Priorities and Proposed Organization

Library Future Series
July 25, 2013
Priorities

Expand library support for multi-media
Priorities

Accelerate just-in-time acquisitions practices (PDA) (POD)
Priorities

Emphasize the growth of e-collections (e-books & e-serials)
Priorities

Encourage the development & use of open-access curricular resources
Priorities

Develop library web-based applications
Contribute to state & national open-access efforts (e.g. HathiTrust)
Priorities

Incorporate technology assistance at the main service point (1st floor)
Priorities

Restructure the distribution of print materials between Edmon Low, the Auxiliary & the Annex
Priorities

Refine the focus of OSU Library's special collections
Priorities

Encourage digital content creation using OSU Library's unique resources
Priorities

Emphasize methods that promote the widest discoverability of the OSU Library's special collections
Priorities

Align operations, project development & digitization efforts with Library priorities
Priorities

Promote research opportunities using the OSU Library’s Special Collections
Priorities

Embed librarians fully within academic departments & research programs
Priorities

Implement a tiered reference service model, & accelerate innovative reference efforts
Priorities

Expand active partnerships with other academic support providers (e.g. LASSO, central IT, etc.)
Priorities

Lead an effort for development of an OSU open access policy
Priorities

Use social media for discovery & communication
Priorities

Develop spaces to nurture diverse modes of learning & creativity
Guiding Principles for a New Organization

Rationale

• To support & enhance teaching, research, outreach, creativity, study & learning

• To best enable the Library to be successful in the mission & in accomplishing strategic priorities
This new organization accommodates everyone currently employed in the Library; there is a place for everyone on the existing staff.

This new organization is not about downsizing or layoffs, & salaries & wages will not decrease due to the organization.
We are limited in our ability to get new positions at a time when there is new/different work to be done & traditional methods are changing.

The Library’s work overall, the work in every area, every person’s work, will change.
There will be new opportunities for people who have the interest & skills—or willingness to develop skills—and who may want to take on new responsibilities. We will continue to require high quality & performance standards for all Library faculty & staff.
Guiding Principles for a New Organization

We want to be an organization you enjoy working in because we accomplish our work by being innovative, collaborative, efficient and relevant to and of value to OSU.
New Opportunities - Internal Recruitment

Dean of Libraries

- Assoc. Dean Library Operations
  - E-Acquisitions
  - E-Resource
  - Metadata Services
  - IR & Data Repository

- Assoc. Dean Special Collections
  - Content Developers

- Assoc. Dean Research & Learning Services
  - Undergrad Library Services
  - Embedded Librarians
  - Tiered Reference
Next Steps

New Organizational Structure

Who: Entire Library

When: Effective Aug. 1
Next Steps

Prepare job descriptions for ADs & start recruitment

Who: Dean & Sr. Manager Business Operations

When: August →
Units, departments, division begin to work on new priorities

Who:
Entire Library

When:
August
Next Steps

Continue Library Futures Series

Who: Entire Library

When: 2013/2014
Next Steps

Consider new opportunities

**Who:** Individuals
Think about your interests, consider acquiring new skills, talk to the Dean

**When:**
Fall 2013
Next Steps

Job description & recruitment process for new opportunities

Who: Dean & others

When: Fall 2013 →