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## Surviving the Great TS Restructure

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# Surviving the Great TS Restructure

RPLTS IG at ALA Anaheim  
June 23, 2012

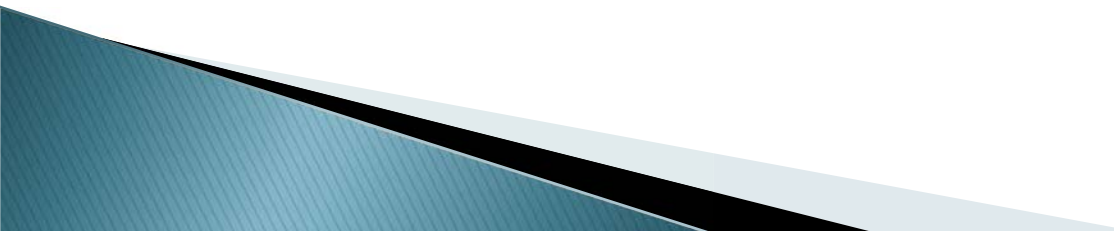
By Susan A. Massey  
Head of Discovery Enhancement  
University of North Florida

# WHY RESTRUCTURE TS?

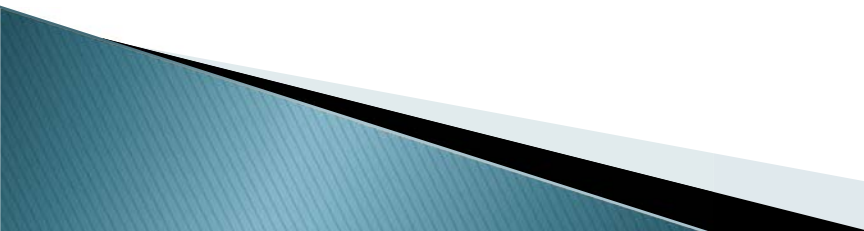
- ▶ Shrinking staff
- ▶ New workflows
- ▶ External changes

*Objective:* Create efficiencies to free staff time for new projects.

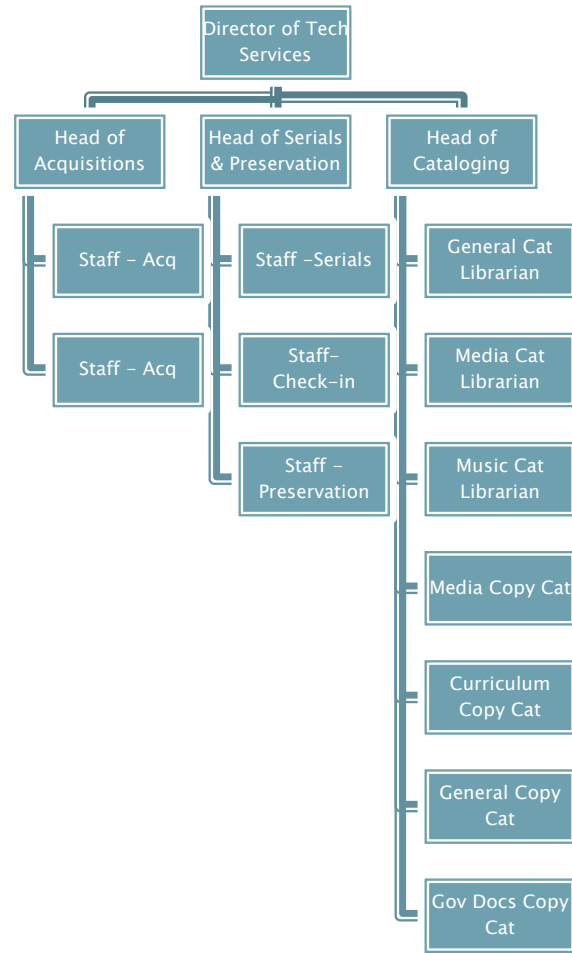
# What REALLY happened . . .

- ▶ Director of TS wanted to:
    - Start a digitization program
    - Merge the Acquisitions and Serials Departments
    - Reorganize the TS Division floor plan
  - ▶ Library Administration wanted to
    - Stop calling departments departments
    - Reposition retiring librarian positions across library
  - ▶ Head of Cataloging wanted to
    - Unravel complex workflows due to lost positions
    - Incorporate new workflows with fewer staff
- 

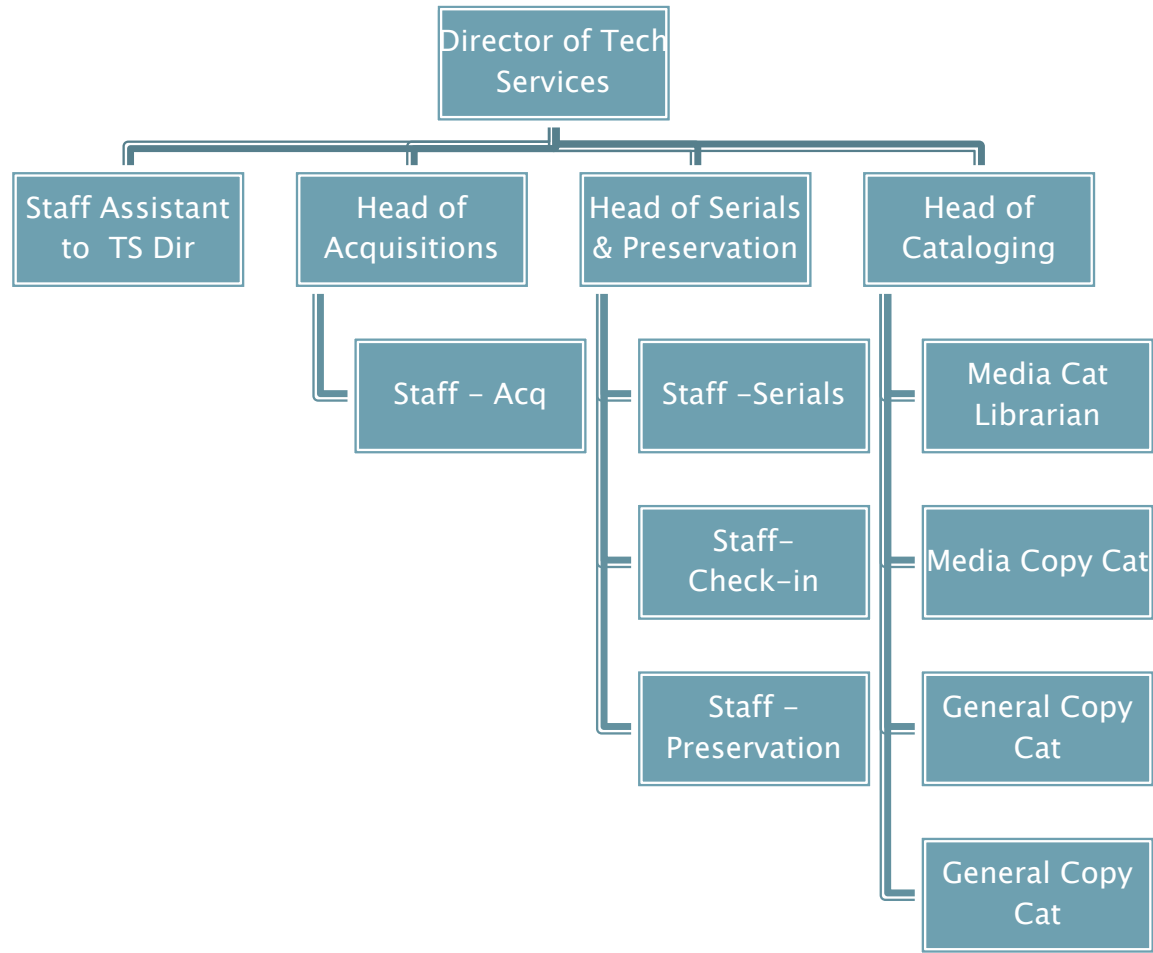
# In the meantime, in 1 year . . .

- ▶ Library purchased Digital Commons to accommodate an academic department request for a digital journal platform
  - ▶ Budget cuts resulted in slashed book purchases in favor of electronic resources
  - ▶ Public Services requested an Electronic Resource Librarian to handle ER purchases
  - ▶ Library purchased EBSCO Discovery Service as an interface for new electronic resource focus
  - ▶ Digital projects needed metadata expertise
  - ▶ State mandated merge of university catalogs
- 

# TS Three Years Before Reorg



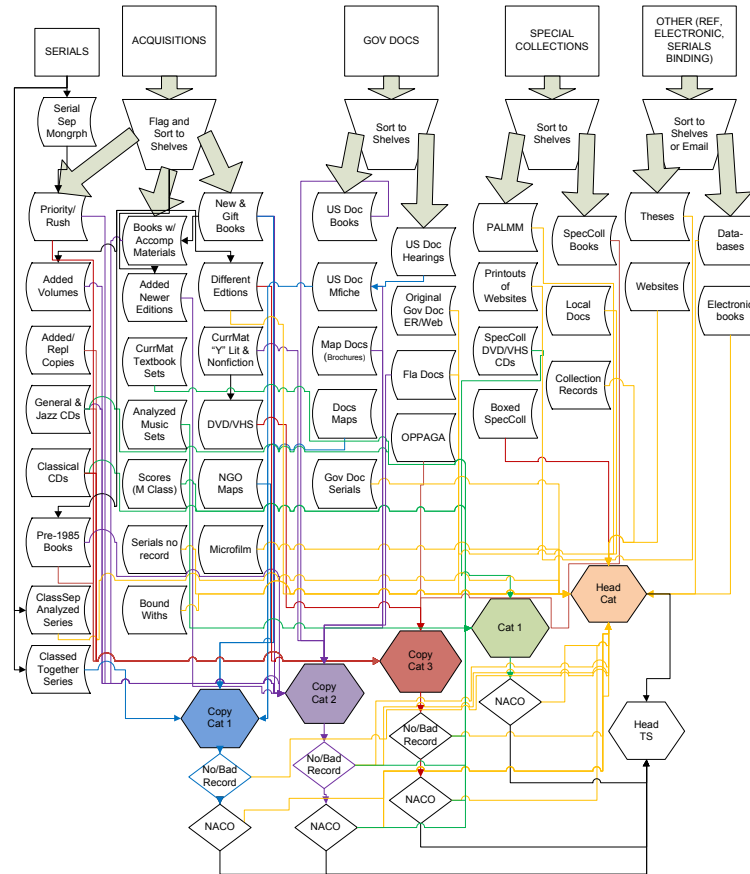
# TS When Reorg Began



# Cataloging Workflow Pre-Reorg

## Cataloging Workflow

November 2010

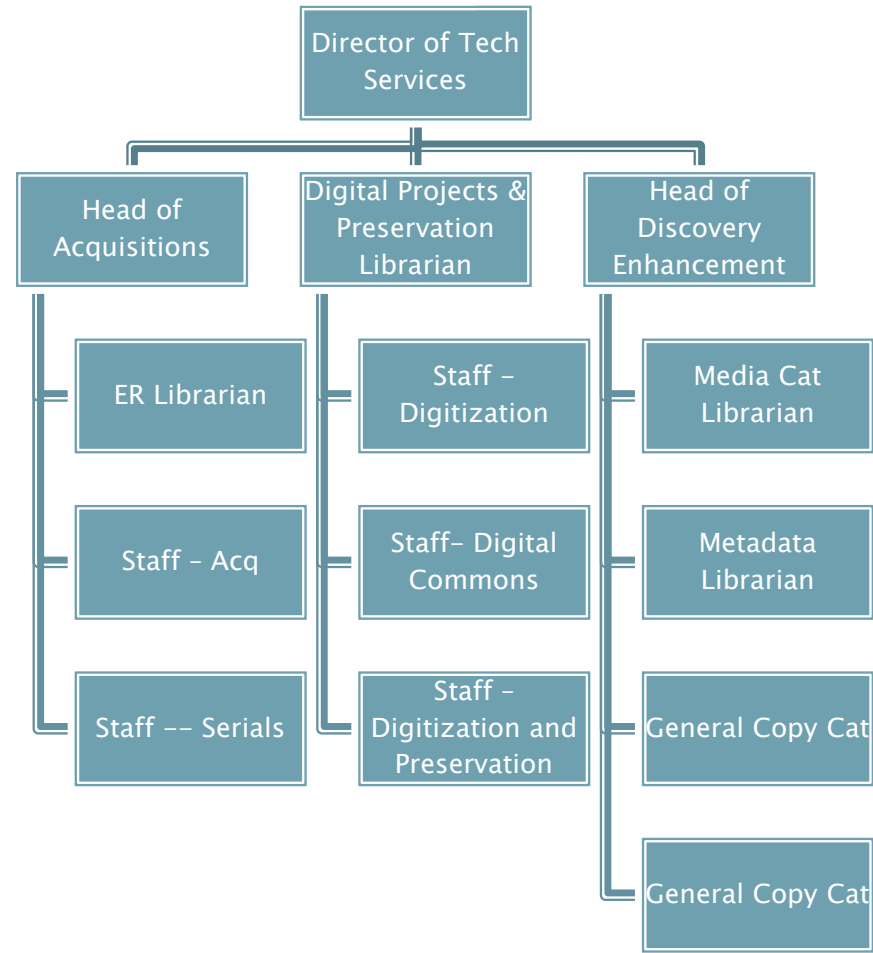





# Discovery Enhancement: Reorganized by Primary Assignments

POSITION	PRIMARY ASSIGNMENT	TASKS INCLUDED IN PRIMARY ASSIGNMENT	ADDITIONAL EXPERTISE	TASKS INCLUDED IN ADDITIONAL EXPERTISE
Senior Library Services Associate #1	KwikCat	80% of Monographs in General Collection and Oversize	Maps	US Docs Maps Non-Gov Maps Map Brochures Atlases
Senior Library Services Associate #2	Gov Docs	Marcive record loads US Docs Monographs US Docs Microfiche US Docs Reference US Docs CDROM US Docs Hearings Fla Docs OPPAGA	Curriculum Materials  5% of Monographs	Children's Fiction and Non-Fiction Textbooks  Books w/CDROMs
Senior Library Services Specialist	Special Formats	Media CD Media DVD Media VHS Gen Coll CDROM Periodicals/General Microfilm	Complex Monographs (15%)	Reference/Priority Different editions Added editions Added Copies/Vols Pre-1985 Monographs Special Coll Monographs
Original Cataloging Librarian	Media	Original Cat CD Original Cat DVD Original Cat VHS Original Cat CDROM Original Curriculum Databases	Theses  Scores	Theses Dissertations Honors Projects  Scores
Dept. Head/Original Cataloging Librarian	Electronic Resources	Record Load Profiles  Online Materials in all Locations	Serials  Theses  Metadata  Monographs	Original Cataloging of serials in all locations  Theses Dissertations Honors Projects  Digitized Collections  Original Cataloging of Monographs in all locations

# TS After Reorg



# What Happened to Positions?

- ▶ Went from 4 Librarians and 8 Staff to 6 Librarians and 7 Staff
  - ▶ Moved Serials check-in to Public Services
  - ▶ Moved Serials to Acquisitions
  - ▶ Added an ER Librarian in Acquisitions
  - ▶ Added a Metadata Librarian in Discovery Enhancement to support Digital Projects
  - ▶ Created Digital Projects team
  - ▶ Lost 1 staff to retirement, position moved to Systems support
- 

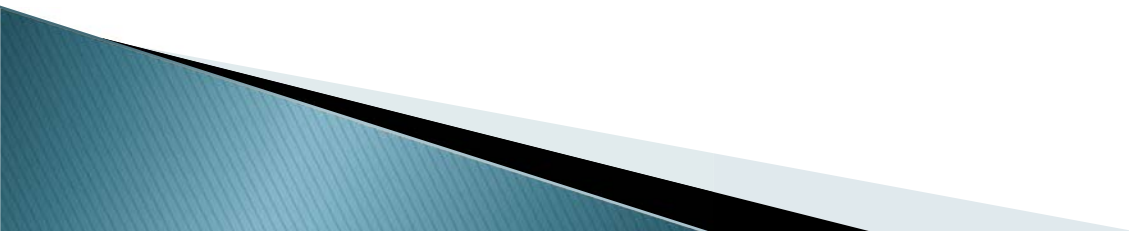
# Yet to Come?

- ▶ Train Discovery Enhancement Staff to support Digital Projects metadata
- ▶ Replace retiring Media Cataloger with \_\_\_?
- ▶ Move some copy cataloging to Acquisitions?

Was it easy? NO!

Was it worth it? YES!

We are better positioned to address the future.



# THE END

Or perhaps, just the beginning . . .