



Leaders Forum

Louisville, KY
April 25, 2017

by Robert Miller
LYRISIS CEO



Leaders Circle – thought, vision and strategy



The power of the Leaders Circle

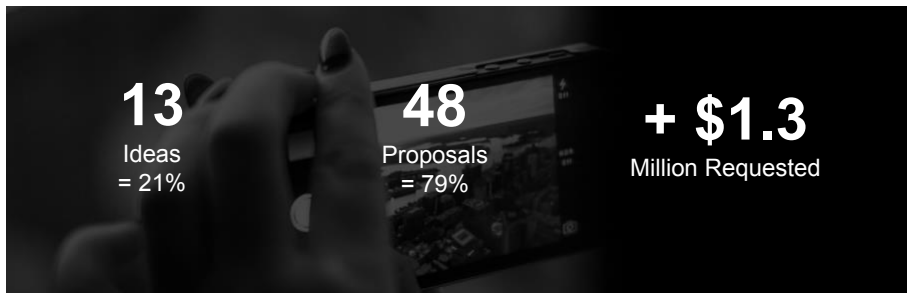
- 63 thought leaders representing organizations, institutions and campuses who are positions to future proof (looking forward) and become more anti-fragile (downside protection).

Types of institutions	
Public libraries	4.62%
Non-public libraries	76.92%
Archives	7.69%
Museums	6.15%
State librarians	3.08%
Specialty institutions	1.54%

Catalyst \$100,000 Fund – invest in our own future



- 61 ideas! Brilliant!!
- 86% of all applications came from Academic Libraries
 - 11% of all applications are from HBCUs
- 8% of applications came from State Libraries
- **49% represent collaborations of some kind**
- Only 1 application came in from an Archives, a Special Library, or a Public Library as the lead institution...



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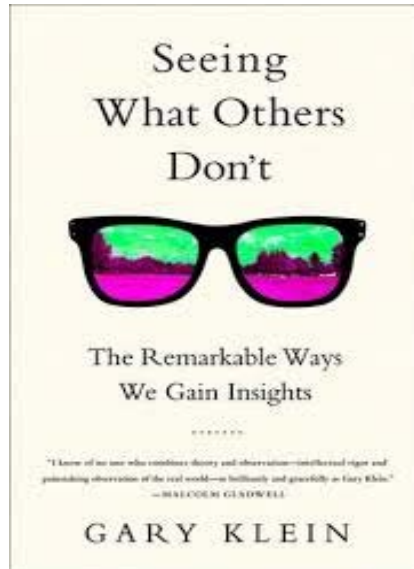
...proposals and ideas should be innovative, stimulate creativity and have the potential to impact the community...

Our vision...



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Gather data...



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Our natural inclination ...



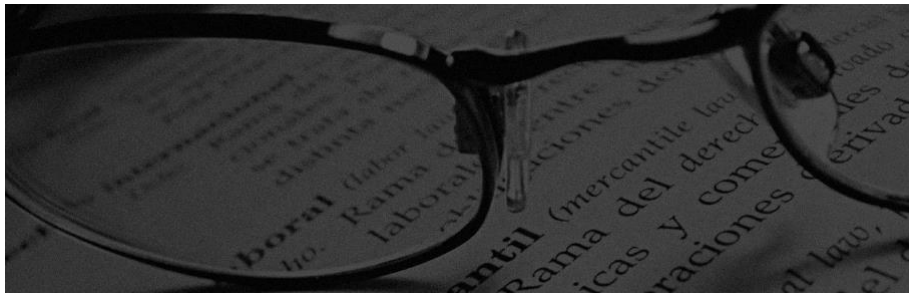
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Seeing what others don't...



- **How organizations obstruct insights (p. 156-169)**

- The heightened energy to reduce error and uncertainty
- Little care about making discoveries



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What can derail us....

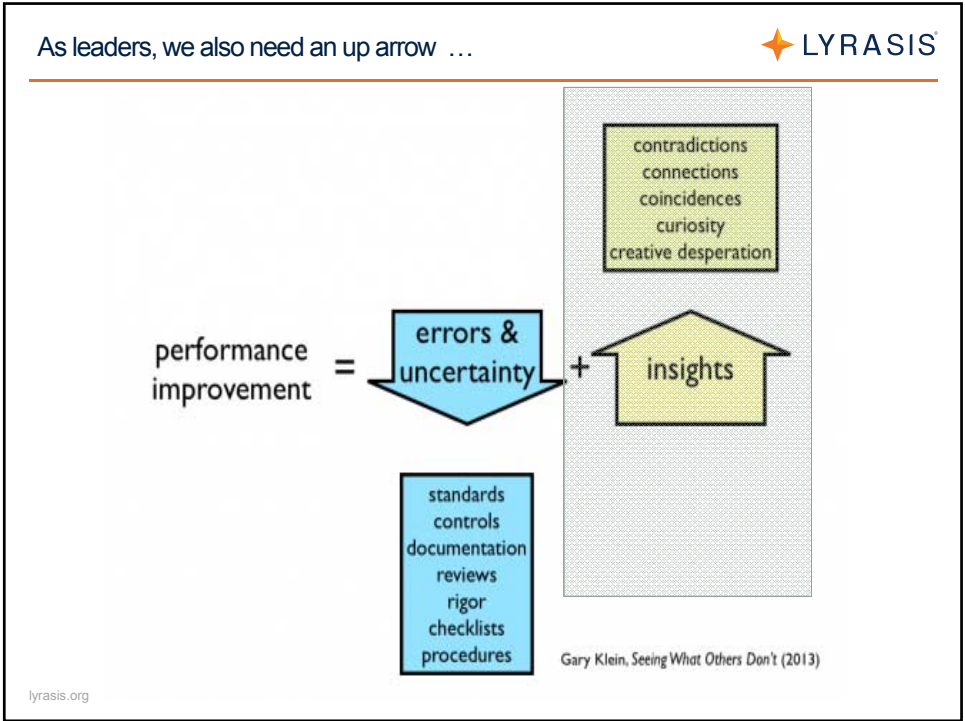


- **How not to hunt for insights (p. 171)**

- We have natural ways of conducting business and reaching decision; rarely think of unorthodox uses




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Criteria for Consideration ★ LYRASIS®

- Is the application an innovative or creative solution to a well-defined problem?
- Does the application have the potential for broad impact in advancing an important objective of the library, archives and/or museum communities?
- Is the plan of work and budget realistic and appropriate?



4000+
Member Partners

Think inclusive

Is this realistic?

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Our curse ... and our blessing... ★ LYRASIS®

performance improvement =

errors &
uncertainty

+

insights

standards
controls
documentation
reviews
rigor
checklists
procedures

contradictions
connections
coincidences
curiosity
creative desperation

Gary Klein, *Seeing What Others Don't* (2013)

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Integrations

John Herbert
Director of Technology Services

Laurie Gemmill Arp
Director of Collections Services
& Community Supported Software



Outline



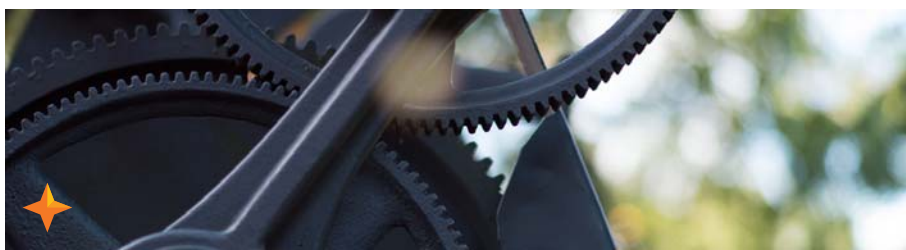
- Setting the Stage - John
- Use Case: Archives Workflow - Laurie
- Discussion - Everyone

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Discussion Questions



- What is the overall need for integrations?
- Is it important to focus only on integrating open source systems?
- How important are enterprise-level workflows?
- What integrations make the most sense to address, are on your wish list?



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Open Source



- Assumption: We are all supporters of open-source
 - Benefits are obvious
 - Different levels of commitment
- At LYRASIL
 - Focused on several open-source platforms
 - Org Home for 2
 - Provide services for 3
 - Gained additional perspective, knowledge in DS merger assessment
 - IMLS grant awarded
- Many academic libraries here today
 - But our view includes archives and museums
 - Federal agencies

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Lay of the Land



- Open-source platforms for LAMs often developed in stand-alone fashion
 - Limited funding (grants)
 - Driven by technologists, larger institutions
- Focus on their core functionality
 - Limited resources – funding / time / developers
 - Narrow set of use cases
 - Department level workflows
- Thin support for some additional functionality
 - e.g., DAMs have (minimal) collection admin
- These add-on “bits” point to potential integrations

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What We See



- Within the “open” space
 - Confusing landscape
 - Lots of moving parts / Lots of overlap
 - Resulting in potential competition between platforms
 - We want to connect, not compete
 - Good news..... work currently going on to integrate some platforms
- There is a bigger picture that’s emerging
 - Enterprise-level work flows coming to the forefront

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Use Case: Archives Workflows - ArchivesSpace

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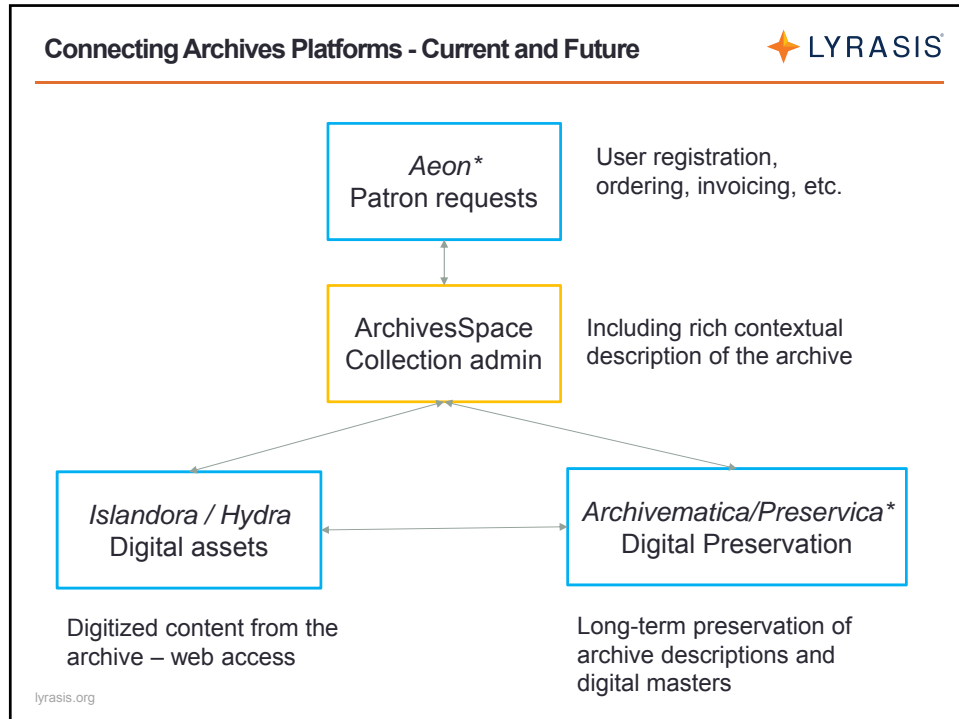


Use Case: Archives Workflows / ArchivesSpace



- Why integrate?
 - As software matures, look to next step
 - Other functions: build on or integrate?
- The value of integrations
 - Leverage the best functionality in each platform
 - Work with best of breed
 - Sustainability
 - Streamlined workflows, integrated systems = happier users
 - Helps program focus
- The challenge of integrations
 - Separate platforms, communities coming together
 - Competing priorities; different vocabularies
 - Synchronizing distinct platforms (APIs, open systems assist)

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Discussion Questions ✦ LYRASIS®

- What is the overall need for integrations?
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Discussion Questions



- How do the respective communities come together/organize?
- Who leads?
- How to prioritize all the various projects?
- How can we adopt additional standards to facilitate inter-operability?
- What are potential funding models?



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Selling the Library in the 21st Century

Rick Provine
Dean of Libraries
DePauw University



Renovation of Roy O. West Library



Background

- 1956 - Dedicated by Vice President Richard Nixon
- 1986 - Last renovated
- 2001 - New Science Library (part of science center expansion)
- 2005 - Began discussing renovation
- 2007 - New Music Library (part of new center for performing arts)
- 2008 - Initial plans derailed (economic crisis, new university president)
- 2016 - Opened, New dining hall built, (president's priority)
- 2017 - New President
- 2017 - Finally, the money arrives


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Challenges




- Fall out from the dot.com wave of the 1990's
- "Bookless Libraries" becomes popular press fodder
- Lack of understanding of the difference between academic libraries and others
- Academics open bookless branches – people don't realize they didn't just throw away the books
- Residential liberal arts college landscape different than other higher ed
- Visibility of technology in libraries

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Stakeholders


The library has the most stakeholders of anyone on campus

- **Students**
 - Comfort
 - Access
 - Flexibility
- **Faculty**
 - Very nostalgic
 - “I want a pony”
 - Grad School
 - Free Coffee
- **Administration**
 - “A model for the Liberal Arts”
 - Unique, innovative
 - Keeping up with the Jones’s



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Stakeholders


...and the two most disparate groups...

- **Librarians**
 - Somewhat nostalgic
 - Hyper-pragmatic
 - Specific

- **Donors**
 - “Why do we even need a library?”
 - Crave high technology, but want to “see” it (never see our OA Policy, IR, DigLib)
 - Lack of understanding of not just libraries, but higher ed in general
 - Don’t understand our governance structure and processes
 - Political divide

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Quotable

- “Look at all these books, they must not know what they are doing.”
- “Did you ever think about working with other libraries to save money?”
- A national network news personality and alum called me...”Technology is really changing things in libraries. Have you thought about using technology?”
- Development used to say libraries are easy to sell...now they say they are the hardest thing to sell.



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Questions

- How do we best convey the continued viability of academic libraries?
- Most of own professional assessment efforts focus on demonstrating
- contributions to student learning. Will this resonate with donors?
- Lots of places (especially in the world of Liberal Arts colleges) are still building libraries. And keeping the books. (Kenyon, 50 million; Williams, 88 million; Smith, even more)
- How do we “get what we need” and still give other stakeholders what they want?

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Roy O. West Library

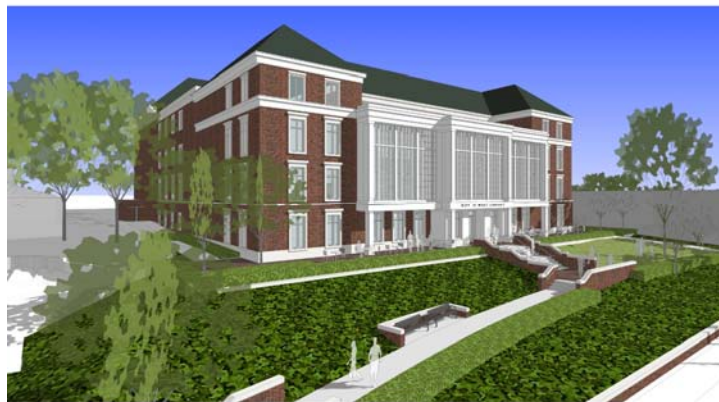


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New West Facing Facade



PAVILION / 4-STORY




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Reading Room



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Three Generations in the Library: A Case Study

**Leaders Forum
Louisville, KY
April 25, 2017**

by David W. Lewis

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Three Generations in the Library: A Case Study

For some time, you have been thinking about the librarians in your library and have been concerned with several issues.

1. You are worried about succession planning. You expect to retire in two years at age 68. In the past, you were not overly concerned, but you have noticed that many libraries like yours are having trouble finding good candidates for director's positions. All of your associate directors and department heads, except for one, are baby boomers and will retire in the next five or six years. You are not sure any of them are ready to be director or that any of them are interested in the job. The mid-career librarians mostly don't seem interested in leadership. You have recently become concerned that the library will not have anyone to step into leadership roles after the current leadership team retires.

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Three Generations in the Library: A Case Study



2. While you have generally been able to recruit good beginning level librarians, over that past few years the candidate pools have gotten smaller and you have had to offer larger start salaries.
3. The higher starting salaries for new librarians has caused salary compression. Some of the mid-career librarians have begun to grumble.
4. In the past two years three of your beginning librarians have left for more interesting position or higher salaries. In exit interviews, several said that working in your library was fine, but their new position offered more interesting opportunities. Another left when a spouse relocated.
5. You have been unable to increase the diversity of the librarians in your library even though diversity is a campus priority.

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Three Generations in the Library: A Case Study



Library Demographic Summary

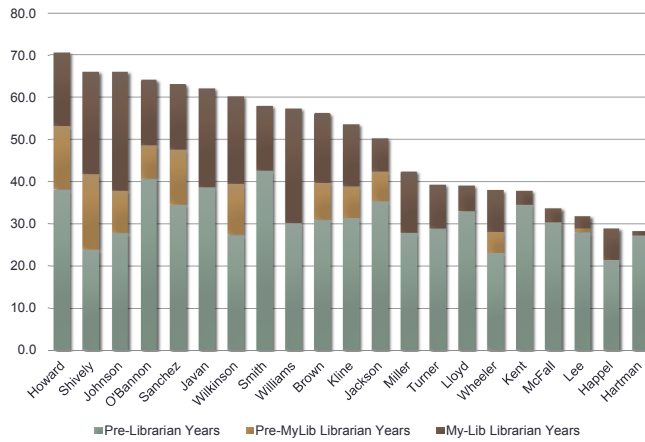
Last name	Date of Birth	Age	Start Date	Tenured	Rank	Women	Minority	Salary
Howard	03/28/47	70.7	07/01/00	1	Associate	1	0	\$72,500
Shively	09/14/51	66.2	08/16/93	1	Librarian	0	0	\$135,000
Johnson	10/01/51	66.2	09/18/89	1	Associate	0	0	\$85,000
O'Bannon	09/21/53	64.2	06/01/02	1	Associate	1	0	\$87,000
Sanchez	10/21/54	63.1	07/08/02	1	Associate	0	1	\$85,500
Javan	09/12/55	62.2	07/01/94	1	Associate	1	0	\$62,500
Wilkinson	07/15/57	60.4	01/15/97	1	Associate	0	0	\$68,500
Smith	10/21/59	58.1	07/01/02	1	Librarian	1	0	\$82,000
Williams	06/25/60	57.4	10/26/90	1	Associate	0	0	\$73,500
Brown	08/24/61	56.3	06/25/01	1	Associate	0	0	\$59,500
Kline	03/04/64	53.7	03/02/03	1	Associate	1	0	\$62,000
Jackson	08/05/67	50.3	01/15/10	0	Assistant	1	0	\$57,500
Miller	06/26/75	42.4	06/02/03	1	Associate	1	0	\$62,000
Turner	07/27/78	39.3	07/01/07	1	Associate	1	0	\$56,000
Lloyd	09/02/78	39.2	10/01/11	0	Assistant	1	0	\$55,000
Wheeler	11/15/79	38.0	01/13/08	0	Assistant	0	0	\$54,000
Kent	11/25/79	38.0	08/01/14	0	Assistant	1	0	\$53,000
McFall	02/10/84	33.8	08/01/14	0	Assistant	1	1	\$53,000
Lee	12/02/85	32.0	01/06/15	0	Assistant	1	1	\$52,500
Happel	12/01/88	29.0	07/05/10	0	Assistant	0	0	\$54,000
Hartman	06/15/89	28.5	10/13/16	0	Assistant	1	0	\$50,000
Total				13		13	3	
Average		50.0		61.9%		61.9%	14.3%	

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Three Generations in the Library: A Case Study

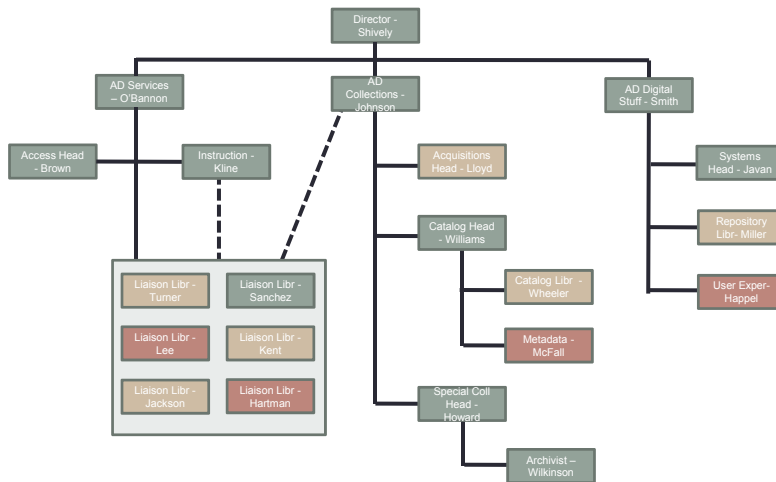


Library Demographic Summary



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Three Generations in the Library: A Case Study



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Three Generations in the Library: A Case Study



In researching the situation, you come across Stanley Wilder's recent ARL report "Delayed Retirements and the Youth Movement among ARL Library Professionals." You have been worried about the different generations of librarians and how this will impact the profession as a whole and particularly your library. You convert Wilder's data to reflect the different generations and do some quick calculations on the data to project it out a few years. The result is the chart and graph below.

It looks like many academic libraries are in a situation similar to yours. You are particularly concerned with the coming need to attract a large number of younger librarians in the next five to seven years.

Finally, you were review statistics on diversity in academic librarianship and found the last chart below. You wonder what you and your library can do to change this situation.

Stanley Wilder, "Delayed Retirements and the Youth Movement among ARL Library Professionals," Washington, DC: Association of Research Libraries, 2017.
<http://www.arl.org/storage/documents/publications/rii-2017-stanley-wilder-article1.pdf>

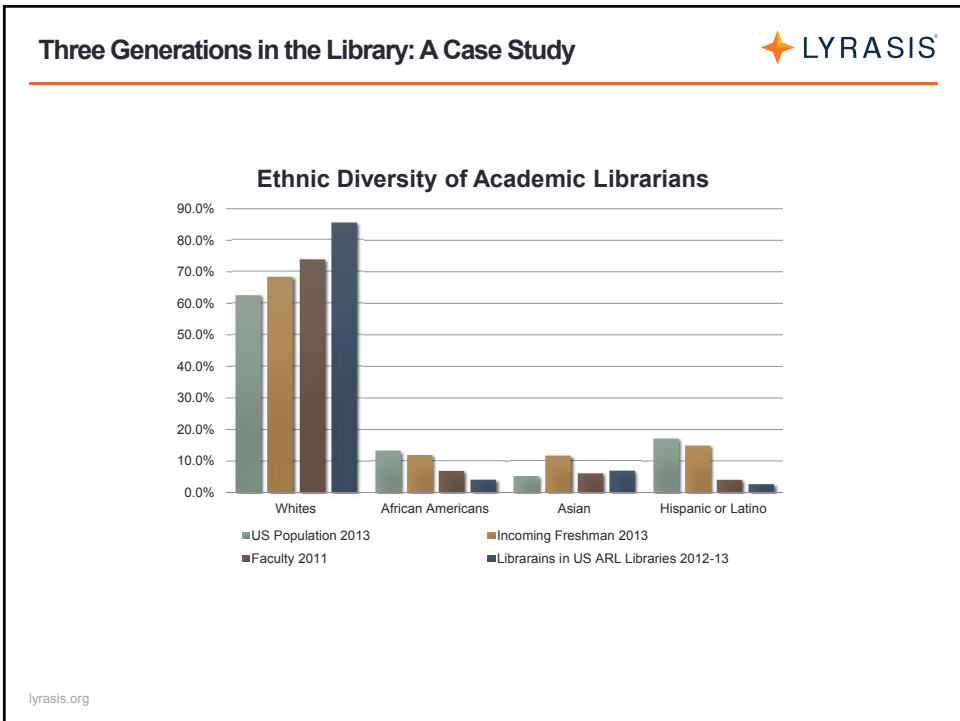
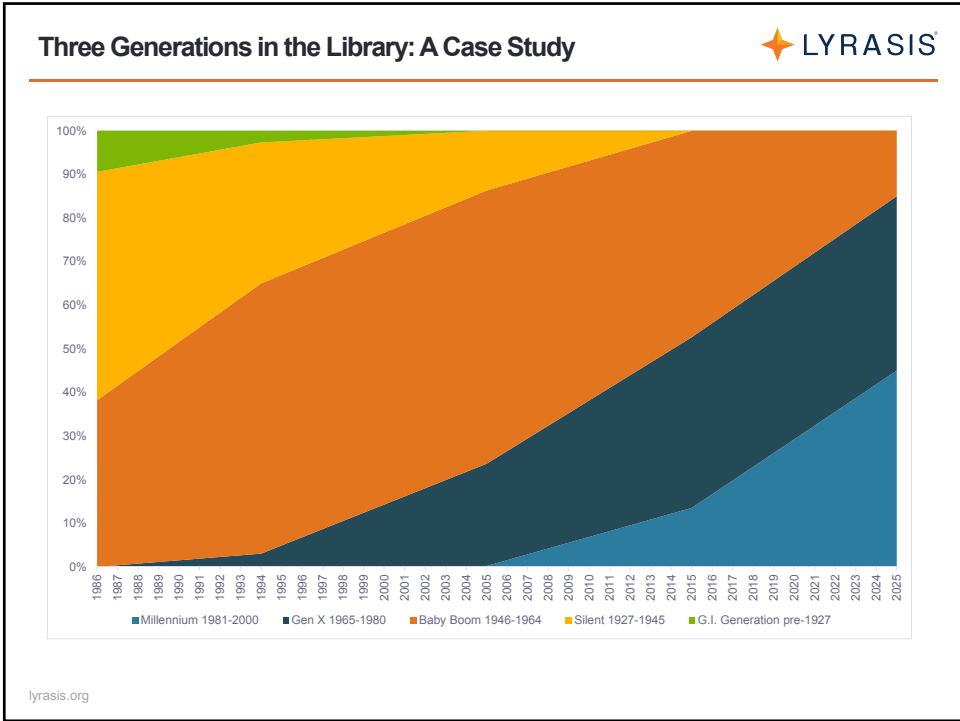
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Three Generations in the Library: A Case Study



	1986	1994	2005	2015	2025
Millennium 1981-2000	0.0%	0.0%	0.2%	13.5%	45.0%
Gen X 1965-1980	0.0%	3.0%	23.4%	39.1%	40.0%
Baby Boom 1946-1964	38.2%	62.0%	62.7%	47.3%	15.0%
Silent 1927-1945	52.4%	32.3%	13.7%	0.0%	0.0%
G.I. Generation pre-1927	9.4%	2.7%	0.0%	0.0%	0.0%

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What do you do?

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Emergence of Open Content

April 25, 2017

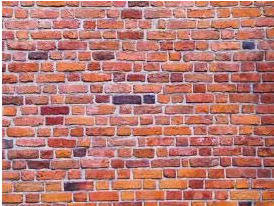
Hannah Rosen
Licensed Services Coordinator

[ih-mur-juh ns] *Formation of collective behaviors causing a system to coalesce into something novel*

Signs of Change LYRASIS


Paywalled

- Industry consolidation
- Private equity
- Mature market
- Barriers to competition
- Potential for disruptive change



Open


- Multi-stakeholder collaboratives
- Social responsibility
- Opportunities to engage
- Community energy




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Trending Now LYRASIS


- Openly licensed cultural content
(copyrightable materials of all formats that may be freely and legally reproduced, edited, expanded, and republished)
 - Digital learning objects
 - Primary source documents
 - Local/regional content
 - Scholarly content
 - Technical content
- Social responsibility and long-term obligations
- Knowledge diffusion network

Knowledge Unlatched 

REVEAL DIGITAL

 **OpenGLAM**

 **Open Library of Humanities**

 **SCOAP³**

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Taking Action



- “Not self-indulgence, but self-preservation”
- Support for progress of intellectual thought and expression in a sustainable manner
- Multi-stakeholder alliances
- Digitization to Digitality
- Investigate, collaborate, promote, and accelerate adoption of Open using a holistic approach
- Instigate change



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Questions



- Are there enough opportunities for your institution to engage in Open Content movement?
- How does your institution decide to support Open Content initiatives?
- Are there success stories of new local/regional multi-stakeholder collaborations around Open Content?

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