Building the Future: Rejuvenating Librarianship

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Building the Future: 
Rejuvenating Librarianship

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UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL

2014 ACRL/NEC Annual Conference
Outline

- Introduction
- Planning
- Building the Curriculum
- Reality and Implementation
- Changing Culture of Library and Librarianship
- Future Directions
Why

- Budget Cuts
- Rising Costs – journals, databases, etc.
- Library Trends
  - Declining Statistics
  - Library Work is Changing
    - Embedded librarians
    - Data management
    - Expert searching

![Circulation Chart]

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**The Big Question**

- Where do we want to go and how can we get there?
- Let’s avoid a slow death – changing bit by bit every time we have a cut

**Time to take the plunge!**
- Reject (the old)
- Rethink (the model)
- Redo (implement new model)
- Rejuvenate

http://www.keepcalm-o-matic.co.uk/p/keep-calm-and-take-the-plunge-3/
Planning

- Total reorganization
- What can we cut?
- What do we really need?

Seeds of program
- Moving to all professional library
- Preparing the next generation of librarians
First Steps

- Outline of a new model
- Justification for layoffs
- Administrative Hoops
  - Human Resources
  - Union
  - Dean
- Lots of presentations!
Building the Curriculum

- Database
- Culture

Reference Services
- Replace triage/pager model
- Appointment system
- Open space with accessible librarians

Research
- 2 year curriculum
- Rotations
- Research
- Learning objectives
- MLA competencies
- Evaluation

Curriculum
Components of Curriculum

- Foundations
- Specialized Rotations
  - Clinical
  - Education
  - Research and Scholarly Communication
  - Systems
- Mini-Modules
- Research
- Independent Development
- Morning Report
- Professional Development
### Schedule

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<th>Molly</th>
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Paper to Practice
The Fellow’s Perspective

- The Fellows arrive
- The curriculum comes together and changes
- Changing work flow and service model
- Reference Work
- Staff Reception
- What is still being worked out
Evaluation

- Reflective Practice
  - Formal vs. Informal
    - Documentation
    - Interviews
  - Weekly & Monthly meetings
  - Presenting – Discussion
- Constant open, honest feedback from all parties is key.
Expectations vs. Reality

Learning = yes     Simplicity = no
Daily Life

The never completed To-Do list
Exciting Experiences

Speakers: Lisa Federer, AHIP
Martha E. Meacham
April J. Schweikhard
Phill Jo
David M. Howard

Seriously, I get to do What?!
It all starts to come together
Why a Fellowship?

Hint: You don’t learn it all in library school.
The Four R’s

Rejuvenating our Library and Ourselves
The Future

Of the Fellows

And the Fellowship
Thank you - Questions

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