



Library

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

Priorities

**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

Guiding Principles for a New Organization

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.

Guiding Principles for a New 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.

Guiding Principles for a New Organization

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.



Dean of Libraries

Assoc. Dean Library Operations

Access Services

Acquisitions

Cataloging

DLS

Facilities &
Security

Systems

Assoc. Dean Special Collections

Architecture

CML

Documents

Oral History

SCUA

Vet Med

Assoc. Dean Research & Learning Services

Assessment

H/SS

Graduate Library
Services

SED

Director Organizational Support

Dean's Assistant

Donor
Stewardship

Financial Office

HR

Communications



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New Opportunities-Internal Recruitment

E-Acquisitions
E-Resource

Metadata
Services

IR & Data
Repository

Content
Developers

Undergrad Library
Services

Embedded
Librarians

Tiered Reference

New Opportunities- Internal Recruitment

Dean of Libraries

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Library
Operations**

E-Acquisitions
E-Resource

Metadata
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IR & Data
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**Assoc. Dean
Special
Collections**

Content
Developers

**Assoc. Dean
Research &
Learning Services**

Undergrad Library
Services

Embedded
Librarians

Tiered Reference

Envisioning

Dean of Libraries

**Assoc. Dean
Library
Operations**

Annex & Auxiliary

Preservation

Multimedia
Studio(s)

**Assoc. Dean
Special
Collections**

Maps & Imagery

Center for OK
Studies

OK Center for
Poets & Writers

University
Archives

Women's
Archives

**Assoc. Dean
Research &
Learning Services**

Open Access &
Copyright

App Development

Scholarly
Communication

Distance Learning
& MOOCs

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 →



Next Steps

**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 →