

ATLANTIS UNIVERSITY LIBRARY STAFFING PROPOSAL (TEAM 3)

Goal: to help the Atlantis University Library to develop into a next generation library

Assumptions

1. the expected 10% increase in staff funding is good enough to hire at least 1 professional librarian
2. the digitalization project will be funded by the university or the library has to find other ways to initiate the project.

Background Highlights

1. Faculty/student ratio: 1: ~4.667 (research institution)
2. Library: old building, books are shabby, outdated technology
3. Library: Professional/Support staff ratio: ~ 1:4 (12 Professionals vs 52 Support staff)
4. AUL - not very collaborative, not very welcoming by other universities in the country

SWOT Analysis

Strengths

1. 400 years of history and rich collection of Altantisian materials
2. Staff with university degree: 36 (36/64, >50%)
3. Work performance: very good on average
4. Hard working, self-motivated, loyal and committed to the library

Weaknesses

1. Outdated technology
2. Very limited electronic collection
3. Limited interlibrary activities (not collaborative)
4. Staff proficiency in foreign language: none

Opportunities

1. New king > open up the country
2. Large gas reserve > money

3. New friends > new collaborative opportunities
4. More book collections (gift) from new friends

Threats

1. Some loyal, senior staff will come to their retirement age soon
2. Sudden change may create tension to the staff > job performance

Project Proposal

New Generation Library > Digital Library

- Digitalization project on the special collection (Altantisian materials)
- OA (the other 4 universities and others)

Requirements

Hardware

1. Scanner
2. New server

Software (skills)

1. IT skills (server, imaging technology, user interface design)
2. Cataloging skills (indexing and metadata for electronic resources)
3. Others: scanning and OCR, promotion/marketing skills

Challenge 1: Lack of IT Talent

Solution: hire 1 new professional librarian who has strong IT background, in particular with expertise on digitalization project

Benefit: not only help building the digital collection, but also bringing/transferring his/her IT knowledge and skills to other IT staff.

Challenge 2: Lack of knowledge on E-resource Cataloging

Solution: Staff Exchange Program - send staff to the 4 universities

Benefit: knowledge/experience gained from other libraries are invaluable to the future development of e-collections

Challenge 3: Lack of Language skill and Web2.0 skill

Solutions

- Invite faculty to give language classes
- Buy online English training materials
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- Implement Library2.0 activities - an online, self-directed program that allows library staff to explore Web2.0 technologies and tools. This project was initiated at the Public Library of Charlotte & Mecklenburg County (PLCMC), which is licensed under the Creative Common
- Buy online video tutorials and training (e.g. Lynda.com)

AUL Digital Library (Timeline)

Digitalization Project > Electronic Collection (books and journals) > Electronic Services (e.g. Online reference, mobile services, etc)