Developing a Collection (Team): Adapting, Innovating, and Thriving in Organizational Change at Kennesaw State University

Ana Guimaraes
Kennesaw State University, aguimar1@kennesaw.edu

Follow this and additional works at: https://digitalcommons.kennesaw.edu/collectiondevelopment

Part of the Collection Development and Management Commons

Recommended Citation
Guimaraes, Ana, "Developing a Collection (Team): Adapting, Innovating, and Thriving in Organizational Change at Kennesaw State University" (2019). Collection Development Unit. 5.
https://digitalcommons.kennesaw.edu/collectiondevelopment/5

This Article is brought to you for free and open access by the University Library System at DigitalCommons@Kennesaw State University. It has been accepted for inclusion in Collection Development Unit by an authorized administrator of DigitalCommons@Kennesaw State University. For more information, please contact digitalcommons@kennesaw.edu.
Developing a Collection (Team): Adapting, Innovating, and Thriving in Organizational Change at Kennesaw State University

Ana Guimaraes
Director of Collection Development
Kennesaw State University

American Library Association
June 22, 2019
The Catalysts

- Organizational changes: Institutional consolidation; facility renovations; new staffing; organizational restructuring
- ≤ 2012: The Before-Time
- 2013: Cohort of 5 librarians hired at Kennesaw State University, including the first Collection Development Librarian
- 2014-2015: Consolidation with Southern Polytechnic State University and first wave of organizational restructuring
- 2015-2016: New Director of Access Services hired; Second major library renovation project
- 2016-2017: ALMA migration
The Catalysts

- **2017**: New Director of Technical Services hired; Third major library renovation
- **2016-2018**: Changes in KSU Administration (3 presidents + 2 interims, 2 provosts + 1 interim, various Deans)
- **2019**: Library staffing doubles from 2012
The **Challenge** Opportunity

- **2013:** Creation of the first **Subject Liaison Program** at KSU and restructuring of the Collection Development Committee to include selector librarians

- **2014:**
  - New **Collection Development Policy** approved by the Library Consolidation Working Group, incorporating 2 campuses and 3 facilities
  - New **Database Trialing Procedure**, using an electronic resource management tool, directing the workflow between Subject Liaisons, the Collection Development Committee, the Head of Strategic Budgeting, and the Head of Virtual Services
  - First **collaborative weeding project** between Access Services, Technical Services, and Collection Development
The **Challenge** Opportunity

- **2015:**
  - Temporary bump in library budget benefited the collections
  - Pilot year of the **Collection Assessment Plan**
  - Subject Liaison Program evolves into **Undergraduate Faculty Liaison Program**, with newly hired Liaison Coordinator
- **2016:**
  - Newly minted **Collection Development Strategic Plan, 2017-2022** advocates for expansion of collection development and new staffing
  - **Collection Development Unit** is formed
- **2018:** Liaison Coordinator retires, **new Liaison Coordinator** hired
- **2019:** Undergraduate Faculty Liaison Program evolves into **Undergraduate Collegiate Liaison Program**
“The Before Time”
Collection Development Librarian

2013-2015
Monographs Coordinator and Government Documents Librarian help form the Collection Development Unit

2016
Government Documents & Special Formats Collections Assistant joins the team

2017
New Liaison Coordinator, E-Resources Librarian, and Collections Assistant

2018

Kennesaw State University Library System
The Team

**Director**
Prior to 2016, the director managed all aspects of collection development.
Current tasks include:
- Communicate with other directors & library administration
- Coordinate CDU projects, policies & assessment
- Coordinate the library’s materials budget

**Monographs**
The monographs coordinator position was created in 2016.
Current tasks include:
- Comprehensive policies and procedures
- Strategic plan for collection management
- Systematic collection analysis and withdrawal
- Collection assessment

**Govt. Documents/Special Formats**
Position was moved into CDU in 2016. CDU Assistant hired in 2018.
Current tasks include:
- Govt. Docs & Special Formats Collection Maintenance
- Coordinate CDU Training
- Internal communication
- Coordinate annual Constitution Day event

**Liaison**
Liaison program coordination was moved into CDU in 2016 & a new coordinator hired in 2018.
Current tasks include:
- Regular communication with liaisons
- Training & workshops
- Promoting library services to academic departments
- Program assessment

**E-Resources**
E-Resources CD Librarian & Assistant were hired in 2018. Prior to this, e-resources were managed by the director.
Current tasks include:
- Manage database trials
- E-resources licensing
- E-resources collection assessment
- DDA administration
- E-resources and serials collection management
The Team
Virtual Services
Technical Services
Research & Instructional Services
Access Services
Facilities / Assessment

Stacks Maintenance, Inventory Projects, Damaged Titles Review, InterLibrary Loan Reports, Physical Reserves

Journal & Database Access Issues, Ebooks, Demand-Driven Acquisitions, Resource Management

Acquisitions, Renewals & Cancellations, Expenditure Reports, Budgeting, Weeding Projects, Location Change Requests

Book Displays, Physical Collection Locations, New & Noteworthy Books, “Improve KSU” initiatives

Reporting of Issues, Faculty Referrals, Marketing Database Products, Database Trials, Research Guides, Weeding Projects, Technology Trainings

Kennesaw State University Library System
The Future

● What’s next for KSU? Where will Collection Development fit?
● 2019:
  ○ Next wave of organization restructuring (a.k.a. more opportunities)
  ○ Looking to fill Liaison Coordinator position
  ○ Strategic planning continues…
The Future

- Lessons learned along the way:
  - Change is inevitable but manageable
  - Challenges = Opportunities. Put on your yellow Thinking Hat®
  - Take strategic planning seriously: Think BIG, then advocate for measurable goals. Make time to track progress and prioritize
  - Communicate accomplishments, often, and to as many people as you can
  - You can’t do it alone, so don’t. Cultivate new partnerships in the library and network advocates to your cause
  - Identify and leverage existing talent and strengths within your organization
  - Adaptation through innovation