THE SILVER LINING OF DOWNSIZING

Joyce Pearson
And
Allison Reeve
Fast Forward
MAALL 2014 – CHICAGO, IL
October 5, 2014
TRANSITIONS

- PAST SUCCESSFUL TRANSITIONS
- REORGANIZATION
- FUTURE
WHEAT LAW LIBRARY’S MOST ROBUST STAFF TO THE ELITE 8 IN 6 YEARS
University of Kansas Wheat Law Library Organizational Chart

Joyce McCray Pearson
Director

Carolyn Clark
Instructional and Research Services Attorney

Joseph Custer
Associate Director/Collection Development Librarian

Katherine Greene
Automation and Acquisitions Librarian

Robert Mead
Head of Public and Faculty Services

Christopher Steadham
Reference and Research Attorney

Pamela Tull
Outreach Services Librarian

Gale Troth
Accountant I

Lauren Waardhuizen
Librarian Assistant II

Jeff Montgomery
Serials Manager

Allison Reeve
Library Assistant I

Susan Johnson
Circulation Manager

Charles Rigdon
Microcomputer Support Technician II

Marsha Tiemann
Cataloging Manager

Student Assistant

Student Assistants

Circulation Student Assistants

Reference Student Assistants

Student Assistant
HOW DID WE GET HERE?

- Economic Crisis
- Response to the Crisis
- Voluntary Separation Incentive Program (ie Buy-out)
TOP SIX POSITIVE CHANGES

- Increases communication
- Expands horizons and increases productivity
- Creates greater prioritization and strategic thinking
- Focus on necessity
- Efficiencies in processes
- Reduces redundancy
THE REORGANIZATION PLAN

- Drafting the plan
  - What we envisioned
  - Editing
  - Stakeholders

- Implementation
  - New organization chart
  - What did not change
  - Its all OK
To: Dean Stephen Mazza  
From: Joyce Pearson, Director  
Re: Voluntary Separation Incentive Program (VSIP)  
Date: REVISED – September 21, 2012

Several personnel in the law library have requested to participate in the VSIP. Upon your approval of their request, this will result in the retirement and departure of three USS in the law library. The following plan sets out the actions we will take to maintain high quality service for students, faculty and staff. With the assistance of three new students and the careful reorganization of the remaining staff, we will be able to run the library smoothly. The job descriptions with explanatory notes and the organization chart illustrate the way we will transition to the reorganization plan.

Please note in the attached documentation that the position descriptions have changed over the past few years. Within the descriptions we state who certain duties will be assigned to for the reorganization plan, highlighted in bold. This is in a draft format so that we can modify as needed. Most responsibilities will be distributed amongst current personnel or students.
University of Kansas Wheat Law Library
Organizational Chart (August 2014)

Joyce McCray Pearson
Director

Allison Reeve
Acquisitions &
Technical Services

- Melissa Doebele
  Library Assistant
  - Technical Services
  - Student Assistant

Christopher Steadham
Associate Director

- Jeff Montgomery
  Serials Manager
  Library Associate

William Blake Wilson
Head of Instructional & Research Services

- Lindsey Collins
  Faculty Services
  Senior Research Attorney
  - Student Research Assistants

Pamela Crawford
Head of Public Services

- Circulation/Reference
  Student Assistants
Repurposing space for efficient workflow
- Project/task oriented cubicles
- Shared spaces
- Design around workflows
- Circulation & Reference merge

Who really does what now…?
- What can students do
- Actual results v. plan
KEEPCALMANDCARRYON

- Challenges and alleviations
- Discovering the Silver Lining
- I didn’t know I could do that!
- Working outside your comfort zone
The art of anticipating change
- 5-year plan
- E-books
- Implementing new staff
- Idyllic organization chart
Acknowledging the positive
Keeping calm
Not getting stuck
Anticipating future change
BIBLIOGRAPHY


