“Reports of My Death Are Greatly Exaggerated:”
Findings from the TEI in Libraries Survey

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Do You TEI? Survey Findings of Text Encoding Practices in Libraries

Abstract
Historically, academic libraries have contributed to the development of the TEI Guidelines, largely in response to mandates to provide access to and preserve electronic texts, often through authority control, subject analysis, and bibliographic description. But the advent of mass digitization efforts involving simple scanning of pages and OCR called into question such a role for libraries in text encoding. This paper presents the results of a survey targeting library employees to learn more about text encoding practices and to gauge current attitudes toward text encoding.

Keywords

Introduction

Historically libraries – especially academic libraries – have contributed to the development of the TEI Guidelines, largely in response to mandates to provide access to and preserve electronic texts (Engle 1998; Friedland 1997; Giesecke, McNeil, and Minks 2000; Nellhaus 2011). At the turn of the 21st century, momentum for text encoding grew in libraries as a result of the maturation of pioneering digital library programs and XML-based web publishing tools and systems (Bradley 2004). Libraries were not only providing “access to original source material, contextualization, and commentaries, but they also provide[ed] a set of additional resources and service[s]” equally rooted in robust technical infrastructure and noble “ethical traditions” that have critically shaped humanities pedagogy and research (Besser 2004).

In 2002, Sukovic posited that libraries’ changing roles would and could positively impact publishing and academic research by leveraging both standards such as the TEI Guidelines and traditional library expertise, namely in cataloging departments due to their specialized knowledge in authority control, subject analysis, and of course,
bibliographic description. Not long after, in 2004, Google announced the scanning of books in major academic libraries to be included in Google Books (Google 2012), and in 2008 many of these libraries formed HathiTrust to provide access to facsimile page images created through mass digitization efforts (Wilkin 2011), calling into question the role for libraries in text encoding that Sukovic advocated. In 2011, with the formation of the HathiTrust Research Center and IMLS funding of TAPAS (TEI Archiving, Publishing, and Access Service, http://www.tapasproject.org/), we see that both large- and small-scale textual analysis are equally viable and worthy pursuits for digital research inquiry in which libraries are heavily vested (Jockers and Flanders 2013).

More recently, we are witnessing a call for greater and more formal involvement of libraries in digital humanities endeavors and partnerships (Vandegrift 2012; Muñoz 2012) in which the resurgence of TEI in libraries is becoming apparent (Green 2013; Milewicz 2012; Tomasek 2011; Dalmau and Courtney 2011). How has advocating for such wide-ranging library objectives—from digital access and preservation to digital literacy and scholarship, from supporting non-expressive/non-consumptive research practices to research practices rooted in the markup itself— informs the evolution or devolution of text encoding projects in libraries?

Inspired by the papers, presentations and discussions that resulted from the theme of the 2009 Conference and Members’ Meeting of the TEI Consortium, “Text Encoding in the Era of Mass Digitization,” the launch of the AccessTEI program in 2010, and the release of the Best Practices for TEI in Libraries in 2011 (Hawkins, Dalmau, and Bauman 2011), we surveyed employees of libraries around the world between November 2012 and January 2013 to learn more about text encoding practices and gauge current attitudes about text encoding in libraries. We hypothesized that as library services evolve to promote varied modes of scholarly communication and accompanying services, and digital library initiatives become more widespread and increasingly decentralized, text encoding is undertaken less often in libraries, especially at smaller institutions, and is seeing decreased support even at larger institutions. We also wanted to investigate the nature of library-led or -partnered electronic text projects, including whether there is an increase or decrease in local mass digitization or scholarly encoding initiatives.

Method

We developed a survey using SurveyMonkey with a combination of yes-no, multiple-choice, ranking and rating scales, and free-response questions. In an effort to collect longitudinal data that we could leverage in our own study, we referenced and modeled a subset of questions after a survey circulated in 2008 that informed what we now know as
AccessTEI, a TEI Consortium member benefit providing a volume discount for digitization and text encoding.

Due to the nature of this study, we decided to target communities of practice as opposed to individuals. In so doing, we intended to lower the probability of bias that might have occurred with an otherwise judgmental sample of responses. However, we encouraged responses from multiple staff members in the same institution to ensure a more holistic view of text encoding practices across libraries. In turn, we generated institutional biases that we did not attempt to normalize since the data was collected in an anonymous fashion.

We formally announced the survey as part of the poster sessions for the 2012 Digital Library Federation (DLF) Forum and the 2012 Conference and Members’ Meeting of the TEI Consortium, which occurred within weeks of each other. Once the survey was unveiled at the DLF Forum on November 4, 2013, the survey was announced via digital library and digital humanities mailing lists (i.e., TEI-L, DIGLIB, XML4LIB, etc.) and social media channels like Twitter and Facebook.

Respondents answered no more than 30 questions, and depending on how they answered certain questions, they encountered one of four paths with 11, 17, 28 or 30 questions to complete. The only respondent requirement was that she or he worked in a library, regardless of capacity. Not all questions were answered; we have estimated a completion rate of 60% that takes into account the various forks in the survey.

The survey was comprised of four major sections:

- Study Information
- Determination of Eligibility
- Background Information About the Institution (type of library, size, attitudes)
- Text Encoding Practices
  - Standards Used
  - Collaborations/Partnerships
  - Types of Text Encoding Projects

The survey closed on January 31, 2013 with 112 valid responses that provided the foundation for our analysis. The survey questions and the data collected are available at: https://github.com/mdalmau/tei_libraries.

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1 The poster presented at the 2012 Digital Library Federation Forum is available at http://www.slideshare.net/kshawkin/20121104-14988094.
Mishaps occurred with the data collection using SurveyMonkey due to a combination of researcher error and glitches with the survey tool. This required close consultation with the Indiana Statistical Consulting Center in order to disqualify a subset of responses (26 in total) and normalize the data for statistical processing, which included content analysis and coding of the qualitative responses. Of the original 138 respondents, 26 of those who were disqualified answered “no” to the question “Do you work in a library?” Despite not meeting the sole criteria for taking the survey, the system somehow allowed them to continue. In addition, a subset of questions (for 10 respondents) were marked as “invalid,” and were disqualified based on other errors uncovered in SurveyMonkey’s logic for skipping questions. Coding of responses occurred for both quantitative and qualitative questions. After questions were keyed (Q1, Q2, etc.) for statistical processing, values for all ranking questions, Likert Scale questions (with responses ranging from “almost always” to “never”), and yes/no questions were normalized. Six qualitative questions (Q4, Q9, Q16, Q25, Q118, and Q119) were coded following a three-step process: 1) each author coded the responses separately, 2) authors combined their respective codings to generate a single scheme, and 3) authors, together, reassigned codes based on the single scheme.

The spreadsheet containing the coded data, which is available on GitHub (https://github.com/mdalmau/tei_libraries), contains multiple tabs including:
- Q_KEY contains the mapping of the prose questions to an identifier scheme for statistical processed
- Data with the 112 valid responses including normalized values
- Likert_Key reflects the normalized values assigned to all Likert Scale questions
- Content Analysis of the 6 qualitative questions including original and coded responses:
  - Q4, Q9, Q16, Q25, Q118, Q119 (each in separate tabs)

Results

The following summary and discussions of the results are presented as a “snap shot” in time based on analysis of data collected in the survey. The lack of pre-existing data measuring text encoding activities in libraries made it difficult to make assertions about the findings of this particular study beyond face-value. Still, the results provide valuable

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2 For more information about the data set, and access to the raw data and survey questions, visit: https://github.com/mdalmau/tei_libraries.
information about text encoding activities and attitudes in libraries that can be leveraged in future studies.

Profile of Survey Respondents

Of the 112 respondents, we determined from IP addresses that:

- 55 are clearly affiliated with an institution; 41 of which are unique institutions
- 57 are unidentifiable due to off-site internet connections (via ISPs)

Fewer than 15 respondents who could be traced via IP are affiliated with the same institution.

As table 1 indicates, most respondents are affiliated with North American academic libraries. This finding is not surprising given the relatively long history of North American academic library support and adoption of the TEI Guidelines starting with the TEI and XML in Digital Libraries Workshop sponsored by the Digital Library Federation (DLF) in 1998 (Hawkins, Dalmau, and Bauman 2011). In 1999, the DLF published the first version of what was known as the “TEI in Libraries Guidelines” (Digital Library Federation 1999), and in 2011, version 3 of the “TEI in Libraries Guidelines,” now known as the Best Practices for TEI in Libraries, was released, with contributions mostly by affiliates of academic libraries in the US.

<table>
<thead>
<tr>
<th>Where is your institution located?</th>
<th>Indicate the type of library for which you work.</th>
<th>What is the size of your academic institution based on student enrollment or number of patrons served?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asia</td>
<td>2 Academic Library</td>
<td>Up to 5,000</td>
</tr>
<tr>
<td>Europe</td>
<td>11 National Library</td>
<td>5,000-10,000</td>
</tr>
<tr>
<td>North America</td>
<td>84 Public Library</td>
<td>10,000-25,000</td>
</tr>
<tr>
<td>Unknown</td>
<td>15 Research Library</td>
<td>25,000-40,000</td>
</tr>
<tr>
<td>No Response</td>
<td>0 Special Library</td>
<td>Over 40,000</td>
</tr>
<tr>
<td></td>
<td>No Response</td>
<td>No Response</td>
</tr>
</tbody>
</table>

Table 1: Responses to demographic questions pertaining to the respondent’s institutional affiliation (n=112).

Respondents were asked to identify their departmental affiliations, and list departments with which they partner on text encoding projects. Responses were coded (see figure 1) according to twelve main areas of work or departments (i.e., cataloging, technology, etc.), but not weighted with respect to respondents providing multiple departmental affiliations (9 of 112). Not surprising, departments reporting the most text encoding work include Technology, Digital Scholarship, Cataloging, Special Collections, and Archives. Of the 58 respondents who indicated units with which they partner, most partnered with at least 3 other departments elsewhere in the library, revealing a concentration of partnerships in departments like Technology, Digitization and Cataloging. While we cannot claim text-
encoding work has become “decentralized” in libraries based on our data alone, we certainly see a spread of text-encoding work across various library departments (see figure 1).

![Pie chart showing departmental affiliations](image)

**Figure 1**: This pie chart shows respondents’ reported departmental affiliations, coded according to twelve main areas of work or departments, with “General Library” for responses such as “main” and “general.”

**TEI Consortium Affiliations**

As mentioned earlier, we were primarily interested in the individual’s experience with text encoding practices in libraries, but we also asked respondents to identify whether their individual institutions were affiliated with the TEI Consortium. To present a more accurate picture, we attempted, only in this instance, to control for multiple responses per institution (figure 2). This chart gives four data points for each response:

- total responses
- total institutions
- total unique institutions
- total respondents who accessed the survey via an ISP

The responses were analyzed based on whether or not the respondent said his or her institution is a member of the TEI Consortium, in addition to unsure and blank responses. For those who answered “yes” to the TEI Consortium membership question, we can see that 18 of the 39 respondents are affiliated with an identifiable institution and 9 of those (half), after de-duplication, are unique institutions. For those who answered “no” to the question, we can see that 23 of the 43 respondents are affiliated with an identifiable
institution and 17 of those are unique institutions. In sum, 50% of respondents that claimed their institutions are members of the TEI Consortium were identified as being from unique institutions, and 73% that claimed their institutions were not affiliated were identified as being from unique institutions. In keeping with Lynne Siemens’ report, “Understanding the TEI-C Community: A Study in Breadth and Depth, Toward Membership and Recruitment,” presented at the TEI Consortium’s Members Business Meeting in 2008, it is not surprising that most respondents are not from institutions that are members of the TEI Consortium.

**Figure 2:** This graph shows TEI Consortium membership status as reported by respondents, with an attempt to de-duplicate institutional affiliations as indicated by the “Total Unique Institutions” data point.
Figure 3: This graph shows the number of TEI-C member institutions from 2005-2013 (with the exception of 2012) coded by type: libraries, non-libraries, combination of library and non-libraries, and unsure.

We attempted to compare the TEI Consortium membership data we collected with historical membership records from 2005 through 2013 with the exception of 2012. We coded the institutions as one of the following: libraries, non-libraries, a combination (as represented by partnering units like an academic or technology department and a library), or unsure (see fig. 3).

We see a fairly consistent membership base consisting of an average of 18 member libraries between 2005 and 2010. If we correlate membership data with the start and rise of mass digitization like Google Books (2004) and HathiTrust (2008), we do not see an apparent impact of these initiatives on library membership. The decline in membership we do see in 2011 and 2013 is not unique to library members and could very well be an effect of the global recession of 2008/2009 that negatively impacted higher education budgets, including significant reductions in library budgets (Valade-DeMelo 2009; Bailey 2009; Nicholas, Rowlands, Jubb, and Hamid R. Jamali 2010).

Still, simply counting member institutions does not reflect the varying level of financial support that they offer by different classes of membership. While it is often said that libraries provide the majority of financial support for the TEI Consortium, it turns out that library members contribute an average of 45% revenue to the TEI-C (Hawkins 2014); not quite half, but indeed a significant collective contribution.
Text Encoding Practices and Partnerships in Libraries

Libraries support text encoding across a wide spectrum of discrete tasks and work practices associated with starting and completing a text-encoding project, from consulting and training to actual markup and web publishing (see figure 4). Such activities are carried out in partnership with various other constituencies inside and outside the library (see figure 5). As we have seen thus far, it is not surprising that the greater number of partnerships is across library staff and departments, but we see an equally high number of partnerships with faculty and information technology (IT) staff. Such library-faculty partnerships could indicate a trend toward more advanced or scholarly text encoding support. How tasks align with partnerships is not necessarily surprising: for example, we see IT staff featuring prominently in web publishing tasks, and librarians featuring prominently in establishing text encoding workflows and engaging in markup directly. Despite the nature of the relationship, what is of particular interest is the great number of faculty partnering with libraries on text encoding projects.

Figure 4: This graph shows ways in which respondents reported that they support text encoding activities in their respective units.
Respondents were asked to rank eight types of projects or kinds of collections commonly encountered in libraries in terms of how often they work with such collections, from most common to least common. As is evident in figure 6, based on the data reflected in table 2, the top three most common types of projects or collections for which text encoding features prominently are rare books and manuscripts, archival materials, and faculty or librarian digital research projects. It appears that text encoding is reserved for the “special stuff” in libraries, not the most commonly used materials.
Figure 6: This graph shows the frequency of the three most common responses to the question “Rank the nature of your text encoding projects (1 is most common, 8 is least common)”: Rare Books & Manuscripts, Archival Materials, and Faculty or Librarian Digital Research Projects.

Table 2: This table shows all responses to the question “Rank the nature of your text encoding projects (1 is most common, 8 is least common).”

We asked respondents to describe the level of text encoding with which they most often engage, describing these levels abstractly rather than as numbers as in the Best Practices for TEI in Libraries:

- Basic reformatting of text for bibliographic and keyword search (Level 1)
- Mid-level structural encoding for full text display and basic functionality like linking table of contents, notes, etc. (Levels 2 and 3)
- Richer encoding for content analyses like name tagging, rhyme schemes, etc. (Level 4)
- Scholarly encoding projects (Level 5)

According to figure 7, we can see activity across all levels of text encoding with an emphasis on mid-level structural encoding. We also asked respondents to indicate the number of text encoding projects with which they are involved, from none to more than 30, with most people working on 1-5, 6-10 or more than 30 projects. We correlated the number of projects with encoding levels, and assumed that those involved with fewer projects are encoding at higher levels and vice versa. Instead, we noticed a wide range of activity across all levels of encoding regardless the number of text encoding projects. However, as we look more closely at the correlation between levels of encoding and types of materials most commonly encoded in libraries (figure 8), we see peaks in mid-level structural encoding (level 3), richer encoding for content analysis (level 4), and scholarly encoding (level 5).
Figure 8: This graph shows the frequency of different types of encoding for two types of material reported as the most commonly encoded.

Text Encoding Interests and Attitudes

We presented respondents with a mixture of quantitative and qualitative questions with respect to text encoding interests and attitudes across their library. We correlated responses to both sets of questions to ensure reliability of the responses.

<table>
<thead>
<tr>
<th>How would you rate your library’s administrative support for text encoding projects?</th>
<th>How would you rate the level of interest in text encoding by members of your library as whole?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extremely Supportive</td>
<td>Extremely Interested</td>
</tr>
<tr>
<td>Very Supportive</td>
<td>Very Interested</td>
</tr>
<tr>
<td>Moderately Supportive</td>
<td>Moderately Interested</td>
</tr>
<tr>
<td>Slightly Supportive</td>
<td>Slightly Interested</td>
</tr>
<tr>
<td>Not at all Supportive</td>
<td>Not at all Interested</td>
</tr>
<tr>
<td>Not Applicable</td>
<td>Not Applicable</td>
</tr>
<tr>
<td>No Response</td>
<td>No Response</td>
</tr>
</tbody>
</table>

Table 3: This chart shows responses (n=112) to survey questions in which respondents rated their library’s administrative support for text encoding projects and general level of interest in text encoding projects across the library as a whole.
Figure 9: This graph shows a cross-tabulation of reported administrative support for text encoding and reported general interest across the respondent’s library in text encoding.

As seen in table 3 and figure 9, administrative support and general interest in text encoding across the libraries are closely related, as they are respectively situated in the moderately-to-slightly-interested and moderately-and-slightly-supportive responses of the Likert scale.

At face value, this occupation of the middle ground seems like a safe, even rational, place for an institution given this time of transition for academic libraries as they begin to more clearly define themselves in this age of digital scholarship. However, the sentiments on the fringes of the Likert scale are problematic. We see little to no correlation between an extremely and very supportive library administration and an extremely and very interested library staff. And the “not interested” camp is threatening to “tip the scale.”

We then compared the quantitative responses to qualitative responses we collected. A little over half of the respondents (approximately 63 of 112) answered the question: “In a few sentences, could you describe how you see the state of and attitudes toward text encoding in your library today?” We completed two levels of coding for the qualitative responses to this question: we assigned thematic categories to the responses (following the 3-step process identified above in the “Data Preparation” section), and then we tagged the categories as either positive, negative, or neutral. For this analysis, we did not disqualify those who only provided responses to the quantitative questions though we disclose the number of “no responses” (table 3). Because of this discrepancy, the
quantitative responses are marginally inflated, but they do not seem to detract or bias the qualitative responses in any way as is made clear by their strong correlation.

Those in the neutral camp (35%) align well enough with the slightly-to-moderately-interested/supportive camp as seen in figure 9. The negative responses dominate at 44%, which illustrates a perceived threat to text encoding in libraries (see figure 11), leaving 21% positive responses.

Figure 10 reveals the categories coded as positive and their distribution among respondents. The low number of mentions makes it impossible to generalize these sentiments more broadly, but the number of people who reported “expected uptake” and “general interest” in text encoding projects is heartening. Those that reported that the survival of text encoding in their library is a result of individual initiative is more problematic, as this implies an overall lack of institutional support. Though the numbers are not as high, interest among catalogers and the training opportunities around text encoding correlate with trends we are seeing in figures 1 and 4.

![Figure 10: Of responses (n=63) to the question “In a few sentences, could you describe how you see the state of and attitudes toward text encoding in your library today?” (coded positive)](image)

The findings for the categories coded as negative are not especially surprising (figure 11). Libraries have been struggling with the resource intensity of text encoding, from doing markup to publishing the encoded texts online, for years. The various types of opposition
to text encoding reported require further exploration. While we did not correlate the opposition responses with responses indicating that text encoding is resource-intensive, we suspect a tight relationship between the two categories.

The neutral camp contains a medley of categories (figure 12). Most do reflect neutrality: apathy, mixed feelings about whether text encoding is a viable endeavor for libraries, uncoordinated work, and unsure benefits. A few categories, however, were used for ambiguous responses that could easily manifest as positive or negative depending on the argument made. In these cases, the argument was not clear.

One theme from the responses to this question is beyond debate: that grant funding is considered a requirement for engaging in text encoding projects. This idea certainly ties back to issues of tapped resources, but it also implies a certain uptake of text encoding projects, and the implications of such uptakes in terms of training and sustainability. The other two themes can be seen at odds. Libraries selectively engage in text encoding, primarily with “special projects.” The data does not allow us to unpack “special” in significant ways, but the data does reveal that text encoding is more often used for special collections and for scholarly projects. On the other hand, libraries are faced with an urgent need to quickly provide access to text collections, albeit in basic ways relying on facsimile page images and keyword searching.
In a few sentences, could you describe how you see the state of and attitudes toward text encoding in your library today?" (coded neutral)

Figure 12: Of responses (n=63) to the question “In a few sentences, could you describe how you see the state of and attitudes toward text encoding in your library today?” this graph shows responses with portions coded as neutral (n=42) after two levels of coding: (1) themes were identified and then (2) themes were tagged as positive, negative or neutral.

Discussion

We have uncovered several areas as the result of this survey that would require additional investigation and consideration. As we move forward, the “TEI and libraries” community would benefit from:

- gaining a more global perspective and understanding of text encoding in libraries, which the TEI Libraries Special Interest Group (SIG) is currently addressing with the recent appointment of Stefanie Gehrke as co-convener of the SIG. As a former librarian at the Herzog August Bibliothek and currently Metadata Coordinator for the biblissima project, Stefanie has contributed to the Europeana Regia project (Gehrke 2013) and will certainly help advocate for libraries engaging in text encoding in Europe and beyond.

- proposing TEI Consortium member benefits for libraries of all sizes with a special emphasis on cohesive, centralized, and certified training opportunities offered by the Consortium. Training and outreach were significant themes in the 2007 TEI Members’ Meeting as evidenced by Melissa Terras’ plenary, “Teaching TEI: The Need for TEI by Example,” and remain unresolved issues today (Terras 2007 and 2011).

- verifying what appears to be a concerted effort by libraries to use text encoding for special collections, and determining to what extent that correlates with the...
peaks we observed in structural encoding (level 3), richer encoding for content analysis (level 4), and scholarly encoding (level 5). In understanding the nature of these collections and scenarios in which text encoding is deemed important for discovery of these collections, we would be better positioned to provide fine-tuned, relevant training, guidelines, and overall support for libraries

- exploring ways in which text encoding is resource-intensive, with a primary focus on both easing the publishing process for libraries and for libraries to facilitate ways in which scholars can self-publish. These options might include: better promotion of the *Best Practices for TEI in Libraries* that now contain schemas for encoding at levels 1 through 4; understanding how libraries can benefit and contribute to the TAPAS project; and more closely following the efforts to address Martin Mueller’s (2013) proposal, “TEI Nudge or Libraries at the TEI.” These three initiatives imply a strong role libraries can take, with the TEI Consortium’s help, in fostering TEI-aware publishing systems.

The limitations of the survey and the lack of longitudinal data temper any conclusions that could be drawn from the survey results. Conveyed herein is at most a snapshot of TEI in libraries today, but a snapshot with great promise. This study dovetails with more recent research conducted by Harriett Green (2012, 2013) that aimed to identify concrete ways in which libraries can foster and support text encoding for library and scholarly research projects. Though we have yet to consult these and other related data sources systematically, we have released our own data set for others to leverage moving forward.

In retrospect, we consider this survey to be a preliminary data-gathering instrument. The findings as summarized above debunk our wholesale hypothesis that text encoding practices have significantly declined in libraries. However, the data we have gathered alone is not robust enough to make more specific claims about the state of text encoding in libraries. We are more acutely aware of this precarious “middle zone” that libraries are occupying and will focus our investigations in uncovering and understanding the nuances of being in the middle as a way to further refine this study.
Works Cited


Dalmau & Hawkins 21


Biographies

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Michelle Dalmau is the Digital Projects Librarian and Interim Head of Digital Collections Services at the Indiana University Libraries, where she manages and coordinates digital library and digital humanities projects and services for the Libraries and affiliated cultural heritage organizations on campus. She manages and coordinates: the IU Libraries’ primary digitization lab; services in support of preservation of and access to special collections, such as Image Collections Online and Archives Online; and faculty-driven digital research projects. Michelle leads electronic text initiatives at the IU Libraries—including the Victorian Women Writers Project, the Indiana Magazine of History, and Indiana Authors and Their Books—and partners with faculty on scholarly text encoding projects like the Chymistry of Isaac Newton and the Swinburne Project. She co-convened the TEI Libraries Special Interest Group from 2007 to 2013 and co-authored and edited version 3 of the Best Practices for TEI in Libraries. More recently, Michelle is leading a praxis-based professional development initiative for the IU Libraries known as “Research Now: Cross-Training for Digital Scholarship” in preparation for the opening of the Scholars’ Commons, a collaborative space featuring a suite of digital scholarship services and tools for researchers in the humanities, arts, sciences and social sciences. Her undergraduate background is in English and Art History, and she holds Master of Library Science and Master of Information Science degrees from Indiana University.

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Kevin S. Hawkins is a librarian and since May 2014 serves as the first director of library publishing for the University of North Texas Libraries. Previously he was director of publishing operations for Michigan Publishing, the primary academic publishing enterprise of the University of Michigan, which includes the University of Michigan Press and other brands and services. He oversaw a team who coordinate copyediting, conversion to XML, layout/typesetting, and graphic design for the University of Michigan Press brand, who convert content for various Michigan Publishing imprints into standard formats for ingest into DLXS and HathiTrust, and who manage relationships with order fulfillment vendors. Kevin has also worked as visiting metadata manager for the Digital Humanities Observatory, a project of the Royal Irish Academy, and worked at the University of Illinois Libraries and at the Maryland Institute for Technology in the Humanities while a student. He has contributed to standards for digital publishing by serving on the NISO standing committee that maintains the Journal Article Tag Suite
(ANSI/NISO Z39.96-2012), on the IDPF EPUB 3.0 Working Group, and on the Technical Council of the Text Encoding Initiative Consortium. His involvement with the TEI also includes co-editing the 2011 revision to the *Best Practices for TEI in Libraries* and serving as the first managing editor of the *Journal of the Text Encoding Initiative*. He has BAs in Russian and linguistics from the University of Maryland and an MS in library and information science from the University of Illinois.