Developing a vital research library workforce

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Outline

- Our context
- Our workforce
- Why does it matter now?
- How will we respond?
Our Context

- Rapidly changing environment (Bold Aspirations, IT, KU Core Curriculum, CODL, FYP etc.);

- Our users’ needs (generational, multinational, translational research, new academic programs, data management, digital scholarship, etc.);

- The economy (CfE; reinvestment of KU’s limited resources to advance campus priorities);
Our context (cont.)

- Need to contribute towards increasing KU’s UG retention rate

- Need to contribute towards elevating KU’s standing as a global research institution.

- Mandated to raise $5m for KU Libraries between 2008–2016 as contribution to KU’s Capital Campaign.
Our workforce

- Full-time university support staff, unclassified professionals, librarians, limited term appointments, student employees.
- Organized around 5 major areas:
  - Administration;
  - Collections and Scholar Services;
  - KSRL;
  - Technical Services; and
  - User Services
Why does it matter now?

- Develop a deeper understanding of KULIB’s role at KU in a rapidly changing environment
- Need to align our work with campus priorities
- Critical to assess:
  - What skills are required to support KU’s priorities effectively;
  - Our employees’ current skillsets;
  - Areas where employees need to be re-tooled, reassigned or realigned.
  - Opportunities to achieve efficiencies (automation, outsourcing, consolidation, elimination).
Critical to assess:

- What skills are required to support KU’s priorities effectively;
- Our employees’ current skillsets;
- Areas where employees need to be re-tooled, reassigned or realigned;
- Resources required for professional development;
- Succession/hiring plans to advance our strategies.
Reviewed 6 current vacancies.
Will likely reassign duties internally in two cases (African Studies, Kansas Coll. Curator).
Launched Head of Reader Services (KSRL) as an unclassified professional. Search is underway.
Will seek approval to launch three faculty searches: Data librarian; Metadata librarian and Ibero–American librarian.
Developing a vital workforce: Opportunities to consider

- Reskilling/retooling of employees
- Leveraging strengths/skills/expertise
- Visiting fellows/professors of practice
- Hiring domain expertise/joint appointments?
- Developing a residency program