madison

APPENDIX C
Omar Poler
1334 Williamson St. Apt. #2 • Madison, WI 53703
(608)345-9057 • ojpoler@yahoo.com

Education
May 2010    M.A., Library and Information Studies, University of Wisconsin–Madison
Dec. 2007    B.A., History, University of Wisconsin–Madison
Dec. 2007    Certificate, American Indian Studies, University of Wisconsin–Madison
May 2004    A.A., Madison Area Technical College

Tribal Libraries, Archives, and Museums (TLAM) Course Involvement
Spring 2010    Co-facilitator, Tribal Libraries, Archives, and Museums (TLAM), LIS 640
Spring 2009    Co-founder and co-facilitator, Tribal Libraries, Archives, and Museums (TLAM), LIS 999

Scholarships and Awards
May 2009    Lawrence C. Zweizig Student Leadership Award
July 2008    American Library Association Spectrum Scholar
June 2008    Advanced Opportunity Fellow, University of Wisconsin–Madison
May 2008    Library Access Midwest Program (LAMP) Scholar

Work History
9/09-        Library Assistant, Wisconsin’s Water Library, Madison, WI
9/09-12/09   Reference Practicum, College Library, UW-Madison
5/07-8/09    Digital Collections, Wisconsin Historical Society, Madison, WI
7/05-8/07    Microforms Assistant, Wisconsin Historical Society, Madison, WI

Professional Activities and Presentations
June 2010    Intern, ALA Committee on Rural, Native, and Tribal Libraries of all Kinds

Memberships
Mole Lake Sokaogon Band of Lake Superior Chippewa
UW-Madison Anishinaabemowin (Ojibwe language) Group
American Library Association
American Indian Library Association