THE SILVER LINING OF DOWNSIZING

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And
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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
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.
CHANGE OF SPACE AND PACE

- 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
Challenges and alleviations
Discovering the Silver Lining
I didn’t know I could do that!
Working outside your comfort zone
WHO KNOWS WHAT THE FUTURE HOLDS?

- The art of anticipating change
  - 5-year plan
  - E-books
  - Implementing new staff
  - Idyllic organization chart
CONCLUDING THOUGHTS & RECOMMENDATIONS

- Acknowledging the positive
- Keeping calm
- Not getting stuck
- Anticipating future change
BIBLIOGRAPHY

Simon Canick, Library Services for the Self-Interested Law School: Enhancing the Visibility of Faculty Scholarship, 105 LAW LIBR. J. 175, (2013).

