

Vermont Digital Newspaper Project, Phase 3, 2014-2016 Project Narrative

I. VTDNP: History and Scope, 2010-2014

A. Vermont Newspaper Publishing Overview

Situated between New York and New Hampshire and claimed by both states, Vermont was known as the New Hampshire Grants until shortly after the American Revolution. In 1777, representatives of the area declared their independence and drafted the Constitution of Vermont – among the first written constitutions in North America, and the first to abolish the institution of slavery, provide for universal male suffrage, and require support of public schools. Vermont's unique history is chronicled in newspapers dating from the eighteenth century. Vermont's first weekly, the *Vermont Gazette, or Green-Mountain Post-boy*, was published in 1780 in Westminster. By the early nineteenth century, newspapers were well established in cities and towns throughout the state, including: Rutland (*Rutland Herald*, 1794-present), Burlington (*Burlington Free Press*, 1827-present), St. Johnsbury (*Caledonian*, 1837-1920), Bennington (*Bennington Banner*, 1858-1961), and Brattleboro (*Vermont Phoenix*, 1834-1955, and *Windham County/Brattleboro Reformer*, 1876-1955). Many smaller towns in Vermont also had their own local newspapers, such as Brandon's *Vermont Telegraph* (1828-1843), a reform newspaper that supported women's rights, abolishment of capital punishment, temperance, vegetarianism, and anti-slavery. Other anti-slavery papers include the *Green Mountain Freeman* (Montpelier) and the Vermont Anti-Slavery Society's *Voice of Freedom*.

Also important to the newspaper history of the state are immigrant newspapers published in Italian and French. Vermont's marble and granite industries attracted Italian immigrants to the state. *Cronaca Sovversiva*, an anarchist newspaper started in Barre in 1903, reported such news as Emma Goldman's lecture in Barre and activities of the Industrial Workers of the World (IWW or Wobblies). Early French Canadians looked to Vermont as a more liberal environment for publishing than Canada. In 1839-1840, *Le Patriote Canadien* was published in Burlington and holds the distinction of being the first French language newspaper published in New England.

B. Title Selection

The VTDNP has established strong working relationships with its twelve-member, state-wide Advisory Committee. The VTDNP uses Basecamp – a collaborative project management website – to enable ongoing communication and file sharing. The list of members has remained constant, with broad representation throughout Vermont since the inception of the Project. During the first phase, the VTDNP developed a comprehensive selection process, working with the Advisory Committee to narrow our long list of initial titles by employing a strategy based on [NDNP Content Selection Guidelines](#) and establishing ranking criteria as outlined in these guidelines. During this time, we also restructured the alphabetical lists of titles to account for title changes and to develop title “families” – that is, groupings of directly successive titles that comprise the run of the newspaper.

For Phase 1, the Advisory Committee worked from a comprehensive listing of title family groupings, using a ranking form with weighted values for individual titles and title families, ultimately selecting 12 title families comprising 36 unique titles for the period from 1836 to 1922. Committee members also ranked selections that went beyond the 100,000 page count limit. We maintained these title lists for consideration in Phase 2 planning.

As we worked through the titles for Phase 1, it became apparent that the page totals were between 30 and 40% more than originally estimated. Microfilming conventions in Vermont led to production of almost exclusively 1B format film, with reels that contain as many as 1,500 images. Nonetheless, we have been able to extract generally high quality scans. In completing Phase 1, we were left with two pre-selected titles with extended runs: the *Bennington Banner* and *St. Johnsbury Caledonian* title families. The remaining years of the *Banner* family comprised approximately 32,000 pages, and the *Caledonian* family about 15,000 pages. The Advisory Committee recommended ongoing digitization for these two title runs to begin Phase 2 work.

Along with the two continuation titles, Phase 2 selection focused on inclusion of newspapers from previously unrepresented areas of Vermont in the counties of Essex, Lamoille, Orange, and Orleans. Newspapers from French and Italian immigrant populations and early anti-slavery titles were also a focus. The Advisory Committee convened again in the fall of 2012 to finalize Phase 2 selections. Employing the same ranking criteria used for Phase 1, Committee members selected 25 unique titles in 13 title families along these themes.

This combined list of Phase 1 and 2 titles offers 23 title families in 59 unique titles and is a strong reflection of the regional, temporal, and content diversity of Vermont. The title selection process has been greatly enhanced by our exchanges with Advisory Committee members who offer a rich blend of diverse newspaper perspectives, along with strong, collective knowledge of Vermont history. The process permitted VTDNP staff to undertake digitization in close collaboration with a knowledgeable group of colleagues, resulting in clearly articulated title selections. *Please see Appendix A for the VTDNP Title List, Phases 1 and 2 (2010-2014).*

C. Deliverables

By the end of its first phase, the VTDNP delivered just over 130,000 pages with representation from eight of Vermont's fourteen counties. Due to changes in the NEH award cycle, which extended our Phase 1 calendar by an additional two months, and the fact that our digitization vendor delivered quality work at a lower price than we had originally budgeted for, we asked, and received NEH and LC authorization to digitize an additional 30,000 pages during the Phase 1 timeline. This work was successfully completed by the close of Phase 1.

Our Phase 2 work plan is on track for meeting all production goals within the proposed time line. As of December 2013, seven batches (approximately 67,000 pages) have been shipped to the Library of Congress, of which four batches (37,000 pages) have been accepted by LC for inclusion in *Chronicling America*. An additional three batches (28,000 pages) are in various stages of production. We are confident about delivering just over 100,000 pages and all associated deliverables – including title essays – to the Library of Congress within the Phase 2 timeline. *Please see Appendix A for the VTDNP Phase 2 Schedule of Deliverables.*

D. Master Negatives and Microfilm Duplication

Master negatives for most titles in Phases 1 and 2 are held by the Vermont Department of Libraries (VTLIB) under the auspices of the Vermont State Archives and Records Administration (VSARA) in Middlesex, Vermont. There were two exceptions for Phase 2 titles: *Cronaca Sovversiva* and the *Vermont Telegraph (Brandon, Vt.)*. The complete set of master negatives for *Cronaca Sovversiva* is held by the Boston Public Library and was made available to us on loan. The complete set of negatives for the *Vermont Telegraph (Brandon, Vt.)* is held by the Library of Congress, with whom we have arranged duplication of reels.

Duplication for all other master negative reels in Phase 2 has been completed by Archival Microfilming Services (AMS) in Hamden, Connecticut. We continued our microfilm duplication relationship with AMS into Phase 2, based on their quality work in Phase 1, their New England location (minimizing shipping and handling), and their competitive pricing. They have met all deadlines and delivered high quality silver duplicate negatives throughout the first two cycles.

E. Work Plan

The VTDNP established a solid infrastructure for NDNP workflows and good working relationships with state partners during its first award cycle. We closely adhered to the work plan outlined in our Phase 2 proposal. The initial months of Phase 2 were concerned primarily with continuing the work begun under Phase 1. We borrowed film from VSARA, and initiated film duplication for continuation titles. University protocols required us to re-issue an RFP for a digitization vendor. As this process got underway, our Phase 1 Project Librarian resigned to accept a full-time permanent position at the State Library. Thus, the UVM Libraries launched a national search in November 2012 to recruit a Phase 2 Project Librarian. Simultaneously, the Project Director worked with members of the VTDNP Project Management Group to complete the RFP process. During this time, we also convened an in-person meeting with the Advisory Committee to finalize title selection for Phase 2 digitization. In April 2013, following a five-month national search, Erenst Anip was recruited as VTDNP Phase 2 Project Librarian, bringing with him five years of NDNP experience from the Hawaii Digital Newspaper Project. Karyn Norwood was subsequently hired as Digital Support Specialist (.5 FTE) in mid-May 2013 (replacing Sally Blanchard who had left the VTDNP in the fall of 2012).

With iArchives chosen as the Phase 2 digitization vendor and a full complement of staffing in place, full-scale production was resumed in April. Since June 2013, the VTDNP has consistently delivered monthly batches, averaging approximately 9,500 pages per batch, to the Library of Congress. Three additional batches (~28,000 pages) are in various stages of production. Research about, and delivery of, title essays continues. The VTDNP is on track for meeting all Phase 2 delivery goals within the Phase 2 timeline. *Please see Appendix A for the VTDNP Phase 2 Schedule of Deliverables.*

1. Technical Analysis

The timeliness of negative duplication allows us to move through pre-digitization workflows without interruption. After matching the positive copies of microfilm to the masters, we do a full frame-by-frame inspection of the positive reels. Microfilm inspection and metadata collation is coordinated by Project Librarian, Erenst Anip, and performed by VTDNP Digital Support

Specialist, Karyn Norwood (.5 FTE), assisted by three Cataloging/Metadata Support Specialists (combined .3 FTE) from the UVM Libraries' Department of Resource Description & Analysis Services. Project staff gather metadata for reel information in excel sheets, which are delivered to the digitization vendor. This thorough inspection of the microfilm has several benefits that elevate the quality of our final product. First, it helps us catch anomalies on our almost exclusively pre-standards source microfilm. Such anomalies can include missing and duplicate pages, issues or pages filmed out of sequence, editions issued outside of normal frequency, title changes, issues cut off or damaged during binding or filming, and unrelated titles or materials on the film. Second, we are able to better plan batches through exact reel counts. Third, this provides an advantage when performing quality review of files received from the vendor by allowing us to catch errors and to be aware of shortcomings in image quality, in the original film image or in the digital scans. Fourth, we are able to perform some content analysis of the newspapers during this process, which is useful for creating valued-added content and planning for outreach or social media activities.

Quality control review of the image, XML and OCR files that we receive from the vendor proceeds as outlined in our Phase 2 work plan. All thumbnail images are reviewed, and a sample of full sized TIFFs are inspected. Using the LC-provided Digital Viewer and Validator (DVV) software, all batches are verified, and any changes validated. OCR files are checked in the DVV. XML files are reviewed using the Oxygen XML viewer. Using a checklist generated from frame-by-frame inspection, any problems or anomalies are addressed in the digital files.

2. Outreach and Educational Initiatives

Outreach and educational initiatives through collaborative partnerships play a key role in the VTDNP mission. Social media is used creatively to showcase project developments and newspaper content. We maintain ongoing updates to VTDNP [website](#), [blog](#), and [Facebook](#) pages, as well as newer [Flickr](#) and [Pinterest](#) accounts.

Project members have also tapped Advisory Committee contacts to develop avenues of collaboration with librarians, K-12 educators, historians, and genealogists for creating lesson plans, exhibits, and tutorials around newspapers and historical themes. We have engaged in research, published articles, and given numerous presentations at professional conferences. We have also conducted interviews and provided content for several news stories which have appeared in about the VTDNP in multiple Vermont press and media outlets.

These active outreach initiatives have generated much public interest for the VTDNP and the newspaper content we are producing. We regularly respond to email and/or social media inquiries about newspaper content and/or project development. We have also provided information to colleagues in three other New England states about NDNP proposal development. The Project Management Group continues to seek out avenues of collaboration to promote the NDNP and historical newspapers on *Chronicling America*. *Please see Appendix C for highlights of our outreach and educational initiatives.*

3. Digitization Vendor

Following Request for Proposals (RFP) processes at start-up of both award cycles, the VTDNP contracted with iArchives from Lindon, UT for digitization services. For Phase 2, we reviewed

four competitive bids and ultimately opted to continue with iArchives for the quality of their proposal and experience with NDNP projects, as well as for their competitive pricing model. Throughout the first two cycles, iArchives has met all deadlines and adhered to NDNP technical guidelines to deliver consistent quality images for 8-bit grayscale TIFF 6.0, JPEG2000, and PDF output, OCR text files, and associated metadata files.

4. Progress on Vermont Digitization Efforts

In accordance with NEH/LC requirements for Phase 1 deliverables, the VTDNP conducted a survey that undertook identification of free-access, online newspapers in Vermont. Outside of VTDNP efforts, we were able to identify only four open-access titles with archived content. Middlebury College has archived two college titles with extensive runs in their digital collection of "[College Newspapers & Magazines](#)." Two other contemporary titles with archived runs were available from publishers' web sites. Digitization work continues to expand at the University of Vermont through the Libraries' [Center for Digital Initiatives](#) (CDI). The *Vermont Cynic*, a historical UVM student newspaper with an extensive run dating back to 1883, is queued for digitization at a future date. CDI has plans to move to a new platform and is researching systems with capacity to host newspaper content. There are other digital projects at the [Vermont Folklife Center](#) and Middlebury College that do not, to date, involve newspapers. The Dana Medical Library was awarded funding under a year-long (2013-2014) NIH contract through the National Network of Libraries of Medicine, to digitize Vermont College of Medicine Yearbooks and Catalogs. Colleagues from the CDI and Middlebury College are exploring strategies for developing Vermont partnerships with the [Digital Public Library of America](#) (DPLA) initiative.

II. VTDNP Phase 3, 2014-2016

A. Methodology and Standards

1. Master Negative Microfilm

With up to one million pages of newspapers on master negatives for 1836-1922 available from the VTLIB through VSARA, the VTDNP has a wealth of material to work with. VTLIB and VSARA are poised to carry VTDNP's existing access agreement for microfilm negatives into Phase 3. *Please see Appendix E to read letters of support from Martha Reid, State Librarian (VTLIB) and Scott Reilly, Senior Archivist (VSARA).*

2. Title Selection

The Advisory Committee convened for a third in-person meeting in October 2013 to chart strategies for Phase 3 planning. Following up on the selection process from Phase 2, the Advisory Committee re-evaluated several remaining titles that had ranked highly among choices from the first two award cycles, but could not fit within the 100,000 page limit for either cycle. Following the meeting, committee members ranked 7 title families (14 unique titles) most highly, including significant runs of the *Rutland Herald Weekly*, *Brattleboro Reformer* and *Barre Daily Times* families. The *Rutland Herald* is noteworthy as Vermont's oldest continuing newspaper, for its coverage of central and southern Vermont, and the state's marble industry in nearby Proctor. Although we had begun digitization of the *Rutland Herald Weekly* under Phase

1, we were unable to locate microfilm negatives at VSARA for the period between 1855 and 1920. Further research led to renewed contact with the publisher, who agreed to offer use of negatives for a nearly complete run of the title during this time period. *Please see Appendix E to read letter of support from Rob Mitchell of the Rutland Herald.*

Other highly ranked Phase 3 newspaper possibilities from unrepresented towns include: the *Bellows Falls Times*, from a vital 19th century railroad and manufacturing center along the banks of the Connecticut River; and the *Herald and News* from Randolph, with an important farming community, also shaped by mill developments powered by a branch of the White River.

The *Brattleboro Reformer* and the *Barre Daily Times* also ranked highly. The *Reformer* was first published as the *Windham County Reformer* in 1876. As a reformist paper with a Democratic viewpoint, it was founded, in part, to challenge the Republican perspectives of the *Vermont Phoenix*, also published in Brattleboro at this time. The *Barre Daily Times* (1903-1922) was discussed as a major daily in central Vermont and to extend temporal English-language coverage of the Barre area relative to the granite industry, labor movement, and influx of immigrant populations at this time. *Please see Appendix A for the VTDNP Phase 3 Proposed Title List.*

In the event of Phase 3 funding, the Advisory Committee will reconsider this list relative to established [NDNP selection criteria](#), other remaining highly ranked titles and film availability.

3. Project Partners

The VTDNP has the ongoing support of several project partners throughout the state. The University of Vermont Libraries have made a significant institutional investment as the home-base of the project. The Vermont Department of Libraries (VTLIB) is the central newspaper repository for the State of Vermont and has long served as a key collaborative institutional partner, providing cost-share commitments and strategic direction in newspaper preservation efforts for both the NEH-funded USNP Vermont Newspaper Project and the NDNP Vermont Digital Newspaper Project. The Vermont State Archives and Records Administration (VSARA) houses the master negatives under the auspices of VTLIB and collaborates in the provision of film for digitization. The Ilsley Public Library of Middlebury also provides cost-share contributions for planning, strategic direction, and outreach efforts through a representative on the Project Management Group. The Vermont Historical Society continues to be a partner of the VTDNP, and maintains a presence on the Advisory Committee. Our Advisory Committee includes engaged members in a diverse representation of librarians, archivists, museum curators, researchers, educators, a journalism historian, a newspaper publisher, as well as Vermont historians from around the state. They stand ready and willing to continue with us for Phase 3. *The list of twelve Committee members is included in the Consultants file. Please see also Appendix E to read letters of support from multiple state partners and supporters.*

4. Vendor Specifications: Microfilm Duplication and Digitization Services

The VTDNP has proven methods and workflows in place to deliver 2N microfilm duplicates, as well as digital images and OCR and XML files that meet or exceed NDNP specifications.

We have been pleased with our microfilm duplication vendor, Archival Microfilming Services (AMS) in Hamden, Connecticut, and expect to continue our relationship with them. We have

also been well-satisfied with our digitization vendor, iArchives. With experience gleaned from previous cycles, VTDNP is very interested in adjusting, or re-tooling existing digitization workflows to enhance in-house knowledge and to provide staff with greater experience in digitization work. We are also interested in significantly lowering per page digitization costs for Phase 3 work. To this end, we have explored different approaches to in-house production with iArchives and obtained a cost proposal that would significantly reduce page costs. The VTDNP proposes to continue our digitization contract with iArchives based on proven experience with them in the first two award cycles, and on a transparent pricing model that would bring Phase 3 per page costs in at .38 per page (down from .509/page in Phase 2). Additional benefits include gaining more direct, in-house experience with metadata and better control of metadata entry. VTDNP Phase 3 workflow is outlined as follows:

1. Reel level metadata uploaded to iArchives Portal
2. Reels shipped to iArchives
3. Film scanned and digital images imported into iArchives system
4. Image enhancement (crop and de-skew)
5. Keying of metadata (1st Key, 2nd Key, Review) by iArchives
- 6. Metadata QA by VTDNP**
7. Conversion to NDNP deliverable
8. Delivery to Hard-drive

In previous award cycles, iArchives performed all the steps. For Phase 3, VTDNP staff will perform step number 6 by logging into iArchives' portal to perform a Quality Assurance (QA) check on the metadata before delivery to the drive. Microfilm inspection and collation before sending the film to iArchives, as well as checking metadata in the DVV after receiving the drive, will remain integral to VTDNP staff workflows. *Please see Appendix F for the iArchives Cost Proposal for Digitization Services.*

B. Work Plan & Schedule for Project Milestones

Initial Organization and Set-up (September - December 2014)

- Attend NEH/LC awardee program in Washington, D.C.
- Contact Advisory Committee to announce award: establish schedules; refine title list; collaborate for outreach initiatives.
- Research availability of master negatives; request from VSARA.
- Begin technical inspection of reels for microfilm quality and digitization suitability.
- Renew digitization contract with iArchives [we have received authorization from UVM Procurement Services to forego a third RFP process and continue our contract with iArchives based on the *Cost Proposal in Appendix F* of this proposal].

Selection of Titles (October-November 2014)

- Convene Advisory Committee meeting (October 2014)
 - Review title list relative to criteria and scope for NDNP.
- Complete ranking sheets, prioritizing titles for digitization; tabulate results.
- Discuss title rankings with Advisory Committee through Basecamp.
- Create prioritized list of titles for microfilm evaluation to send to LC.

Evaluation of Microfilm and Metadata Creation (November 2014 – May 2014)

- Establish schedule of Phase 3 deliverables with iArchives.
- Maintain tracking system for microfilm and digital files.
- Conduct technical inspection of selected materials for suitability for digitization.
 - Request archival master negative (1N) of selected title(s) from VSARA.
 - Inspect 1N microfilm for physical condition (i.e., film base) and for technical quality image indicators using [USNP Preservation Microfilming Guidelines](#) and [NDNP Technical Guidelines \(2014-16\)](#).
 - Collate 1N microfilm frame-by-frame; record descriptive and structural metadata in worksheet, per Appendix A of the [NDNP Technical Guidelines](#).
- In most cases, VTLIB maintains holdings to microfilm held at VSARA. If missing issues or pages are noted, coordinate with other repositories to find and borrow missing content.
- Report technical analysis of the available microfilm for optimal scanning.
- For materials passing technical inspection (i.e., meeting image quality indicators), send 1N microfilm to film duplication vendor, along with associated metadata.
 - Vendor will prepare a microfilm print negative (2N) of the master negative.
- Return failed 1N microfilm to repository.
- Repeat cycle through list of prioritized titles until 100,000 pages of quality microfilm are identified.
- Establish production schedule and agreed-upon timetable for deliverables.

Essays (December 2014 – June 2016)

- UVM Special Collections Librarian/Vermont History specialist researches selected titles and writes newspaper essays (500 words for each title/title family digitized); sends essays to NEH for review and comment; revises as needed (January 2013-July 2014).

Publicity and Outreach (September 2014 – August 2016)

- VTDNP Project Management Group and Advisory Committee will continue collaborative outreach activities, including: ongoing development of educational strategies through website, blog and social media outlets; publications, presentations, lesson plans, tutorials; partnerships with librarians, historians, researchers, K12 educators and others to publicize project developments and to promote historical newspapers on Chronicling America.

Digitization, Processing, and Conversion by Vendor (January 2015 – May 2016)

- Produce duplicate silver negative (2N) microfilm from each 1N reel.
- Inspect 2N reels for quality resolution and density for scanning.
- Send 2N reels to vendor to scan at maximum resolution, equivalent to 300 to 400 dpi and in 8-bit grayscale.
- Images will be cropped and de-skewed by vendor.
- Additional structural and technical metadata will be supplied by vendor.
- Deliverables will include:
 - TIFF 6.0 and JPEG 2000 for each page image
 - OCR text and bounding boxes
 - PDF image with hidden text
 - METS objects with descriptive, structural, and technical metadata as specified in [NDNP Technical Guidelines \(2014-16\)](#)
- Quality review for metadata performed by VTDNP staff through vendor portal.

- Deliverables will be divided into batches to fit on a 1 TB external hard drive that is both USB 2.0 and Firewire enabled.
- Batches will be validated using NDNF-supplied Digital Viewer and Validator (DVV).
- Vendor will deliver batches to VTDNP (UVM Libraries) for further quality review.
- Sample batch will be prepared and sent to the Library of Congress (January 2015).

Quality Review (February 2015– June 2016)

- Validate batch using NDNF-supplied DVV.
- Inspect all thumbnail images and look at film for inconsistencies.
- Verify number of expected pages.
- Use DVV to inspect OCR and metadata from sample pages.
- View full images for inspection of every first and last page of each reel and approximately every six images, including all first pages of each issue.
- Correct any problems with vendor and modify batch, as needed.
 - Send validated files to the Library of Congress as specified in the Delivery of Digital Assets in the [NDNF Technical Guidelines \(2014-16\)](#).

Delivery to the Library of Congress (February 2015– June 2016)

- Deliver sample set of data to the Library of Congress (January 2015).
- Deliver monthly batches of approximately 8,000 pages in 13 batches (February 2015-February 2016).
- Deliver silver negative microfilm reel duplicates at close of the project (August 2016).

Cataloging (March 2015 – July 2016)

- CONSER records for newspaper titles will be updated according to MARC21 standards with a 530 note and 856 field linking to the digital newspapers (per CONSER guidelines). VTDNP staff will perform record updates on OCLC with its CONSER authorization account and report updates to the Library of Congress.

Reports and Progress (December 2014 – June 2016)

- Semi-annual progress reports will be written and delivered to NEH via the eGMS grant management system (February 2015, August 2015, February 2016)
- Final report will be submitted to NEH (August 2016)

C. Staffing

The University of Vermont, the Vermont Department of Public Libraries, and Ilsley Public Library will contribute staff as project cost-share. The Project Librarian and Digital Support Specialist will be funded from the NEH grant for 12 months in year 1 and 11 months in year 2. The job descriptions for NEH-funded positions – Project Librarian and Digital Support Specialist – were slightly revised for Phase 2 recruitments and are included in *Appendix D3*.

1. Project Management Group (PMG)

Please see Appendix D2 for all PMG staff résumés.

The Project Management Group is convened by the Project Director in regular monthly meetings, through online conferencing or in person. Its members give collaborative input into

project activities and planning, educational and outreach initiatives, and developing state partnerships. They also serve as ex-officio members of the Advisory Committee.

Birdie MacLennan, University of Vermont, Director of Resource Description and Analysis, will serve as Project Director. She will oversee grant administration, guide the direction of the project and communicate with NEH and LC as needed on project issues. Birdie will dedicate 20% FTE per year to the project.

Erenst Anip, University of Vermont, Project Librarian, joined the VTDNP in April 2013. He holds an MLISc, BA, and BBA from the University of Hawaii at Manoa. He came to Vermont with five years of experience as Project Manager for the NDNP Hawaii Digital Newspaper Project. Erenst will dedicate 100% FTE per year to the project for 12 months in year 1 and 11 months in year 2.

Karyn Norwood, University of Vermont, Digital Support Specialist, joined the VTDNP in May 2013. She is a Masters student in the Historical Preservation program at UVM. Following completion of her B.A. in History (magna cum laude), Karyn served with the AmeriCorps Ohio History Service Program, Oberlin Heritage Center, where she gained experience digitizing a Civil War collection and three Oberlin newspapers (1860-1865 era) from microfilm. Karyn will dedicate 50% FTE per year to the project for 12 months in year 1 and 11 months in year 2.

Prudence Doherty, University of Vermont, Special Collections Librarian for Public Services, Library Liaison for Vermont History. Prudence continues as the project's historian and UVM's Special Collections liaison to the Project Management Group, providing advice and guidance in project development. She will also participate in the Advisory Committee's selection of titles, write title essays, and aid in outreach efforts. She will spend 5% on the project for two years.

Paul Donovan, Vermont Department of Libraries, Law and Documents Librarian. Paul joined the Project Management Group in January 2011 as VTLIB's public services liaison and advisor to the VTDNP. He also facilitates VTDNP access to microfilm negatives held by VTLIB at the VSARA. Paul will continue to serve as a VTLIB representative to the VTDNP, dedicating 5% FTE per year to VTDNP communication and public outreach efforts.

Tom McMurdo, Vermont Department of Libraries, Collections & Digital Initiatives Librarian. Tom replaced George Barnes on the Project Management Group in January 2013 as VTLIB's technical services liaison and advisor to the VTDNP. Tom's prior experience includes work as VTDNP's Phase 1 Project Librarian, and extensive work with California USNP and NDNP projects. Tom will continue to serve as VTLIB's technical adviser to the VTDNP, and to assist with communication and outreach efforts, dedicating 5% FTE per year.

Chris Kirby, Ilsley Public Library, Adult Services and Technology Librarian. Chris will continue to serve as co-investigator and advisor, giving input into the development of project workflows, providing advice, guidance, technical support, and representation for public libraries. He will engage in educational and outreach activities to promote the project. Chris will spend 5% FTE on the project for two years.

2. Additional Cost Sharing Support

Please see Appendix D for additional cost sharing support, Job Descriptions, and Staff Résumés.