

MONDAY MUSINGS

Good morning, everyone,

I write to you from Seattle, where like many of you, I am attending ALA Midwinter with approximately 12,000 librarians.

Today's edition of Monday Musings include an important ORT update and news about ClimQUAL. At the very end, you'll find a few items related to research and scholarship, and as promised, the kudos we intended to share at this month's all staff meeting.

As always, I invite your feedback on these and other topics. Simply reply to share your thoughts or questions.

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STRATEGIC PLANNING

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

PLEASE NOTE: Due to absences associated with ALA, I have granted the Organizational Review team an additional two weeks to complete their work. Their report will be turned into me on February 15. The co-chairs provide the following update in the meantime:

Organizational Review Team (ORT) was given the following charges at its inception:

- Assess 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; and
- Make recommendations to the Dean.

ORT has worked diligently to meet our charges. We are in the process of formulating recommendations to the Dean right now.

The processes we used to gather input from the staff were planned and executed by ORT members and several volunteers – more on those people in a minute. We want you all to know that we attempted to meet the requirements of all these charges through several methods, as outlined below.

Within the Libraries, ORT:

- Collected information via inventories about functional work areas;
- Performed a SWOT analysis our organization and functions therein;
- Built organizational capacity for facilitation by training ORT members and several volunteers to help with focus group discussions;
- Built a process for conducting, recording and later analyzing those focus group discussions, which numbered more than 20 in all; we even made a road trip to the Edwards campus to talk to the Regents Library staff there.
- Invited all library staff to “design your own organization chart” through the excellent efforts of the Libraries Assessment Council;
- Solicited information from library managers and supervisors regarding trending issues within their areas of responsibility.

Externally, we

- Reviewed several internal university documents as well as several externally focused readings, and
- Reread the consultants' report.

We also interviewed several other peer institutions about organizational review processes and pitfalls as we undertook our work.

In December, after all the focus group discussions were concluded, ORT turned its attention to data analysis and began having many in depth team discussions about our work, our structure, and our place in the wider university. Since the winter break, we have met for nearly 30 hours in committee conference to make progress on our charges, not including the work done by individual members of ORT.

ORT would like to acknowledge the hard work of several people involved with our group over the last few months:

First— thanks to the entire Library staff and supervisors. You endured many meetings, handled more post-it notes than any group in history, and helped us immensely in working toward our recommendations. We also want to acknowledge the guidance and support of Dean Haricombe during this entire process.

The Libraries Assessment Council led the 'design an org chart' sessions and we appreciate their efforts very much.

Volunteer facilitators that helped with the focus groups were:

- Kristin Zachrel
- Angie Rathmel
- Keith Russell
- Carmen Campaneris
- Kathleen Ames-Oliver from HR. She has been invaluable as a process consultant to us during the last few weeks. Kathleen worked very closely with ORT member Courtney Foat, and they refined the focus group processes and created visual guides for us to use this fall. Thanks Courtney for your extra efforts and hard work.

We also want to acknowledge the support and assistance given by Sean Barker over the last few months. We appreciate all the logistical aid he has given us!

Finally, as we approach the final few weeks of our work, we want to acknowledge the members of ORT and say that everyone has been absolutely fantastic in their focus, drive, and determination to do the best job possible. But we especially want to give a special shout out to a member of the team who became our Project Manager: Erika Dickey, who works in cataloging. Erika is at once dedicated, unbelievably efficient, and exceptionally well suited to the job of Project Manager. We would be hopelessly adrift in a sea of unorganized focus group documents, org charts and magic markers without the leadership brought to bear by Erika.

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CLIMQUAL DATA

The results of the 2012 ClimateQUAL are now on the intranet at <http://www.lib.ku.edu/staff/docs/>. I look forward to discussing this data in more detail soon.

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That's all for this week. If you're traveling, have a safe trip home. Many thanks for ensuring the semester is off to a great start for our faculty and students at KU!

Best,
Lorraine

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RESEARCH AND SCHOLARSHIP

Publications

Giullian, Jon (2012). Memorial reminiscence. "Murlin Croucher: the Magician of Slavic Book Collecting." *ACRL Slavic and East European Section Newsletter*. v. 28 (2012). Currently available at:<https://sites.google.com/site/acrlsees/newsletter/transitions>

Beth M. Whittaker, ed. *Vivat Liber: Reflections Marking the Occasion of Alexandra Mason's Retirement from the Kenneth Spencer Research Library*. Lawrence, KS : University of Kansas Libraries, 2012. Available at <http://hdl.handle.net/1808/10486>

Conference Presentations

Giullian, Jon (2012). "Online Research Guides for Slavic, East European, and Eurasian Studies: Challenge, Opportunities, and Best Practices" (Roundtable). [44th Annual Convention of the Association for Slavic, East European, and Eurasian Studies, November 15-18, 2012, New Orleans Louisiana.]

Giullian, Jon (2012). Inclusivity and Academic Diversity in Slavic, East European, and Eurasian Studies (Roundtable). [44th Annual Convention of the Association for Slavic, East European, and Eurasian Studies, November 15-18, 2012, New Orleans Louisiana.]

Haricombe, L.J. Moderator (invited). "Benefits of Open Access for Scholarship and Wider Society." Berlin 10 Conference, University of Stellenbosch, Stellenbosch, South Africa. November 8, 2012.

Haricombe, L.J. Speaker (invited) "Open Access: An evolving alternative publishing model or a maturing threat?" Keynote speaker during OA week at the University of Hawaii (Honolulu). October 22, 2012.

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STAFF KUDOS

Clarissa Unger of the Dole Institute shared the following note with Carmen Orth-Alfe regarding assistance provided in identifying staffers who worked for Senator Dole: "I just wanted to shoot you a quick note to say thank you again for all your help yesterday. I can't explain enough how great it is to have all this information and how grateful I am to you for helping us gather it."

Lars Leon recently compiled ILL service data for GLWA institutions. For the fall semester, KU's ILL unit fulfilled 98 percent of loans in five days, and 100 percent of copy requests in 72 hours. Kudos to Lars, the many staff who help with paging, scanning and moving mail, and especially:

Eleonora Drury
Pamela Bonham
Carmen Campaneris
Brett Rurode
Laura Skarka

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