

MONDAY MUSINGS

Good morning, everyone,

Today marks the start of Open Access Week, and I'll share an important announcement as well as news about our upcoming OA Week events below. I've also included updates from the strategic planning implementation and organizational review teams.

As always, I welcome your feedback—simply reply to this message with questions or comments.

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STRATEGIC PLANNING

Oversight Team Update | Mary Roach (chair) and Aileen Ball (co-chair):

On Friday, October 12th, members of the Strategic Planning Oversight Team met with Strategy Owners to discuss potential membership of the 22 Project Teams to be assembled for the implementation of the prioritized actions of Phase I. Project Teams are intended to be groups (temporary or permanent) of 4-6 individuals with the skills, competencies and strengths best suited for the accomplishment of designated action items. In concert with a Project Team Lead, each team will develop and execute a project plan for the timely and effective implementation of its designated action item.

Strategy Owners spent the following week appointing their teams, with the intent of finalizing Project Teams by October 19. Please see the attached PDF document Phase I—Strategies/Strategy Owners and prioritized actions for a list of the appointed Project Teams. Because there are still a few teams forming and a few more participants to be confirmed on various teams, SPOT leadership will announce additions to these teams as information becomes available.

In the coming weeks, Project Teams will begin to meet and formulate their project plans. Strategy Owners will meet with SPOT on November 9 to provide an update on their Project Teams' progress.

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Organizational Review Team Update | Mike Broadwell (co-chair), John Stratton (co-chair), Erika Dickey (project manager)

The new ORT website is now up on the Staff Intranet located [here](#) under Admin/Organizational Review. Employees can now review all the elements that have gone into our recently completed 'information gathering' stage. Some of these include: Phone transcripts with various Universities on their reorganization process, org charts, and the KU Libraries major functions inventories for departments. There are also a number of resources

on the site that speak to the reorganization process itself, so we hope you'll take time to review these and come back often as we'll be continually updating with more information as we move forward on our charges.

We are currently setting up the Library Focus Group meetings that will give ALL staff an opportunity to provide input on ways to further address our Strategic Plan and position KU libraries for the future most effectively. For these Focus Groups, each department will be provided with the list of facilitator's questions, links to the Strategic Plan and your department's major functions inventory, beforehand. Please keep in mind we understand that some department's functions may not link as readily to particular strategic plan goals as others, but as stated in our Strategic Plan: "We remain committed to those ongoing and significant activities that, while not explicitly addressed in the strategic plan, are vital to the success of the Libraries and ultimately, the University."

In addition to ORT member facilitators, Library staff who have completed Facilitation Training will be assisting us with the 20+ participating groups. We look forward to all your ideas and input in the coming weeks.

As always, feel free to contact any ORT member below with questions, concerns or feedback – or you can e-mail us at libhr@ku.edu.

ORT Charges:

- Assess the current organizational structure.
- Identify existing major functions and cross-functional areas therein.
- Identify new and vital positions or functional areas required by the strategic plan

ORT Members:

- Mike Broadwell (co-chair)
- John Stratton(co-chair)
- Erika Dickey (project manager)
- Christen Caton
- Erin Ellis
- Courtney Foat
- Bayliss Harsh
- Meredith Huff
- Sharon Riley
- Brian Rosenblum
- Kathleen Ames-Oliver, HR Mgr Learning & Development (and frequent special guest)

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OA Fund

Today, we announced the creation of a \$50,000 author's fund to support open access scholarship at KU's Lawrence campus and the KU Medical Center.

The "One University" Open Access Publishing Fund will support KU faculty and staff authors who make published research available through the more than 8,000 open access journals. Open access is the policy of making all research authored by university authors available to society at large through an accessible, online database instead of limiting the work to academic journal subscribers.

You can read more about this fund [here](#).

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OA Week Events

This week is bustling with events celebrating Open Access. Thanks to the work of a tremendous team lead by Marianne Reed, we have many opportunities to build awareness of and participation in OA here at KU and beyond.

Our theme this year is "Set the Default to Openness" and features panel discussions and presentations about Open Learning, the Federal Research Public Access Act (FRPAA), the International Impact of Open Access, Open Access and graduate students, and a forum with publishers who are making the transition to business models that include Open Access. The week starts with a terrific webinar from SPARC and the World Bank about the World Bank's Open Access initiatives. To learn more, see www.news.ku.edu/2012/october/22/openaccess.shtml.

I encourage you to attend these events. You can [see a full schedule online](#).

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That's all for this week—I look forward to seeing you in Watson!

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